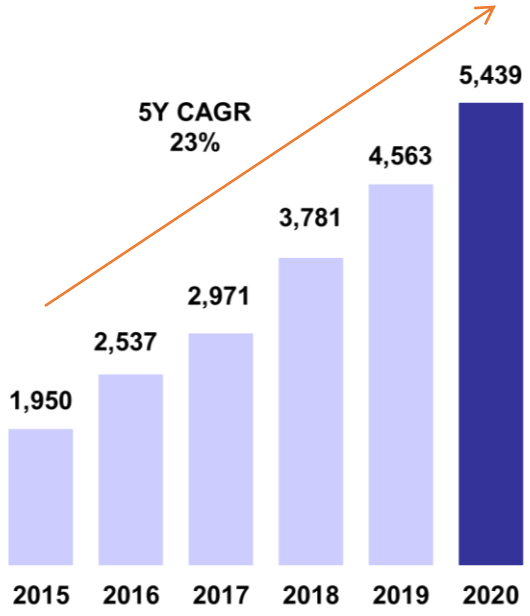
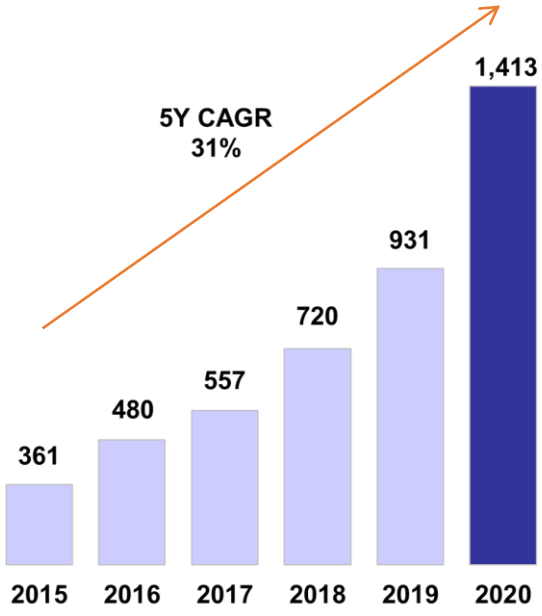
eurofins
Testing for Life

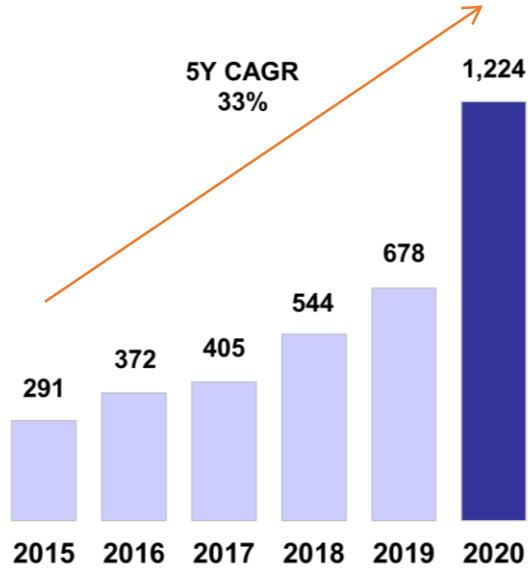
Revenues (EUR m)



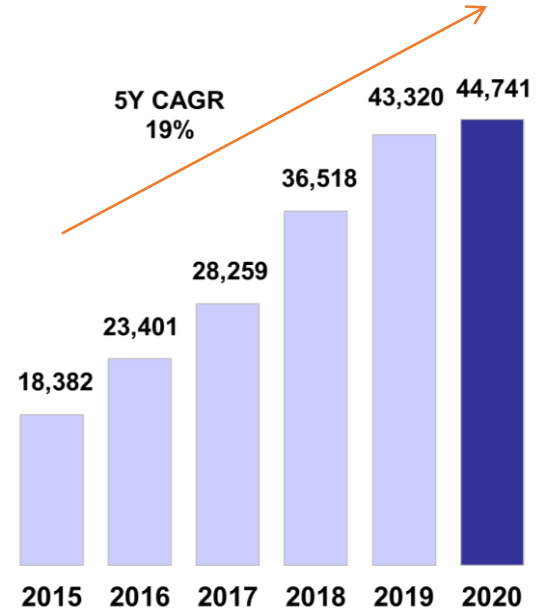
Adjusted EBITDA (EUR m)



Net Operating Cash Flow (EUR m)



Average Number of Full Time Employees



2020 Annual Report

Disclaimer

This document is neither a prospectus for the purposes of Regulation (EU) 2017/1129 or other foreign regulations, nor an official authorised document, nor a sworn translation thereof and has not been approved, filed or reviewed by any regulatory authority. This document is intended for informational purposes only and does not constitute or form a part of any offer for sale or subscription or solicitation of any offer to buy or subscribe any securities of Eurofins Scientific S.E. (hereinafter the "Company" or "Eurofins Scientific") nor shall it, or any part of it, form the basis of or be relied upon in connection with any decision to purchase securities of the Company or enter in any contract with, or commitment to, the Company whatsoever.

The Company has taken reasonable care to ensure that the facts stated in this document are true and accurate in all material respects but makes no representations or warranties regarding the reliability or absence of material errors or omissions in or from this document. Information contained herein is based on sources believed to be reliable but is neither exhaustive nor guaranteed by our Company. No person has been authorised to give any information or make any representation not contained in the Company's annual report. Any information given or representation made by any person which is not contained in the Company's annual report may not be relied upon as being authorised by the Company or any of its subsidiaries or any of their respective employees, officers or agents. The Company's annual report can be obtained from the Company's investor relations team. This annual report is subject to all restrictions, limitations, non-warrantee and non-reliance provisions stated in this disclaimer.

This publication contains forward-looking statements and estimates that involve risks and uncertainties. The forward-looking statements and estimates contained herein represent the judgement in good faith of Eurofins Scientific as of the date of publication. These forward-looking statements are not guarantees for future performance and the events discussed in this document may not occur. Eurofins Scientific disclaims any intent or obligation to update all or one of these forward-looking statements and estimates. These forward-looking statements are also subject to change without notice.

To the extent permitted by law, the Company shall not be liable for any loss, damage or expense whatsoever arising out of or in connection with this annual report, directly or indirectly, including but not limited to, in contract, tort, strict liability or any other legal bases.

This document shall only be distributed as and if permitted by law. By accepting this document, you agree to be bound by the foregoing instructions and limitations.

Until it has been lawfully made public by Eurofins through approved distribution channels, this document contains inside information for the purpose of Regulation (EU) 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse, as amended. Publication date: 1 March 2021, 7:15am CET.

Shareholder information

Listing
Euronext Paris (IPO on 24 October 1997)

Segments/Indexes
Euronext Paris: EURONEXT 100, SBF 120, SBF TOP 80 EW, CAC ALL SHARES, CAC ALL-TRADABLE, CAC HEALTH CARE, CAC L60 RI SW, CAC LARGE 60, CAC LARGE 60 EW, CAC NEXT 20, EN H C EQ&SER EW.
Euronext Amsterdam: EN CORE E100 EW, EN EUR N100 EW, EN EUROZONE 150 EW, EN EUROPE 500, EN EUROZONE 300, EN EZ L&M 60 EW.
Other: MSCI Europe, STOXX Europe 600.

Industry Group/Prime Sector
Healthcare / Healthcare Providers

Codes
ISIN: FR0014000MR3

Tickers
Paris: Euronext ERF, Reuters EUFI.PA, Bloomberg ERF FP

Nominal Capital (as at 31 December 2020)
EUR 1,907,939.00 (190,793,900 x EUR 0.01)

Simplified Ownership Structure
Free Float 66.6%
Martin Family 33.4%

2020 Share Price development
Eurofins Scientific: 38.9%
SBF 120: -6.6%
Next 150 Index: 2.9%
CAC 40 Index: -7.1%
Euro Stoxx 50 Index: -5.1%
Nasdaq Composite Index: 47.6%
S&P 500: +16.3%
Dow Jones: +7.2%

Analyst coverage

AlphaValue	Vansh Mehta
Bank of America	Patrick Wood
Barclays	James Rose
Berenberg	Thomas Burlton
Bryan Garnier	Bruno de La Rochebrochard
Citi	Marc Van't Sant
Credit Suisse	Andy Grobler
Deutsche Bank	Steven Goulden
Exane BNP Paribas	Allen Wells
Gilbert Dupont	Guillaume Cuvillier
Goldman Sachs	Suhasini Varanasi
HSBC	Murielle André-Pinard
Jefferies	Will Kirkness
Kepler Cheuvreux	Pablo Cuadrado
Morgan Stanley	Edward Stanley
Morningstar	Aaron DeGagne
ODDO BHF	Geoffroy Michalet
Redburn	Neil Tyler
Société Générale	Jean-Michel Belanger
Stifel	Nicolas Tabor

Investor Relations
Eurofins Scientific Group
Phone: +32 2 766 1620
E-mail: ir@eurofins.com

Website
www.eurofins.com

Table of Contents

Management Report 4

1 Key Performance Indicators 5

2 CEO Review 6

3 The Business 9

4 Financial and Operating Review 26

5 COVID-19 Response 37

6 Environment, Social and Governance 45

7 Risk Factors 79

8 Eurofins Group Remuneration Report 2020 97

9 Eurofins Scientific SE, the Group Parent Company 119

10 Corporate Governance 120

Corporate Governance 121

1 Corporate Governance Charter of Eurofins 122

2 Corporate Governance Statements for the Year Ended on 31 December 2020 136

3 Statement of Persons Responsible for the Annual Report 150

Annual Financial Statements 151

1 Consolidated Financial Statements 152

2 Auditor’s Report on Eurofins Scientific SE’s Consolidated Financial Statements 216

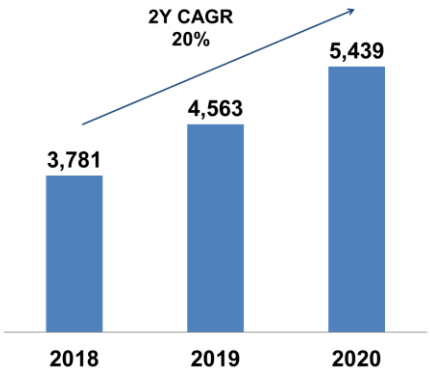
3 Annual accounts 223

4 Auditor’s Report on Eurofins Scientific SE’s Annual Accounts 235

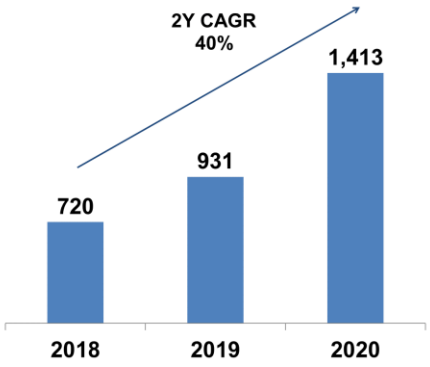
Management Report

1 Key Performance Indicators

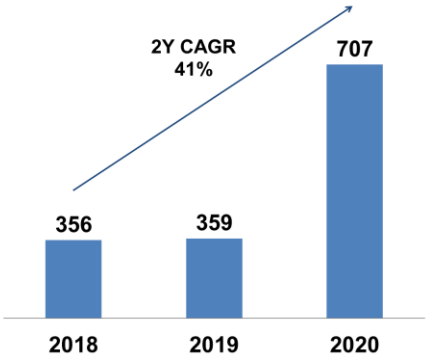
Revenues (EUR m)



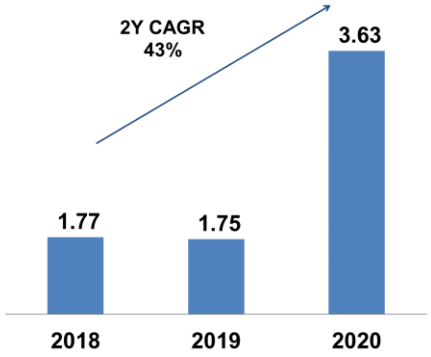
Adjusted EBITDA (EUR m)



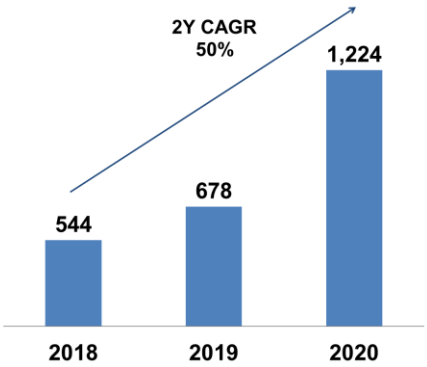
Adjusted Net Profit to Equity Holders (EUR m)



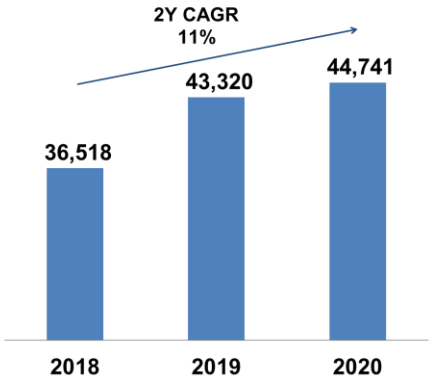
Adjusted Basic Earnings per Share to Equity Holders (EUR)



Net Operating Cash Flow (EUR m)



Average Number of Full Time Employees



2 CEO Review

I am humbled by the outstanding way Eurofins teams responded to the challenges of 2020, rapidly developing and delivering an unmatched set of solutions to fight the pandemic, demonstrating the resilience of our core business, and growing revenues, margins and cash flow significantly. The Group has also used the year to further invest in its infrastructure, especially IT, to be stronger in future years and offer superior services to clients. Eurofins is now in a very strong financial position, which offers optionality and the ability to invest in high growth markets, such as in Asia.

For 2021, the impact of further economic disruptions and the contribution from COVID-19 testing and reagents services on our Group remains very hard to estimate, especially considering the rapid spread of variants of concern. Scenarios range from return to normal in the spring of 2021 to continued disruptions and some need for testing continuing into 2023. Looking beyond the pandemic, the Group is very excited by its broader prospects driven by return to growth in global economies, continued growth in our core markets, rapidly rising levels of investment in global BioPharma, and the many opportunities from new technologies coming from recent advances in relation to the COVID-19 pandemic. The speed of reaction and innovative strength shown by our entrepreneurial units to develop an unparalleled range of solutions to fight COVID-19 will no doubt enable our Group to capture significant opportunities in other areas in the future.

The operational and financial highlights of 2020 were:

- Total revenues grew 19.2% from EUR 4,563m to EUR 5,439m for the full financial year 2020 (FY 2020), slightly above the Group's recently upgraded EUR 5,400m revenue objective for FY 2020 and 8.8% higher than the EUR 5,000m objective set in October 2018[16], and already upgraded from the original EUR 4,000m objective set in October 2015.
- Organic growth[10] was strong at 19.3% in FY 2020 with 5.1% in H1 2020, 32.7% in H2 2020 and a record 42.4% in Q4 2020.
- Results demonstrate the resilience of the Group's core business (excluding COVID-19 clinical testing and reagents revenues), with positive organic growth in FY 2020 and organic growth returning to 5% in Q4 2020 despite continued lockdowns in many countries.
- The Group has risen to the challenges of COVID-19, quickly developing a very broad range of products and services critical to the management of COVID-19. It set up, at pace, significant scale testing capacity and remained at the forefront of both scientific and product innovation. The Group supported the development of vaccines by most leading providers. It also innovated to produce new critical tests and testing formats for the individual and the workplace and recently the Novatype RT-PCR for fast variant identification.
- The Group estimates that COVID-19 testing and reagents delivered in excess of EUR 800m revenues in FY 2020. While they required some additional Net capex and inventory building, these activities were accretive to EBITDA[3] margins and cash flow.
- The Group continued to execute on its strategy to reinforce its position as the global leader in "Testing for Life" and entered the final stage of its significant 2015-2020 investment programme to create a network of large state-of-the-art laboratories enabling scale effects, with the most innovative equipment and fully digital with advanced IT solutions.
- Adjusted[1] EBITDA increased by 52% year-on-year to EUR 1,413m in FY 2020 from EUR 931m in FY 2019, representing a 26.0% adjusted EBITDA margin (+560bps year-on-year) exceeding the Group's latest EUR 1,300m adjusted EBITDA objective set in December 2020 and the EUR 1,000m adjusted EBITDA objective first set in October 2018 and restated to EUR 1,100m in March 2020 to reflect the impact of IFRS16[17].
- Adjusted basic earnings per share[7] (EPS) increased by 107% to EUR 3.63 in FY 2020 compared to EUR 1.75 in FY 2019, largely driven by the increase in profitability and lower tax compared to last year.
- Net Operating Cash Flow[8] significantly increased in FY2020, up 81% to EUR 1,224m in FY2020 vs EUR 678m in FY 2019. Net working capital stood at 4.5% of Group's revenues in FY 2020 vs 5.3% in FY2019 (-80bps year-on-year).
- Free Cash Flow to the Firm[9] was EUR 873m, a significant increase of 143.5% compared to EUR 359m in FY 2019 and well above our most recent objective of EUR 700m set in December 2020 and the original EUR 500m objective first set in March 2020[18], restated to EUR 600m in October 2020 to reflect IFRS 16 reclassification.
- Year-end net debt[14] decreased to EUR 2,242m from EUR 3,245 in FY 2019 thanks to the strong cash flow generation and a successful equity issuance (EUR 535m total gross proceeds) in May 2020. As a result, the leverage ratio (net debt divided by proforma adjusted EBITDA[19]) decreased to 1.6x at the end

of December 2020, from 2.5x at the end of June 2020 and 3.2x at the end of December 2019 returning below 2.0x, 2 years ahead of the 2022 target.

- Eurofins closed 26 acquisitions during the year 2020, representing full-year equivalent proforma revenues of EUR 103m in FY 2020 and a total investment of EUR 177m, slightly above the EUR 171m investment in FY 2019 and still considerably lower than 2017 and 2018, reflecting the Group's reduced focus on M&A.
- Eurofins intends to propose, at its upcoming Annual General Meeting (AGM), to distribute a dividend of EUR 0.68 per share, corresponding to 25% of FY 2020 basic reported EPS attributable to equity holders.
- In FY 2020, the Group continued to embed best practices in business operations and make further progress on all three dimensions of ESG, including disclosure, notably with the introduction of specific ESG targets focused on gender diversity, safety, environment and compliance, applicable for all Business units and more senior leaders from 2021 onwards, the appointment of a fourth independent director with over 40 years of experience in audit and accounting to the Board of Directors in 2020 and the proposal to bring the Board of Directors to eight members comprised of four women and five independent directors at the April 2021 AGM.
- Outlook: following a very strong set of 2020 results, Eurofins is confirming its 2021 financial objectives, updating its objectives for 2022 and setting new objectives for 2023, all at average 2020 currency exchange rates, as follows:
  - The COVID-19 pandemic evolution and its impact over the coming months and years remains very much uncertain, especially considering the unknown efficacy of vaccines on new Variants of Concern, leading to a wide range of potential financial outcomes.
  - Consequently, keeping our previous revenues objective for FY2021 of EUR 5.45bn first set on 4 March 2020, before the pandemic significantly hit Europe and North America, appears the best estimate that can be made for now. This objective was initially made at 2019 average exchange rates and assumed EUR 200m from M&A consolidated at mid-year in 2020 (revised down to EUR 150m on 22 October 2020), while there was actually a negative FX effect of EUR 60m in 2020 and only EUR 103m of full year revenues from M&A in 2020. These objectives also assume EUR 150m revenues from M&A in 2021 consolidated at mid-year.
  - The Group also maintains its FY2021 objectives of EUR 1.25bn adjusted EBITDA and EUR 700m Free Cash Flow to the Firm. This includes an objective of EUR 350m for Net capex and EUR 30m for SDI at the EBITDA level.
  - 2021 results could well be materially higher than these objectives should COVID-19 testing continue at current levels through 2021.
  - The objectives outlined below for 2022 and 2023 are set excluding any revenues from COVID-19 testing and reagents and any M&A beyond 31/12/2020 (i.e. organic core business ex. COVID-19 objectives). They also assume a full return to normal of the economies and markets to a pre pandemic situation by 01/01/2022.
  - In 2020, the Group generated over EUR 800m of revenues from COVID-19 testing and reagents. It remains very difficult to estimate the lost growth in 2020 due to the impact of COVID-19 lockdowns, social distancing & travel restrictions on our clients and our activities. Nevertheless, given the strong performance of our core business in Q1 and Q4 of 2020, we estimate this impact to be of ca. €250m in 2020, implying a net positive COVID-19 impact of about €550m on FY2020 revenues. If the pandemic is fully resolved by the end of 2021, we believe that the EUR 250m lost growth on our core business in 2020 could be caught up in 2022 (in addition to the 5% organic growth of that year), as those missing sales are mainly due to the reduction of testing for activities impacted at our clients (restaurants, events and travel industry, clinical trials, etc.) and environment testing that requires on site sampling. For 2022 and 2023, we believe that setting a 5% annual organic growth objective for our core business (excluding COVID-19 testing and reagents revenues) is an achievable target.
  - Based on those objectives and hypotheses Eurofins organic ex. COVID-19 revenues should therefore reach EUR 5.45bn in 2022. This would lead to ex. COVID-19 objectives of EUR 1.30bn adjusted EBITDA and EUR 750m Free Cash Flow to the Firm.
  - For 2023, based on 5% organic growth, the organic ex. COVID-19 revenues objective is set at EUR 5.725bn, and thanks to expected continued progress on profitability and cash flow generation, Eurofins sets objectives of EUR 1.375bn adjusted EBITDA and EUR 800m Free Cash Flow to the Firm.
  - Should the above Free Cash Flow objectives be achieved throughout 2021-2023, without any M&A spend in the period, the leverage (net debt to adjusted EBITDA), should fall below 1.0x by the end of 2023.

These organic objectives reflect both the significant opportunities available to the Group as well as the poor visibility of future COVID-19 contributions. Should vaccination programs not achieve sufficient population immunity in many countries by this summer or Variants of Concern significantly reduce Vaccine effectiveness, a level of COVID-19 testing and reagents revenues could well continue in 2022 and beyond as well as some market disruptions. At this

time, Eurofins continues to carry out significant volumes of COVID-19 testing and anticipate this activity to continue at some level at least during 2021.

In addition to these organic objectives, whilst M&A is not currently a priority, Eurofins considers a likely scenario that it may add EUR 150m proforma revenues from acquisitions in 2021 and EUR 200m in each of 2022 and 2023. Including these M&A activities, the Group revenues would reach EUR 5.70bn in 2022 and EUR 6.175bn in 2023 if it achieves its organic objectives.

Sincerely,

Dr. Gilles G. Martin

CEO

Dated 24 February 2021

Please see definitions of the financial terms discussed in section 4.11 "Alternative Performance Measures (APMs)".

3 The Business

3.1 The Eurofins Group

3.1.1 Who we are

Eurofins Scientific was founded in 1987 with 4 employees and 1 laboratory to market a patented analytical method used to verify the origin and purity of several types of food and beverages and identify sophisticated fraud not detectable by other methods. Building on this unique technology, Eurofins expanded over the years in several phases by adding a very large range of bioanalytical technologies to serve a broader range of industries.

Today the Eurofins Group is a leading provider of analytical services with over 800 laboratories and over 50,000 staff in more than 50 countries working across markets, continents and industries to carry out testing to improve health and safety. Our experts meticulously apply scientific principles to ensure that the food we eat, the air we breathe, the medicines we need and the products we use are safe. Eurofins performs more than 450 million tests each year to evaluate the safety, identity, composition, authenticity, origin, traceability, and purity of biological substances and products, as well as providing innovative clinical diagnostic testing services. Our portfolio of more than 200,000 analytical testing methods supports our mission of Testing for Life.

Eurofins is the global leader in food, environment, pharmaceutical and cosmetic product testing and in agroscience Contract Research Organisation services. Eurofins is also one of the market leaders in certain testing and laboratory services for genomics, discovery pharmacology, forensics, advanced material sciences and in the support of clinical studies. The Group benefits from an emerging global presence in BioPharmaceutical Contract Development and Manufacturing Organisations and a rapidly developing presence in highly specialised and molecular clinical diagnostic testing and in-vitro diagnostic products.

Eurofins' services are important for the health and safety of people and our planet. Our continued investment to become a fully digital company and maintain a network of state-of-the-art laboratories and equipment support the Group's objective to provide our customers with high-quality services, innovative solutions and accurate results in the best possible Turn Around Time (TAT). Eurofins is ideally positioned to support its clients' increasingly stringent quality and safety standards and the increasing demands of regulatory authorities as well as the requirements of healthcare practitioners around the world.

In 2020, Eurofins reacted quickly to meet the global challenge of COVID-19, by creating capacity to help over 20 million patients monthly who may have been impacted by the pandemic with our reagents, testing products and services and directly supporting healthcare professionals working on the front line to fight the virus. The Group has established widespread PCR testing capabilities and has carried out over 15 million tests in its own laboratories. Eurofins is also supporting vaccine and pharmaceutical product developers in their race to develop novel treatments for the virus and has launched SAFER@WORK™ testing, monitoring and consulting programmes to help companies set up advanced risk management protocols to limit the impact of COVID-19 on the workplace.

Eurofins has grown very strongly since its inception and its strategy is to continue expanding its technology portfolio and its geographic reach. Through R&D and acquisitions, the Group draws on the latest developments in the field of biotechnology and analytical chemistry to offer its clients unique analytical solutions.

3.1.2 Our Vision, Mission and Values

Our Vision

To be the Global Leader in Testing for Life.

Our Mission

To contribute to a safer and healthier world by providing our customers with innovative and high-quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value.

Our Values

Customer Focus

- Delivering customer satisfaction by listening to and exceeding customer expectations;
- Adding value for our customers through our services;
- Seeking innovative solutions to help our customers achieve their goals.

Quality

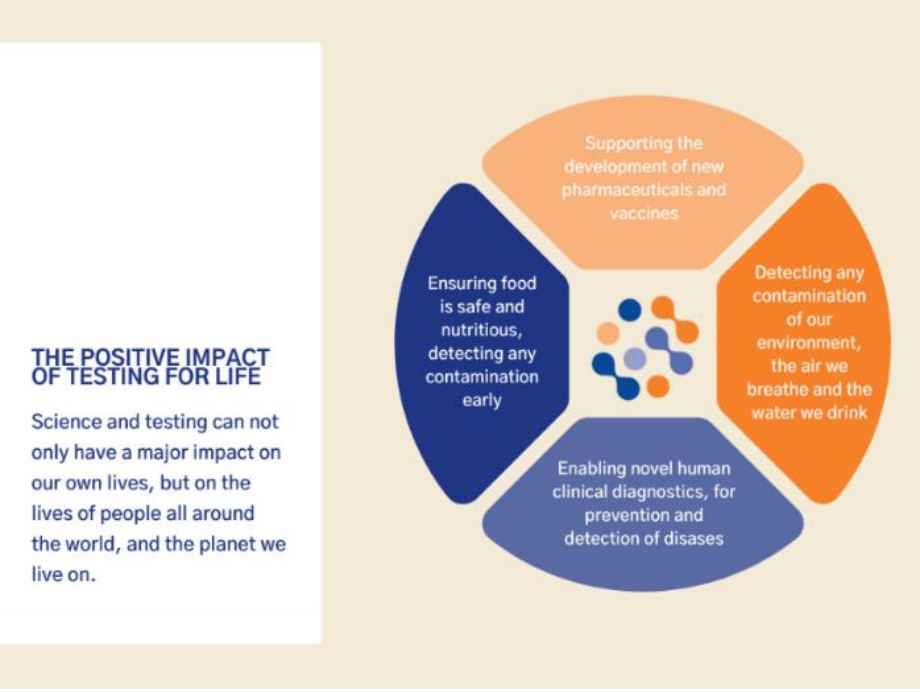
- Delivering quality in all our work; providing accurate results on time;
- Using the best appropriate technology and methods;
- Seeking to improve or change our processes for the better.

Competence and Team Spirit

- Employing a team of talented and competent staff;
- Investing in training and creating good career opportunities;
- Recognising and encouraging outstanding performance.

Integrity

- Behaving ethically in all our business and financial activities;
- Demonstrating respect towards our customers and our staff;
- Operating responsible environmental policies.



3.1.3 Where we operate

3.1.4 Key figures

- 50,000+ employees
- 50+ countries
- 800+ laboratories
- 200,000+ analytical methods
- 450+ million tests per year

3.2 Our businesses

Eurofins' business is primarily organised on a regional basis, with limited synergies across continents. This is in part driven by regulation, which varies significantly across regions and imposes different operational requirements. However, the broad geographical spread of our network of laboratories, as well as the hub and spoke network inside a country or a region, enable different laboratories operating in the same country or region to share significant synergies between each other.

Eurofins' key customer markets can be roughly grouped into key areas of Bio-pharmaceutical Services, Food and Feed Testing, Clinical Diagnostics, Environment Testing and Consumer Product Testing. The Group is also building Eurofins Technologies, a supplier of consumables and testing kits for In Vitro Diagnostics, Food and Environment testing. Eurofins Companies and groups have developed tailored products and services for clients in these markets and, as a result, are able to respond quickly to changing needs, build strong market positions and defendable, sustainable competitive advantages.

3.2.1 BioPharmaceutical Services

From compound discovery and clinical research through manufacture and release of commercial product and post-approval/marketing, Eurofins BioPharma Services provides seamless, end-to-end solutions to help clients progress through the drug development cycle through a single, experienced provider. Our integrated solutions deliver the most comprehensive range of state-of-the-art analytical technologies with an expansive geographic reach in order to support our clients' specialised testing needs and stringent quality and safety requirements around the world. We provide uniform quality assurance systems and high-quality services, including:

- **Bioanalytical Services:** with over 15 years of industry-leading scientific expertise, we are a biologics-focused, global leader in bioanalytical solutions ranging from preclinical non-GLP to IND-enabling Toxicity studies to multi-national Phase III clinical trials. We specialise in supporting the widest breadth of biologics clinical trials with PK/TK, ADA, NAb and biomarker assays and sample analyses through our state-of-the-art laboratory facilities in Europe, Asia and North America;
- **Genomics:** as a leading provider of total genomic solutions with four interdependent global laboratories, our DNA sequencing, DNA synthesis, DNA genotyping and gene expression analyses help humans make transformative leaps across many fields – from medical diagnosis to food production;
- **Discovery**: recognised as the industry leader in providing drug discovery researchers with the largest and most diverse portfolio of standard and custom in vitro safety and pharmacology assays and panels for drug screening and profiling, we have supported drug discovery research for over 40 years;
- **Preclinical/Early Development**: we work for several large Pharma companies and help our clients select the best new molecular entities to enter into clinical trials to limit failure in full development;
- **Clinical Research and Development**: assessing the safety, dosage and efficacy of our clients' products through Phases I, II and III testing to support the development of medicines and treatments; and
- **Approval and Commercial**: ensuring quality control and assessing the safety and long-term effectiveness of products post-approval.

Our laboratories are accredited by local and international institutional accreditors and operate in accordance with the principles of good laboratory practices (GLP) and good manufacturing practices (GMP) as appropriate. Our integrated solutions deliver the most comprehensive range of state-of-the-art analytical technologies with an expansive geographic reach in order to support our clients' specialised testing needs and stringent quality and safety requirements around the world.

3.2.2 Food and Feed Testing

We are the world's leading food and feed testing laboratory group, deploying a comprehensive range of state-of-the-art analytical techniques in order to support our clients' increasingly stringent quality and safety standards. The Group has built up a global network of food and feed testing laboratories and Competence Centres that perform more than 200 million assays per year to establish the safety, composition, authenticity, origin, traceability and purity of food and feed.

We offer the broadest portfolio of food and feed testing laboratories and make this unique offer available globally from any of our laboratories using optimised processes, logistics and IT services, including:

- **Testing Services:** 130,000 analytical methods assessing the safety, purity, composition, authenticity, and traceability of food products and ingredients. Expertise includes among hundreds of other types of tests, testing for persistent organic pollutants, dioxins and organic contaminants, pesticides, mycotoxins, allergens, pathogens and vitamins, and analyses for genetic modifications (GMOs);
- **Training, Consulting, Auditing and Certification**: helping manufacturers, suppliers, retailers, processors, and warehouse providers to implement consistent and high-quality food safety measures through a variety of tailored food safety programmes run by highly qualified experts;
- **Research and Development**: Protecting food and beverage companies by ensuring that the methods used to test their products stay up to date with emerging food hazards and trends.

Eurofins provides testing, consulting, auditing and inspection services across the entire food supply chain, from farm to fork. We serve clients of different sizes operating in a wide range of industries, from the largest global food and beverage producers to independent farmers, food suppliers, retailers and restaurants.

3.2.3 Environment Testing

We contribute to the safety and sustainability of the planet by providing market-leading laboratory testing, monitoring and consultancy services to a wide range of industrial companies, NGOs, environmental consultants, contractors, retailers and government authorities. Our services comprise testing of water, air, soil, waste and other products to assess their quality and impact on health and the environment:

- **Water Testing**: with our wide range of assays in water analysis, we provide all physical, chemical and microbiological testing along the entire water cycle, from surface waste and groundwater, to drinking and mineral water, hospital hygiene and seawater as well as legionella testing;
- **Air Testing**: testing of air and flue gas is very important to maintain our quality of living. We provide a broad range of services from emission tests, ambient air testing, indoor air in buildings and workplaces and soil gas testing. Our large selection of methods, under international approved quality systems and the relevant accreditation and approvals, is deployed by highly trained employees who have built significant experience and knowledge over the years.
- **Pollution Testing:** we have a wealth of experience in testing for all organic and inorganic pollutants, including pesticides, chemicals falling under the REACH directive, traces of radioactive compounds, PCBs and Perfluorinated Surfactants in surface and drinking waters.
- **Soil Testing**: testing for routine and non-routine parameters in polluted sites and soil, building materials, sediment and sludge, and compost.

3.2.4 Clinical Diagnostics

We contribute to every stage of patient care: from genetic predisposition to prevention, diagnostics, treatment monitoring and prognosis. With hundreds of thousands of clinical diagnostic tests performed every day, the laboratories of Eurofins clinical diagnostic services strive to ensure that every patient, wherever he or she lives, has access to the most specialised and innovative techniques for diagnosis, monitoring and therapeutic decisions. Our logistics expertise and our daily sample collection and delivery network guarantee perfect continuity in the provision of care while ensuring the same standard of quality and access to innovation across all the regions we serve.

Our approach to clinical diagnostics is entirely focused on excellence, innovation and technological investment and offer testing services in all medical specialties, including:

- **Biological Sample Analysis**: Diagnosing diseases and aiding in medical decisions by analysing biological samples such as blood and urine.
- **Women's Health**: Supporting women during pregnancy with the most innovative Non-Invasive Prenatal Tests (NIPT), as well as specialised genetic, hormonal and immunological tests, infertility diagnoses, and predisposition testing for common cancers.
- **Transplantation**: Supporting transplant patients with histocompatibility testing, donor screening, microbiology and infectious disease testing, immunosuppression management, early detection of graft rejection and drug monitoring.
- **Oncology:** Advanced suite of molecular diagnostics solutions for personalised cancer care using state-of-the-art technology.

Since the outbreak of the pandemic crisis in 2020, we have been rapidly increasing our capacity for the detection of SARS-CoV-2 and currently have over 50 laboratories worldwide offering virus detection testing by PCR and, in

some cases, antibody testing. For instance, the Eurofins U.S. Clinical Diagnostics network has been at the forefront of COVID-19 testing, launching its first RT-PCR (real-time reverse-transcriptase polymerase chain reaction) assay for SARS-CoV-2 on 13 March 2020. More information about our response to the pandemic crisis can be found in the COVID-19 dedicated section of this report.

3.2.5 Consumer Product Testing (CPT)

With our worldwide footprint, comprehensive services and recognised expertise, CPT helps create a safer world by ensuring that everyday products across hundreds of different regulatory systems worldwide meet required quality and safety standards. Whilst only recently created, CPT is already well-positioned to support clients' stringent quality and safety standards and the ever-changing demands of regulatory authorities around the world. Our primary focus in CPT is on products that can have a direct impact on health through contact with the human body, such as cosmetics and personal care products, textiles, shoes and apparel as well as toys and some electronic products. Our services include:

- **Testing**: Testing clients' products for chemical and microbiological composition, environmental impact, sustainability, flammability, performance, cyber security, and more;
- **Product Compliance and Regulatory**: we aim to reduce the time taken for a product to access the global marketplace whilst guaranteeing its safety and compliance with standards through accredited certification services and expert testing;
- **Trainings, Audits and Inspections**: we offer a complete catalogue of industry-specific regulatory and technical courses, social, environmental or customised audits and product or special environment inspections.

In response to the COVID-19 crisis, we have increased our capacity to meet the increasing requirements for testing, inspection and certification of products and devices such as masks, hand sanitisers, disinfectants, respirators and protective devices to keep populations and frontline staff safe and healthy.

3.2.6 Eurofins Technologies

Eurofins Technologies is a fast-growing global provider of diagnostic technologies and industry-leading Enzyme-Linked Immunosorbent Assay (ELISA)-based instruments and assays as well as polymerase chain reaction (PCR)-based assays in the field of bioanalytical testing for the food, feed, environmental, animal health, and clinical diagnostics industries. Our research and development teams located at various sites around the world share their expertise in developing a wide range of innovative methods and applications with a focus on immunoassays and molecular testing that meet the needs of both research and industry. Our services include the production of:

- In-house consumables and kits, previously sourced from external providers, required to conduct laboratory testing services across Eurofins' business lines;
- Testing kits for the identification of allergens, pathogens, GMOs, mycotoxins, veterinary drug residues, vitamins, food viruses, and determining animal species;
- Testing kits for the identification of algal toxins, pesticides, industrial chemicals and surfactants in water and the environment, as well as environmental sampling devices and automated assay systems;
- Innovative suite of In-Vitro Diagnostic (IVD) instruments, testing kits and testing reagents for a large range of clinical diagnostic testing for infectious diseases. We are also one of the largest producers of probes, primers and positive controls used for molecular (DNA and RNA) testing in the world.

3.3 Our markets

Eurofins' life science focused markets are generally resilient, non-cyclical sectors with recurring and visible revenues. In spite of crises or recessions, testing services are typically in demand as authorities need to ensure that food and water are safe, pharmaceutical products are effective, and the environment is protected. This is evidenced by our organic growth remaining positive even through the financial crisis of 2007-2009 and the COVID-19 pandemic.

The industries we serve can be loosely broken down into the following markets:

3.3.1 The Bioanalytical Market for Testing, Inspection and Certification Services (TIC)

Bioanalytical testing, defined by Eurofins as testing all products or substances that we eat, drink, ingest, inhale or come into contact with physically, is a relatively new market particularly for third party service providers. Key growth drivers include rising average wealth and life expectation, new technologies opening up new perspectives in terms of applications in the pharmaceutical, food, and environmental markets, rising consumer demand for higher quality goods and services, and the associated requirement for testing driven by regulation as well as wider supply chains as a result of globalisation and the rising trend of outsourcing as a way for companies to keep their cost base under control.

Despite the ongoing consolidation process, the market is still highly fragmented with multiple sub-segments and a large number of smaller and medium-sized laboratories offering a limited technological portfolio, with a regional presence and localised customer base. In contrast, as a one-stop-service provider with a local, tailored approach to clients and a market leading testing portfolio, Eurofins is able to offer customers a large range of analytical services, as well as support across multiple countries around the world.

Additionally, being more focused on the provision of laboratory testing services that have an impact on health and life, our presence is limited to only a few TIC industry areas. For these reasons, Eurofins does not deem any other company to be an exact competitor across all the segments and regions in which it operates. However, Equity and Credit Research Analysts often cite Intertek, Bureau Veritas, SGS, ALS Global, and Applus as comparable listed TIC (Testing, Inspection and Certification Services) companies. In the pharmaceutical and clinical diagnostics area, Evotec, Abcam, Albany Molecular Research, PPD, Syneos Health, Quest, Cambrex, Catalent, Covance (LabCorp Group), IQVIA, Icon and Charles River are often cited as competitors alongside other Contact Research Organisations (CROs) like PRA Health Sciences and Parexel (these lists are not exhaustive and may evolve over time; they are provided for illustrative purposes only).

According to Market Study Report LLC, the global TIC market is projected to reach USD 240bn by 2024[1] (this estimate is provided for indicative purposes only and takes into account both the outsourced and insourced TIC market, including the inspection and certification services markets). However, estimates of the size and growth rates of the TIC market vary widely across studies, primarily due to the market's high degree of fragmentation and the inclusion or exclusion of in-house TIC activities.

3.3.2 The BioPharmaceutical Testing Market

We are a first-class BioPharmaceutical outsourcing services partner (Contract Research Organization - CRO, Contract Development & Manufacturing Organization - CDMO), working with the world's leading pharmaceutical, chemical, biotechnology, medical device and cosmetic clients. In an industry with strong growth potential, thanks to factors such as rapid technological changes, increasing complexity in testing and clinical trials, greater outsourcing to CROs by large pharmaceutical clients and increasing amounts spent per drug trial, Eurofins covers all stages of the drug development process, thanks to an international network of laboratories and testing units with global reach, uniform Quality Assurance systems, and high-quality services. Eurofins' BioPharma Services business line offers a broad portfolio of testing services and supports its clients by enhancing their productivity and effectiveness and decreasing time to market in the development of new drugs, as well as providing scientific and regulatory expertise in new geographies.

Eurofins' addressable testing market for outsourced pharmaceuticals/biotech/agrosciences laboratory testing services is estimated at ca. EUR 6bn (to the best of Eurofins' knowledge based on data available to the Group, estimate only includes the outsourced part of the market).

Our pharmaceutical services span the entire drug development cycle, including bioPharma product testing, genomics, pre-clinical/ early development, discovery pharmacology, clinical stage/central baboratory, development and manufacturing. Some further information on these sub-segments is highlighted below.

[1] Market Study Report LLC: https://www.openpr.com/news/1532960/Testing-Inspection-and-Certification-Services-Market-Key-Information-By-Top-Key-Player-SGS-SA-Bureau-Veritas-Intertek-DEKRA-Eurofins-TUV-SUD-DNV-GL-TUV-Rheinland-Applus-SYNLAB-TUV-Nord-LR-ALS-SOCOTEC-Corelab-Kiwa-Group-RINA-Apave.html

The BioPharma Product Testing (BPT) Market

With a global capacity of over 159,000m^2 and facilities located worldwide, Eurofins BPT operates the largest network of independent harmonised bio/pharmaceutical GMP product testing laboratories and provides comprehensive laboratory services to the world's largest pharmaceutical, BioPharmaceutical and medical device companies, from starting materials through to finished product and package testing. Its laboratories offer a broad range of methodologies under GMP authorisation, ISO 17025 accreditation and ISO 9000 certification. Furthermore, analyses can be performed according to European and British Pharmacopeia (EP and BP), Chinese Pharmacopeia (ChP), United States Pharmacopeia (USP) and Japanese Pharmacopeia (JP), as well as specific customer methods.

- Three different service delivery models provide clients with flexibility to meet their specific project needs:
- Traditional fee-for-service testing of client samples at Eurofins laboratories;
- FTEs (full time employees) at Eurofins site - dedicated employees working exclusively for one client; and
- PSS (Professional Scientific Services) - dedicated, full-time, qualified, and trained Eurofins PSS personnel working at the client's site, trained, organised and managed by Eurofins.

The largest clients use multiple of the aforementioned service tiers to enable strategic outsourcing and optimisation of spend and project outcomes. Eurofins has for many years consistently been recognised by both independent CRO awards and sponsor specific strategic partner awards for outstanding contributions to our customers' drug development programmes.

Eurofins considers Charles River, PPD, SGS and WuXi AppTec to be publicly listed competitors in the BPT market (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

The Genomics Market

Eurofins Genomics is a leading provider of comprehensive genomic solutions with many years of experience in the field of genetic synthesis and analysis with a global laboratory footprint thanks to its four major hubs in Louisville (US), Munich (Germany), Bangalore (India), and Tokyo (Japan). It serves a wide range of customers including public and academic research institutes, hospitals, biotech start-ups and pharmaceutical research with genomics research services as well as the food, pharmaceutical, agroScience/agriGenomics, in vitro Diagnostic, and environmental industries with applied genomics services.

The main activities of Eurofins Genomics include synthesis of oligonucleotides and genes and services within molecular analyses of RNA and DNA from a wide range of species and specimens – always with a consultative approach. Amongst Eurofins Genomics customers are large multinational corporates as well as Biotech start-ups.

Eurofins Genomics, for example, supports its pharmaceutical customers in the development of companion diagnostics and in translational medicine. With its multiple specialised technological platforms, Eurofins Genomics covers the entire value chain, which consists of target identification, target validation, biomarker discovery and validation, pre-clinical development, clinical development: phases I, II and III, post approval and manufacturing. Eurofins' Next Generation Sequencing laboratories operate under Good Laboratory Practice (GLP) accreditation, as well as ISO 17025 accreditation.

The Genomics market is growing fast and its global reach is expanding thanks to factors such as growing demand for research activities in the field of genomics, increasing number of biotech start-up companies, increasing application of genomic sequencing in many areas including diagnostics, personalised medicine and crop optimisation as well as increasing use of genomics-based products for example in mRNA-based cancer therapies and SARS CoV-2 vaccines. For instance, the market for oligonucleotide drugs is estimated to reach USD 7.5bn by 2025[2] with over 200 drug candidates in various stage of clinical trials. The Next Generation Sequencing market was valued at USD 5.7bn in 2017 and is estimated to reach USD 26.5bn by 2025[3]. In order to capture these market opportunities, Eurofins Genomics is continuously investing in its global Good Manufacturing Practice (GMP) grade production and service facilities.

Eurofins Genomics considers the following publicly listed companies to be competitors in the Genomics market: IDT/Danaher, Genewiz, and Abcam (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

---

[2] Oligonucleotide Synthesis, Modification and Purification Services Market, 2020-2030, p.6, Roots Analysis Market report

[3] https://www.openpr.com/news/1534098/Next-Generation-Sequencing-Market-Outlook-to-2025-Thermo-Fisher-Scientific-Beijing-Genomics-Institute-F-Hoffmann-La-Roch-PerkinElmer-Oxford-Nanopore-Technologies-Eurofins-Scientific-Agilent-Technologies-and-Macrogen.html

The Pre-clinical / Early Development Market

Eurofins offers a large pre-clinical service portfolio including toxicology, pharmacology, metabolism, pharmaceutical analysis, and biosafety testing. Eurofins' Pharma services have the advantage of hosting industry leading expertise in pre-clinical and clinical development within the same organisation. This structure allows Eurofins to design the overall strategy for the benefit of its clients' compounds. The coordination of the pre-clinical activity of client projects is designed for successful clinical development outcomes. Eurofins ensures timely, accurate and accessible data, while also offering consultancy support. This integrated approach allows Eurofins to differentiate itself from its competitors.

Eurofins Pharma Early Development operates six laboratories located in France, Germany, Italy and Spain. Early and pre-clinical drug development is a complex, regulatory, and strategy-driven process. The most important element of the pre-clinical process is to select the best new molecular entities to enter into clinical trials and to avoid failure in full development. Thus, the priority during the pre-clinical selection process lies in the safety and efficacy testing of a new molecular entity. With decades of professional experience in drug development, Eurofins is well positioned to offer a holistic approach to compound development in order to maximise the chances of success in the clinical phases. Eurofins ADME Bioanalyses has developed a screening test to support pharmaceutical and biotechnology clients in the selection of a lead compound or to add further value to their compounds. This test provides an earlier and more significant indicator of bioavailability than in vitro studies, bearing in mind that 40% of molecules are discarded in the development phase due to an insufficient level of bioavailability.

Eurofins considers Catalent, Charles River, Evotec, Icon, IQVIA and LabCorp to be publicly listed competitors in the Pre-Clinical / Early Development (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

The Discovery Pharmacology Market

Eurofins Pharma Discovery Services has supported drug discovery research for over 40 years and operates nine laboratories across three continents (US, Europe and Asia). It is recognised as the industry leader in providing drug discovery researchers with the largest and most diverse portfolio of standard and custom in vitro safety and pharmacology assays and products for drug screening, profile and assessment. Over the last decade, Eurofins has acquired the following Pharma Discovery Services companies: Cerep (France), Pan Labs (US), DDS-Millipore (US & Canada), Villapharma (Spain) and DiscoverX (US).

Eurofins' broad global service capabilities and its scientific and operational expertise, developed through decades of experience in providing drug discovery services, result in the delivery of high-quality, reproducible study performance with few repeats and high client satisfaction. The comprehensive portfolio of services offered by Eurofins Pharma Discovery Services provides clients with the benefit of being able to work with a single outsourcing provider for their drug discovery programmes.

In addition to its in vitro safety pharmacology strengths, Eurofins also offers high throughput screening to identify promising compounds, assays to test the absorption, distribution, metabolism and excretion (ADME) of compounds and a broad portfolio of over 4,500 drug discovery products including assays and kits. The portolio includes in vitro assays, cell-based phenotypic assays, safety pharmacology and efficacy, ADME toxicology, medicinal and synthetic chemistry, and custom proteins and assay development capabilities. Through its broad portfolio and connected laboratories Eurofins provides an integrated drug discovery solution DiscoveryOne™ through project managed programmes. Eurofins Pharma Discovery Services support a variety of drug discovery targets, such as G protein-coupled receptors (GPCRs), kinases, ion channels, nuclear hormone receptors, and other proteins and enzymes and serve a broad range of therapeutic areas including oncology, diabetes, and a range of infectious diseases to name a few. With its unique product portfolio with applications in drug discovery and quality control lot release, Eurofins provides the complete portfolio for drug discovery and development.

The drug discovery market is growing rapidly thanks to increasing R&D budgets, applicability of big data and artificial intelligence and cost optimisation requirements. It is estimated to grow at a CAGR of 14.0% between 2020 and 2025 to reach USD 21.4bn by 2025[4], thanks to key growth factors such as increasing research and

[4] https://www.marketsandmarkets.com/Market-Reports/drug-discovery-services-market-138732129.html Note: this study includes markets and sub segments not served by Eurofins.

development expenditures, increasing focus on cost optimisation, a growing outsourcing trend, big data and artificial intelligence and global pharmaceutical and biotech companies increasingly seeking dynamic, flexible and reliable partners.

Eurofins considers Abcam, Charles River, and Evotec to be publicly listed competitors in the Discovery Pharmacology market, plus the private company Albany Molecular Research (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

The Market for Clinical Development / Central Laboratory

Eurofins operates four wholly-owned central laboratories accredited by the College of American Pathologists (CAP) located in Lancaster (US), Breda (Netherlands), Shanghai (China), and Singapore. All four laboratories are connected to one global Laboratory Information Management System (LIMS) and use the same global standard operating procedures and global reference ranges through the deployment of uniform instruments, reagents, and analytical methods to provide one global data set for submission to health authorities worldwide.

Eurofins' central laboratories provide an array of services to clients to ensure that any clinical trial sample is collected, transported, managed, analysed, reported, and stored to meet the objectives and purposes of client studies. These services include global kit production and logistics support, sample management and storage, clinical and esoteric testing services, investigator services, project management and data management, and scientific consultancy. Eurofins' central laboratories support their clients in the entire drug development process, from pre-clinical and proof of concept to confirmation.

With over 20 years of experience and scientific expertise, Eurofins is dedicated to providing the most cost-effective and efficient central laboratory solutions to pharmaceutical and biotechnology companies and CROs. Eurofins considers Charles River, ICON, IQVIA, LabCorp and Syneos Health to be publicly listed competitors in the Clinical Development market, as well as the private company Albany Molecular Research (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

The Contract Development and Manufacturing (CDMO) Market

Eurofins CDMO provides integrated, end-to-end solutions for pre-clinical and clinical outsourcing services of both Drug Substance/Active Pharmaceutical Ingredients (API) and Drug Product for New Biologic Entities (NBEs) and New Chemical Entities (NCEs).

Eurofins CDMO helps streamline the drug development cycles for pharmaceutical and BioPharmaceutical companies to allow them to move rapidly from the research stage of NBE/NCE development to clinical stages with integrated and time-efficient services.

Eurofins CDMO offers a range of services from formulation screening and development, analytical development, stability studies, and pre-clinical safety assessment studies to sterile and non-sterile manufacturing, Investigational New Drug (IND), Investigational Medicinal Product Dossier (IMPD), New Drug Application (NDA) services, and Common Technical Document for the Registration of Pharmaceuticals for Human Use (CTD) services, as well as clinical trial material, including packaging and logistics. Eurofins has extensive capabilities in multi-step syntheses, as well as the development of cytotoxic and highly potent Active Pharmaceutical Ingredients (APIs).

With 13 state-of-the-art facilities in the U.S., Europe and India and a global network of regulatory expertise, Eurofins CDMO provides high-quality, customised solutions for complex products and unique production processes, specialising in the development of innovative formulation technologies and solutions to enhance bioavailability and control drug release for difficult-to-formulate drug candidates.

To support early phase programmes, including IND-enabling projects, Eurofins can execute anything from the development of new, scalable API route options, route development and process safety assessment, current Good Manufacturing Practice (cGMP) compliance to starting material and other raw materials sourcing and development, polymorph screening and salt selection, analytical method screening and preliminary stability profile as well as pre-formulation and pre-clinical supply. Our integrated group of companies provides a seamless transition for API and drug substances from the initial discovery stages of the programme to commercialisation and on-the-shelf.

Eurofins considers Catalent, Lonza and Thermo Fisher (Patheon) to be publicly listed competitors in the CDMO market, plus the private companies Albany Molecular Research and Cambrex (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

3.3.3 The Food and Feed Testing Market

Eurofins is the global leader in food and feed testing, deploying a comprehensive range of state-of-the-art analytical techniques in order to support its clients' increasingly stringent quality and safety standards. We test almost all types of products that are consumed or used in the production of food, beverages and feed. Each product type often requires different testing methods from country to country. Eurofins' food and feed testing portfolio is the most comprehensive in the market, with a portfolio of more than 130,000 different validated analytical methods, including molecular biology techniques and testing for authenticity, nutrition, and contaminants (including microbiological contaminants), issuing food quality certifications, and conducting hygiene audits, training, and marketing and sensory studies.

The food and feed testing market benefits from robust growth drivers, including rising frequency of food scares and crises widely covered in the media, the spread of different quality control (QC) practices caused by globalisation, rising consumer demand for safety and quality, the growing outsourcing trend of internal or state-owned laboratories in varying industries and the ever-increasing innovations in fraud. However, one of the single largest drivers continues to be regulation, especially in the EU and the U.S.. More stringent rules imposing particular treatment of food imports, labelling, quality standards, pesticides or additives are regularly published and updated (e.g. EU CLP, EU REACH, US FSMA).

As a result, the food and feed producing industries, as well as retailers, are compelled to strengthen their testing programmes since brands have become more global and have complex supply chains, and thus are more vulnerable to contaminations and, ultimately, reputational damage. The emergence of new products such as Genetically Modified Organisms (GMOs) and tightening government regulation on food control also create the need for new testing methods and globally standardised quality and service levels. Eurofins leverages its global footprint and its technological expertise in other areas (i.e. Genomics) to develop innovative tests and provide uniformity in quality control.

Eurofins counts the majority of the largest global feed, food and beverage producers and retailers among its clients and provides testing services to the entire food and feed industry, from farmers and food producers to manufacturers, suppliers and retailers.

Eurofins' addressable testing market for food and feed testing is estimated at ca. EUR 4bn (to the best of Eurofins' knowledge based on data available to the Group, estimate only includes the outsourced part of the market).

Eurofins considers ALS, Bureau Veritas, SGS and Intertek to be publicly listed competitors in the Food and Feed testing market, as well as several private companies, including Mérieux NutriSciences (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only).

3.3.4 The Environment Testing Market

With full-service testing capabilities across Europe, North and South America, and Asia-Pacific, employing over 7,500 industry professionals, Eurofins believes it is one of the leading environmental testing service providers in the world. A clean and safe environment is a pre-requisite for health and quality of life. Eurofins contributes to this by providing market-leading laboratory testing, monitoring, and collection services to a wide range of environmental consultants, industrials, municipalities and governmental authorities, contractors, and retailers. Our services comprise testing of water, air, soil, waste, emissions, industrial hygiene derivatives, and other matrices to assess the concentration of contaminants and their subsequent impact on health and the environment.

The environment testing market enjoys robust growth drivers, including increasing demand by citizens for a clean environment, tighter regulatory requirements in both developed and developing markets, significant progress in epidemiology and medicine leading to an increasingly long list of compounds identified as persistent or "forever chemicals" and increasing requirements for more sophisticated analyses, lower detection levels, contaminant precursors and more expensive equipment.

The environment testing market is estimated at ca. EUR 5bn (to the best of Eurofins' knowledge based on data available to the Group, estimate only includes the outsourced part of the market).

Eurofins considers ALS Global, Bureau Veritas and SGS to be publicly listed competitors in the environment testing market (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only). Eurofins also has many non-public competitors.

3.3.5 The Clinical Diagnostics Market

The clinical diagnostics market comprises assays, instruments, and services that help in the diagnosis and treatment of diseases. Eurofins has been active in this sector since 2014, with a special focus on innovative specialised diagnostic services with a significant genetic component.

Eurofins is a significant participant in clinical diagnostics testing, particularly in Europe and the U.S.. Rather than participating in all aspects of clinical testing, Eurofins focuses on key sub-segments of the clinical market, including transplantation, pre-natal, genetics, cardiac and infectious disease. Eurofins' clinical testing clients include hospitals, academic medical institutions, organ procurement organisations, tissue banks, BioPharma companies, independent physicians and, with the launch of EmpowerDX in 2020, consumers that can purchase clinical diagnostic products directly from Eurofins. The U.S. market for reimbursement of clinical testing involves significant complexity, involving direct payment by the client, third party reimbursement (e.g., Medicare or private payers) or direct patient payment; where possible, Eurofins focuses on client and direct patient payment.

The clinical diagnostics market is principally driven by demographics, which broaden the overall applicable market, medical, technological and scientific innovation, and allows for opportunity in terms of offering patient health assessment, advancements in the use of more personalised medicine for prevention and wellness, and broad availability of healthcare research and information, which allows patients to be better-informed consumers and purchasers of healthcare services.

As a result of these underlying industry dynamics, detailed clinical studies illustrating the medical necessity, efficacy and cost savings of new diagnostic testing innovations are becoming increasingly important to validate adoption by clinicians and reimbursement by payers. New pathogens and discoveries related to genetic conditions create the need for new clinical tests whilst internal innovation and programmatic focus on licensing new intellectual property from academia and industry have rapidly been gaining importance.

Overall, the clinical diagnostic market is expected to grow at 6.4% CAGR 2017-2025[5] as effective diagnosis enables the use of more personalised medicine and allows healthcare professionals to more accurately diagnose and prescribe tailored treatment to patients. According to a recent market study, the global clinical laboratory services market is estimated to exceed USD 426bn by 2026[6].

Eurofins' addressable testing market for the genetics/esoteric testing sector of clinical diagnostics testing is estimated at ca. EUR 5-10bn (to the best of Eurofins' knowledge based on data available to the Group, estimate only includes the outsourced part of the market).

Multiple companies provide either specialised or routine clinical diagnostic testing services, or both, depending on their technologies, scientific expertise, and the relevant regulation. The competitive landscape is therefore highly localised, and in certain areas, competition is mainly focused on specialisation or branches of medical science. Financial analysts typically cite Synlab, Cerba, Unilabs, LabCorp, Quest Diagnostics, Sonic Healthcare, Myriad Genetics, Exact Sciences, Opko, Genomic Health, NeoGenomics, Natera, Invitae, Guardant Health, Veracyte, CareDx, among others, as comparable peers to Eurofins' clinical diagnostics activities (this list is not exhaustive and may evolve over time; it is provided for illustrative purposes only). However, some of those companies are larger than Eurofins and routine clinical diagnostic testing may account for a larger part of their revenues.

3.4 Our business model

Eurofins' services are important for the health and safety of people and our planet. We are continuing to invest in state-of-the-art laboratories and equipment to remain at the forefront of scientific innovation and provide our clients with superior quality and service in the best possible Turn Around Time (TAT). Each Eurofins laboratory strives for operational excellence and aspires to be the best partner for its clients by leveraging the Group's network capabilities. This can be achieved for example through sharing of know-how and best practice across continents, worldclass IT infrastructure and bespoke IT solutions, integrated logistics and significant investments in R&D and

[5] http://www.transparencymarketresearch.com/clinical-laboratory-services-market.html
[6] https://www.gminsights.com/pressrelease/clinical-laboratory-services-market

laboratory infrastructure to develop a state-of-the-art network offering superior, well-differentiated products and services. Since the IPO of the Group 23 years ago, becoming the leading and preferred provider has been achieved across many countries and market segments by following along term focussed significant investment programme with the aim of becoming fully digital. The Group also runs Operational Best Practice schemes and Permanent Improvement Programmes (PIP), facilitates by an internal Group consulting team.

3.4.1 Entrepreneurship through decentralisation

Eurofins' decentralised structure of entrepreneur-led companies promotes closer relationships with, and more individualised services for, clients, while fostering business agility and scientific innovation. Instead of a centralised laboratory group, we are, by design, a collection of empowered entrepreneurs. Each of our laboratories operates as a dynamic, market-driven business in its own right, managed by its own independent entrepreneurial leader, constantly striving for improvement. Why? Because we believe in excellence for every customer and understand this is only possible when our laboratory leaders are empowered to make their own decisions and optimise their own services.

Our people are empowered, not micro-managed. They are encouraged to pursue opportunities and adapt to optimise their operations for specific customers and market. World-class results require focus, best-in-class resources and a high concentration of leading minds highly motivated to deliver the very best outcomes.

Our global network also empowers customers by enabling them to rely on the Eurofins network, access unrivalled expertise and leverage the very latest testing technologies wherever they are in the world, whilst holding relationships with local direct points of contact.

3.4.2 Global Footprint

With more than 800 laboratories in over 50 countries across the world, Eurofins is uniquely positioned to globally and optimally allocate resources across the Group to deliver best-in-class results for our customers across the entire value chain. The network has the scale and potential to create competitive advantages over its competitors and to generate significant economies of scale for the Company and its clients, while creating value for its shareholders. As our most recent five-year investment programme to build a world-class fully digitalised hub and spoke laboratory network nears completion, the Group is ideally positioned to capitalise on the growth megatrends of its life science focused end markets. Eurofins has now largely completed the set-up of its laboratory network in Europe and North America with the market leadership positions, scale and scientific excellence to offer even better, faster and more cost effective and innovative services to its clients. Over the next decade, while continuing to expand in North America and Europe, the Group will focus on expanding and optimising its laboratory network in the Asia-Pacific region. This means that wherever a client's factories are in the world, Eurofins can provide high quality testing and analytical services.

3.4.3 Market Leadership Positions

Eurofins believes it is the leader in most of the markets in which it operates including BioPharmaceutical Product Testing, Agroscience CRO Services, Food and Feed Testing, and Environment Testing. Eurofins also established global leadership positions in several high-potential niche markets, such as Genomic Services, Discovery Pharmacology Services, Cosmetics Testing, and Advanced Materials Sciences.

Between 2010 and 2020, Eurofins developed a one-of-a-kind 'hub and spoke' laboratory infrastructure for its leading markets by consolidating less efficient and smaller sites into large, high-throughput Centres of Excellence (or 'hubs'), in order to unlock the potential of economies of scale and the large cost advantages available to the market leader vs. competitors. Eurofins has consistently invested at a higher rate than any of its large peers in the testing industry in its unique network of laboratories and state-of-the-art IT solutions, putting its growth plan to develop market leadership platform well into motion.

Looking beyond 2020, when Eurofins' five-year growth phase will have completed, the Group believes it will be well placed to leverage these market leadership positions, in combination with its global network of laboratories, scale and scientific excellence, to significantly improve its cash flow generation and profitability to create further significant value.

3.4.4 Barriers to Entry

Eurofins, as a founder-led company, has always adopted a long-term value creation strategy of building leadership positions in niche life science focused laboratory testing markets with strong growth opportunities. Eurofins continuously makes strategic investments in innovation and R&D, start-up laboratories, acquisitions, infrastructure and IT systems with the main goal of creating a very robust company for the long-term. Service quality, maintenance and improvement are a core element of our governance practice and Eurofins' management therefore prioritises long-term investment opportunities over short-term financial results. This is evident from the Group's significant dilutive and disruptive investment projects undertaken as part of its five-year investment programme. While, in the short-term, these investments negatively impact margins and cash flow generation, Eurofins' management is confident that the global fully digitalised laboratory network it has built will provide significant value creation opportunities over the long-term and strengthen barriers to entry, including:

- **A Highly Diversified Client Base**
  Our laboratories develop strong relationships with our customers, who share confidential information on trade and operations with us. This, along with the high cost of switching provider compared to the low cost of testing, means customers are unlikely to switch to a competitor. We have consolidated this barrier to entry by creating IT platforms that connect to our customers' in-house systems to optimise sharing of information and bring many advantages to our clients, for example in data management, test ordering processes and product releases.

- **Partnerships with Industry and Scientific bodies, Governments and Research Institutions**
  Companies operating within the life sciences sector must hold strong relationships with scientific bodies who develop and standardise methods and analyses to guarantee the compliance, safety and integrity of food and other products used worldwide. Over the years, Eurofins has developed strong partnerships with these associations, and many Eurofins employees sit on related boards and advisory panels such as the AOAC, USP, AFNOR, ISO and IFT. Newcomers to the market will not have such an established range of partnerships, which are a prerequisite to developing new testing methods.

3.4.5 Hub and Spoke Network

Eurofins' network of laboratories is generally comprised of many local laboratories (spokes) addressing immediate, local testing needs and some competence centres (hubs) where more specialised testing demands can be concentrated for better efficiency and expertise. Such network forms a structure similar to that of global logistics networks and enables us to unlock economies of scope and scale through facilitating a greater volume of samples than our competitors across different testing methods.

As a result of the Group's hub and spoke networks, Eurofins is able to get to market faster than competitors as new tests developed in one region can be quickly rolled-out across the network. Know-how is constantly shared across the Group, enabling new testing methods to be quickly launched across geographical regions. Eurofins fulfils the requirements of a broad range of customer segments including large global customers through a globally harmonised / standardised portfolio of tests and processes featuring local and on-site support for customers through local and regional laboratories with close proximity to customers which understand their needs and requirements and offer the highest analytical standards and expertise. Eurofins also supports customers outsourcing their own laboratories thanks to its unparalleled analytical expertise, experience and positive track record in outsourcing industry-internal laboratories which translates into potentially significant cost savings and material reduction in clients' fixed cost base.

3.4.6 Unique proprietary IT Solutions

Eurofins has established several in-house Laboratory Information Management System (LIMS) according to each regional business line's specific requirements to ensure flexibility, security and full control of system capabilities. Over the past two decades, a master system has been developed for each of our main business lines to align Group laboratories and implement a common IT language as the Group continues to grow.

The Group's proprietary LIMS also supports greater flexibility in implementing processes across multiple systems. The systems have been built to easily facilitate upgrades without the heavy customisation required by many commercial IT systems available on the market. Eurofins' proprietary LIMS safeguards the intellectual property of

Eurofins laboratories, where there is a risk with commercial LIMS that expertise can be leaked to competitors during an upgrade by a common supplier.

Eurofins IT Solutions improvement plans also comprise several other IT excellence programmes, run in order to ensure the full digitalisation of laboratory operations and the adoption of the best digital technologies available in the market across the entire network of laboratories including processes, equipment, online sharing platforms to connect clients to customer services, and machine to machine interface APIs, as well as the use of robots. There is also scope to incorporate artificial intelligence (AI) to increase productivity, automation of interpretation of results, optimising accuracy, turnaround time, and creating long-term cost-efficiency. These systems will ultimately contribute to better utilisation, controls, standardisation, and turnaround times.

Underpinning this work is Eurofins' proprietary databases, which are some of the world's largest and most varied. They are rich with information and fingerprints of many thousands of foodstuffs, biomarkers, DNA profiles, drugs, proteins, etc., along with the bioinformatic specialists and tools needed for "big data" analysis. This information, unique in its excellent characterisation, adds value for our clients.

3.5 Focus on scientific innovation

Eurofins has been contributing significantly to the advancement of science since 1987. As a global leader in analytical testing, with over 800 laboratories spread across 50 countries, there are countless examples where our activities and our scientists' great work was decisive in pushing the frontiers of Testing for Life. Our scientists are at the forefront of scientific research and development and our companies are actively involved in collaborations to significantly advance science and use it to respond to some of society's most pressing issues. We are proud of the discoveries and advancements our specialists have made, ranging from food to pharma and forensics to dioxins testing. Continuous scientific innovation and R&D are the cornerstone of Eurofins' strategy to offer the best possible service to our clients as a leader in laboratory testing services.

We live in an age of rapid disruption. Today's best-in-class is tomorrow's out-of-date. Innovation makes companies truly sustainable and this is why at Eurofins we are constantly researching, developing and launching new analytical testing methods to expand our service offering. Customers constantly demand faster, better and novel testing methods to meet evolving regulation, safeguard their brand and support their risk management and quality control processes. Eurofins develops and deploys proprietary digital solutions across its business lines to make relationships with customers as efficient as possible.

Eurofins has one of the world's largest and most varied databases, rich with fingerprints of thousands upon thousands of food substances, biomarkers, DNA, drugs and many more. Thanks to its bioinformatics specialists and large portfolio of tools dedicated to "big data" analysis, Eurofins is uniquely positioned to derive new scientific meaning and make life safer. The complexity of our analyses, often searching for the minutest traces of a substance, means our activities in these areas necessarily sometimes take years of painstaking research and ongoing improvements of our numerous methods. In other areas, we have responded in a swift manner to global health crises.

Eurofins' decentralised structure and network of entrepreneur-led companies promotes closer relationships with, and more individualised services for, clients, while fostering business agility and scientific innovation.

In 2020, a significant part of Eurofins' innovation activity was focused on supporting public health authorities, governments and healthcare providers to combat the COVID-19 pandemic, but our specialists have also made scientific advancements and developed unique solutions across multiple other sectors. Over the years, such innovations have included, among many others, genomic methodology to differentiate identical twins, multi-pesticide detection methods, tests to predict the risk of transplant rejection in individuals and innovative pre-natal testing methods.

Thanks to the exceptional efforts of its entrepreneur-led companies, the Group continued to make advances and innovations in multiple core business areas.

Further details on some of these innovations are found below and on our website (https://www.eurofins.com/scientific-impact/scientific-innovation/).

3.5.1 Discovery Pharmacology

Eurofins Discovery Pharmacology developed and launched three new assays in 2020:

- The Androgen Receptor (AR), a cell-based assay part of the Nuclear Hormone Receptor (NHR) super family which is composed of important therapeutic targets in the pathology of cancer, inflammation cardiovascular disease, inflammation and reproduction;
- Antibody-dependent Cellular Cytotoxicity (ADCC), a cell-mediated immune defense mechanism to activate the effector cells of the immune system and lyse the target cells for protection against viral infections and cancers; and
- Flow cytometry-based receptor occupancy (R.O.), increasingly important in the development of biologically-based therapeutic agents.

During the year Discovery Pharmacology also launched a number of new panel services including Non-alcoholic Steatohepatitis (NASH) and Type 2 Diabetes Mellitus (T2DM) and, through its products brand Eurofins DiscoverX, it established and introduced a patented manufacturing process to eliminate donor variability in Antibody-Dependent Cell-Mediate Cytotoxicity (ADCC) assays. ADCC assays are one of the most challenging assays to implement for drug release testing. The success of these assays is highly dependent on the quality of immune effector cells that can often be compromised by inherent donor variability resulting in high assay failure rates. Eurofins DiscoverX introduced single donor-derived immune effector cells, the KILR® CD16 Effector Cells, to address these challenges and these cells can be used in any ADCC assay that directly measures target cell death in a co-culture model. An independent study conducted by a large global CRO using ADCC models for rituximab, a medication used to treat certain autoimmune diseases and types of cancer, demonstrated these cells to be a suitable system for quality control lot release, and they actively recommended these models to their clients.

3.5.2 Food and Feed Testing

Eurofins' Expertise Centre for Complex Carbohydrates & Chemistry (CCC) developed the world's first official method for the identification of fructans, mandatory components in infant formula and adult nutritionals matrices. The method received official standard status from leading organisations in standardisation, including the Association of Official Analytical Chemists (AOAC), and the International Organization for Standardization (ISO). This novel method was co-developed in close co-operation with Nestlé Research (Lausanne, Switzerland). Fructans are added as ingredients to all kinds of food, feed and pet food products and are strictly regulated by various authorities worldwide.

Eurofins' Authenticity Competence Centre launched a new accredited method for authenticating products containing agave (agave syrup and inulin) which can be compromised by high risk of adulteration using exogenous sugars. This new method is based on the Nuclear Magnetic Resonance (NMR) profiling technique and will provide customers with an improved analytical testing method to detect adulteration of agave products.

Eurofins Food Integrity and Innovation (EFII) developed a full-service support programme for companies that are entering the "all natural" infant formula market. EFII has now collaborated with Product Safety Labs (PSL) to offer infant formula producers a complete development programme for new products. EFII also developed a United States Food and Drug Administration (FDA) method for the analysis of 16 target Perfluoroalkyl Substances (PFAS) analytes optimised and validated in infant formula and related ingredients. EFII's Acrylamide detection method was automated using a liquid-handling system to automate Solid-Phase Extraction (SPE) clean-up steps in 96-well-plate format, which dramatically increased sample throughput and lowered consumable costs generally associated with the method.

3.5.3 Clinical Diagnostics Testing

Clinical diagnostic testing has played a crucial role throughout the COVID-19 pandemic in identifying the presence of the virus, and as a result, this is where most of the Group's clinical diagnostic innovation activity was focused in 2020. However, there were still additional notable clinical diagnostic innovations across the Group.

In 2020, Eurofins Viracor launched Viracor TRAC™, an innovative, proprietary donor derived cell-free DNA assay for the detection of acute kidney rejection. TRAC complements Eurofins Viracor's suite of testing, enhancing its portfolio of diagnostic tests for renal transplant management aimed at increasing probabilities of successful outcomes for kidney transplant patients.

Eurofins Transplant Genomics launched TRULO in 2020, a prospective, multi-centre observational registry study, designed to evaluate post-transplant clinical outcomes in recipients of kidney transplants who are undergoing serial TruGraf testing. TRULO is the first study to provide long-term data, beyond 2 years post-transplant, regarding the benefits of non-invasive surveillance of stable kidney transplant recipients to rule out silent subclinical rejection. Eurofins believes its TruGraf technology will make a big difference for transplant patients, healthcare providers and payers.

In 2020, Eurofins Transplant Genomics also launched TruGraf Liver, the only non-invasive blood-based test to support lowering immunosuppression in liver transplant patients.

4 Financial and Operating Review

4.1 Business Review

The following figures are extracts from the Consolidated Financial Statements and should be read in conjunction with the Consolidated Financial Statements and Notes for the year ended 31 December 2020.

Table 1: Full Year 2020 Results Summary

	FY 2020			FY 2019			+/- %	+/- %
In EUR m except otherwise stated	**Adjusted[1] Results**	Separately disclosed items[2]	Reported Results	**Adjusted[1] Results**	Separately disclosed items[2]	Reported Results	**Adjusted Results**	**Reported Results**
Revenues	5,438.8	-	5,438.8	4,562.8	-	4,562.8	*19.2%*	*19.2%*
EBITDA[3]	1,412.7	-61.8	1,350.8	930.7	-97.8	833.0	*51.8%*	*62.2%*
EBITDA Margin (%)	26.0%		24.8%	20.4%		18.3%	*+560bps*	*+650bps*
EBITAS[4]	1,023.6	-98.7	924.9	573.5	-136.5	437.0	*78.5%*	*111.6%*
Net Profit[6]	706.5	-167.0	539.4	359.4	-164.1	195.2	*96.6%*	*176.3%*
Basic EPS[7] (EUR)	3.63	-0.91	2.71	1.75	-0.93	0.82	*107.4%*	*230.5%*
Net Operating Cash Flow[8]			1,223.5			677.9		*80.5%*
Free Cash Flow to the Firm[9]			873.2			358.6		*143.5%*
Net capex[13]			350.3			319.3		*9.7%*
Net Debt[14]			2,242.3			3,244.7		*-30.9%*
Leverage Ratio (net debt/ proforma adjusted EBITDA[19])			1.6x			3.2x		

Note: Definitions of the terms used can be found at the end of this section

4.2 Revenues

Revenues increased 38.6% year-on-year to EUR 1,703m in Q4 2020 from EUR 1,228m in Q4 2019. For the full financial year 2020, revenues grew 19.2% from EUR 4,563m to EUR 5,439m, exceeding the most recent revenue objective of EUR 5,300m set in December 2020 and 8.8% above the original objective of EUR 5,000m first set in October 2018. Organic growth was strong at 19.3% in FY 2020 with 5.1% in H1 2020, 32.7% in H2 2020 and a record 42.4% in Q4 2020. The strong trading performance was driven by both the core business (excluding COVID-19 clinical reagents and testing revenues) and COVID-19 related activities which demonstrated the very strong agility of the Group to develop new activities at pace and the benefit of its broad-based activities (genomics, technologies, clinical diagnostics IVD products, routine and specialty clinical testing). The core business showed very strong resilience despite the impact of lockdowns in many geographies, delivering a ca. 5% organic growth rate in Q4 2020.

Table 2: Organic Growth Calculation and Revenue Reconciliation

	EURm (unless otherwise stated)
2019 reported revenues	**4,563**
+ 2019 acquisitions - revenue part not consolidated in 2019 at 2019 FX	42
- 2019 revenues of discontinued activities / disposals[12]	-23
= 2019 pro-forma revenues (at 2019 FX rates)	4,582
- 2020 FX impact on 2019 pro-forma revenues	-60
= 2019 pro-forma revenues (at 2020 FX rates) (a)	**4,522**
2020 organic scope* revenues (at 2020 FX rates) (b)	**5,393**
2020 organic growth rate (b/a-1)	**19.3%**
2020 acquisitions - revenue part consolidated in 2020 at 2020 FX	40
2020 revenues of discontinued activities / disposals[12]	6
2020 reported revenues	**5,439**

** Organic scope consists of all companies that were part of the group as at 01/01/2020. This corresponds to 2019 pro-forma scope.*

Table 3: Breakdown of Revenue by Operating Segment

(EUR m)	**FY 2020**	**As % of total**	**FY 2019**	**As % of total**	***Growth %***
Europe	3,145.7	57.8%	2,500.6	54.8%	25.8%
North America	1,886.6	34.7%	1,677.2	36.8%	12.5%
Rest of the World	406.5	7.5%	385.0	8.4%	5.6%
Total	**5,438.8**	**100.0%**	**4,562.8**	**100.0%**	**19.2%**

In Europe, Eurofins' largest market representing 57.8% of Group revenues (54.8% in FY2019), revenues increased 25.8% to EUR 3,146m compared to EUR 2,501m in FY 2019. The region delivered double-digit revenue growth primarily driven by the Group's ramp-up of COVID-19 activities. Thirty-seven laboratories across Europe were created or repurposed to offer capacity and fast turnaround times for PCR testing and more than 10 million PCR tests were performed. A large part of the COVID-19 activities of these laboratories has been focused on supporting health authorities and patients directly. The Group continues to develop additional solutions and deploy additional services to support authorities including in identifying new variants early, through further sampling points and increasing sequencing activity in several countries. Eurofins recently launched its GSD NovaPrime® SARS-CoV-2 PCR kit which is validated and CE-marked for gargling and saliva sampling methods. Such methods are preferred for testing children and vulnerable groups and could be used to help reopen schools or support them to remain open. They also lend themselves very well to mass testing. Eurofins also recently launched GSD NovaPrime® SARS-CoV-2 Direct RT-PCR kit, a new extraction-free RT-PCR method validated and CE-marked which allows for extremely fast (one hour) onsite testing without compromising the high accuracy of PCR testing. The Group has also been supporting companies, the travel industry, sports events, municipalities, regional and national testing operations.

After a robust start in 2020, the Food and Feed testing activities in Europe felt the impact of the lockdowns, especially in Q2 2020, before returning to more normal growth levels in the second half of the year. Activities involving physical contact with the customer such as audit and sensory, environment sampling or clinical trials continue to be challenged. Environment testing also had a strong start in Europe in 2020 with positive growth in Q1 2020, with particularly strong performance in the DACH, Benelux and Nordics regions, on the back of good quality and service delivery, as well as innovation. In Q2 2020, the business was severely impacted by COVID-19 restrictions, in France, Spain, Austria, the UK and Ireland where strict lockdown measures put many of our client activities on hold. It has been progressively catching up since May with the business back to positive organic growth in Q4 2020 despite some activities still being impacted by the COVID-19 related restrictive measures in some

countries (e.g. testing related to the construction sector), resulting in overall flat organic growth for this area of activity in Europe in FY 2020.

In North America, Eurofins' second largest market which accounts for 34.7% of Group sales (36.8% in FY 2019), revenues increased 12.5% to EUR 1,887m in FY 2020. Revenues in North America were positively impacted by COVID-19 related activities in the Clinical, BioPharma, and Genomic segments. The U.S. Clinical business was well positioned to respond to COVID-19 testing demand, and extensive capacity was developed at our twenty CLIA-certified testing laboratories geographically dispersed across the U.S.. In BioPharma services, growth continued to be strong thanks to new offerings and increased customer outsourcing trends, as well as the Group's support of numerous COVID-19 related therapeutics and vaccines. This was partly offset by delays and cancellations of early phase clinical trials, particularly early on in the pandemic, which primarily impacted the CDMO and Central Laboratory businesses. Strong growth was also achieved in Genomics as the business directly contributed to the development and manufacturing of diagnostics and therapeutics for COVID-19. Agroscience saw weaker study activity, largely attributable to cancellations and delays in new awards due to COVID-19 related customer disruptions.

Food testing also performed strongly in the U.S. in 2020, benefiting from the strong positive effects of its nationwide network of microbiology laboratories and the continued consolidation and integration of the assets of the former Covance Food Solutions businesses which drove increasing sales and margin expansion. Additionally, one of the effects of the pandemic was also to strengthen demand for supplements, vitamins, and pet foods, which further supported growth in the region. Finally, the integration of Covance Food Solutions, acquired in the second half of 2018, is largely completed with the opening, six weeks ahead of schedule, of the large new Food Chemistry laboratory in Madison, Wisconsin. This state-of-the-art facility is expected to drive new innovations and efficiencies for our customers benefit beginning in 2021 and become the Centre of Excellence for much of the Group's U.S. specialty food chemistry departments, serving the nutritional supplements market and other large food industry clients. In Environment Testing, revenues were impacted by the COVID-19 pandemic to varying degrees depending on national/state government policies and protocols. In Canada, where government policy incentivised the retention of staff, Environmental field activity was maintained thereby supporting a strong flow of samples into our laboratories which, as a result, managed to generate positive year-on-year revenue growth. In the U.S., after a very strong start in Q1 2020, the Environment Testing business was impacted by state-by-state shelter-in-place orders in Q2 2020, which affected field-sampling activities. Sample flow partly recovered from May onwards.

In FY2020 in the Rest of the World, Eurofins generated 7.5% of revenues (vs 8.4% in FY2019) or EUR 407m compared to EUR 385m in FY 2019, an increase of 5.6% compared to prior year with varying performance across both countries and areas of activity, as the COVID-19 impact on sales was largely driven by the specific national government policies and protocols applicable locally. Asia and the Middle East performed well overall, with the regions delivering high double-digit organic growth in Q4 2020 and low double digit organic growth in FY 2020, driven in particular by strong performance of the laboratories focusing on Biopharma Product Testing, Genomics services and SAFER@WORK Initiatives as Eurofins continued to partner with governments, pharmaceutical companies and other corporates to help control the pandemic. On the other hand, Environment Testing, Food and Feed Testing and Consumer Product Testing businesses were particularly affected by COVID-19 lockdowns. India performed strongly supported by a sharp surge of demand in both Genomics and Pharma services with the production of probes and primers for diagnostics use and for research laboratories developing vaccines and therapeutics against COVID-19. The Consumer Product Testing business developed capabilities in-house to initiate testing of sanitisers, masks and coveralls. In Japan, Genomics benefited from demand for primers and probes to detect SARS-CoV-2 and Biopharma Testing diversified its service portfolio to focus on innovations and activities for new modalities. During the year 2020, the Group made a number of strategically significant acquisitions to further strengthen its positioning in Asia. In Japan in particular, through the acquisition of Taiyo Techno Research in November 2020, the Group became market leader in asbestos testing and, overall, Environment Testing in Japan whilst through the acquisition of GeneTech Inc. in August 2020 it became the market leader in Non-Invasive Prenatal Testing (NIPT). In Taiwan, the Group became market leader in Environment Testing with the acquisition of the SunDream Group.

In the Pacific region (Australia/New Zealand) solid growth was reported in spite of COVID-19 lockdowns. The BioPharma Testing, Environment Testing, and NZ Food & Water Business Lines reported strong top line growth. BioPharma growth was supported by increased demand for biocide and disinfectant product testing. The BioPharma Testing Chemical Analysis business acquired in 2019 was relocated to the 5,200 m² full service state-of-the-art laboratory campus in Melbourne as scheduled. The Australian Environment Testing business continued its trend of organic market share growth, supplemented by the acquisition of Perth based ARL and a tuck in Mold Testing business in Newcastle.

Performance in Latin America was mixed as the region was particularly hard hit by COVID-19. The Agroscience business, on the back of completing construction of a new full service GLP in Laboratory in Brazil and further

enhancement of field services reported very strong top line. The Clinical business saw both a COVID-19 upswing and a downturn in traditional clinical testing and imaging to finish in a positive position. The consolidated Brazil and Chile Food & Feed businesses experienced both COVID-19 impacts and civil unrest (Chile), to finish the year in a near neutral top line position.

4.3 Profitability

Group adjusted EBITDA increased by 51.8% year-on-year from EUR 931m in FY 2019 to EUR 1,413m in FY 2020, representing a 26.0% adjusted EBITDA margin (+560bps year-on-year). This is above the Group's most recent EUR 1,300m adjusted EBITDA objective set in December 2020 (which was revised upward from the EUR 1,100m objective set in March 2020 as a result of strong trading performance). Overall, these results demonstrate that, whilst the year 2020 brought exceptional challenges, the Group's successful response particularly validated its entrepreneurial set up, allowing for agility and innovation in the development of new products and services. This confirms that, thanks to the network effect, the strong revenues for FY 2020 converted into improving margins and cash flow as well. It is impossible to accurately segregate profitability between COVID-19 and non-COVID-19 activities. Whilst we invested in extra laboratory equipment, personnel and facilities to facilitate additional COVID-19 activities, there is also a large part of these COVID-19 activities which were delivered thanks to existing facilities, personnel and equipment. This improved margins and supported the positioning of the Group in Life Sciences as a whole and in specific activities (genomics, IVD, technologies, routine and specialty clinical testing) which made it faster and easier for Eurofins to ramp up and deliver substantial COVID-19 testing capabilities quickly.

Table 4: Separately Disclosed Items[2]

In EUR m except otherwise stated	**FY 2020**	**FY 2019**
One-off costs from integrations, reorganisations and discontinued operations[12], and other non-recurring income and costs	-53.5	-48.0
Temporary losses and other costs related to network expansion, start-ups and new acquisitions in significant restructuring	-8.3	-49.8
EBITDA[3] impact	-61.8	-97.8
Depreciation costs specific to start-ups and new acquisitions in significant restructuring	-36.9	-38.7
EBITAS[4] impact	-98.7	-136.5
Share-based payment charge and acquisition-related expenses, net[5]	-124.5	-70.5
Net finance costs related to borrowing and investing excess cash and one-off financial effects (net of finance income)	-2.6	1.3
Tax effect from the adjustment of all separately disclosed items	59.1	40.6
Non-controlling interest on separately disclosed items	-0.3	0.9
Total impact on Net Profit[6]	-167.0	-164.1
Impact on Basic EPS[7] (EUR)	-3.1	-1.6

Separately Disclosed Items[2] (SDI) at EBITDA level significantly decreased by 37% to EUR 62m (FY 2019: EUR 98m) and stood at 4.4% of adjusted EBITDA in FY 2020 vs. 10.5% in FY 2019, in line with the Group's objective of achieving a significant reduction in SDI. In FY 2020, SDI comprised:

- One-off costs from integrations, reorganisations and discontinued operations, and other non-recurring income and costs of EUR 54m, up 12.5% from EUR 48m in FY 2019, mostly in the following sites: UK Forensics sites consolidation, consolidation of Environmental sites in California and generally from the merger of TestAmerica's network with Eurofins' legacy Environment laboratories, U.S. Food Chemistry from the consolidation of Covance Food safety network into Eurofins historic network, consolidation of our IVD products sites in Germany.
- Temporary losses and other costs related to network expansion, start-ups and new acquisitions, of EUR 8m, significantly lower when compared to FY 2019 (EUR 50m) thanks to improvements in start-ups and acquisitions undergoing significant restructuring, including at Boston Heart Diagnostics and EGL which

recorded positive EBITDA as they benefited from activities in relation to the fight against the COVID-19 pandemic. The remaining losses mostly relate to EmpowerDX (direct to consumer products) and Transplant Genomics start-ups in the U.S.

The significant year-on-year reduction of 37% in SDI at EBITDA level highlights that the period of consolidation which followed acquisition activity in 2017 and 2018 is coming to an end. It also reflects the Group's reduced M&A focus and the overall reduction of losses in start-ups and other acquisitions in restructuring recorded in FY 2020 underlines the success of this organic development programme.

Reported EBITDA[3] increased 62% year-on-year to EUR 1,351m in FY 2020 from EUR 833m in FY 2019, representing a 24.8% reported EBITDA margin, a 650bps improvement year-on-year. This includes EUR 30m of cyber insurance reimbursement, weighing for 55bps. This strong increase in profitability is in part attributable to COVID-19 related activities which posted an accretive marginal EBITDA (benefiting in many cases from existing facilities, equipment and personnel, hence contributing to the absorption of fixed costs).

Table 5: Breakdown of Reported EBITDA by Operating Segment

(EUR m)	FY 2020	EBITDA margin, %	FY 2019	EBITDA margin, %	*Growth %*
Europe	833.3	26.5%	464.0	18.6%	79.6%
North America	537.9	28.5%	385.1	23.0%	39.7%
Rest of the World	86.7	21.3%	74.0	19.2%	17.2%
Other[1]	-107.0	-2.0%	-90.1	-2.0%	18.8%
Total	1,350.8	24.8%	833.0	18.3%	62.2%

(1) Other corresponds to Group Service Centres

At regional level, Europe and North America benefited most, with Europe in particular recording a ca. 80% growth in Reported EBITDA and a 790bps year-on-year change in Reported EBITDA margin. North America also delivered strong results, with EBITDA growth of ca. 40% year-on-year and a 550bps EBITDA margin improvement compared to FY 2019, thanks to strong trading performance and COVID-19 related activities in the Clinical, BioPharma, and Genomic segments. As a result, both North America and Europe remained accretive for the Group. The Rest of the World segment delivered strong double digit growth of 17.2% growth in Reported EBITDA and generated an EBITDA margin of 21.3% in FY 2020 (+210bps year-on-year), demonstrating some good progress too, though dilutive to the Group average reported EBITDA margin driven by varying performance between countries and activities.

The Group's mature scope[11], represented 94% of the Group's revenues in FY 2020 (EUR 5,112m) compared to 93% in FY 2019 (EUR 4,250m) and generated an adjusted[15] EBITDA margin of 27.6% in FY 2020, a 570bps increase year-on-year.

Depreciation and amortisation increased by 7.6% year-on-year to EUR 426m. As a percentage of revenues, D&A stood at 7.8% of Group revenues in FY 2020 vs. 8.7% in FY 2019, a 90bps decrease year-on-year, reflecting the fact that the Group has entered the final stage of its significant 2015-2020 investment programme to create a network of state-of-the-art laboratories in large buildings enabling scale effects, with the most innovative equipment and fully digital with advanced IT solutions and the rapid depreciation policy chosen by the Group.

EBITAS[4] stood at EUR 925m (17.0% EBITAS margin, +112% compared to FY 2019) while EBIT amounted to EUR 800m (14.7% EBIT margin, +118% vs FY 2019).

Finance costs amounted to EUR 110m, representing a 9.4% increase compared to FY 2019. Profit before tax increased 156% year-on-year to EUR 694m from EUR 272m in FY 2019, mostly driven by the very strong trading performance of the Group in FY 2020.

Income tax rate decreased to 22.2% of profit before tax in FY 2020 from 28.1% in 2019, representing a tax expense of EUR 154m (+102% year-on-year). The improvement in the tax rate was primarily driven by the activation of net operating losses and the higher profit base, especially in the U.S. and Germany.

Net profit[6] stood at EUR 539m (9.9% of revenues, +176% compared to EUR 195m FY 2019), resulting in a basic EPS of EUR 2.71 (+232% year-on-year from EUR 0.82 in FY 2019).

Adjusted net profit stood at EUR 707m compared to EUR 359m in FY 2019, resulting in adjusted basic reported earnings per share (EPS) to increase by 107% to EUR 3.63 in FY 2020 compared to EUR 1.75 in FY 2019. The increase was largely driven by the increase in profitability and lower tax paid in comparison to last year thanks to the usage of loss-carry forwards.

4.4 Cash Flow & Financing

Table 6: Cash Flows Reconciliation

(EURm)	**FY 2020 reported**	**FY 2019 reported**	***Y-o-Y variation FY 2020 vs. FY 2019***	***% Y-o-Y variation FY 2020 vs. FY 2019***
Net Cash from Operations	1,224	678	+546	+80.5%
Net capex (i)	-350	-319	-31	-9.7%
Free Cash Flow to the Firm	873	359	+514	+143.5%
Acquisitions spend and other investments (ii)	-175	-121	-54	-44.6%
Net Cash from Investing (i) + (ii)	-525	-440	-86	-19.4%
Net Cash from Financing	-49	-443	+394	+89.0%
Net increase / (decrease) in Cash and cash equivalents and bank overdrafts	616	-201	+817	+407.2%
Cash and cash equivalents at end of period and bank overdrafts	911	295	+616	+209.2%

Cash flow was strong, with Net Operating Cash Flow[8] increasing by 81% to EUR 1,224m, from EUR 678m in FY 2019. Net working capital stood at 4.5% of Group's revenues in FY 2020 vs 5.3% in FY2019 (-80bps year-on-year). The change in net working capital was largely driven by the impact of COVID-19 related activities and significant improvements in Days Sales Outstanding (52 vs 60 days), despite slightly degraded Days Payables Outstanding (53 vs 55 days) and inventories which doubled to EUR 157m including significant COVID-19 reagents and plastics inventory.

Net capex[13] spend increased by 9.7% year-on-year to EUR 350m in FY 2020 compared to EUR 319m in FY 2019 and represented 6.4% of Group's revenues vs. 7.0% in FY 2019, slightly above the Group's initial objective of EUR 300m set in March 2020 and reflecting the initial Net capex freeze implemented at the start of the COVID-19 pandemic, which was subsequently offset by the requirements to ramp up the Group's COVID-19 testing capacity. Laboratory equipment represented ca. 35% of the total FY 2020 Net capex spend, reflecting both the ramp-up in our COVID-19 testing capacity and the completion stages of our infrastructure programme. Buildings and leasehold improvements represented ca. 40%, consistent with the finalisation of our hub and spoke network following the significant acquisitions made in 2017 and 2018, and IT spend amounted to ca. 20%, in line with our sustained effort to develop unique laboratory information management systems (LIMS) and accompany the digital transformation of our activities. The geographical breakdown of the FY 2020 Net capex spend was in line with our revenues split, with Europe representing ca. 55%, North America ca. 35% and the Rest of the World ca. 10%.

Free Cash Flow to the Firm increased very significantly by 143.5% to EUR 873m vs EUR 359m for FY 2019. Eurofins has managed to significantly improve its cash flow generation in 2020 thanks to a combination of factors including the very strong resilience of our core business, back to 5% organic growth in Q4 2020 and the very strong agility of the Group to develop new products and services to support the fight against the COVID-19 pandemic as well as very good working capital management and tax rate improvements. The year-on-year cash flow variation shows that the additional revenues were significantly converted into additional profits and cash generation, enabling the Group to reduce its leverage (net debt to adjusted proforma EBITDA) to 1.6x, faster than planned and in line with its historical range of 1.5-2.5x with current leverage already below the 2022 objective.

M&A spend was EUR 177m in FY 2020, representing a slight 3.6% year-on-year increase (EUR171m in FY 2019) as the Group has continued to reduce M&A, given the uncertain environment and in line with the deleveraging plans Eurofins set for 2019-2022. The Group closed 26 acquisitions (including asset deals) generating proforma

revenues of EUR 103m. Combined Net capex and M&A spend totalled EUR 527m in 2020, below the Group's self-imposed limit for combined Net capex and M&A of EUR 600m.

Year-end net debt decreased significantly by 31% year-on-year and stood at EUR 2,242m (vs. EUR 2,584m at the end of June 2020 and EUR 3,245m at the end of December 2019), thanks to the strong FY 2020 cash generation and May 2020 equity raise which enabled the Group to pay back all its bilateral credit lines (from EUR 405m in 2019) and most of its short-term borrowings (from EUR 455m in FY 2019 to EUR 238m in FY 2020, of which EUR 97m of Schuldschein debt repaid in January 2021) and bring forward the refinancing of some of its senior debt.

The Group closed the year with a very solid liquidity position, with EUR 912m of cash on its balance sheet vs EUR 297m in FY2019 and over EUR 1 billion of undrawn credit lines at the end of December 2020. In July 2020, Eurofins received its first public long-term issuer credit rating by Moody's, which assigned an investment grade rating of Baa3 with stable outlook. Such rating will enable the Group to access a broader investor base and get even better conditions from debt capital markets for Eurofins' upcoming (re)financing needs.

4.5 COVID-19 Response

COVID-19 has affected many Eurofins business lines, business units and employees. Eurofins is extremely focused on safeguarding the health and safety of every Eurofins employee. In addition to following the guidelines relevant to their own communities and countries, each Eurofins company has developed internal guidelines to safeguard the health of its employees, whether they work in an office or laboratory environment.

In addition, in 2020, Eurofins reacted quickly to meet the global challenge of COVID-19, by creating capacity to help over 20 million patients monthly with innovative testing products and services and by directly supporting healthcare professionals working on the front line to fight the pandemic. The Group has also established widespread PCR testing capabilities and has carried out over 15 million tests in its own laboratories.

In terms of COVID-19 related innovations, Eurofins has been at the forefront of scientific research and development from the onset of the pandemic. Notably, the Group has developed the following innovative testing products and services:

- Highly sensitive clinical testing Multiplex Real-Time PCR kits for the direct qualitative pathogen detection of SARS-CoV-2 that provide results in approximately one hour. Having been successfully validated for pharynx gargling samples, which are non-invasive and easy-to-use, these tests allow for self-sampling applications and are particularly useful for the testing of children.
- Viracor's SARS-CoV-2 RT-PCR diagnostic test, ranked as the most sensitive of 118 laboratories' kits by the FDA's SARS-CoV-2 Reference Panel[20]
- SAFER@WORK programmes, which include the Eurofins COVID-19 Sentinel™ tests, designed to help companies set up advanced risk management protocols to contribute to limiting the impact of COVID-19 on the workplace.
- Antigen Rapid Tests for the qualitative detection of SARS-CoV-2 antigens that provide reliable results from nasopharyngeal samples in 15 minutes.
- The ARTIC Next Generation Sequencing (NGS) Oligo mix, a whole-genome sequencing service providing full-length viral genome sequences, essential in the identification of viral mutations. The ARTIC approach utilises an optimised oligo pool for multiplexed PCR amplification of the complete viral genome, achieving highest performance and best-in-class uniformity of coverage for the full-length viral genome.
- GSD NovaType SARS-CoV-2 Detect & ID RT-PCR assay, clinically validated for detecting variants such as B.1.1.7 and B.1.351, with a short turn-around time. This RT-PCR test is ideal for retesting millions of positive samples to identify the presence of a new variant in the virus and maintains very high sensitivity in the detection of variants such as B.1.1.7 and B.1.351.
- Rapid ELISA testing kits supporting vaccine launches.

The Group has been central to the COVID-19 therapeutic treatment and vaccine development, supporting six of the seven leading vaccine candidates being developed and funded under the U.S. government's Operation Warp Speed (OWS), as well as three of the leading COVID-19 therapeutics.

- One particularly significant programme involved relentless work to support a key customer, Janssen Pharmaceutical Companies of Johnson & Johnson, advance their investigational COVID-19 vaccine candidate. Services include upstream support involving preculture and culture optimisation, downstream and sampling support, method development and validation, product release and stability, raw materials testing, extractables and leachables testing, and onsite Professional Scientific Services (PSS) at Janssen facilities.

- Additionally, Eurofins-Viracor BioPharma Services provided all the Phase II and III COVID-19 qPCR testing for Moderna beginning in late spring and continuing through to Moderna's successful EUA grant in December of 2020. Eurofins utilised our best in class EUA bridged qPCR COVID-19 assay to conduct more than 2,000 tests for their Phase II and more than 85,000 tests for their Phase III studies, all under very intense turnaround time requirements.

Concurrent to ongoing COVID-19 assay innovation and support for vaccine development, Eurofins repurposed several laboratories and increased capacity throughout its network of Clinical Diagnostics laboratories to ensure sufficient capacity and consistency of turnaround time. For instance, between March and October 2020, Eurofins U.S. Clinical Diagnostics managed to ramp up testing capacity to over 500,000 samples per week with average turnaround time of results below 18 hours from receipt in the laboratory.

Finally, in terms of social support measures, the Group, through the Eurofins Foundation, set up a dedicated Solidarity Fund to provide support to Eurofins employees who may have experienced exceptional hardship due to the impact of the pandemic and had the opportunity to offer pro-bono testing to a number of social communities, both in the U.S. and Europe. Furthermore, Eurofins has made several testing donations, including in December 2020, when it donated part of its sequencing capacity to national public health authorities with no approved funding to identify in their positive samples, and evaluate local prevalence of the VUI-2020-12/01 strain reported to spread faster in the UK.

More details can be found in the "COVID-19 Response" section of the 2020 Annual Report and on the website (visit https://www.eurofins.com/covid-19-response/).

4.6 Focus on Scientific Innovation

Although in 2020 the majority of Eurofins' innovation activity was clearly focused on supporting public health authorities, governments and healthcare providers to combat the COVID-19 pandemic, our experts have continued making scientific advancements and developed unique solutions across multiple sectors. Such innovations have included, among many others, genomic methodology to differentiate identical twins, multi-pesticide detection methods, tests to predict the risk of stem cell transplant rejection in individuals and innovative pre-natal testing methods. Thanks to their exceptional efforts, the Group continued to make advances and innovations in multiple core business areas in 2020, including:

4.6.1 BioPharmaceutical Testing Services

- The Androgen Receptor (AR), a cell-based assay part of the Nuclear Hormone Receptor (NHR) super family which is composed of important therapeutic targets in the pathology of cancer, inflammation cardiovascular disease, inflammation and reproduction;
- Antibody-dependent Cellular Cytotoxicity (ADCC), a patented cell-mediated immune defense mechanism to activate the effector cells of the immune system and analyse the target cells for protection against viral infections and cancers; and
- Flow cytometry-based receptor occupancy (R.O.), increasingly important in development of biologically-based therapeutic agents**.**

4.6.2 Food and Feed Testing Services

- The world's first official method for the identification of fructans, mandatory components in infant formula and adult nutritionals matrices. The method received official standard status from leading organisations in standardisation, including the Association of Official Analytical Chemists (AOAC), and the International Organization for Standardization (ISO). Fructans are added as ingredients to all kinds of food, feed and pet food products and are strictly regulated by various authorities worldwide.
- New accredited method for authenticating products containing agave (agave syrup and inulin) which can be compromised by high risk of adulteration using exogenous sugars. This new method is based on the Nuclear Magnetic Resonance (NMR) profiling technique and will provide customers with an improved analytical testing method to detect adulteration of agave products.

4.6.3 Clinical Diagnostics

- Viracor TRAC™, a proprietary donor-derived cell-free DNA assay for detection of acute kidney rejection which complements Eurofins Viracor's suite of testing, enhancing its portfolio of diagnostic tests for renal transplant management
- TruGraf Liver, a unique, non-invasive blood-based test to support lowering immunosuppression in liver transplant patients
- TRULO, a multi-centre observational registry study to evaluate post-transplant clinical outcomes in recipients of kidney transplants who are undergoing serial TruGraf testing. TRULO is the first study to provide long-term data, beyond 2 years post-transplant, regarding the benefits of non-invasive surveillance of stable kidney transplant recipients to rule out silent subclinical rejection. Eurofins believes its TruGraf technology will make a big difference for transplant patients, healthcare providers and payers.

4.7 Infrastructure Programme

As of the end of 2020, Eurofins occupied more than 1,400 sites throughout the world (laboratories, offices, phlebotomy sites, storage/warehouses, etc.). The total net floor area of these sites amounted to about 1.4 million m^2, of which more than 1.2 million m^2 is laboratory space.

Between 2005 and 2020, Eurofins has added or brought to the most modern standards close to 850,000 m^2 of laboratory and office surface (including space used by companies acquired during this period). This is a clear demonstration of Eurofins' commitment to continue to invest significantly in new buildings, extensions and renovations to build the largest and most efficient state-of-the-art laboratory network in its industry. In 2021 and 2022, Eurofins has planned an additional ca. 83,500 m^2 expansion and modernisation of its laboratory network.

In 2020, 37 real estate projects were delivered to build, expand, renovate, relocate or acquire new state-of-the-art laboratories and offices. In total, ca. 35,000 m^2 of new or renovated laboratory and office space was added in 2020.

A few examples of the several strategic new laboratories and extensions to existing campuses delivered in 2020 are provided below:

- Following the acquisition of TestAmerica in the U.S. in 2018, site rationalisations and reorganisations have been progressing according to plan. TestAmerica sites in Richland (Washington) and Nashville (Tennessee) have been exited with workload redistributed throughout the network. The Eurofins Frontier Specialty metals laboratory located in Bothell (Washington) has been relocated to the TestAmerica Seattle (Washington) site and a number of Eurofins and TestAmerica service centres have been co-located. In Tustin (California), two environment testing laboratories, Eurofins (Garden Grove) Calscience and TestAmerica Irvine, are being combined into a state-of-the-art high throughput laboratory which will service both local and global clients. The 8,000 m^2 facility will enable cost reductions by optimising space, time, and materials while providing an enjoyable place to work for our employees. This project is expected to be completed in the second half of 2021.
- Following the acquisition of Covance Food Solutions in the U.S. in 2018, Eurofins has started to organise its U.S. Food testing laboratory network around larger Centres of Excellence where customers can be better served with shorter turnaround times, personalised service and innovative testing offerings. The chemistry laboratories from Battle Creek (Michigan) and Boulder (Colorado) were moved to the existing Madison (Wisconsin) laboratory. In Madison, Eurofins purchased a new site in 2019, and the construction of a new 10,000 m^2 state-of-the art laboratory was completed in December of 2020. With capacity to support up to 380 employees, the new facility will become the Centre of Excellence for much of the Group's U.S. specialty food chemistry departments serving the nutritional supplements market and other large food industry clients.
- Located in Murcia, Spain, Eurofins Villapharma, Eurofins Discovery's flagship centre for synthetic chemistry, and for Eurofins Discovery's integrated drug discovery business, DiscoveryOne™, expanded its building footprint to serve the growing market of outsourced drug discovery. The new 5,800 m^2 facility is located in close proximity to the original Eurofins Villapharma site and will initially support chemical synthesis and purification, more than doubling current capacity and enabling new, associated services. The building's design utilises lean principles, optimizing sample and supply flows with laboratories and demonstrating a modern and functional design to support industry demand for key productivity metrics. The investment provides the facility and footprint necessary to sustain growth and meet market demand into the future. The construction project was completed and operations began on 1 February 2021.
- A new state-of the-art 1,000 m^2 BioPharma Product Testing laboratory was completed at the Eurofins Melbourne Campus in December 2020, enabling an additional 50 employees from the BioPharma Product

Testing business to join their Eurofins colleagues in the Environment, Food and regional businesses at the campus. The BioPharma Product Testing laboratory is GMP licensed by the TGA, APVMA and U.S. FDA and carries out a wide range of chemical and biological in process and finished product testing. The facility also includes over 100 m^2 of stability sample storage in accordance with ICH guidelines.

4.8 Start-ups Programme

Start-ups or green-field laboratories are generally undertaken in new markets and in particular in emerging markets, where there are often limited viable options in terms of acquisitions or in developed markets where Eurofins transfers technology developed by its R&D and Competence Centres abroad or expands geographically.

In 2020, the Group opened 18 new start-up laboratories, mainly in relation to the ramp-up of the Group's COVID-19 activities, bringing the total number of start-ups created since 2000 to 178. In 2020, these start-ups continued to contribute to the overall organic growth of the Group, accounting for 3.2% out of the 19.3% organic growth achieved. Their EBITDA margin continued to progress while remaining dilutive to the Group. The EBITDA margin from our two most recent programmes (2010-2013 and 2014-2020) improved significantly to reach levels in the mid-teens, but this is heavily influenced by the ability of our start-up clinical laboratories to contribute to the fight against COVID-19 by facilitating access to SARS-CoV-2 tests.

Of these 178 start-ups, over 40% are located in Europe, ca. 20% in North America and close to 40% in the Rest of the World. By area of activity, ca. 40% are in Food and Feed testing, ca. 20% are in Pharma/Biotech/Agroscience services, ca. 20% in Environment testing, and ca. 8% in Clinical Diagnostics.

4.9 Acquisitions

During 2020, the Group completed 26 acquisitions, representing full-year equivalent proforma revenues of EUR 103m in FY 2020 and a total investment of EUR 177m, slightly above the EUR 171m investment in FY 2019 and still considerably lower than 2017 and 2018, reflecting the Group's reduced focus on M&A.

In August 2020, Eurofins acquired GeneTech Inc. ("GeneTech"), the pioneer in Non-Invasive Prenatal Testing (NIPT) and a leading player in genetic analysis in Japan. GeneTech is the number one player in the NIPT market in Japan. GeneTech employs over 35 staff and generated revenues over EUR 10m in 2019.

In September 2020, Eurofins acquired SunDream Group. The SunDream Group is the second largest player in the environment testing market in Taiwan. SunDream Environment Testing employs over 350 staff and generated revenues over EUR 17m in 2019.

4.10 Post-Closing Events

Since the beginning of 2021, Eurofins has acquired four companies / asset deals: one in Belgium, one in Germany, one in Ireland and one in the U.S. (Beacon Discovery, expected to be closed in the coming weeks upon fulfilment of customary closing conditions).

The total annual revenues of these acquisitions were over EUR 20m in 2020.

4.11 Alternative Performance Measures (APMs)

[1] Adjusted - reflects the ongoing performance of the mature[11] and recurring activities excluding "separately disclosed items[2]".

[2] Separately disclosed items - includes one-off costs from integration, reorganisation, discontinued operations[12] and other non-recurring income and costs, temporary losses and other costs related to network expansion, start-ups and new acquisitions undergoing significant restructuring, share-based payment charge[5], impairment of goodwill, amortisation of acquired intangible assets, negative goodwill, loss/gain on disposal and transaction costs related to acquisitions as well as income from reversal of such

costs and from unused amounts due for business acquisitions, net finance costs related to borrowing and investing excess cash and one-off financial effects (net of finance income) and the related tax effects.

[3] EBITDA – Earnings before interest, taxes, depreciation and amortisation, share-based payment charge, impairment of goodwill, amortisation of acquired intangible assets, negative goodwill, loss/gain on disposal and transaction costs related to acquisitions as well as income from reversal of such costs and from unused amounts due for business acquisitions.

[4] EBITAS – EBITDA less depreciation and amortisation.

[5] Share-based payment charge and acquisition-related expenses, net – Share-based payment charge, impairment of goodwill, amortisation of acquired intangible assets, loss/gain on disposal, negative goodwill and transaction costs related to acquisitions as well as income from reversal of such costs and from unused amounts due for business acquisitions.

[6] Net Profit - Net profit for equity holders after non-controlling interests but before payment to Hybrid capital holders.

[7] Basic EPS – earnings per share (basic) total (to equity holders before payment of dividends to Hybrid capital holders).

[8] Net Operating Cash Flow – Net cash provided by operating activities.

[9] Free Cash Flow to the Firm - Net cash provided by operating activities, less Net capex.

[10] Organic growth for a given period (Q1, Q2, Q3, Half Year, Nine Months or Full Year) - non-IFRS measure calculating the growth in revenues during that period between 2 successive years for the same scope of businesses using the same exchange rates (of year Y) but excluding discontinued operations.
For the purpose of organic growth calculation for year Y, the relevant scope used is the scope of businesses that have been consolidated in the Group's income statement of the previous financial year (Y-1). Revenue contribution from companies acquired in the course of Y-1 but not consolidated for the full year are adjusted as if they had been consolidated as of 1st January Y-1. All revenues from businesses acquired since 1st January Y are excluded from the calculation.

[11] Mature scope: excludes start-ups and acquisitions in significant restructuring. A business will generally be considered mature when: i) The Group's systems, structure and processes have been deployed; ii) It has been audited, accredited and qualified and used by the relevant regulatory bodies and the targeted client base; iii) It no longer requires above-average annual capital expenditures, exceptional restructuring or abnormally large costs with respect to current revenues for deploying new Group IT systems. The list of entities classified as mature is reviewed at the beginning of each year and is relevant for the whole year.

[12] Discontinued activities / disposals: discontinued operations are a component of the Group's core business or product lines that have been disposed of, or liquidated; or a specific business unit or a branch of a business unit that has been shut down or terminated, and is reported separately from continued operations. Disposals correspond to the sale by Eurofins of business assets to a third party. For more information, please refer to Note 3.20 of the Consolidated Financial Statements for the year ended 31 December 2020.

[13] Net capex – Purchase of intangible assets (incl. capitalisation) property, plant and equipment, less proceeds on sale of same assets.

[14] Net debt – Borrowings, less cash and cash equivalents

[15] Net Working Capital – Inventories, trade receivables and contract assets, prepaid expenses and other current assets less trade accounts payable, contract liabilities and other current liabilities excluding accrued interest receivable and payable

[16] The EUR 5,000m FY 2020 revenue objective was first set in October 2018 and reiterated in March 2019 and March 2020

[17] The EUR 1,000m FY 2020 adjusted EBITDA objective was first set in October 2018, reiterated in March 2019 and revised to EUR 1,100m in March 2020 to reflect the impact of IFRS16

[18] The EUR 500m FY 2020 free cash flow to the firm objective was first set in March 2020 and restated to EUR 600m in October 2020 to reflect IFRS16 reclassification

[19] Proforma adjusted EBITDA – corrected for the estimated impact of the cyber-attack in 2019

[20] https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/sars-cov-2-reference-panel-comparative-data#table2c

5 COVID-19 Response

5.1 Social measures during COVID-19

5.1.1 Health and Safety in Offices and Laboratories

COVID-19 has affected many Eurofins business lines, business units and employees. Eurofins is extremely focused on safeguarding the health and safety of every Eurofins employee. We are so grateful to the dedication of our staff who have worked hard throughout the year in the fight against COVID-19.

As the virus spread and countries were affected to different degrees, governments implemented a wide range of guidelines and legislation around public health. Eurofins' companies across the world have followed the guidelines relevant to their own communities and countries. Each company has developed internal guidelines to safeguard the health of our employees, whether they work in an office or laboratory environment.

While every Eurofins entity has its own regulations, the actions taken across our sites highlight the prioritisation to keep our employees safe.

5.1.2 Repurposing Laboratories and Redeploying Staff Across the Network

Concurrent to ongoing COVID-19 assay innovation, Eurofins repurposed several laboratories and increased capacity throughout its network of clinical diagnostics laboratories to ensure sufficient capacity and consistency of turnaround time. For instance, between March and October 2020, Eurofins US Clinical Diagnostics managed to ramp up testing capacity to over 500,000 samples per week with average turnaround time of results below 18 hours from receipt in the laboratory. Across Europe, thirty-seven laboratories were created or repurposed to offer capacity and fast turnaround times for PCR testing and more than 10 million PCR tests were performed.

Staff across the network were re-allocated based on global requirements, including employees that were furloughed in on-site sampling business lines in food and environment testing. For example, in the UK, Eurofins Food Testing in Acton was reconfigured to provide COVID-19 PCR testing. In France, three food testing laboratories contributed to the national COVID-19 screening effort by making their teams, equipment and know-how available to facilitate testing for the detection of the SARS-CoV-2 virus, all while continuing to provide their usual services.

Eurofins currently operates more than 50 COVID-19 testing laboratories across fourteen countries (Germany, France, Spain, the Netherlands, Belgium, Italy, the United Arab Emirates, the United Kingdom, Ireland, India, Brazil, the U.S., Denmark and Singapore), as well as multiple mobile COVID-19 laboratories and sampling centres.

Once the pandemic finally subsides, Eurofins believes that it will be able to use its large installed base of molecular testing equipment to offer a wider range of virus monitoring for example in food testing and to provide more PCR testing services for pathogens, which while more common in the U.S. for clinical testing, are still not used regularly in Europe.

5.1.3 Eurofins Solidarity Fund

In light of the burden that the COVID-19 pandemic has put on populations worldwide, Eurofins founders, directors and Group Operating Council members earlier this year set up a dedicated Solidarity Fund within the Eurofins Foundation. The fund provides support to employees and their dependants who have experienced exceptional hardship due to the impact of this health crisis.

So far, 181 employees have received direct support from the fund. The fund has, for example, helped to pay for extremely high medical costs not covered by social security, and supported the families of employees who were being furloughed.

5.1.4 Eurofins Testing Donations

Eurofins had the opportunity to offer pro-bono testing to a number of communities, both in the U.S. and Europe. More detail can be found in the "Environment, Social and Governance Report" section of this report. Furthermore, in December 2020, Eurofins decided to donate part of its sequencing capacity to national public health authorities with no approved funding to identify variants of concern in their positive samples, and especially evaluate local prevalence of, the VUI-2020-12/01 strain reported to spread faster in the UK.

5.2 COVID-19 related business developments

From the onset of the crisis, Eurofins leadership's priority was to quickly mobilise all available scientific talent and resources across the Group to help its clients and the world fight the effects of the virus. Few companies in the world had so many and such diverse scientific and technological capabilities to develop new solutions and services to combat the COVID-19 pandemic. During this extraordinary year, over 20 international multidisciplinary scientist groups worked tirelessly across time zones to create new modalities to support healthcare workers and authorities and Eurofins' clients in the BioPharmaceutical and other industries in their efforts to mitigate the worst effects of the disease. We acted quickly to develop and ramp up testing capacity to support governments to safeguard public health and innovated to bring urgently-required tests to the market to support the global fight against COVID-19.

Leveraging our comprehensive technical expertise and scientific capabilities and our global network, we supported healthcare practitioners, government authorities, the BioPharmaceutical industry and a multitude of industries and clients in their response to the COVID-19 crisis. With the first COVID-19 cluster identified in December 2019, by May 2020, Eurofins had already developed capacity to facilitate the testing of over 20 million patients per month globally.

Eurofins was also the first commercial laboratory in Europe to offer wastewater testing services for the detection of SARS-CoV-2, which has proved a valuable tool for workplaces, hospitals, and care homes to pre-empt and manage outbreaks.

Notably, in response to the COVID-19 crisis, Eurofins developed the following testing products and services:

- Highly sensitive clinical testing Multiplex Real-Time PCR kits for the direct qualitative pathogen detection of SARS-CoV-2 that provide results in approximately one hour. Having been successfully validated for pharynx gargling samples, which are non-invasive and easy-to-use, these tests allow for self-sampling applications and are particularly useful for the testing of children.
- Viracor's SARS-CoV-2 RT-PCR diagnostic test, ranked as the most sensitive of 118 laboratories' kits by FDA's SARS-CoV-2 Reference Panel.
- SAFER@WORK™ programmes, which include the Eurofins COVID-19 Sentinel™ tests, designed to help companies set up advanced risk management protocols to contribute to limiting the impact of COVID-19 on the workplace.
- Antigen Rapid Tests for the qualitative detection of SARS-CoV-2 antigens that provide reliable results from nasopharyngeal samples in 15 minutes.
- The ARTIC Next Generation Sequencing (NGS) Oligo mix, a whole-genome sequencing service providing full-length viral genome sequences, essential in the identification of viral mutations. The ARTIC approach utilises an optimised oligo pool for multiplexed PCR amplification of the complete viral genome, achieving highest performance and best-in-class uniformity of coverage for the full-length viral genome.
- GSD NovaType SARS-CoV-2 Detect & ID RT-PCR assay, clinically validated for detecting variants such as B.1.1.7 and B.1.351, with a short turn-around time. This RT-PCR test is ideal for retesting millions of positive samples to identify the presence of a new variant in the virus and maintains very high sensitivity in the detection of variants such as B.1.1.7 and B.1.351.
- Rapid ELISA testing kits supporting vaccine launches.

In addition to testing services, Eurofins is supporting vaccine and drug development and has been working alongside the front line throughout the pandemic to support the safety of supply of critical infrastructure and essential services ranging from drinking water, food, beverages and agricultural products in supermarkets to pharmaceutical and chemical products in pharmacies. The response to the crisis has been comprehensive, with initiatives developed across a range of business areas and industries.

Further details on some of these innovations are found below and on our website (https://www.eurofins.com/covid-19-response/).

5.2.1 Production of Reagents and Kits for COVID-19 Testing

Eurofins Genomics is proud to be a leading supplier of testing material during the SARS-CoV-2 crisis. It quickly increased the capacity of its facilities, under stringent quality controls, to provide millions of SARS-CoV-2 tests produced by its internal in-vitro diagnostic (IVD) companies. In April 2020, they also launched novel and highly efficient genome sequencing services to support research and epidemiology studies to combat COVID-19. In August 2020, Eurofins Technologies announced the launch of reagents for automated isolation of high-quality SARS-CoV-2 RNA (ribonucleic acid) from viral particles of human respiratory specimens. The reagents' magnetic bead-based, automated method extracts and isolates virus particles and their respective RNA for subsequent real-time RT-PCR (reverse transcription polymerase chain reaction) analysis, using approved IVD kits. These reagents can be used on many open platforms, and by other public and private clinical diagnostic laboratories around the world.

In April 2020, Eurofins Genomics launched a SARS-CoV-2 Full-length Genome Sequencing service to support researchers globally through end-to-end surveillance of the coronavirus genome sequence, source tracing and mutational drift.

In November 2020, Eurofins Technologies launched its GSD NovaPrime® SARS-CoV-2 Mplex FLA (Sanger) kit, utilising the well-established Fragment Length Analysis principle on Sanger sequencing instruments, significantly boosting high throughput and sensitive testing capacity to facilitate RT-PCR testing. This assay enables each sequencer to process more than 2,000 samples per day. This new kit also provides a sensitivity and turnaround time similar to RT-PCR testing. Additionally, it launched GeneScan VIRSeek SARS-CoV-2 RT-PCR, an integrated solution to detect SARS-CoV-2 on environmental surfaces, which utilises RNA extraction and test kits based on real-time RT-PCR.

5.2.2 Real Time Reverse Transcriptase Polymerase Chain Reaction (RT-PCR) Testing

Widespread testing was a cornerstone of the strategies developed by governments and national health authorities across the globe to protect their societies from the virus. Eurofins teams worked round the clock to establish and ramp up COVID-19 clinical testing capacity to identify persons carrying the virus, using the RT-PCR method, and returning results within 12-24 hours. Eurofins has been offering RT-PCR testing since March 2020, and currently offers it in 14 countries. Significant capacity has been built since March 2020, culminating with the Group establishing global PCR testing capabilities in excess of 150,000 PCR tests daily at our laboratories as of the end of December.

Several Eurofins laboratories have received approval for their laboratory-developed tests (LDTs) by the Food and Drug Administration (FDA) in the U.S. among other national authorities. Viracor Eurofins' RT-PCR kit, which was launched in Q1 2020, has been acknowledged as having the highest sensitivity of all 118 EUA authorised SARS-CoV-2 molecular diagnostic tests in the FDA reference panel[7]. This Viracor Eurofins kit was the basis from which the Eurofins GSD NovaPrime® CE-IVD marked RT-PCR kit was developed in May, a prime example of Eurofins' ability to quickly transfer know-how and intellectual property across its laboratory network to offer its most innovative tests and kits to clients across the world. The direct and precise diagnostic of the pathogen is critical, particularly in the early phase of COVID-19 infection, and this kit provides results in approximately one hour.

Clinical Enterprise Inc. (empowerDX), a Eurofins at-home health testing company, received an Emergency Use Authorization (EUA) from the U.S. FDA for their At-Home COVID-19 Nasal PCR Test. This self-collection kit provides consumers with greater access to COVID-19 testing with a painless, convenient and quick way of identifying whether or not they carry the virus, from the comfort of their home. Results are reviewed by a licensed physician and provided via email within 24 hours of sample receipt. This is a major milestone in facilitating greater access to sensitive COVID-19 testing, as sampling by healthcare professionals requires manpower and can become capacity constrained resulting in a bottleneck. This At-Home Nasal PCR test is covered by Medicare, Medicaid and commercial insurance providers.

[7] https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/sars-cov-2-reference-panel-comparative-data#table2c

5.2.3 Pooled PCR Testing

In August 2020, Eurofins Clinical Diagnostics U.S. launched pooled PCR testing, a lower cost and highly accurate way of carrying out COVID-19 PCR testing. Pooling allows for continuous and cost-effective monitoring of low-risk groups, showing a low prevalence of COVID-19 infection. It can also be used as part of ongoing surveillance testing programmes.

5.2.4 Antibody Testing

As the pandemic progressed, antibody testing began to play an increasingly helpful role, by identifying people who may have been exposed to the virus, possibly without even noticing, and allowing health authorities to evaluate population exposure and use those insights to inform policy decisions. Eurofins developed antibody testing services and kits so that those who may have been sick, but could not be tested, could determine if they already have antibodies as a result of exposure to COVID-19.

Eurofins has multiple CE-IVD marked immunoassays to detect SARS-CoV-2 antibodies with very high sensitivity and specificity. Eurofins offers ELISA tests to separately detect IgG, IgA, and IgM antibodies to SARS-CoV-2 in a simple workflow, providing results within two hours. Eurofins also offers Total Antibody Detection ELISA kits that can identify all antibody isotypes in a single sample. The assays are compatible with diverse, open platform ELISA analysers. Eurofins also offers fast rapid point-of-care finger-prick testing devices, which can identify antibodies in just 10 minutes, with a sensitivity of 94.5%, from 19 days following the onset of symptoms of COVID-19.

The Group established global capacity to carry out over two million antibody tests per month by mid-May 2020. Antibody testing capacity was not fully utilised throughout the year, but it could become increasingly important in the coming year as countries begin rolling-out COVID-19 vaccination programmes in order to monitor vaccine-induced immunity in individuals. Studies[8] published by Eurofins Ingenasa and the NYU Grossman School of Medicine & NYU Langone Health demonstrated a strong correlation between Eurofins' antibody detection assays and the sero-neutralisation capability of the antibodies detected.

5.2.5 COVID-19 and Broader Respiratory Disease and Infection Testing

Eurofins is expanding its COVID-19 testing panel to include assessment of flu and respiratory viruses and a number of new modalities to facilitate patient access to tests and speed of testing. In Eurofins' view it could be that broader respiratory pathogen testing becomes more frequently requested beyond 2021.

In March 2020, Eurofins Diatherix (U.S.) began testing for SARS-CoV-2 as part of its Target Enriched Multiplex PCR (TEM-PCR) Respiratory Viral Panels.

In September 2020, Eurofins Diatherix continued to leverage its extensive respiratory and infectious disease expertise with the launch of Flu Plus, a new test to identify SARS-CoV-2 as well as the five most prevalent viruses associated with respiratory illnesses.

In November 2020, Viracor Eurofins (U.S.) launched a combined test for COVID-19, the Flu and RSV.

5.2.6 COVID-19 Therapeutic Treatment and Vaccine Development

The Group's unmatched global network of 36 BioPharma Product Testing laboratories ramped up capacity throughout 2020 to support some of the largest global pharmaceutical and biotechnology companies to develop products to fight COVID-19. The Group launched a large number of products and services aimed at supporting research for the development of such novel vaccines and therapeutics.

Since the start of the COVID-19 pandemic, Eurofins BioPharma Product Testing (BPT) is on the frontline of efforts to fight the virus. As funding poured into the market to accelerate COVID-19 vaccines and therapeutic products,

[8] https://www.eurofins-technologies.com/news/post/eurofins-technologies-serological-assays-demonstrate-ability-to-identify-neutralizing-antibodies/

the business' extensive customer base and mature strategic partnerships enabled the rapid execution of agreements to secure testing capacity. BPT's global footprint, scale, and comprehensive service portfolio positioned the Group to deliver vital support for accelerated product development as well as product delivery to the market.

Eurofins BPT supports all biologic modalities, including the novel technologies being deployed in this fight. This includes viral vector gene therapy, mRNA therapy, and protein immunotherapy for a potential vaccine, as well as the antibody cocktails for patient treatment. Services include upstream support involving preculture and culture optimisation, downstream and sampling support, method development and validation, final product release and stability testing, raw materials testing, extractables and leachables as well as container testing.

Eurofins BPT is actively supporting six of the seven leading vaccine candidates being developed and funded under the U.S. government's Operation Warp Speed (OWS), as well as three of the leading COVID-19 therapeutics.

Eurofins is ideally positioned to provide strategic support from the earliest stages of development to commercial launch and distribution, and has deployed all service delivery models including our Professional Scientific Services (PSS) Insourcing Solutions, client dedicated Full-Time Equivalent (FTEs) programmes, and fee-for-service (FFS) to best meet each clients' unique requirements. As research programmes progressed towards clinical trials, BPT laboratories around the world have supported vaccine and pharmaceutical product developers in their race to develop novel treatments for the virus. One particularly significant programme involved relentless work to support a key customer, Janssen Pharmaceutical Companies of Johnson & Johnson, advance their investigational COVID-19 vaccine candidate. Services include upstream support involving preculture and culture optimisation, downstream and sampling support, method development and validation, product release and stability, raw materials testing, extractables and leachables testing, and onsite Professional Scientific Services (PSS) at Janssen facilities.

In addition, Eurofins' clinical laboratories and global Central Laboratories provided extensive testing and logistics support for therapeutic drug and vaccine clinical trials. This activity included the following notable programmes:

- Eurofins-Viracor BioPharma Services provided all the Phase II and III COVID qPCR testing for Moderna beginning in late spring and continuing through to Moderna's successful EUA grant in December of 2020. Eurofins utilised our best-in-class EUA bridged qPCR COVID assay to conduct more than 2000 tests for their Phase II and more than 85,000 tests for their Phase III studies, all under very intense turnaround time requirements. A variety of sample types had to be validated and tested including NP swabs and saliva sample collections.
- Eurofins Global Central Laboratory provided support to multiple CureVac protocols for their SARS-CoV-2 mRNA Vaccine CVnCoV candidate. This programme enrolled more than 40,000 healthy participants, including front line medical workers, in multinational clinical trials throughout Europe and Latin America.

5.2.7 Virucidal Testing

In response to increased global demand for virucidal testing services in the wake of COVID-19, Eurofins BioPharma Product Testing Italy expanded its virucidal testing capacity with the opening of a dedicated laboratory in its Milan campus. Disinfectant products became pervasive in daily life in 2020 as a result of COVID-19, with the trend likely to continue with increased consumer awareness of good hygiene practices. The new 400sqm BioSafety Level 2 laboratory will continue carrying out testing and studies on disinfectant products.

5.2.8 Eurofins COVID-19 Sentinel™

Environmental Surface Testing

Ongoing surveillance is critical to quickly identify a resurgence in COVID-19 cases and to monitor the spread of the disease across all types of environments. Eurofins has been able to develop monitoring methods such as environmental surface testing, wastewater testing, air testing and worn mask testing methods to detect the presence of SARS-CoV-2 at very early stages, and, as a result, minimise spread.

Eurofins research showed that workplaces with SARS-CoV-2 contaminated surfaces are 10 times more likely to have COVID-19 positive employees than locations with no or very few contaminated surfaces (please see here for further information). Environmental surface testing methods allow for early warning of potential COVID-19 outbreaks by detecting the presence of pre- or asymptomatic SARS-CoV-2 virus spreaders at a site or in an

environment without the need for clinical testing. Eurofins Technologies developed an innovative testing method, the VIRSeek SARS-CoV-2 Solution kit, which has been evaluated and approved by the AOAC Performance Tested MethodsSM (PTM) Program and awarded Emergency Response Validation PTM with the certification number 122006.

Wastewater Testing

Eurofins was the first commercial laboratory in Europe to offer COVID-19 wastewater testing. Testing wastewater can provide early indication of the presence of the virus in a specific community or at a work site. Studies have shown that sewage and wastewater testing is capable of detecting a community COVID-19 prevalence rate as low as a 0,02%-0,1% (i.e. between 2 virus shedders per 10,000 persons and 1 virus shedder per 1,000 persons). In Denmark, for example, Eurofins' wastewater testing method detected SARS-CoV-2 in wastewater three days before the first official COVID-19 case was confirmed in the country. This technology has also been successfully used to detect asymptomatic spreaders on college campuses. Wastewater testing in sewage plants is commonplace in many countries around the world. This method can therefore be easily rolled out and provide crucial information to communities.

5.2.9 Air Testing

As the pandemic progressed, airborne transmission of COVID-19 through aerosols (droplets of saliva or respiratory fluid) was found to play a more significant role in the spread of the virus than originally thought, which raised the question of using air testing to possibly detect the virus. Eurofins demonstrated that SARS-CoV-2 can be identified in air, providing a unique opportunity to evaluate indoor spaces for the presence of the virus, such as public buildings, hospitals, transportation, offices, classrooms and homes to manufacturing sites, restaurants, hotels and other indoor environments. In cases where buildings are used consistently by the same group of people, the test may provide important information to detect infections or outbreaks. In other settings where occupancy of a building regularly changes, the overall air quality and general risk of potential exposure can be assessed.

Eurofins currently offers dedicated environmental surface testing, wastewater testing and air testing services to identify the presence of COVID-19 in 23 countries worldwide.

5.2.10 Consumer Product Testing

In October 2020, Eurofins launched Europe's first validated test method to evaluate the filtration capacity of personal protective equipment such as face masks. The test can be used to evaluate the efficacy and safety of surgical masks and hygienic masks being used by consumers and healthcare workers to protect themselves against COVID-19. When launched, Eurofins Textile Testing Spain was the only laboratory in Europe and one of only three laboratories in the world to offer such a test, which is a mandatory test, which must be carried out on all masks sold in the North American market.

5.2.11 Direct to Customer

While Eurofins is predominantly a B2B business, in 2019 the Group started expanding into the Direct to Customer testing market with significant growth potential. This expansion significantly accelerated during the pandemic crisis, notably with the launch and commercialisation of at-home nasal PCR testing kits for the identification of COVID-19. The first kits were released in the U.S. in October 2020, followed by European countries in December. Eurofins Technologies is continuing to develop additional at-home testing kits and is working with regulatory authorities to make them available in other areas.

As a result of the COVID-19 pandemic, general awareness about the value of preventive and monitoring testing services has significantly increased and its importance is evident to the public and healthcare authorities. The extensive knowledge gained on virus testing during this pandemic will likely lead to a new generation of at-home kits testing for the presence of viruses, for example in food and the environment, thereby opening up a whole new area of market development for the Group.

5.2.12 Protecting Vulnerable Groups

Eurofins is aware of the incredibly devastating effect COVID-19 can have on people with pre-existing health conditions, and the need to keep them safe. Eurofins Transplant Genomics and Eurofins Viracor partnered to offer remote sample collection options to support care for kidney transplant recipients, and the National Kidney Registry (NKR). Eurofins Viracor also partnered to deliver COVID-19 antibody testing for NKR's network of Member Centres.

Eurofins Viracor (U.S.) launched Labs@HOME, a mobile phlebotomy in-home blood draw service to aid in specimen collection for vital post-transplant testing directly from a patient's home. As the hospital system became increasingly stressed with COVID-19 patients, bone marrow transplant (BMT) and solid organ transplant (SOT) patients were sometimes unable to return to the hospital for routine and specialised post-transplant testing and management. These immunosuppressed and immunocompromised patients are already at risk for transplant rejection due to infection or graft failure, and subsequently fall into the high-risk category for COVID-19. Eurofins Viracor's Labs@HOME service allows physicians to order and customise a limited menu of infectious disease and transplant-related testing. The specimen collection is performed safely and securely by a qualified phlebotomist who will work with the patient to schedule an appointment at the patient's residence.

5.2.13 Eurofins SAFER@WORK™ Programme

When the extent of the global pandemic and its impact on every aspect of work and life became clear in February 2020, Eurofins quickly realised how much its vast network of laboratories and testing solutions could contribute to fighting COVID-19, not only by testing people for infection, but by leveraging the Group's diverse global testing capabilities.

Bringing together initiatives from a number of Eurofins business lines, including clinical testing, environment testing, food testing, BioPharma services, genomic services, assurance and others, Eurofins offers multi-faceted services that provide a one-stop-shop solution for cities, public bodies, companies and other organisations.

These programmes are designed to help organisations improve the safety of virtually any site, so that businesses, institutions, municipalities and more can build public confidence in the safety of environments for employees, residents and visitors.

In particular, in May 2020, Eurofins launched its SAFER@WORK™ programme, a comprehensive suite of risk-based COVID-19 safety solutions for businesses and workplaces. This programme helps limit the impact of COVID-19 on workplaces, supporting customers and employees to return to a new form of normality. Eurofins SAFER@WORK™ solutions include:

- Designing and auditing COVID-19 related sampling and testing protocols as well as action plans;
- Testing employees, when needed and as decided by a qualified physician, within the guidelines of healthcare authorities in each country (with a range of modalities, including PCR testing and/or serology testing for various antibodies);
- Detecting the potential presence of the virus within teams on a site or in a given community through wastewater testing;
- Testing for the virus on all types of environmental surfaces in the workplace to detect potential risks early and monitor the effectiveness of cleaning protocols; and
- An array of other solutions, ranging from assurance and consultation services, relevant product testing, and self-assessment or e-learning tools.

Within SAFER@WORK™, a portfolio of tests marketed under the name Eurofins COVID-19 Sentinel™ focuses particularly on environmental testing and includes wastewater testing, environmental surface testing, worn mask testing, and air testing. Eurofins Sentinel™ programmes can be organised with minimal disruption and are a cost-effective, non-invasive alternative to frequent employee clinical testing programmes.

Eurofins SAFER@WORK™ programmes make use of big data and AI technologies, as well as specific algorithms applied in real time to public data and Eurofins anonymised testing result databases. These capabilities assist in targeting and informing testing locations, and in setting frequency of testing and associated risk management measures.

Eurofins has signed over 1,650 SAFER@WORK™ contracts since the launch of the programme on 29 May 2020, with another 1,300 agreements under negotiation including some very large global contracts that include Sentinel™ water testing, a comprehensive range of testing solutions, including wastewater testing, work environment surface testing and worn mask testing, providing an early warning of the presence of SARS-CoV-2 amongst large

populations at a given site (e.g. cities, factories, education institutions, government and public service sites, nursing homes), before the virus spreads too broadly.

To provide insight into the broad range of industries that benefited from SAFER@WORK™ services during the COVID-19 pandemic, the following is a small sample of the customers we have served.

Sport

After putting all Formula 1 races on hold due to the COVID-19 pandemic, the Formula 1 - Fédération Internationale de l'Automobile (FIA) decided to resume races in July 2020. Eurofins was appointed to test all participants, including drivers, technicians and all staff before their admission to the racing circuit premises, as well as at multiple times during the event, to avoid any outbreak that might disrupt the races further. The Eurofins team worked hard and rose to the challenge to provide on-site testing at races in Austria, the U.K., Hungary, and Belgium, among other countries — delivering results under 24 hours.

The Royal Dutch Football Association contracted Eurofins to test all team players and staff weekly, including medical staff and coaches, and prior to all matches played in the Eredivisie (Premier League), Keuken Kampioen Divisie, and the National team.

Eurofins SAFER@WORK™ and Sentinel programmes have enabled several other professional sports teams to return to operations. Additional clients include the Spanish professional basketball league, the Royal Dutch Cycling Union and the Ladies Professional Golf Association (LPGA), the American organisation for female golfers, which named Eurofins as Official Testing Partner for the LPGA Tour. The partnership, expected to run through 2021, will ensure the LPGA has an easy, painless, fast and reliable COVID-19 testing programme in place including a dedicated on-site team to monitor sample collection at each tournament and provide results within 24-48 hours.

Food manufacturing

Several meat processing companies in Europe and the U.S.A. are among Eurofins' SAFER@WORK™ customers. These companies received a lot of news coverage, as some suffered large outbreaks of COVID-19 among their staff. Eurofins is working for a number of companies in this sector to provide effective testing to ensure that meat processing facilities can operate safely.

Passenger transportation

Eurofins has won contracts to support Brussels Airport and the Charles de Gaulle airport in Paris. In Brussels, during certain epidemic periods, all passengers coming from "red zones" are tested for the presence of SARS-CoV-2 with PCR tests. At Charles de Gaulle, Eurofins has been appointed to provide testing for all employees free of charge.

In Germany, the operators of buses running at a large airport bought a device that disinfects its vehicles in less than 10 minutes. Eurofins is analysing surface testing swabs for the company to confirm the effectiveness of the disinfection methods.

Governments and authorities

We supported the Ministry of Health, Welfare, and Sports in the Netherlands in providing PCR COVID-19 testing to the population. To meet the rapidly rising demand for testing in the country, Eurofins ramped up testing capacity in its laboratory in the Netherlands, to analyse up to 40,000 tests per day to support the Ministry ease pressure on the public health service.

In Bavaria (Southern Germany), towards the end of the summer holidays, health authorities requested Eurofins to provide PCR testing stations at major travel routes, including motorways, train stations and airports, where travellers could get tested for COVID-19 free of charge. Eurofins was subsequently appointed to establish permanent testing stations locally in the various districts in Bavaria, to facilitate continued free testing for citizens.

6 Environment, Social and Governance

6.1 Vision, Mission and Values

Our Vision

To be the Global Leader in Testing for Life.

Our Mission

To contribute to a safer and healthier world by providing our customers with innovative and high-quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value.

Our Values

Customer Focus

- Delivering customer satisfaction by listening to and exceeding customer expectations;
- Adding value for our customers through our services;
- Seeking innovative solutions to help our customers achieve their goals.

Quality

- Delivering quality in all our work; providing accurate results on time;
- Using the best appropriate technology and methods;
- Seeking to improve or change our processes for the better.

Competence and Team Spirit

- Employing a team of talented and competent staff;
- Investing in training and creating good career opportunities;
- Recognising and encouraging outstanding performance.

Integrity

- Behaving ethically in all our business and financial activities;
- Demonstrating respect towards our customers and our staff;
- Operating responsible environmental policies.

A number of additional policies and recommendations spell out in more detail the behaviour expected from all Eurofins stakeholders to fulfil Eurofins' mission, values and commitments.

6.2 The Eurofins Group

Eurofins Scientific is a Group of independent life sciences companies which provide a unique range of analytical testing services to clients across multiple industries. Gilles Martin, our CEO, founded the company in 1987 alongside three other employees to market the SNIF-NMR® technology, a patented analytical method used to verify the origin and purity of several types of food and beverages and identify sophisticated fraud not detectable by other methods.

Today the Eurofins Group is a leading provider of analytical and testing services, with an international network of more than 900 independent companies in over 50 countries generally specialised by end client markets and operating more than 800 laboratories, with over 50,000 staff, a portfolio of over 200,000 analytical methods and more than 450 million tests performed each year to evaluate the safety, identity, composition, authenticity, origin, traceability, and purity of a wide range of products, as well as providing innovative clinical diagnostic testing services.

Eurofins is also one of the fastest growing listed European companies. Since its IPO on the French stock exchange in 1997, Eurofins' revenues have increased by 34% each year (in compound average) to over EUR 5.4 billion in 2020. Furthermore, between the Initial Public Offering on 24 October 1997 (EUR 0.183) and 31 December 2020 (EUR 68.63), Eurofins' share price has multiplied by 375 times, an annual average increase of 29% (against 4% for the SBF 120, 3% for the CAC 40, 6% for the S&P 500 and 10% for the NASDAQ over the same period). Eurofins has built global and local leadership positions in many of its life science focused end markets, establishing high barriers to entry and allowing the Group to capitalise on the huge economies of scale inherent to laboratory testing and logistics.

As a group of companies sharing the same vision, Testing for Life, we consider our positive impact on the environment and humanity as a priority and our commitment to sustainable operations is a natural extension of what we do. Our mission is to contribute to a safer and healthier world and our policies incorporate a strong focus on the ethical, social and environmental aspects of doing business, with the United Nations Sustainable Development Goals in mind. Through our testing activities, we help many other corporations, organisations and governments test and improve their production practices to make them more sustainable, promoting positive change for the environment and society. We view responsible business practice as an absolute requirement and measures such as our Code of Ethics, including the Core Compliance Documents, whistleblowing procedures and Governance Committees are in place to ensure this. At a regional level, our employees have also set up local social and environmental initiatives to reduce our environmental impact and give back to their own communities.

Eurofins believes that our global footprint gives us the opportunity to have a long-lasting positive impact on the environment and society and we want to embrace this opportunity by championing ESG initiatives which work towards a more sustainable future.

Figures as at 31 December 2020

6.3 Introduction

Eurofins' vision is to be the Global Leader in "Testing for Life". Whether helping to improve health outcomes, ensure food safety or measure environmental impact so it can be reduced or mitigated, we believe that sustainability is at the heart of what we do. Eurofins' activities are therefore helping to improve the wellbeing of many and to protect our environment. Our business strategy is an essential component in creating long-term value and achieving our mission of contributing to a healthier and safer world, and our policies are the cornerstone of our support for Environmental, Social and Governance ("ESG") initiatives. Furthermore, Eurofins is an ESG enabler, helping many other corporations, organisations and governments test and improve their environmental and social impact. For example, Eurofins' food and environmental testing services directly contribute to the development of more sustainable agricultural practices and outputs, reduce pollution and land destruction and promote the safety, quality and authenticity of food, as well as the responsible use and minimisation of pesticides, heavy metals, dioxins and other persistent organic pollutants and chemical contaminants that are harmful to humans and the planet. They enable the reduction of agricultural and food waste, the increasing use of non-animal proteins and the development of safer, more sustainable and higher quality products.

In 2020, Eurofins continued to embed best practices in business operations and make further progress on all three dimensions of ESG, despite the disruptions on the business brought by COVID-19. Additionally, in 2020 the Eurofins Foundation, active across all three ESG dimensions and committed to the UNSDGs, trebled its donation budget and is now directly supporting nearly twice as many non-profit organisations compared to 2019 and over 75 projects worldwide. The progress made on ESG topics reflects Eurofins' commitment to building a more sustainable future.

Eurofins recognises climate change as an imminent threat to the world we live in. Our environmental testing activities have an important role to play by providing market-leading laboratory testing, monitoring and consultancy services to a wide range of industrial companies, environmental consultants, contractors, retailers and government authorities. In tandem, Eurofins continues to make progress towards its target of becoming carbon neutral by 2025 through a considered programme of CO_2 emission reduction, run by an internal team of experts, as well as a number of carbon offsetting initiatives (e.g. contributing to the fight against unscheduled deforestation in Brazil, assisting India's shift towards a low carbon economy through the Gandhi project etc.). In 2020, we increased the amount of CO_2 offset through the purchase of carbon credits and multiplied tenfold the number of laboratories for which carbon footprint is measured.

Employees are our biggest asset. Eurofins has continued investing significant resources in training and talent development in 2020, notably with the meaningful upgrade of the Eurofins Academy which enabled the Group to offer new and enhanced technical and general trainings to support employees' career progression throughout the organisation. The developments made through the Permanent Improvement Programme, the Operational Best Practices Programme and the Lean Academy have helped Eurofins share operational best practices throughout its laboratory network and upskill employees. Eurofins is also proud to have created new jobs during the pandemic, at a time when many other companies have been reducing their workforce.

To promote greater equality, Eurofins has fully endorsed and formalised diversity and inclusion through a comprehensive global Equality Driving Excellence (EDE) initiative, which launched in 2019 and completed its first full year in 2020, with the appointment of a Chief Diversity Officer. The Group has also further strengthened its commitment to diversity by including gender diversity as part of the non-financial objectives applicable to business leaders from 2021. Additionally, Eurofins continues to contribute to communities across the world through its CSR activities, run by the Eurofins Foundation, and its investments in the Livelihoods Carbon Funds.

Eurofins will continue to seek to actively engage with its stakeholders and make consistent improvements in its services and the way its business is conducted and governed. In 2020, we introduced specific ESG targets focused on gender diversity, the environment and compliance, applicable for Leaders from 2021. We also continued to make meaningful improvements to our governance framework with the appointment of a fourth independent director with over 40 years of experience in audit and accounting to the Board of Directors. Two new directors will be recommended for appointment at the April 2021 AGM, bringing the total to eight, comprised of four women and five independent directors. Finally, we strengthened our compliance framework by introducing two new Core Compliance Documents which further expand on the principles laid out in the Eurofins Group Code of Ethics: the Eurofins Group Policy on Ethical Behaviour at Laboratories and the Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations.

The Group has worked hard to ensure the health and safety of every employee throughout 2020, especially those on the front line developing and delivering critical COVID-19 testing capacity within record time. Eurofins Companies have instigated a number of innovations and initiatives to protect employees and minimise infection, including a complete redesign of our corporate office space, the publication of strict COVID-19 protocols, as well

as compulsory online trainings to reduce risk of infection. More details are set out in a dedicated “COVID-19 response” section of the annual report.

This ESG report has been prepared for stakeholders to better understand our sustainability strategy, actions, performance and key material issues for the 12-month period ended 31 December 2020. The report was approved by Eurofins’ Board of Directors on 24 February 2021.

6.4 Eurofins’ Contribution to United Nations Sustainable Development Goals

At Eurofins, we believe in positively contributing to societal development through our tests.

In 2015, the United Nations Member States set up 17 Sustainable Development Goals, hereafter referred to as ‘UNSDGs’, which together form an urgent call for action by countries, government and organisations. As outlined in the table below, Eurofins believes its businesses are consistent with and supporting of 16 of the 17 UNSDGs both at Group Service Centres level, for example through the Eurofins Foundation, the Eurofins Academy, the Livelihoods Carbon Fund, Equality Driving Excellence (‘EDE’) Initiatives and through the activities of our business lines. Our testing methods provide the support and necessary data quickly and accurately, allowing decision-makers, whether doctors, governments or food and drugs producers and many other industrial companies, to make choices which positively impact people and the environment and mitigate risks. The table below sets out the areas where there is specific alignment with the UNSDGs across our various businesses:

	Testing for Pharma/Biotech/ Agrosciences	Food & Feed Testing	Environment Testing	Clinical Diagnostics	Group Service Centres (Foundation + Academy + LCF + EDE)
1 NO POVERTY					✓
2 ZERO HUNGER	✓	✓	✓		✓
3 GOOD HEALTH AND WELL-BEING	✓	✓	✓	✓	✓
4 QUALITY EDUCATION					✓
5 GENDER EQUALITY					✓
6 CLEAN WATER AND SANITATION	✓		✓		✓
7 AFFORDABLE AND CLEAN ENERGY			✓		✓
8 DECENT WORK AND ECONOMIC GROWTH				✓	✓
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	✓	✓	✓	✓	✓
10 REDUCED INEQUALITIES					✓
11 SUSTAINABLE CITIES AND COMMUNITIES			✓	✓	✓
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	✓	✓	✓		✓
13 CLIMATE ACTION	✓	✓	✓		✓
14 LIFE BELOW WATER		✓	✓		✓
15 LIFE ON LAND	✓	✓	✓		✓
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	✓				✓

Goal 2 – Zero Hunger

Goal 2 is to end hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Our laboratories which provide food and feed testing to support our customers ensure the safety, purity, and authenticity of food. Nutritional values are meticulously measured and tests for harmful substances, such as heavy metals, pesticides, mycotoxins and more, are performed to help our customers ensure consumers are safe and feel confident about the quality and nutrition of the foods they consume. We also support companies developing alternative protein sources to meat.

With over 30 years of experience in crop protection, our experts working in laboratories providing agroscience services support agrochemical manufacturers and the seed industry in developing safe, effective products, both chemical and biological, which can improve yields and rates of production. We contribute to the development of biological crop and soil treatment agents to replace chemical products.

Goal 3 – Good Health and Wellbeing

Goal 3 is to ensure healthy lives and promote wellbeing for all at all ages.

We work with pharmaceutical, biotechnology and medical device companies to help them provide safe and more powerful products for doctors and their patients so as to protect their health and wellbeing. Through our BioPharmaceutical product testing laboratories, we test the drugs and medicines that consumers rely upon and provide seamless, end-to-end solutions to help clients progress through the drug development cycle. Our laboratory professionals focusing on compound discovery contribute to the greater health of society by supporting the development of novel medicines.

Through our testing portfolio, we help food producers ensure that their products are free from many different harmful substances. We can detect even minute traces of allergens, heavy metals, and toxins. We also test vitamins and supplements developed to boost wellbeing.

A clean and safe environment is a prerequisite for health and quality of life. Eurofins supports this by providing environmental testing services, including soil and waste testing, monitoring levels of dioxins and other pollutants in the air to ensure that this does not exceed safe and legal limits, and testing water to detect any heavy metals and organic pollutants that may enter the food chain via fish and seafood.

Through our clinical diagnostics testing services, we support efforts to combat diseases and pandemics, such as COVID-19, and support medical professionals in their day-to-day activities by providing the data they need to make the best decisions for their patients' care. Reliable laboratory results mean that clinicians can confidently make diagnoses and prognoses, select the most appropriate therapeutics, and monitor treatment effectiveness on an individual basis, ultimately increasing the chance of illness prevention or recovery.

Goal 6 – Water and Sanitation

Goal 6 is to ensure the availability and sustainable management of water and sanitation for all.

The laboratories focusing on the provision of environmental testing services assess the purity and environmental impact across the entire water cycle, from surface and groundwater, to drinking water, wastewater and seawater. As part of Eurofins' response to the COVID-19 pandemic, the SAFER@WORK™ programme allows detection of the SARS-CoV-2 virus in wastewater before an outbreak is otherwise likely to be known. Accurate testing of water and pipe systems in buildings such as hospitals is also performed to support the improvement of hygiene standards.

Goal 7 – Affordable and Clean Energy

Goal 7 is to ensure access to affordable, reliable, sustainable and modern energy for all.

Eurofins contributes to this goal not only at corporate level, through its focus on developing a state-of-the-art network of laboratories, upgrading technology to provide clean and more efficient energy as well implementing means to improve energy productivity at production sites, but also through its testing activities.

The laboratories focusing on the provision of environmental testing services support energy manufacturers, installers and operators involved in renewable energies and associated energy technologies, by offering a variety

of testing and compliance services including laboratory-based and on-site compliance services for electrical and electronic renewable energy products being placed on European and other global markets. For example, Eurofins Electrical and Electronics (E&E) offers accredited energy efficiency testing and certification services enabling manufacturers, retailers and their supply chains to demonstrate product quality and energy efficiency. Furthermore, a range of training courses applicable to the renewable energy market are also offered to help our clients achieve regulatory compliance.

Goal 8 – Decent Growth and Economic Growth

Goal 8 is to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

A healthy population is a prerequisite for sustainable economic growth and productive employment. Through the activities performed by our BioPharmaceutical product testing laboratories, we help our clients ensure that the drugs and medicines that consumers rely upon are safe and effective. Through our focus on compound discovery, we provide end-to-end solutions to help clients progress through the drug development cycle, thereby contributing to the greater health of society by supporting the development of novel medicines.

Furthermore, our food and feed laboratories help food producers ensure that their products are free from many different harmful substances.

This year we have also contributed to this goal through the significant role played by our laboratories in the fight against COVID-19. The health of a population depends on effective monitoring for SARS-CoV-2 in businesses, educational institutes, government buildings and public service sites. We have developed a variety of products and services such as the SAFER@WORK™ programmes and we have supported some of the largest global pharmaceutical and biotechnology companies to develop products to fight COVID-19. For example, our laboratories focusing on BioPharma product testing have been actively supporting six of the seven leading vaccine candidates being developed and funded under the U.S. government's Operation Warp Speed (OWS), as well as three of the leading COVID-19 therapeutics.

Goal 9 – Industry Innovation and Infrastructure

Goal 9 is to build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

We support many industries to become more innovative and develop cutting-edge products and processes. Services offered to biotechnology and pharmaceutical companies span the entire research and development cycle, from testing novel candidate medicines, to supporting trials and monitoring the safety of approved products. Genomics is another area of significant innovation within Eurofins and we work as a service provider for many industries. For instance, Eurofins Genomic Services worked to develop methodology to differentiate between the DNA of identical twins. Furthermore, thanks to our experience in the area of DNA sequencing of viruses and variants, Eurofins Genomics Services recently launched SARS-CoV-2 full-length viral genome sequencing services, essential in the identification of viral mutations.

We also provide environmental assessments before infrastructure projects can begin safely – testing, for instance, the soil quality and checking for contamination as well as construction materials. Recent innovations have included a highly sensitive heavy metal detection method, passive sampling technology for the assessment of ground and surface water contamination and bespoke microplastic filtration processes and analysis. Furthermore, Eurofins Environment US became the first commercial laboratory to test environmental samples for PFAS in the U.S. and in 2020, Eurofins was also the first commercial European laboratory to offer accredited wastewater testing for COVID-19.

As a central element in healthcare, our clinical diagnostics laboratories contribute to every stage of patient care from predisposition, prevention, diagnostics, treatment monitoring and prognosis. Our experts have developed solutions to medical challenges, such as broader, more cost-effective Non-Invasive Prenatal Testing (NIPT). Furthermore, to support the fight against COVID-19, Eurofins developed a rapid SARS-CoV-2 antigen test and a RT-PCR test in a self-sampled, gargling format to assess the prevalence of asymptomatic carriers and virus exposure, providing a PCR test in an easy-to-use format especially beneficial for the testing of children. Eurofins also developed the SAFER@WORK™ programmes designed to help companies set up advanced risk management protocols to limit the impact of COVID-19 on their workplaces. These programmes are tailored to clients' needs, in compliance with local regulations and combine environmental testing with risk-based clinical testing as well as relevant consultative, audit and assurance services. Additionally, as part of the SAFER@WORK™ programme, Eurofins COVID-19 Sentinel™ consists of a comprehensive range of testing

solutions, including wastewater testing, work environment surface testing and worn mask testing, providing an early warning of the presence of SARS-CoV-2 amongst large populations at a given site (e.g. cities, factories, education institutions, government and public service sites, nursing homes), before the virus spreads too broadly.

More about Eurofins' recent scientific actions can be read in the Innovation section of this annual report, and in our Innovation Booklet.

Goal 11 – Sustainable Cities and Communities

Goal 11 is to make cities and human settlements inclusive, safe, resilient and sustainable.

Through our environmental testing services, we help support efforts to ensure that the essentials needed for life – air, water and soil – are safer for consumers.

A healthy population is a sustainable population, and through testing services in all medical specialties, we work to make this a reality across the world by helping healthcare professionals make the best decisions for their patients. We also contribute to the responsible use of pharmaceuticals, working directly to improve patients' recovery rates and indirectly to prevent antibiotic resistance through the ABRx™ Antibiotic Resistance Panel.

Goal 12 – Responsible Consumption and Production

Goal 12 is to ensure sustainable consumption and production patterns.

Eurofins considers that, due to the very essence of its mission and activities, it supports sustainable production and consumption and contributes to the protection of our environment. For instance, our crop protection experts support the development of new agricultural products, helping manufacturers comply with the latest regulations and, for instance, minimise effects on wildlife such as bees and other pollinators. By testing soil, waste, water and air, we monitor the environmental impact of consumption and production, allowing decision-makers and clients to adapt and make their processes more sustainable. By helping manufacturers produce higher quality products, we contribute to reducing waste and disposal of faulty products.

Goal 13 – Climate Action

Goal 13 is to take urgent action to combat climate change and its impacts.

Eurofins acknowledges the need to limit the increase in global warming to well below 2 degrees Celsius, as set out by the Paris Agreement in 2015, and recognises the vital importance that the reductions in greenhouse gas emissions play in achieving this goal. For instance, in 2020, we announced the ambitious goal of achieving carbon neutrality by 2025, through a considered programme of CO_2 emission reduction and carbon offsetting.

Our laboratories have an important role to play through their testing services. For example, our environmental testing laboratories monitor air quality to help our customers manage their emissions and provide governments with the data they need to combat this global challenge. Additionally, we support clients through the testing and analysis of biodiesel and other alternative fuels, offering analysis to classify such products by American Society for Testing and Materials (ASTM) standards and industry specifications. We also support the development of alternative protein sources to meat, which is important in the fight against climate change as it has been demonstrated that cattle farming significantly contributes to global warming.

Goal 14 – Life Below Water

Goal 14 is to conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Environmental testing laboratories offer, among other things, seawater testing as part of their broad portfolio of services, helping our clients monitor the presence of harmful chemicals and microplastics, and generally helping reduce pollution of fresh and salt water and its negative effects on marine life.

Through our work with major global fishing companies, we also help our clients ensure the feed used in fish farming is safe.

Goal 15 – Life on Land

Goal 15 is to protect, restore and promote the sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Eurofins has supported precision farming, providing data so farmers can avoid excessive use of fertilisers. We also carry out pre-harvest testing to ensure crops are ready for harvest, free of pesticides and conform with government regulations, thereby preventing food waste.

Eurofins contributes to soil remediation efforts through the activities of its environmental testing laboratories, supporting activity to allow land once used for mining or industrial purposes to become fertile again, halting and reversing biodiversity loss. We work with biotechnology companies to find biological alternatives to chemicals for pest control.

Goal 16 – Peace, Justice and Strong Institutions

Goal 16 is to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Eurofins provides forensics services that use a range of technologies to support law enforcement agencies around the world, including crime scene analysis and genetic analysis.

6.5 Materiality Matrix

Eurofins is an ESG enabler and seeks to make a positive impact on a range of ESG factors. Recognising the increasing need and importance of ESG considerations, in 2020 Eurofins conducted a Group-level exercise to define the materiality of ESG on the business and its potential risks. The outcome of the analysis will help Eurofins prioritise the key areas of improvement and risks to be mitigated.

6.5.1 Methodology

We identified and deliberated on key ESG risks surrounding Eurofins' operations across all regions.

Discussions between several management personnel, local internal experts and other employees have taken place to support our materiality review. Taking into consideration internal and external factors, 16 ESG themes have been identified for further materiality analysis. The outcome of the engagement was consolidated and analysed to build the materiality matrix below.

Each year we review our material sustainability issues. Following our review in 2020, we have added waste management and reduction, the school of entrepreneurs and quality management as priority issues considered critical to our stakeholders.

6.5.2 ESG Materiality Matrix

The following chart is intended to map the material topics and issues identified as the constituent elements of ESG for the Group in our materiality assessment. These factors have been arranged under our three key sustainability pillars, namely, Environment, Social and Governance and mapped against the SDGs that have been identified as the most relevant to our activities as a Group.

	Page ref.								
Environment									
Environmental standards within our laboratories	56			✓			✓		
Waste management and reduction	57 59			✓			✓		
Environmental impact assessment	57			✓				✓	
Carbon emissions	58			✓				✓	
Offset programmes	60			✓				✓	
Carbon neutrality	61			✓				✓	
Social and human capital									
Diversity and equality	62	✓	✓	✓	✓	✓			
Employment creation	63	✓	✓						✓
Talent recruitment	64				✓	✓			✓
Training and career development	65				✓	✓			✓
Eurofins School of Entrepreneurs	66								✓
Employees' health and safety	67			✓					
The Eurofins Foundation	68	✓	✓	✓	✓	✓	✓	✓	✓
Governance									
Eurofins Group Code of Ethics	72	✓	✓	✓		✓			
External Governance Compliance	76								
Quality Management	77								

	Page ref.								
Environment									
Environmental standards within our laboratories	56	✓			✓	✓			
Waste management and reduction	57 59			✓	✓	✓	✓	✓	
Environmental impact assessment	57				✓	✓		✓	
Carbon emissions	58			✓	✓	✓		✓	
Offset programmes	60			✓		✓	✓	✓	
Carbon neutrality	61			✓		✓	✓	✓	
Social and human capital									
Diversity and equality	62		✓	✓					
Employment creation	63			✓					
Talent recruitment	64		✓						
Training and career development	65		✓						
Eurofins School of Entrepreneurs	66	✓							
Employees' health and safety	67			✓					
The Eurofins Foundation	68	✓	✓	✓	✓	✓	✓	✓	✓
Governance									
Eurofins Group Code of Ethics	72		✓						✓
External Governance Compliance	76								✓
Quality Management	77				✓				

6.6 Environment

A clean and safe environment is a pre-requisite for good health and quality of life. We seek to contribute to the safety and sustainability of the environment by providing highest quality, best-in-class laboratory testing, monitoring and consultancy services to a broad range of industrial companies, NGOs, environmental consultants, contractors, retailers and government authorities. Furthermore, through the provision of assurance services we help clients find defects early in the supply chain and mitigate related risks, which directly supports the reduction of unnecessary consumption and waste.

Our wide service offering includes testing activities which help our clients reduce their environmental impact. Our activities comprise testing of water, air, soil, waste, food, medicines and other products to assess their quality and impact on the environment and health. Our laboratories focusing on environmental and food testing for example, help clients collect the right data and provide insight into soil and crop health, fertilisation, feed safety and value, including nutrients.

Recognising the importance of the environment and our own impact on it, in 2020 we announced the ambitious goal of achieving carbon neutrality by 2025, through a combination of CO_2 emission reduction projects and carbon offsetting including the purchase of carbon credits. Beyond this, we are taking action on several other fronts, including:

- Establishing a dedicated team driving and coordinating the topic at Group level, with a clear mandate to drive the Group's environmental efforts beyond the existing local initiatives
- Increasing the number of laboratories for which the carbon footprint is calculated. In 2020 the footprint of roughly 10% of our laboratories was calculated (10 times more sites than 2019) and we are targeting to cover over 50% of FTEs and sites in 2021
- Working on improving and refining our carbon footprint accounting methods and analyses to identify the best reduction opportunities for each business and geography, particularly detecting what our biggest emission sources are for Scopes 1, 2 and 3
- Launching a number of additional suitable carbon reduction projects in 2021 together with our individual businesses, based on the results of the aforementioned analyses
- Continuing to offset CO_2 through the purchase of carbon credits. In 2019 we offset 53,000 tons of CO_2. This was increased to 100,000 tons in 2020 to roughly correspond to the emissions calculated from the increased scope.

6.6.1 Environmental standards within Eurofins laboratories

Environmental Risk Management

The majority of Eurofins laboratories have developed and set up dedicated training programmes on environmental risk management (e.g. safe use of chemicals and their application, proper waste disposal, autoclaving systems for decontamination, etc.). Some laboratories have their own department or person responsible for safety ("Safety Officer") and regular inspections and internal training on safety and environmental risk management. Furthermore, in countries such as France, Sweden, Spain and Ireland for example, several laboratories have opted for voluntary ISO 14001 accreditation, an international standard for environmental management, to reflect their commitment to safeguarding the environment.

Pollution and Contamination

Eurofins uses solvents and chemical products which are kept in secure locations. After use, these products are collected and recycled by specialist waste disposal businesses. Several of our sites have implemented solvent use reduction programmes.

Consumption of Scarce Resources

In general, the activity of Eurofins as a provider of testing and analysis services necessitates the use of water, raw materials and energy (principally electricity) in line with industry standards. The Group is aware that the long-term conservation of scarce resources will benefit not only the planet but also its own profitability. As water, raw materials

and energy are all costs to the business, managers aim to reduce their consumption as part of good operating practices.

Subsidiaries in Brazil, the Benelux and Scandinavia, among others, already use renewable energy, such as that generated by wind, water or sunlight, wherever possible. Several laboratories also use energy created from recycled heat or from waste-fired energy generators.

Business units across the Group use multiple energy saving measures, such as sleep modes for IT equipment, timers on electrical devices, or investing in new equipment with lower energy consumption.

Furthermore, Eurofins' significant investment in building and maintaining state-of-the-art laboratories results in more energy efficient, environmentally friendly facilities. For example, in the U.S., green improvements and conservation design initiatives were strategically incorporated in Eurofins Lancaster Laboratories' 168,000 ft^2 building expansion that opened in 2019 as well as significant green improvements to reduce energy usage. As a result, carbon footprint was reduced by over 25,000 pounds of CO_2 annually, a campus-wide recycling programme was implemented, new ENERGY STAR® rated equipment was purchased and, where possible, water consumption was reduced through water monitoring programmes and energy usage minimised through the installation of LED lighting and motion sensors. New heating equipment is more efficient than old equipment and modern insulation is also better at retaining heat.

Recycling

A number of Eurofins Consumer Product Testing laboratories offer recyclability evaluations that support producers by certifying the recyclability of their products.

In terms of internally adopted measures, in addition to the chemicals mentioned above, where possible, Eurofins laboratories recycle a wide range of products including paper, glass, plastic, cardboard, batteries, aluminium and IT equipment. Complementing this, in certain countries in which Eurofins operates, such as the United States, dedicated training programmes are developed for laboratory personnel in order to limit their impact on the environment.

6.6.2 Environmental impact assessment

We are committed to finding and developing solutions to promote environmental sustainability. Wherever possible, we will prevent, or otherwise minimise, mitigate and remediate, the harmful effects of our operations on the environment and we will promote, encourage and prioritise reusing and recycling methods throughout our business.

At Eurofins, we strive to promote improvements in the protection of the environment through the adoption of best practices in environmental protection and sustainability across our sites. Several Eurofins laboratories have developed dedicated training programmes in relation to good practice in terms of environmental risk management (e.g. safe use of chemicals and their application, proper waste disposal, autoclaving systems for decontamination, etc.).

Eurofins actively encourages its business leaders to introduce and adopt best practices to ensure that our sites and operations are consistent with our mission of contributing to health and safety, which includes the protection of the environment.

The principal risks related to environmental matters and Eurofins' operations are described in detail in the Risk Factors section of this report, including an outline of how Eurofins manages these risks.

At regional level, local business unit leaders are strongly encouraged to implement policies and measurement systems locally to improve the efficiency and sustainability of laboratories. At Group level, Eurofins is striving to implement a set of relevant environment-related key performance indicators (KPIs), so that it can report and monitor such measures and set meaningful targets in the future.

Several sites have established employee teams of environment champions who work together to reduce consumption, encourage recycling, promote conservation, and educate their colleagues and relevant workforce with the goal of improving efficiency, reducing costs, and minimising the environmental impact of our operations. As and when appropriate and according to local regulations, our laboratories have their own department or individual representative responsible for safety ("Safety Officer"), to carry out regular inspections and internal training on environmental risk management.

Eurofins' food and environmental testing services directly support the identification and minimisation of substances such as pesticides, heavy metals, dioxins, persistent organic pollutants, and chemical contaminants that are

harmful to humans and the planet. Eurofins' environmental testing laboratories support clients in doing the same and identifying and remediating past pollution.

6.6.3 Estimate of and measures to reduce Eurofins' carbon emissions

Eurofins' businesses are committed to measuring and reducing their carbon emissions. As an organisation, embedding corporate sustainability principles in our business strategy and operations is an essential component in both creating long-term value and achieving our mission of contributing to a safer and healthier world.

As part of our continuous effort to improve environment-related disclosures, in 2020 the Group set up an internal team of experts who are leading our carbon reduction efforts and driving the process that will enable the Group to calculate its CO_2 footprint and produce reliable results under a consistent methodology that can be tracked over time. The calculations conform to the ISO 14064 standard and the European Emissions Trading Scheme (EU ETS / Directive 2003/87/EC).

Given its large scope and recent launch, this project is still in a learning and investigation phase. However, in 2020 we continued to make significant progress, doubling our sample size to cover 20% of Full Time Employees and increasing it tenfold to 10% of sites (2019: 10% of FTEs and 1% of sites). The 2020 sample included all sites in Belgium and Germany, as well as the 2019 pilot sites in France and the U.S.

The methodology, data accuracy, consistency, and emission factors used were verified and validated by CO2logic, an external carbon footprint consultancy. The Greenhouse Gas Protocol was used as guiding methodology for this carbon footprint measurement exercise.

For the selected laboratories, the total 2020 carbon emissions for Scopes 1, 2 and 3 have been determined as 80,000 metric tonnes of CO_2 equivalents. Scope 1 includes emissions from heating (on site emissions), company cars and refrigerants. Scope 2 covers purchased electricity and heating (off site emissions, e.g. district heating). In Scope 3 the following sources of emissions were considered: commuting, business travel, waste, chemicals, freight and paper use. While Scope 1 and 2 emissions could be determined bottom up for the majority of sites, a screening was performed for Scope 3 emissions. Scope 1 emissions account for ca. 20% of all emissions, Scope 2 for ca. 30% and the examined Scope 3 for ca. 50%.

The largest single source of emissions was electricity, representing roughly one third of all emissions. Other major emission sources were commuting, heating, and chemicals purchased. Although the sample size was still limited in geographical reach, some variation between the countries could be observed. For example, in Belgium and France, the share of electricity was lower than in Germany and the U.S. owing to lower emission factors (tCO_2/kWh) and higher share of nuclear power in the countries' electricity mix.

The relative emissions for Scopes 1, 2 and 3 were in the range of 8 - 10 metric tonnes of CO_2 equivalent per FTE (2019: 5 – 11 metric tonnes of CO_2 equivalent per FTE).

Comparing only the 8 sites reported in 2019, CO_2 emissions were reduced, mainly due to the impact of the Coronavirus pandemic on commuting and business travel. To obtain a more meaningful comparison, additional analysis was performed where people-mobility related emissions were extrapolated from 2019 data using the higher 2020 FTE values and otherwise using the 2020 data (i.e. using 2020 emission values for electricity, heating, chemicals purchased, but 2019 emission values multiplied by the increased 2020 FTEs versus the 2019 FTEs for fleet, commuting and business travel). This analysis showed a decrease in CO_2 emissions per FTE of over 8%.

The overall decrease compared to 2019 has been mainly driven by the reduction in commuting and business travel as well as local energy efficiency initiatives. For example, a reduction of close to 10% of CO_2 emissions at the Brussels Group Service Centre was achieved by switching the site to 100% green energy in 2020.

Based on the range observed across this sample of sites covering over 20% of Eurofins' FTEs, and using the upper end of the range determined (10 metric tonnes of CO_2 equivalent per FTE), Eurofins' total current annual emissions for Scopes 1, 2 and 3 would be roughly equivalent to 500,000 metric tonnes of CO_2 (2019: 500,000).

With respect to carbon neutrality, Eurofins has more than compensated the measured emissions of 80,000 tonnes for the increased scope of our laboratories included in 2020 by purchasing 100,000 metric tonnes of carbon credits in 2020 (2019: 53,000). Combining the reduction efforts and offsetting remaining emissions, carbon neutrality was achieved for the measured 2020 scope.

Eurofins' extensive and diverse footprint both in terms of geography and business requires further in-depth analysis with a larger scope to establish a comprehensive carbon footprint inventory. We will continue to expand our sample size in the future, aiming to reach over 50% of FTEs and sites in 2021 and 90% of FTEs and sites in 2022. To further improve data quality, reduce uncertainty and be able to collect specific values for main Scope 3 categories,

Eurofins will implement a standardised methodology for carbon footprint accounting across the Group. This will help to identify the largest emission sources and pinpoint differences between business lines and countries to develop targeted emission reduction strategies.

Additionally, at local level, the majority of Eurofins laboratories have ongoing sustainability programmes in place to reduce their carbon footprint, for example, through better insulation, energy exchange in air handling systems, use of LED lights and replacing travel by teleconferencing.

6.6.4 Examples of local ESG initiatives

Given Eurofins' decentralised structure and culture of entrepreneurship, various entities run their own local sustainability programmes and initiatives aligned to their business activities.

For example, Eurofins Agrosciences Services and Eurofins Lancaster Laboratories publish their own sustainability reports which can be found on the local Eurofins websites, respectively at:

- https://www.eurofinsus.com/biopharma-services/laboratories/lancaster-laboratories/about-us/corporate-social-responsibility/ ; and
- https://www.unglobalcompact.org/participation/report/cop/create-and-submit/active/445698

Furthermore, since 2018, Eurofins Agrosciences Germany is a voluntary signatory of the United Nations Global Compact, committing to regular communication on its progress towards targets.

Some examples of key sustainability initiatives being carried out by individual Eurofins laboratories and businesses can be found below.

Eurofins Lancaster Laboratories

Eurofins Lancaster Laboratories Inc. (ELLI) is one of our flagship laboratories and one of the largest single-site environmental testing laboratory facilities in the world. They have committed to:

- Reducing their carbon footprint by over 25,000 pounds of CO_2 each year;
- Converting all lighting to LED by 2021, following Leadership in Energy and Environmental Design (LEED) guidelines; and
- Completing action items identified during a 2020 waste and energy audit in order to evaluate the efficiency of waste disposal and energy consumption. Centralised waste stations and minimising single-use plastic bin bags has already been accomplished as a result of the waste audit.

ELLI continued to collaborate with The Alliance for the Chesapeake Bay to improve the campus by implementing a number of green initiatives, including planting over 1,000 native trees and shrubs that will serve as a natural habitat for wildlife, and obtaining a grant to plant a rain garden on campus that will serve as a native habitat while filtering out pollutants in runoff from surrounding parking lots and farmland.

Providing green commute options for employees has been a long-term goal for ELLI. The laboratory offers employees several commuter benefit options and was rated one of the Best Workplaces for Commuters in 2020 by the National Standard of Excellence authority for the second consecutive year. Multiple electric vehicle charging stations were installed during the year for employees and, in recognition of its commitment to green initiatives, ELLI was also recently awarded a USD 80,000 grant to purchase two electric shuttles in 2021.

Eurofins Food Testing Germany

Eurofins Food Testing Laboratories in Germany have committed to integrating social, environmental and economic sustainability practices into their day-to-day business and operations. In 2020, a sustainability manager was appointed, and a Sustainability Governance Board was set up, with the aim of defining clear roles and communicating responsibilities from top management to operational departments with regards to sustainability issues.

Eurofins Food Testing Germany also conducted its first materiality analysis in accordance with GRI standards to ensure the network of laboratories focuses its sustainability efforts on those topics that are most relevant in terms of the impact of core business practices and the expectations of internal and external stakeholders.

For example, in recognition of its commitment to operating in accordance with international sustainability standards, Eurofins WEJ Contaminants GmbH laboratory, was awarded the 2020 EcoVadis silver medal for the second consecutive year.

Moreover, Eurofins Food Testing Germany implemented measures in the following areas in 2020:

- Diversity and Equality Opportunity: renewed their commitment to the German Diversity Charter and set up a local equality task force that will implement a number of measures, including a female leadership mentorship programme in 2021, to foster gender equality at all career levels throughout the organisation;
- Talent Recruitment, Development and Retention: regularly hosted “Discovery Days”, during which talented young graduates and students can learn about Eurofins activities, and the laboratories can identify and recruit new talent. In 2020, 16% of applicants were invited to join the digital event. In addition, a new leadership programme was launched in 2020 and the “Eurofins Heroes” Award continues to be a success;
- Energy efficiency and carbon reduction: climate-friendly commuting is encouraged by subsidising bikes and tickets for local public transport. Additionally, in 2020, the Hamburg-Harburg campus installed five charging stations for E-cars and plug in hybrids. Five more charging stations will follow in 2021;
- Waste management: two central waste and recycling stations are in place at the Hamburg-Harburg campus and several food testing laboratories work with a specialised contractor tasked to turn food waste from retained samples into biogas. Many also collaborate with the AfB Group, a social initiative that remarkets, refurbishes and recycles IT devices to expand their lifespan and create safe, valuable resources; and
- Corporate volunteering: Colleagues from the Hamburg-Harburg campus take part in an annual public cleaning initiative, organised by the local city council.

6.6.5 Carbon Offset Programmes: Investment in Livelihoods Carbon Fund

Launched in 2011, the Livelihoods Carbon Fund (LCF) is an impact investment fund, financed by 10 European companies to support the restoration and conservation of natural ecosystems in developing countries, while improving the lives of the local communities. The fund directly invests in projects that leverage the carbon economy to deliver in three main areas:

- Carbon sequestration and avoidance to help corporates offset their unavoidable carbon emissions;
- Restoration and preservation of key natural ecosystems with strong carbon potential; and
- The generation of positive social and environmental impacts for the local communities engaged in these projects.

To date, the Livelihoods Carbon Fund has launched two sub-funds which directly invest in carbon projects with high environmental and social value.

The Livelihoods Carbon Fund 1 (“LCF1”) has an investment capacity of EUR 40 million. Today, it is fully invested, and manages a portfolio of 9 projects across Africa, Asia and Latin America. Through its portfolio of projects, LCF1 has financed the planting of 130 million trees, the distribution of 120,000 efficient cooking stoves, and has improved the livelihoods of 1.5 million people. The Fund is expected to deliver a carbon offset of 10 million tonnes to its investors.

Launched at the end of 2017, the Livelihoods Carbon Fund 2 (“LCF2”) has an investment capacity of EUR 55 million and is also fully invested. Eurofins has committed to invest EUR 3 million to offset its unavoidable carbon emissions, along with other large corporations. This investment will allow Eurofins to access carbon credits with strong social and environmental value, by supporting projects such as those described below.

Araku Valley, India: tree planting for food, biodiversity and economic growth

Since 2010, the Livelihoods-Araku 1 project has been helping farmers develop high-quality coffee production and food crops through regenerative agriculture and agroforestry, thus helping to improve the lives of 100,000 inhabitants in the remote valley of Araku. Together with Naandi Foundation, a local NGO, Livelihoods has helped rebuild a habitat that had been damaged by deforestation and erosion, thanks to the planting of 6 million trees, 3 million of which provide coffee crops.

These practices are helping restore the soil's fertility and improve resilience across the entire valley. The Livelihoods-Araku 2 project will store 2.3 million tons of CO_2 in trees and soil over 20 years and help improve the lives of a total of 170,000 inhabitants.

(http://www.livelihoods.eu/the-landscapeapproach-of-the-livelihoods-araku-2-project/)

Mangroves, Indonesia: 10,500 hectares restored to revitalise the coastal villages and create income generating opportunities for the local populations

Replanting coastal mangroves significantly buffers coastal communities from future tsunamis akin to the one that hit the Banda Aceh region in 2004. Mangrove forests also restore vital agricultural land and generate new sources of income. 5,000 hectares have been restored already. The restoration of another 5,500 additional hectares started in 2019.

(http://www.livelihoods.eu/projects/yagasuindonesia/)

Eurofins will also support projects directly concerned with addressing the needs of local populations in areas where LCF projects are run through empowerment and education. Moreover, the fact that the projects are managed by non-profit organisations and NGOs around the world is aligned with the objectives of the Eurofins Foundation, which aims to support such initiatives in local communities. This investment is the first of its kind at Group level and Eurofins is looking forward to a successful collaboration with the Livelihoods Carbon Fund.

Furthermore, Eurofins is currently considering an investment of EUR 20 million in the Livelihood Carbon Fund 3 ("LCF3").The LCF3 is an investment fund mobilising private and public financial investors to invest in community-based Nature Base Solutions (NBS) to restore natural ecosystems, facilitate access to rural energy, and establish agroforestry and regenerative agriculture systems in developing countries that will ultimately reduce GHG emissions, increase carbon sequestration, generate certified carbon offsets to climate-responsible corporations and contribute towards UN Sustainable Development Goals while delivering a steady and positive financial return to financial investors.

6.6.6 Carbon Neutrality by 2025

These efforts to compensate part of Eurofins' unavoidable carbon footprint are voluntary and based on Eurofins' understanding of the vital importance of the de-escalation of global warming.

Based on measures taken so far, Eurofins aims to become carbon neutral by 2025, through a combination of emission reductions and compensation initiatives centred around energy efficiency and electricity usage, identified as areas with significant potential for carbon emission reductions at Group level. At current CO_2 equivalent tonnes costs, this seems a realistic objective for Eurofins, especially considering the emission reduction programmes that several laboratories have either put in place or plan to implement over the next 5 years.

6.7 Social

Employees are our most important asset. Their safety is our highest priority as a Group. We are committed to providing a safe working environment and providing a safe and suitable environment for all those present at Eurofins' premises. Health and safety is a natural priority and core element of all of our activities. Further details on Eurofins' Group Health and Safety Policy can be found in the dedicated section below.

Furthermore, our mission, vision and four key values, namely Customer Focus, Competence and Team Spirit, Quality and Integrity set out the conditions for our long-term success and are a core part of the way we expect employees of the companies belonging to the Eurofins Group to conduct themselves. Our global community of more than 50,000 entrepreneurial, fast moving, high-energy, positive, resilient, team-spirited and caring employees in 50 countries share the same vision, Testing for Life, and aim to have a positive impact on people's lives and the environment by helping our clients improve their operations and practices.

6.7.1 Diversity and Equality

As a diverse organisation working across more than 50 countries, Eurofins is focused on the advancement towards equality in all aspects of its business. Seeing the imperative both from a social standpoint and a commercial perspective, Eurofins defines a diverse workforce as one which is reflective of different genders, generations, cultures, professional experiences, nationalities, races, origins and all the other factors that make each employee individual. Eurofins believes that equality for all its employees makes the Group stronger and drives excellence in its business.

To promote greater equality, the Group has fully endorsed and formalised diversity and inclusion through a comprehensive global Equality Driving Excellence (EDE) initiative, which launched in 2019 and completed its first full year in 2020. This initiative reflects not just mere legal compliance, but rather a social imperative. Eurofins is aligning and calibrating its endeavours, using the Women's Empowerment Principles established by UN Women and the United Nations Global Compact as guidance. By dedicating full-time resources and with the support of executive sponsorship, the EDE team designed a comprehensive intranet, providing resources, education and equality best practices.

As part of the EDE initiative, Eurofins is continuing to actively encourage the advancement of gender equality in senior leadership roles and women hold approximately 50% of leadership positions. The Board of Directors currently comprises four independent, non-executive directors and three executive directors. However, with the appointment of two additional independent directors, proposed at the April 2021 AGM, one of which will replace a retiring member, the total number of independent directors will rise to eight, including four women, hereby reaching gender parity.

As at January 2021, seven women held senior leadership positions within Eurofins, either as part of the Group Operating Council or as Regional Business Line (RBL) Leaders, increasing their proportion to over 18% compared to 10% the previous year:

	January 2020	January 2021
Total Group Operating Council (GOC) and Regional Business Leaders (RBL)*	**29**	**38**
Male	26	31
Female	3	7
% Male	**90%**	**82%**
% Female	**10%**	**18%**

**Senior Leaders groups represented the top 29 people in 2020 vs the top 38 in 2021 and are composed by all Regional Business Leaders and above.*

To reinforce our commitment to progressing equality efforts, Eurofins introduced annual equality and diversity targets as part of the non-financial objectives in the remuneration of key executive, operational and functional support leaders. The focus of these diversity targets is to create systems and action to internally advance and externally hire top female talent demonstrating success with year on year improvement of the percentage of women at each level of leadership including management roles. Leaders are also asked to prioritise diversity in terms of

recruitment, development, succession and STEM (Science, Technology, Engineering and Mathematics) and STEAM (Science, Technology, Engineering, Art and Mathematics) outreach, targets are set and progress is measured to determine remuneration.

To help determine actionable priorities at local level, Eurofins launched its first all-employee gender equality survey. Fostering our spirit of decentralised entrepreneurial leadership, the EDE team met with business line leaders and equality ambassadors to establish equality priorities. Based on overall feedback, priority focus was given to increasing visibility of internal mobility, formalising career pathways, development and mentorship.

In response to employee feedback, an internal jobs site was launched to increase visibility and mobility, a best practices tool kit was established to support business leaders to formalise career pathways, training and development was established to target leadership competencies, and a mentorship pilot programme has been formalised and launched in Q1 2021. The pilot's insights will inform best practices as the programme is expanded to a broader audience.

A 50% gender balance of qualified candidates is expected for the external recruitment of senior leadership positions. Minority recruitment efforts have significantly increased, to improve our outreach to and inclusion of diverse populations. This is complemented by support through the Eurofins Foundation for minorities in STEM.

To support a renewed and collective sense of solidarity regarding racial equality, Eurofins' CEO and the Group EDE Executive leader co-authored Eurofins' Stance Against Racism, reinforcing the Eurofins Group Equal Opportunities and Fair Employment Policy, which in turn reinforces Eurofins' stance towards equality and fair employment. In addition to written communication, a video was distributed internally, to emphasise Eurofins' global commitment to racial equality and inviting employees to share videos of their perspective and experiences with the global Eurofins community.

As part of the EDE initiative, we designed an equality training for all employees in 2020 with a global rollout in Q1 2021, using the global Eurofins Learning Management Platform. This training explains our equal opportunity policies and outlines how employees can get involved with the EDE initiative to encourage inclusion. In addition, Equality Conversation events are held monthly as a means of empowering employees to facilitate equality conversations that will educate, motivate and reinforce our stance against racism.

In celebration of the Eurofins LGBTQ community, a Pride video was distributed internally in June, featuring inspiring quotes from employees.

Group Marketing has established guidelines to ensure all marketing content and releases incorporate diversity prior to publication. EDE marketing and social media campaigns were designed to celebrate diversity and inclusion, including testimonials from equality leaders. A quarterly EDE newsletter is distributed to educate and inspire Eurofins employees globally, which features interviews with role-model leaders and updates on equality best practices across our business lines.

Building on Eurofins' global equality initiatives across the world, the Eurofins Foundation revised its mission to include improving equality. Several projects supported by the Eurofins Foundation help to advance the health, safety and empowerment of vulnerable individuals throughout the world. Examples include projects supporting students of colour or providing entrepreneurial support to women-owned social enterprises. Many outreach and networking efforts are being fostered and are focused on women and girls, including STEM and STEAM outreach.

A dedicated global Equality Ambassador Council, nominated by senior business unit leaders, works in collaboration with business leadership and HR business partners globally to drive equality, celebrate diversity and foster inclusion across Eurofins. The Council's main objective is not only to ensure compliance with the Eurofins Group Equal Opportunities and Fair Employment Policy, but also to expand, embrace, and celebrate Eurofins' diversity culture. The Equality Ambassador Council meets monthly to advance all EDE initiatives and showcase equality best practices.

6.7.2 Employment Creation

Eurofins is one of the fastest growing listed European companies. This exceptional growth would not have been possible without the commitment of our staff. Founded in 1987 with initially four employees, today our talented workforce numbers more than 50,000 employees across 50 countries.

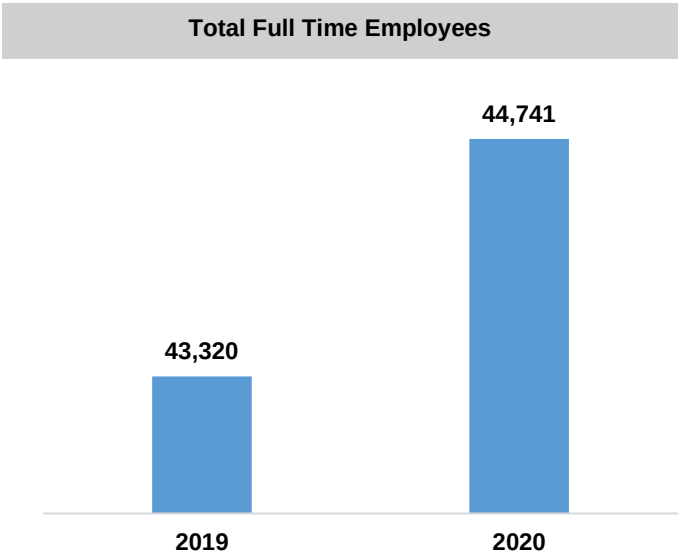
With a decentralised operating structure, the leaders of Eurofins' companies are empowered to ensure that the relationships with and between their employees are respectful, honest, safe, professional, and aligned with the Group's governing Core Compliance Documents. Our businesses and all of their employees must respect the different cultures, traditions and employment practices of the communities in which they operate. We share

common goals in this matter and are committed to good corporate values and ethical behaviour. We strive to recognise achievement and to create equal opportunities for employees at all levels of our businesses.

To promote a healthy work life balance, several business lines have implemented flexi time and advanced remote working to accommodate both work and domestic needs, especially during the COVID-19 pandemic.

In light of the burden that the COVID-19 pandemic has put on people worldwide, Eurofins' founders, directors and Group Operating Council members earlier this year set up a Solidarity Fund within the Eurofins Foundation. The fund provides support to employees and their dependants who have experienced exceptional hardship due to the impact of this health crisis. So far, 181 colleagues have received direct support from the fund. The fund has, for example, helped to pay for medical costs not covered by social security and supported the families of colleagues who have been furloughed.

As shown in the graph below, the Group's total headcount as per the end of 2020 was 51,516, with more than 85% on permanent contracts. The average weighted number of employees, expressed as full time equivalent (FTE), was 44,741, a 3.3% increase from 2019, due to the continued growth of the Group and in spite of the impact of COVID-19.



The geographical distribution of Eurofins' FTEs is as follows:

Region	2019	2020
Europe	59.6%	60.1%
North America	26.9%	27.2%
Rest of the World	13.5%	12.7%
Total	**100.0%**	**100.0%**

6.7.3 Talent Recruitment

Global talent hiring is critical to the continued growth and development of the Group. Social distancing and travel restrictions have not prevented Eurofins from meeting and interviewing new candidates, whether online or in person, as permitted by local public health advice. The Talent Acquisition Team has continued to fill senior positions and grow Group leadership in spite of these challenges. Additionally, Eurofins' Campus Team, as part of Talent Acquisition, has attended 48 recruitment events globally, either virtually or physically, between September and December 2020, including in the UK, U.S., Belgium, France, Poland, Italy and Sweden. These events have included job fairs but also company presentations, speed interviews, webinars, mock interviews and one-to-one introductory meetings. For 2021, we aim to increase our presence further and have already planned attendance at 40 events.

The pandemic has also not slowed Eurofins' progress in developing strong connections with top universities and forming partnerships with student associations, in order to further build the Eurofins brand and showcase opportunities to top talent. Significant collaborations have included:

- **The AOAC/Eurofins "Testing for Life" Student Award**

  The Eurofins Foundation is proud to be actively supporting the next generation of promising scientists exploring novel solutions to analytical science challenges through its contributions to the AOAC Award, a unique mentoring programme aimed at student researchers and up-and-coming scientists advancing basic or applied science in analytical or molecular testing.

  Upon completion, the winners have received a cash prize of USD 3,000 and funding to attend the 2020 AOAC INTERNATIONAL Annual Meeting September 11-17 in Orlando, Florida. The programme is also closely aligned with the Eurofins Foundation's mission "to contribute to a safer and healthier world by advancing testing technologies".

- **The Eurofins Foundation Undergraduate Prizes**

  In August 2020, in a virtual ceremony attended by 176 students and staff of Imperial College (UK), the first Eurofins Foundation Undergraduate Prizes were awarded to four students for their outstanding performance and contribution to life sciences.

Eurofins is also supporting students lacking financial resources to continue their studies, for example at Oxford University (UK) and AgroParisTech (FR), and has partnered with several university student societies.

However, in 2020 the Group has not only focused on continuing to hire and support new talent, but also on ensuring that career development within Eurofins is prioritised. This begins with all employees having access to internal opportunities that will strengthen their career development. The Internal Mobility Platform was enhanced in 2020 to facilitate employees in their search for internal opportunities to progress their career. In a similar initiative, candidate experience surveys are now sent to every candidate who has been in direct contact with Eurofins, for them to provide feedback on their recruitment experience and, if relevant, on their transition into the Group. Feedback has, overall, been positive, and had the benefit of driving improvements in the Group's recruitment processes. During a time in which much recruitment activity must be conducted virtually and job anxiety can be high, these have been particularly important initiatives for candidate and employee retention.

6.7.4 Training and Career Development

Best Practice Sharing

It is a Group priority to drive permanent improvement and best practices in our laboratories and across our operations. Our network of scientific experts and Permanent Improvement Programme (PIP) project managers strive to identify and disseminate best practice per test segment, driving standardisation and leveraging Eurofins' network to benefit from economies of scale.

In 2020, our expert teams have defined best practice processes for most major test segments in food and environment testing and initiated systematic benchmarking. This includes process times, consumables choices and retest ratios.

This opens many learning opportunities for our team members and possibilities to work with colleagues from around the world active in similar activities.

Lean experts

Another source of permanent improvement and learning opportunities for our staff is our global network of Lean experts. From laboratory layouts and blueprints to equipment utilisation and automation projects, we teach our team members to look at all elements of process optimisation to achieve the maximum improvements to our operations.

Our Lean Team's network of experts ensures a harmonised use of Lean language, concepts and tools and Lean best practice, and fosters cooperation between Lean professionals.

The Lean Academy, which trains hundreds of operations managers each year, shares knowledge, challenges existing solutions and trains our operational leaders on how to apply Lean thinking and practices in their laboratories.

6.7.5 Eurofins Academy

Eurofins believes in empowering employees by systematically building their skills and capabilities. Eurofins has therefore invested in rolling out a comprehensive Learning Management System and training library across the Group.

In 2018, Eurofins founded the Eurofins Academy to provide high quality training to improve employees' knowledge of technologies, methods and processes. The Eurofins Academy has an international team of dedicated staff, who develop trainings in coordination with our experts across the Group.

In June 2020, we launched the Eurofins Learning Centre (ELC), the global Eurofins Learning Management System (LMS). The ELC provides some new and enhanced training features such as high-quality video streaming and user-friendly interface, available in 16 languages and featuring robust reporting.

To ensure that training modules benefit the maximum number of Group employees, the Eurofins Academy also creates all trainings then translated into 16 languages (English, French, German, Polish, Portuguese, Spanish, Slovakian, Chinese, Dutch, Danish, Swedish, Finnish, Italian, Norwegian, Japanese, and Vietnamese) and made available to all employees. Eurofins continues to make efforts to increase the number of languages in which these courses are offered.

As of 2020, Eurofins Academy offers a suite of 42 courses covering various subjects and 6 mandatory training programmes which are to be taken by every employee across the Group. These include The Eurofins Group Code of Ethics, IT Security Awareness Reminder, Phishing Awareness (Volume 1 and 2), COVID-19 Prevention in the Workplace (Laboratory and Office Space) and Eurofins in a Nutshell (for all new starters). Over 80,000 training hours were allocated across all courses in 2020, with an average pass rate of 93%.

The courses mandatory for most employees were assigned to 49,211 employees in 2020, except for the Eurofins in a Nutshell course which is assigned to new joiners only. Each of the mandatory courses is accompanied by a multiple-choice questionnaire at the end of the course. Employees must pass the test to complete the training. The ELC collects granular statistics on attendance and test scores. Non-attendance and low scores are escalated to appropriate managers who can provide necessary additional training, to prevent and mitigate risks. For example, the Group ran three global Phishing Awareness campaigns in 2020, sending a total of 45-50,000 emails per campaign, and deployed two mandatory e-learnings to train employees to recognise phishing attempts. Plans are in place to continue at the same pace in 2021.

In addition to the aforementioned trainings, there are also 3 compulsory trainings for Key Employee Leaders (KELs): 'General Guidelines on Eurofins Structures', which provides an overview of the various legal entities and business line structures of Eurofins, 'CEO Fraud Awareness', which covers the identification of fraudulent activities and the supporting reporting structures in place and Cybersecurity Training, which provides a strategy on how to enhance cyber resilience.

Eurofins managers of specific divisions and functions can assign trainings relevant to specific sets of employees through the ELC. The list contains a mix of technical as well as general trainings which are updated regularly by Eurofins Academy experts. These trainings include 'Eurofins Insider Dealing Policy for all Employees', 'Managing Trademarks at Eurofins', 'Group Accounting Principles and Guidelines', 'Quality Metrics definition and data collection', and 'Best Practice Training - Entering the microbiology laboratory, workstation and sample preparation'.

We are committed to increasing and improving the user experience and the scope of trainings covered in terms of content, outreach, relevance and subject matter.

6.7.6 Eurofins, a School of Entrepreneurs

Eurofins is, by choice, a decentralised group of companies sharing the same values and a hub of entrepreneurship. We believe in excellence for every customer and understand that this is only possible when our laboratory leaders are empowered to make their own decisions for their respective company.

However, we also understand that a decentralised approach only works when a business has complete confidence in the judgement and competence of its leaders. This is why we have created a Leadership Charter that makes clear the high standards that Eurofins leaders are expected to maintain. Our entrepreneurship model, based on meritocracy, enables young talent and successful leaders to be rapidly offered increased areas of responsibility, personal development and growth opportunities.

Through our school for entrepreneurs, we also offer talent the opportunity to grow a business by funding start-ups to build the right laboratory from scratch to meet market demand. We provide the start-up capital, a bespoke IT system and a suite of tools, processes, and laboratory blueprints, as well as access to the talent and know-how of our proven entrepreneurs around the world. Between 2000 and 2020, the Group created over 175 new start-up laboratories.

We believe that our ability to nurture entrepreneurs and support their success really sets Eurofins apart, creating unparalleled opportunities for our people and outstanding returns for our shareholders.

6.7.7 Customer Satisfaction and Loyalty

Eurofins is a customer-centric Group and customer focus is one of our four key values: Customer Focus, Competence and Team Spirit, Quality and Integrity. In many regions, measuring customer loyalty has been a longstanding practice, performed at least on an annual basis. These customer satisfaction surveys are tailored to local market conditions and end customers and, thus differ in content. However, client responses serve as a valuable feedback mechanism to identify areas for service improvement and, in turn, improve customer satisfaction. In addition to these local customer loyalty tracking processes, in 2019 Eurofins started a Group initiative to generate an international business line-wide customer loyalty score in the form of a Net Promoter Score (NPS). The assessment of the score is standardised across business lines and geographies to enable comparison and tracking over time.

In 2020, great progress has been made in introducing NPS survey tracking in Eurofins business lines. Before the end of the year, the majority of food and feed testing and several environment testing national business lines had begun tracking NPS on a quarterly basis in a standardised format.

NPS surveys are accompanied with a follow-up questionnaire in relation to elements to be improved within a Business Unit. Some predefined categories of improvement are proposed, such as turnaround time, quality of communication, IT tools and related support, technical expertise, and invoicing processes.

This initiative allows each business to receive customer satisfaction feedback regularly and to promote the continuous improvement of the services provided to our customers. Further down the line, benchmarking efforts will allow each business to learn from the highest-performing companies in this area.

This year has also seen an increase in the adoption of NPS tracking by other business lines, such as BioPharma product testing and consumer product testing. Scope expansion will continue in 2021.

6.7.8 Employees' Health and Safety

The safety of our employees always comes first, and we conduct our business in compliance with responsible social and safety policies. Apart from our broad offering of tests for COVID-19 provided free of charge to Eurofins employees in Brussels for example, Eurofins has put in place a number of measures to protect our employees and ensure we will be able to continue supporting our customers to the high standard they expect from us.

Eurofins operates several laboratories that have opted for voluntary accreditation according to OSHAS 18001, a standard for occupational health and safety and/or ISO 45001, an ISO standard for management systems of occupational health and safety. For example, some laboratories in France and Ireland have been accredited according to OSHAS 18001 to reflect their commitment to workers' health and safety.

11 Eurofins environment testing laboratories in France hold the HSE (Health Safety & Environment) certification. These laboratories hold one or several of the following certifications: ISO45001 (International Standard for occupational health and safety), OHSAS18001 (British Standard for occupational health and safety), MASE (HSE management system) and ISO 14001 (environmental management international standard).

Eurofins companies have local employee Health and Safety teams to monitor and implement measures in compliance with locally applicable health and safety rules and to reduce the incidence of work-related injuries. Most laboratories track and report internally on incidents that occur at work. For example, Eurofins Lancaster Laboratories (ELL) discloses as part of its annual Sustainability Report on a number of metrics including the total number of incidents, which were 31 in 2019 and the Total Recordable Incident Rate (TRIR), which fell from 2.00 to 1.75 between 2016 and 2020. ELL also has a solid safety record of zero Occupational Safety and Health Administration (OSHA) or EPA notices of violation in over 50 years and had zero violations from the Department of Transportation (DOT) since 2011.

6.7.9 The Eurofins Foundation

Background

The Eurofins Foundation is a Public Interest Foundation, which was legally established in Belgium in September 2019. Its primary areas of focus include supporting initiatives aimed at:

- Protecting the environment: protecting ecosystems in the sea and on land and conserving our planet's scarce resources for future generations;
- Improving nutrition: supporting projects and initiatives feeding deprived communities in developing countries, as well as programmes aimed at decreasing food waste and facing the challenges of feeding a growing world population in a sustainable manner;
- Improving health: facilitating access to clean water and sanitation, supporting research on cancer, organ transplants or addressing other significant challenges in modern healthcare;
- Helping social, not-for-profit businesses working in the fields of environment or health protection and improved nutrition, in line with Eurofins' DNA;
- Promoting inclusion, diversity and equality at all levels of society through advocacy, education, mentorship, training and development programmes and STEM and STEAM outreach where this is contributing to a safer, healthier world;
- Helping non-profit organisations active in the local communities where Eurofins' laboratories operate and their staff live and work; and
- Supporting students who study or carry out research in fields aimed at contributing to safer and healthier lives but who lack sufficient financial resources.

The Eurofins Foundation also plans to develop a network of doctorate and post-doctorate researchers, students and experts in these fields, who can collaborate with Eurofins' employees and leaders, supporting existing initiatives and developing innovative projects, while benefitting from extensive cumulative practical experience and knowledge.

Furthermore, through the Eurofins Foundation, we aim to support the efforts of a number of other international organisations such as Plan International, whose objective is to alleviate child poverty; UNICEF, whose mission is to improve children's rights, their development and survival; and a number of international charities and NGOs. More specific information on this topic can be found on the Eurofins website at https://www.eurofins.com/eurofins-foundation/some-supported-projects/.

A Eurofins Foundation Steering Committee has been established, comprised of 17 Eurofins employees representing Eurofins' major business lines and its geographic footprint. The Steering Committee selects the projects which are supported by the Eurofins Foundation.

Beyond the Group's contributions, many Eurofins subsidiaries and laboratories engage in social activities locally and donate to charitable organisations independently, in addition to those undertaken at Group level.

Our donations in 2020

Eurofins significantly exceeded its objectives in 2020 and, as a result, was in a position to give back more and to treble the Eurofins Foundation's budget for 2020. The Eurofins Foundation's Steering Committee selected 76 initiatives for support, almost twice as many non-profit organisations worldwide as in 2019. Nine universities and research institutes will receive funding for student bursaries, scholarships, prizes, hardship funds and research projects in the fields of environment protection, health protection and improvement, along with 57 NGOs and non-profit organisations whose objectives are aligned with those of the Foundation.

An increasing number of projects are specifically targeting underprivileged and underrepresented populations, globally, such as HBCU First and Still I Rise ONLUS.

Eurofins Foundation's support spans from Australia to Costa Rica, the U.S., Nepal, Uganda, Niger, France, Norway and many more countries. A few examples are presented below, and all selected projects can be found on the Eurofins Foundation's webpage.

Noé – Cocoa Under Shade (Gabon/France)

As an NGO, Noé's mission is to protect and restore biodiversity, in France and abroad, for the good of all living beings, and particularly, humankind.

The Cocoa Under Shade project in Gabon adopts a holistic approach to sustainable development that addresses both species and ecosystem conservation and the economic development of local communities along with social aspects, such as access to healthcare and basic education.

With the climate being particularly favourable to cocoa farming in this region of Gabon, the project's goal is to support populations in promoting their natural environment through the development of agroforestry, associating cocoa farming under shade with timber and non-timber forestry products, without causing any deforestation.

Eurofins Foundation recognises the importance of diversifying and increasing the earnings of local populations, and is supporting Noé in this project.

The Max-Planck Institute (Germany)

The Max Planck Institute for Chemical Ecology (MPI-CE) investigates ecological interactions with molecular, chemical and neurobiological techniques and is one of the most acclaimed research institutes in chemical ecology.

Eurofins Foundation is supporting a research project investigating the role of the microbiome of conifer bark-consuming insects in the detoxification of host tree defence compounds.

The research findings generated from this project will provide new insights into how insects are able to survive on trees such as spruce with abundant chemical defences, and thus suggest new strategies to combat these forest pests.

Girls Inc. (U.S.)

Girls Inc. inspires all girls to be strong, smart, and bold, providing more than 130,000 girls across the US and Canada with life-changing experiences and solutions to the unique challenges they face.

Eurofins Foundation provides a grant to their STEM Programme, implemented 30 years ago to create opportunities for girls to develop skills in and knowledge of STEM-based topics, thus providing or enhancing career options and, ultimately, improving girls' outlook for their professional futures.

Through hands-on activities, girls explore, ask questions and solve problems. By interacting with women and men pursuing STEM careers, they view these careers as exciting and realistic. This programme engenders strong life skills such as resilience, risk-taking and critical thinking.

Iracambi (Brazil/U.S.)

A migos de Iracambi is a non-profit organisation located in Brazil's Atlantic Forest, a biodiversity hotspot that has been experiencing increasingly severe droughts brought on by centuries of environmental degradation and exacerbated by climate change. Because of the exceptional climatic conditions of recent years, including the loss of many water sources, people, both locally and regionally, are beginning to associate climate change with environmental degradation and realise that urgent action needs to be taken.

Eurofins Foundation is providing a grant to the Forests for Water Programme (F4W), an ongoing project that fosters and practices community-led reforestation, helping to improve livelihoods, encourage sustainable farming practices, increase soil integrity, reduce pollution in freshwater systems, and build stronger community relations between local farmers.

HBCU First (U.S.)

HBCU First is an early-stage non-profit organisation with a mission to increase college success and career access for young Black people. They aim to help these young people move America forward — economically and socially.

By focusing on what students want and what leading employers need, HBCU First has established itself as America's source for exceptionally prepared Black talent. Their graduates are ready to add value on day one as interns or early career professionals.

Eurofins Foundation is providing funds to the HBCU's Leadership Incubator, developed in 2020 and consisting of a remote, part-time, 10-week internship programme focused on leadership development and designed for and by

Black college students. This programme helps students attending historically Black colleges to bridge the gap between learning and doing.

Chimalaya Charity (Denmark/Nepal)

Chimalaya Charity is a Danish/Nepalese NGO, founded in 2010 to support mothers and give newborns the right start in life by fighting malnutrition. Chimalaya Charity´s overall objective is to reduce malnutrition and promote child health and development by empowering and training mothers and their families. Its aim is to ensure that mothers are healthy before and after giving birth, that more newborns survive childbirth and early life, and that the negative growth curve in children under five in Nepal is reversed.

Eurofins Foundation is supporting the renovation and extension of current healthcare facilities in Bode, Nepal, to improve its functionality, learning environment, and capacity to further leverage the strong support offered by local Health Authorities. Post-renovation, the clinic will be better equipped to educate local mothers about nutrition and hygiene, and thereby improve the health and survival chances of their children.

UNICEF Democratic Republic of Congo

UNICEF works in over 190 countries and territories to save children's lives, defend their rights, and help them fulfil their potential, from early childhood through adolescence.

Eurofins Foundation supports UNICEF's Health Kits Programme in the Democratic Republic of Congo.

Despite significant progress in the last 20 years, the Democratic Republic of Congo (DRC) is characterised by excessive child mortality. A lack of availability of basic medicine at household level, a financial burden on poor families which prevents them from accessing their local health centre and limited engagement with communities in terms of preventive healthcare results in preventable diseases such as malaria, pneumonia, diarrheal diseases, as well as malnutrition and neonatal infections. To tackle and reduce mortality rates, UNICEF has partnered with the Government of DRC to distribute family kits to children and pregnant women.

The first kit is designed to treat diarrhea and fever in children under five. It also includes multiple micronutrient supplements for children between 6 and 23 months. The second health kit is for pregnant women, designed to facilitate a clean and safer delivery and newborn aftercare.

Both kits contain the basic medicines and necessary materials to reduce expense and increase access to quality treatment. Parents and caregivers are also informed and educated about different health risks and diseases and how to adequately respond to them.

Emergency support in 2020

Wastewater testing for aged care facilities in Pennsylvania

Eurofins had the opportunity to conduct pro-bono wastewater sampling for a number of Long-Term Care facilities in Pennsylvania to provide the Montgomery County Department of Health with information regarding the COVID-19 viral prevalence at those premises. Testing was performed during the months of July and August 2020 and through the various analyses, at least one of the facilities was found to be discharging waste that tested positive for SARS-CoV-2. Given the potential impact on the health and safety of entire communities, this initiative, facilitated by the Montgomery County Department of Health, afforded the opportunity to pursue conversations with the State of Pennsylvania Department of Health regarding the potential for re-engaging with Long-Term care facilities in support of a possible state sponsored resident testing effort.

US Clinical Diagnostics' social use of COVID-19 capacity

In an effort to help underserved patient populations that might not have access to, or resources for, SARS-CoV-2 testing, Eurofins US Clinical Diagnostics is in the process of arranging tens of thousands of dollars' worth of testing donations to the following organisations, the payment for which is provided by the Eurofins Foundation:

- A foundation focused on educating and treating disadvantaged and underserved populations, with a particular focus on diabetes, hypertension, cancer, insurance issues and organ and tissue donation;
- A nationally-recognised charitable organisation that deploys programmes geared toward saving lives and strengthening communities that are affected by or most vulnerable to crises;
- A food bank responsible for serving one of the largest cities in Massachusetts;

- A faith-based urban primary school serving underprivileged children.

Partnership with the Real Madrid Foundation

Eurofins Megalab has agreed with the Real Madrid Foundation – an internationally renowned brand and one of Spain's strongest brands - to provide, free of charge, hundreds of PCR tests for several community groups, including a senior community engaged in physical activity, a basketball foundation for disabled persons, a school for disabled persons and groups working with the homeless.

Australia

As part of its support for organisations dealing with the Australian bushfire crisis, Eurofins Foundation contributed to the efforts of three non-profit organisations:

- Conservation Volunteers Australia (CVA), who coordinated the national environmental volunteering response to the crisis;
- Red Cross Australia, who relocated people to evacuation and relief centres;
- WIRES (NSW Wildlife Information, Rescue & Education Service Inc), the largest wildlife rescue organisation in Australia, who cared for and supported wildlife during the bushfire crisis.

Mauritius Island

Eco-Sud is an NGO working to protect the environment and the biodiversity of Mauritius Island. It aims to educate the public on ecological issues, cultivating and mobilising a strong and engaged civil society. It also aims to defend and save endangered species and sites in Mauritius, while promoting economic and social development.

Eurofins Foundation supports Eco-Sud’s ongoing work following an oil spill caused by a shipwreck off the coast of the Island of Mauritius in August 2020.

6.8 Governance

Eurofins' corporate governance practices are governed by Luxembourg laws and its articles of association (the "Articles"). We make efforts to orient our corporate governance towards the general principles of corporate governance set forth in the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange (available at https://www.bourse.lu/csr-corporate-governance) (the "Ten Principles") and we have adopted a Corporate Governance Charter which provides an overview of Eurofins' corporate governance practices and is updated as often as necessary in order to provide an accurate reflection of Eurofins' corporate governance framework and to reflect new rules which may be adopted from time to time by Eurofins in order to enhance its corporate governance.

In 2020 the Group continued to embed best practices in its Corporate Governance framework, notably with the appointment of a fourth independent director with over 40 years of experience in audit and accounting to the Board of Directors and the proposal to bring the Board of Directors to eight members comprising four women and five independent directors at the April 2021 AGM.

6.8.1 Corporate Social Responsibility

Eurofins consistently looks to enhance the way its business is conducted and governed around the world. Eurofins' corporate governance practices are defined by Luxembourg laws and its articles of association (the "Articles") and the requirements defined in the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange. Eurofins has adopted a Corporate Governance Charter whose primary purpose is to consolidate the corporate governance rules and procedures applied by Eurofins.

The Corporate Governance Charter can be found on our website.

6.8.2 Eurofins Group Code of Ethics

The Eurofins Group Code of Ethics sets out the key elements of the Eurofins Compliance Programme and provides guidance for every Eurofins employee, in respect of good business practices, fair competition, prohibition of insider trading, anti-bribery, proper recordkeeping, trade and export controls and sanctions, laws promoting human rights, equality and non-discrimination at work. This also helps the Group guarantee full respect of confidentiality, intellectual property, privacy and data protection, the safeguarding of company assets and compliance with approved external communication rules to prevent reporting breaches of the principles laid out in the Code (whistleblowing).

The Eurofins Group Code of Ethics addresses the most relevant compliance-related topics for Eurofins. It is regularly reviewed, taking into account comparisons with Eurofins' peers and leading companies in other industries known for high ethical and compliance standards. It takes into account broader international frameworks (e.g. the United Nations' Sustainable Development Goals).

The Eurofins Group Code of Ethics addresses a variety of audiences. First and foremost, it provides guidance for Eurofins leaders and employees. It also provides Eurofins' suppliers and customers with an overview of Eurofins' compliance, procedures and how they drive our approach to doing business.

In a Board meeting held on 2 October 2020, Eurofins' Board of Directors approved a revised version of the Eurofins Group Code of Ethics to formally adopt two new "Core Compliance Documents": The Eurofins Group Policy on Ethical Behaviour at Laboratories (with Examples of Prohibited Behaviour and Information about Whistleblowing Channels) and the Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations. Further details are outlined below and on Eurofins Core Compliance Documents webpage.

The full Eurofins Group Code of Ethics can be found on our website.

Eurofins' strong commitment to compliance and ethical behaviour was confirmed and strengthened by the recent introduction of a new set of more detailed statements and policies, the Core Compliance Documents, which further expand on the principles laid out in the Eurofins Group Code of Ethics. They were developed and/or revised in collaboration with reputable law firms to improve Eurofins' governance framework, and were formally adopted over the course of 2019 and 2020.

These policies are listed below and further outlined on subsequent pages of this section:

- Eurofins Group Anti-Bribery Policy

- Eurofins Modern Slavery Statement
- Eurofins Group Fair Competition Policy
- Eurofins Group Equal Opportunities and Fair Employment Policy
- Eurofins Group Health and Safety Policy
- Eurofins Group Privacy Policy
- The Eurofins Group Policy on Ethical Behavior at Laboratories (with Examples of Prohibited Behavior and Information about Whistleblowing Channels)
- The Eurofins Group Policy on Ethical Behavior during Audits, Inspections and other Offsite Operations
- Eurofins Group Supplier Code of Ethics

In support of these policies, we continue to improve and ensure the Group's employees' understanding of them. In 2020, a mandatory eLearning module for the Eurofins Group Code of Ethics has also been developed and rolled-out globally for all employees, available in 16 languages through the Eurofins Academy (more details available further down in this section).

Eurofins Group Anti-Bribery Policy

Integrity is at the heart of the business of all members of the Eurofins Group. We are proud that integrity, impartiality and independence form a key part of our Group culture. Eurofins Companies adhere to a zero-tolerance approach towards any form of bribery and corruption.

The policy applies across all Eurofins Companies and to all of their leaders, directors and employees or any other person working for, on behalf of, or with any Eurofins Company. The Eurofins Group Supplier Code of Ethics also refers to this policy to emphasise Eurofins' expectations of ethical conduct on the part of its business partners.

The policy provides information on anti-bribery laws across the world, such as US Foreign Corrupt Practices Act (FCPA), UK Bribery Act and Loi Sapin II, and the possible consequences of their violation. Separate sections of the policy are devoted to gifts and hospitality, charitable gifts and contributions, and prohibition of political contributions. The policy outlines requirements that must be adhered to in every Group entity, but each entity is encouraged to strengthen such a policy so that it accurately reflects local best practice.

As compliance matters are governed by local laws, this policy is meant to set a general standard applicable throughout the Eurofins Companies. It does not override requirements of local laws: whenever a local law specifies stricter requirements than this policy, the local law shall always prevail.

An anti-bribery training programme is being developed through Eurofins Academy and will be mandatory for all Eurofins leaders and most employees in 2021.

The Eurofins Group Anti-Bribery Policy can be found on our website.

Eurofins Group Fair Competition Policy

Eurofins is committed at all levels to fair competition and to comply with competition rules applicable in the countries in which it operates. As clearly described in Eurofins Group Code of Ethics: "Companies in the Eurofins Group aim to compete vigorously with their competitors, but in a fair and ethical way."

The policy sets out in detail the general standards on fair competition. Two main competition rules are the basis of fair competition and at the core of Eurofins' business ethics, namely the prohibition of:

- entering into agreements or engage in concerted practices between companies, with the object or effect of restricting competition.
- abusing a dominant position in any relevant market.

All our employees and leaders are reminded that non-compliance with competition law can lead to severe sanctions and penalties, which may not only be imposed on the Eurofins' Companies committing a breach, but also on higher level holding companies.

Typical cases of breaching competition law comprise, in particular, cartels, bid rigging, abuse of dominance, and unlawful mergers.

The Eurofins Group Fair Competition Policy establishes clear rules and recommendations to avoid such breaches. It includes a section outlining specific guidelines, which provides immediate best-practice advice for the most frequently occurring potential situations. As compliance with competition law is determined to a significant extent

by local law and its interpretation, it remains the responsibility of the local leaders to make sure that, in addition to adhering to the rules established in the Eurofins Group Fair Competition Policy, all applicable local laws and regulations are complied with.

The Eurofins Group Fair Competition Policy can be found on our website.

Eurofins Modern Slavery Statement

Eurofins has a zero-tolerance approach to any form of human abuse and exploitation, be it slavery, servitude, forced or compulsory labour, whether adult or child, as well as human trafficking. We are committed to creating and enforcing effective systems and controls to safeguard against any form of modern slavery, which could potentially be taking place within Eurofins businesses or our supply chains. We expect all those within our business and supply chains to adhere to the same principles and commitments.

The Statement on Measures Undertaken to Prevent Slavery and Human Trafficking in our Organisation and Supply Chain (Modern Slavery Statement) for the financial year ending 31 December 2020 explains the steps that Eurofins has taken during the 2020 financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, nor in any part of its own business. It includes, among other things, Eurofins' assessment of the risk of modern slavery in its own business and supply chains, information about Eurofins policies adopted to fight slavery and human trafficking, and the training about slavery and human trafficking available to Eurofins employees. The statement is made, among other purposes, in accordance with section 54 of the UK Modern Slavery Act 2015. Similar statements are required by a number of other national laws addressing transparency in supply chain topics. Therefore, the Board of Directors took the position that a Modern Slavery Statement should be prepared for the entire Group annually and adopted by all its subsidiaries.

The Eurofins Group Modern Slavery Statement can be found on our website.

Eurofins Group Equal Opportunities and Fair Employment Policy

The Board of Directors of Eurofins believes that everybody working for a Eurofins Company deserves the same basic level of protection against discrimination, harassment or abusive behaviour, irrespective of where they are working. The Eurofins Group Equal Opportunities and Fair Employment Policy sets out in detail the policy on non-discrimination and non-harassment set out in the Group Code of Ethics. Working at sites located in more than 50 countries worldwide, Eurofins is fortunate to have a diverse workforce. Eurofins values and promotes a workplace that is inclusive and fair and which fosters respect for all employees, customers and business partners. The Eurofins Group Equal Opportunities and Fair Employment Policy outlines the Group's approach to equal opportunities and fair employment as well as harassment, discrimination and bullying. Where local law demands additional requirements, it remains the responsibility of the local leaders to make sure that all applicable local laws and regulations are complied with.

Where standards defined in the Eurofins Group Equal Opportunities and Fair Employment Policy are more stringent than applicable local law, the global standards of the policy shall nonetheless be implemented locally.

The Eurofins Group Equal Opportunities and Fair Employment Policy can be found on our website.

Eurofins Group Health and Safety Policy

The Eurofins Group is committed to providing a safe and suitable environment for all those present at Eurofins. Health and safety are a natural priority and a core element embedded in all of our activities.

The Eurofins Group Health and Safety Policy provides guiding principles applicable to all employees and sets out Eurofins' approach to the assessment and control of health and safety risks arising from business activities. Eurofins actively promotes and demands a culture where health and safety problems are addressed immediately to prevent work-related accidents, injuries or illness.

As health and safety matters are governed by local laws, this policy has to be read as recommendations and guiding principles, not as a legally binding document committing any Eurofins Company. It needs to be implemented in local policies, rules and processes by each Eurofins Company according to the locally applicable laws.

The Eurofins Group Health and Safety Policy can be found on our website.

Eurofins Group Supplier Code of Ethics

Our customers expect us to be exemplary in our integrity in rendering our services and carrying out our business, and so untainted integrity is one of our most important assets. The Eurofins Group Supplier Code of Ethics supports Eurofins Companies in upholding the highest ethical and professional standards in their business dealings and relationships with suppliers wherever they operate. It is applicable to all suppliers and service providers, including their employees and agents who provide goods or services to Eurofins Companies. Eurofins' direct suppliers must ensure that any sub-contractors, agents or third parties engaged by them in support of Eurofins' business also comply with this code.

More specifically, Eurofins expects its Suppliers not to engage in any improper or illegal conduct in the course of acting for, or on behalf of, Eurofins as well as maintain confidentiality about their business dealings with Eurofins. Eurofins' suppliers must have in place systems and procedures that are designed to assist them in upholding high standards of integrity, honesty and ethics in all their activities and must prevent any conflict of interest by avoiding any interaction with any Eurofins leader, director or employee or any other person acting for, or on behalf of, any Eurofins Company that may conflict or appear to conflict with that Eurofins Member or Associate acting in the best interests of Eurofins. They also must not share with Eurofins Companies, Members or Associates any non-public information they have about Eurofins' competitors.

The Eurofins Group Supplier Code of Ethics can be found on our website.

Eurofins Group Policy on Ethical Behaviour at Laboratories (with Examples of Prohibited Behaviour and Information about Whistleblowing Channels)

As part of the Eurofins Group Code of Ethics, the Eurofins Group Policy on Ethical Behaviour at Laboratories (with Examples of Prohibited Behaviour and Information about Whistleblowing Channels) was formally adopted in 2020 to codify the standards of ethical behaviour required from all employees that work at a laboratory, whether owned by Eurofins, its client or a third party, and/or is involved in any way in the testing process (irrespective of where the relevant activities are conducted). Such persons are required to comply with the terms of this policy, as implemented locally, at all times.

The policy explains how various responsibilities are generally allocated, underlines the requirement that necessary and appropriate academic, professional and regulatory qualifications, accreditations, training and experience are held by the relevant personnel, and highlights the importance of observing personal safety, which covers rules on alcohol and drug consumption, including the use of controlled drugs, psychoactive or mind-altering drugs and the misuse of prescribed or over-the-counter medication. Topics such as data integrity, recordkeeping, prohibition of manipulation of data and reports and management of incidents are addressed as well.

A suitable global training programme is being developed to supplement local training and will be mandatory for most Eurofins personnel working at laboratories in 2021.

Furthermore, Eurofins has a whistleblowing point of contact that is readily accessible for all employees via Eurofins' intranet, but also on our Group website. This point of contact is intended to encourage and enable employees and/or external parties to confidentially raise serious concerns so that Eurofins can address and correct inappropriate conduct and actions that breach the Eurofins Group Code of Ethics.

The Eurofins Group Policy on Ethical Behaviour at Laboratories can be found on our website.

Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations

The Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations was adopted in 2020 to codify the standards of ethical behaviour required from all employees who carry out or who are involved in any aspect of Eurofins' Offsite Operations ("offsite" meaning located at client or third-party locations or otherwise outside of Eurofins' premises or sites). Such persons are required to comply with the terms of this policy, as implemented locally, at all times.

A separate section of the policy is devoted to Eurofins personnel's interactions with client and third-party representatives during offsite operations. Such personnel are required to strictly adhere to the Eurofins Group Anti-Bribery Policy, which includes avoiding any situation or interaction that is improper, unethical, illegal or that may

create undue influence, or the perception of undue influence, on the personnel's activities. Any concerns or 'red flags' in relation to their dealings with client and third-party representatives must be reported immediately using the reporting options specified in the policy.

A suitable global training programme is being developed to supplement available local training and will be mandatory for all Eurofins personnel engaged in audits, inspections and other offsite operations in 2021.

The Eurofins Group Eurofins Group Policy on Ethical Behavior during Audits, Inspections and other Offsite Operations can be found on our website.

Eurofins Group Whistleblowing Policy and Report on Whistleblowing Processes

Eurofins encourages its employees, leaders, business partners and other stakeholders with genuine concerns about any form of malpractice or wrongdoing in any Eurofins Company to raise those concerns through designated Eurofins channels at the earliest possible opportunity. Eurofins has committed to providing protection to individuals that have disclosed a concern in accordance with the Eurofins whistleblowing policy, and robust procedures have been put in place to ensure unbiased and timely investigation of the reported concerns and implementation of appropriate remediation actions where required.

The Eurofins Group Whistleblowing Guidelines have been adopted to provide detailed guidance on the scope of reporting, alternative reporting channels, core investigation principles, including confidentiality and, where possible, anonymity, as well as other topics. We have also established a Whistleblowing Point of Contact (https://www.eurofins.com/investorrelations/corporate-governance/whistleblowing/) that is monitored and serviced by an independent party and is available on a 24/7 basis, in all languages. It can be reached both via Eurofins' intranet and website.

6.8.3 External Governance Compliance

Within the Group, quality is evaluated by the appropriate National Accreditation or other responsible regulatory bodies via accreditation, certification and other appropriate processes. The Quality Management Systems for Eurofins' food and environment testing divisions are further strengthened by two international Quality Groups: the Food Quality Assurance Management Group (created in 2011) and the Environment Quality Assurance Management Group (created in 2013) whose aim is to standardise the quality assurance practices of laboratories. The main focus is accreditation to the ISO 17025, the international standard specifying the general requirements for the competence, impartiality and consistent operation of testing and calibration laboratories.

Additionally, several sites in the Nordic Region, Spain and South America are voluntarily accredited by ISO 14001, the international standard for effective environmental management systems (EMS). Other sites have begun preparatory work to achieve ISO 14001 accreditation, for example laboratories in Italy and some of our environment testing laboratories in France. Some laboratories are also voluntarily accredited against ISO 9001, the international standard for quality management systems, OSHAS 18001, a standard for occupational health and safety and/or ISO 45001, an ISO standard for management systems of occupational health and safety. Eurofins Shenzhen laboratory has enlarged its CNAS/CMA/UKAS accreditation scope with accreditation in more than 170 standards.

Eurofins' laboratories in its genomics business line provide products and services to biotechnology and pharmaceutical clients and are typically accredited by ISO 13485. Genomics and pharmaceutical laboratories also follow applicable medical standards, such as GLP (Good Laboratory Practices - the gold standard in conducting non-clinical safety studies), GCP (Good Clinical Practices – standard for clinical services for clinical studies) and cGMP (Current Good Manufacturing Practices – manufacturing of products and testing according to pharmaceutical and biotech industry requirements). In addition, Eurofins' clinical trial operations respect and follow the ethical principles laid out in the World Medical Association's Declaration of Helsinki, the scientific guidelines on human medicines by the International Council for Harmonisation of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH), as well as the guidelines issued by the U.S. Food and Drug Administration (FDA) and European Medicines Agency (EMA), as applicable.

6.8.4 Quality Management Initiatives

Eurofins' Vision, to be the global leader in Testing for Life, Mission, to contribute to a safer and healthier world by providing our customers with innovative and high quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value,.and Values, Customer Focus, Competence and Team Spirit, Quality and Integrity provide the basic foundation of how entities within the Eurofins Group shall do business and highlight the importance of delivering high-quality services by providing accurate results on time using the most appropriate technologies and testing methods. Eurofins' commitment to governance best practices is reflected in the Quality Management Systems, which are implemented according to locally applicable standards and regulations in each laboratory.

Eurofins has also continued its efforts in implementing and improving 'Quality Management Systems' throughout its laboratories to ensure the highest level of quality and accuracy in testing provided to customers.

Since Eurofins has a decentralised, entrepreneurial culture, each laboratory has its own Quality Management System and quality manager.

Some of the key tasks of a Quality Manager include:

- developing and maintaining a Quality Management System that complies with the ISO 17025 standard or other applicable standards;
- ensuring that equipment is appropriately calibrated and fit for purpose;
- managing the customer complaints and non-conformity processes;
- performing the root causes analyses, defining corrective and preventive actions, following up with their implementation and measuring their efficiency;
- managing Key Performance Indicators defined by management;
- proactively solving problems or issues to ensure customer satisfaction.

Quality Metric and Data Accuracy Tracking

Eurofins has invested in tools, infrastructure and personnel to record and report on quality metrics at laboratories. As of 2020, over 95% of Eurofins' food and environment testing laboratories in Europe report on quality metrics to the food and environment central support team. Testing methods across this laboratory network also undergo accuracy checks on a periodic basis for their tests, which include:

- Proficiency tests by an accredited external provider to benchmark the accuracy of a given test in one laboratory in comparison to others in the Eurofins network as well as the laboratories of our peers. These tests are mandatory for all Eurofins laboratories to ensure best-in-class, accurate test results;
- Internal proficiency tests run on very challenging matrices to ensure the accuracy of testing methods;
- Undercover proficiency tests/ mystery shopping are led by a cross company team pilot on a selected scope of activity to experience the full customer journey and continuously improve our services.

Eurofins also generally sets its passing threshold for proficiency tests higher than the threshold set by external providers, affirming our commitment to accuracy and excellence in all our services.

Internal Quality Audits

In its food and environment business lines in Europe, Eurofins developed a network of over 50 professionals qualified as auditors by their respective national accreditation bodies who, as part of their role, perform internal audits. In addition to regular statutory audits by accreditation bodies, every laboratory is subject to many other audits, including a peer review by Eurofins' own staff as part of cross-country audits and unannounced audits. With these additional layers of quality assurance, Eurofins believes it is at the forefront of quality assurance practices typical in the laboratory testing industry serving similar end markets. Similar or appropriate initiatives are undertaken in other business lines.

Quality Manager Networks, Communication and Training

A large number of Quality Managers of Eurofins laboratories organise an experience sharing call on a monthly basis to discuss various quality topics, experiences and best practices. These quality stories help the Quality Managers identify if risk or opportunity exists in their own laboratory, allowing them to be proactive in implementing appropriate actions. Best practices are shared at different levels between managers as well as technicians. The teams collaborate with the help of the central quality team who, with results from benchmarking exercises, help to share and implement best-in-class processes that may be in place at other Eurofins laboratories. There are also various trainings undertaken by different Quality Managers to ensure they adhere to accreditation standards as well as Group quality excellence standards.

As of 2020 and out of 49 countries, in our food and environment business line, we have 318 laboratories working under an ISO 17025 accreditation and 269 Quality Managers were invited to join the programme across the Group.

7 Risk Factors

Eurofins' decisions, plans and objectives for the future take into consideration the risks that its management reasonably expect the business to face.

The risk factors described herein are based on an analysis and evaluation of the existing and reasonably expected future operating environment of the business. Eurofins and its subsidiaries (hereinafter, the "Group") may be significantly affected by risks that cannot be reasonably foreseen or considered material at the time of this annual report. Certain risks, whether foreseen or unforeseen, may also arise from external factors beyond Eurofins' control.

Measures described herein aim to manage or mitigate risks to the extent reasonably possible. They may or may not be effective in any or all circumstances.

Certain specific risks are also mentioned in the notes to the consolidated financial statements.

7.1 Commercial Risks

7.1.1 Changes in the Market

Eurofins operates mainly in the food, pharmaceutical, environmental and clinical testing markets. The food testing market is relatively less cyclical and less exposed to the full impact of economic downturns than many other sectors, due to the constant consumer and governmental demand for safe food products, especially in affluent and developed countries. The pharmaceutical testing business is supported by the growth in pharmaceutical product development and use, as well as the search for new and more effective drugs within the framework of new drug development programmes. The environmental testing market is driven by regulations that are enforced in an increasing number of countries around the world.

Nevertheless, in 2020 the global economy, mainly as a direct result of the global COVID-19 pandemic, continued to struggle with sluggish growth and persistent uncertainty. Such slower growth and any consequent funding squeezes may negatively impact some of Eurofins' customers, or governments may be forced to suspend or revoke regulations and reduce testing frequency to ease their financial burden, which would directly impact the testing industry. If this were to be the case, the impact on Eurofins' net worth, financial position and operating results could be severe, including the remote possibility of a cessation of the business.

7.1.2 General Regulatory, Political, Economic and Public Health Risks

Many of the services which Eurofins provides, and the conduct of such services, are subject to, or influenced by, laws and regulations that impose strict rules on the Group's business or the businesses of the Group's customers.

Future government policies may (i) adversely affect the supply of, demand for, and/or prices of the Group's services; (ii) restrict Eurofins' ability to do business in its existing and target markets; and (iii) adversely affect the Group's revenues and operating results. Eurofins' operating results could be affected by changes in governmental policies and regulations, including monetary, fiscal and environmental policies, as well as other activities of governments, agencies, and similar organisations. These risks include, but are not limited to, changes in local economic or political conditions (e.g. Brexit), changes in local labour conditions and regulations, reduction in the protection of intellectual property rights, changes in the regulatory or legal environment, restrictions on currency exchange activities, currency exchange fluctuations, and adverse tax, administrative or judicial outcomes. International risks and uncertainties, including changing social and economic conditions, terrorism, political instability and war, natural disasters, as well as epidemics or pandemics, could limit Eurofins' ability to transact business in individual or multiple markets, and adversely affect Eurofins' revenues and operating results.

The global COVID-19 pandemic, together with the resulting restrictions on international commodity shipments and/or imposition of quarantines could adversely impact the Group's business, operations and financial condition, by, for instance, affecting the supply chain of the Group's clients. This impact will depend on future developments as well as the duration, extent and severity of the pandemic, which are highly uncertain and cannot be predicted. In spite of the continued COVID-19 pandemic related business disruptions, the Group concentrates on supporting the fight against COVID-19 by offering testing for detection of SARS-CoV-2 in a growing number of countries

around the world. In addition, most of Eurofins' laboratories operate in resilient non-cyclical healthcare-related areas, which have historically been less affected by economic crises. Like any company, Eurofins' laboratories are updating their business continuity plans to attempt to mitigate potential supply chain or other interferences of the COVID-19 pandemic to operations. There can be no assurance that any precautionary activities against infectious disease such as SARS-CoV-2 would be effective.

Eurofins also has businesses where regulatory supervision extends not only to the analytical process, but also to fee structures and/or schedules. This is particularly relevant in the clinical diagnostics market, where third-party payers, such as government/healthcare agencies and insurers, have increased their efforts to control the cost, utilisation and delivery of healthcare services. Reductions in the reimbursement from these third-party payers, changes in policy regarding coverage of tests or other requirements for payment (such as prior authorisation from a physician, the payer or qualified practitioner's signature on test requisitions) may have a material adverse impact on Eurofins' business.

7.1.3 Service-Specific Regulatory Risk

Specific Group services are subject to stringent legal and regulatory requirements governing their activities, and failure to comply with these requirements may result in Eurofins or its subsidiaries facing substantial fines and penalties. In particular, the Group's medical diagnostic business is subject to extensive and developing healthcare laws and regulations in some of the jurisdictions in which the Group is active, especially in the United States (at both federal and state level) and in France. While Eurofins seeks to conduct its medical diagnostic business in compliance with all applicable laws regulating such business, many of the rules applicable to such business (especially in the U.S. and France) can be vague or indefinite and have not always been fully or partly interpreted, notably in respect of the following aspects of the business:

- billing and reimbursement of clinical testing;
- certification or licence of clinical laboratories;
- anti-self-referral and anti-kickback laws and regulations;
- laws and regulations administered by the U.S. Food and Drug Administration ("FDA");
- the corporate practice of medicine;
- operational, personnel and quality requirements intended to ensure that clinical testing services are accurate, reliable and timely;
- physician fee splitting;
- relationships with physicians and hospitals;
- safety and health of laboratory employees;
- protection of patient data;
- handling, transportation and disposal of medical specimens, infectious and hazardous waste and radioactive materials; and
- the control of laboratories by medical "biologist" practitioners in France.

These laws and regulations applicable to Eurofins' activities may be interpreted or applied by a prosecutorial, regulatory or judicial authority in a manner that could require Eurofins to make changes to its operations, including to the pricing and/or billing practices. If Eurofins fails to comply with applicable laws and regulations or to maintain, renew or obtain necessary permits, licenses and approvals required for the operation of its medical diagnostic and other businesses, Eurofins could suffer civil and criminal penalties, including fines, financial claims, exclusion from participation in governmental healthcare programmes, and the loss of such licenses, certificates and authorisations. If any of the foregoing were to occur, Eurofins' reputation could be damaged and important business relationships with third parties could be adversely affected.

7.1.4 Risks of Investigations and Related Litigation

Some of Eurofins' businesses may, from time to time, receive requests for information from governmental authorities (and occasionally subpoenas in the U.S.). Regardless of merit or eventual outcome, these types of investigations and related litigation can result in:

- diversion of management time and attention;
- expenditure of large amounts of cash on legal fees, costs, and payment of damages;
- limitations to Eurofins' ability to continue some of its operations;
- enforcement actions, fines and penalties, or the assertion of private litigation claims and damages;
- decreased demand for services; and/or

- damage to reputation.

For example, several companies in the cardiac biomarker laboratory services business, including the Group's Boston Heart Diagnostics ("Boston Heart") subsidiary, have been cooperating with investigations on alleged incentives to physicians in connection with blood testing services conducted by the U.S. Department of Health and Human Services and Office of Inspector General, in conjunction with the U.S. Department of Justice.

On 26 November 2019, Boston Heart Diagnostics and the U.S. Department of Justice reached an agreement whereby, under the terms of this agreement, Boston Heart, without admitting liability, agreed to pay a civil monetary settlement of USD 26.7m to resolve all civil claims available to the U.S. government under the Federal False Claims Act. Importantly, there were no claims that individual patients were harmed as a result of the alleged conduct. As part of the settlement, the U.S. Office of Inspector General elected not to require a "corporate integrity agreement", which demonstrates the successful adoption and implementation by Boston Heart Diagnostics of a highly functional and robust corporate compliance programme under its new management team. Therefore, as of 26 November 2019, the related investigations of, and *qui tam* cases against Boston Heart Diagnostics are now closed.

In the U.S., the Group is subject from time to time to *qui tam* claims brought forward by former employees or other "whistleblowers".

The U.S. government and insurance companies are constantly strengthening their scrutiny and enforcement efforts in relation to perceived healthcare fraud. Recent legislative provisions relating to healthcare fraud and abuse provide government enforcement personnel with substantially increased funding and powers to pursue suspected cases of fraud and abuse and impose penalties. In addition, the U.S. government has substantial leverage in negotiating settlements, since the amount of potential damages far exceeds the rates at which the Group is reimbursed for its services, and the government may exclude a non-compliant provider from participation in the Medicare and Medicaid programmes.

Although Eurofins believes that Group Companies are in compliance, in all material respects, with any laws and regulations applicable to the medical diagnostic services in the U.S. and other countries of operation, there can be no assurance that a regulatory agency or court would not reach a different conclusion. Moreover, even when an investigation is resolved favourably, the process may be time-consuming and the legal costs and diversion of management focus may be extensive. Insurance companies covering healthcare costs may also refuse payments to companies of the Group and threaten to or launch legal actions for alleged violation of laws or their policies.

Changes in applicable laws and regulations with respect to Eurofins' medical diagnostic business and other services may result in a restraint of existing practices or additional costs and delay, and/or withdrawal from or reconsideration of Eurofins' activities. Such changes may also require companies of the Group to modify their business objectives.

7.1.5 Regulatory Approval, Accreditation and Professional Licensing Risks

Eurofins is required to obtain and hold permits, licenses and other regulatory approvals from numerous governmental bodies in order to comply with operating and security standards imposed by such bodies. Failure to maintain or renew necessary permits, licenses or approvals, or to comply with required standards, could have an adverse effect on Eurofins' results of operations and financial position. Customers of the Group may require evidence of various professional licensing and accreditation as part of their selection as a provider of bioanalytical services, while various governmental and regulatory authorities may mandate certain accreditations and professional licensing in connection with the performance of various services, especially in relation to the medical diagnostics market. Although Eurofins believes its operations comply with all material accreditation and professional licensing requirements, there can be no assurance that it will always be able to obtain the accreditations and professional licenses necessary or desirable for its business in each jurisdiction in which it operates or seeks to operate. A material delay in obtaining, the failure to obtain, or the withdrawal or revocation of licenses, approvals or other authorisations could have a material adverse effect on individual operations within the Group or, more broadly, a negative effect on the Group's overall operations.

7.1.6 Deregulation Risk

Regulatory or lobbying efforts to deregulate, limit or prohibit the disclosure of information related to the various bioanalytical testing offered, or that may be offered, by Eurofins may reduce the demand for Eurofins' services. For example, in the U.S., various groups oppose mandatory and/or voluntary labelling of genetically modified (GMO)

food products. Likewise, various groups and governments have opposed mandatory and/or voluntary labelling of the country of origin for assorted food products, including those pursuant to international trade agreements. Although Eurofins deems it to be unlikely, a material relaxation of certain regulations or a prohibition on certain types of disclosure could have a negative impact on the demand for, or growth of, some of Eurofins' services. Likewise, Eurofins' toxicology testing businesses, which currently constitute a very small part of the Group's overall business, could be negatively affected by a ban on or limitations to this type of testing in specific jurisdictions or by other successful actions taken by groups opposed to such testing. Changes in regulations that, for example, streamline procedures or relax approval standards with respect to pharmaceutical or agrochemical products could reduce the need for Eurofins' pharmaceutical or agroscience services. If companies regulated by the FDA, the U.S. Environmental Protection Agency (EPA), and other national regulatory authorities in jurisdictions where Eurofins operates were subject to such deregulation, there may be fewer business opportunities and Eurofins' revenues could decrease, possibly materially. Despite the foregoing and similar actions, Eurofins believes the current trend of increasing demand for verification and security is more likely to lead to more stringent regulation and disclosure requirements with respect to products subject to bioanalytical testing.

7.1.7 Customer and Credit Risk

The clients of Eurofins vary in size and location. They range from large global companies (e.g. global food and beverage producers or retailers for the food and feed testing activities; global pharmaceutical companies for the BioPharma testing activities; consulting and sampling companies for the environmental testing activities) to small, independent companies.

Eurofins' performance and value are influenced by many stakeholders, including employees, customers, suppliers and strategic partners. To minimise risk and exposure, Eurofins does not rely on a single customer or supplier contract. Eurofins is currently not dependent on any single supplier or individual customer. Nonetheless, whilst the Eurofins Group is not dependent on any one external entity, certain subsidiaries may rely more heavily on one client or supplier, or on a small group of clients or suppliers, relative to the size of those subsidiaries. Eurofins, as a whole, endeavours not to be dependent on any single customer. The Group's largest customer represents less than 2% of the Group's consolidated revenue and the top 10 customers of the Group together represent less than 10%.

The majority of contracts concluded with customers can be terminated by Eurofins upon short notice. Conversely, customers may terminate or delay contracts for a variety of reasons. The loss, reduction in scope, or delay of a significant contract or of multiple contracts could adversely affect Eurofins' business, although contracts frequently entitle Eurofins to receive the costs of winding down the terminated projects, as well as all fees earned by Eurofins up to the time of termination. Some contracts also entitle Eurofins to a termination fee. Eurofins believes its customer base to be diverse. Furthermore, based on the general credit profile and quality of the Group's customers, Eurofins believes the risk of bad debts or insolvency of its customers to be generally low, particularly as Eurofins periodically reviews its customer accounts and considers the level of doubtful accounts and bad debts to be acceptable. Severe or long-lasting adverse changes in the global economy, including as a direct result of the global COVID-19 pandemic, could have an adverse effect on Eurofins' customers and, in turn, increase the Group's credit risk or decrease the demand for its services.

7.1.8 Contractor and Supplier Risks

Successful delivery of Eurofins' services to its customers is dependent on complex technologies utilising equipment and materials from multiple suppliers. Failure to deliver services may lead to a reduction in Eurofins' expected revenue and could impact the Group's credibility among both existing and potential customers. Therefore, stability in the business strategies of Eurofins' suppliers is also important to the successful operation of Eurofins.

The Group utilises certain third-party contractors, vendors, and suppliers in the ordinary course of its business. Eurofins subcontracts to individual laboratories on an ad hoc basis for specific technical know-how or services to address production capacity demands/limitations or for other reasons related to specific applications or services. The main suppliers to the business are in the following categories: laboratory equipment, laboratory consumables (these first two often overlap), information technology (IT), and logistics. In each category, the Group utilises multiple suppliers and does not believe it is dependent on any one major supplier.

The Group believes there are currently additional available subcontractors, vendors, and suppliers for all of its subcontracted service needs, laboratory equipment and consumables supply needs, and contracted IT needs. However, a full range of subcontract services, suppliers, and vendors may not be locally available in all of the Group's markets, and local disruptions could adversely affect its operations for a limited period of time. The Group

seeks to minimise its subcontractor, vendor, and supplier risk through a professional sourcing and contracting process and in-house production capacity for some critical items. During the sourcing process, the Group reviews the risk profile of its major vendors and assesses their services. Despite these initiatives, plans, and procedures, such measures may not be adequate to prevent the business disruption, in every instance, of major price increases by, or Eurofins' dependency on, certain suppliers. In addition, Eurofins is subject to various risks and potential liability in the case of errors by its subcontractors.

7.1.9 Market Expansion, Establishment of New Companies and Business Segments and Internationalisation

Eurofins bases a large part of its future growth on expected penetration of new regional markets. Even though Eurofins has been able to accumulate extensive experience in doing business internationally in the past and already has contacts in the various target regions identified for its international growth strategy, the risks in executing the Group's business strategy in new markets could lead to delay or even failure in the implementation of Eurofins' international growth strategy, attempts at market development, and entry into new markets. Such failure could have a material adverse effect on Eurofins' net worth, financial position, and operating results.

7.1.10 Expansion and Acquisition Risks

Part of Eurofins' business strategy is to acquire companies, new laboratories, and new technologies in order to obtain access to complementary technologies and to expand the Group's market position in Europe, North America, Asia, and other parts of the world. Eurofins' business has experienced substantial expansion in the past and such expansion, and any future expansion, could strain the Group's operational, human, and financial resources if not properly managed. In order to manage expansion, Eurofins must:

- continue to improve operating, administrative and information systems;
- accurately predict future personnel and resource needs to meet customer commitments;
- track the progress of ongoing client projects; and
- attract and retain qualified management, sales, professional, scientific and technical operating personnel.

If Eurofins does not take these actions and is not able to manage the expansion of its business, such expansion may be less successful than anticipated. Eurofins may be required to allocate existing or future resources to the expanded business that, without the expansion, the Group would have otherwise allocated to another part of its business.

Some of the companies acquired by Eurofins may not develop as planned, may breach agreements with clients or regulatory or accounting rules, and may even ultimately fail. This could cause major financial losses and lead to substantial write-offs for Eurofins.

If Eurofins is unable to successfully execute its acquisition strategies and successfully integrate acquired businesses, its business, results of operations, and financial position could be adversely impacted. Historically, Eurofins' growth strategy has been based, in part, on its ability to acquire existing businesses, services or technologies. The main expansion and acquisition challenges of Eurofins are to:

- identify suitable businesses or technologies to buy;
- successfully perform business diligence and identify all material risks associated with any acquisition;
- complete the purchase of any such businesses or technologies on terms acceptable to Eurofins;
- successfully integrate the operations of acquired businesses into the Group;
- obtain necessary finance for an acquisition on commercially acceptable terms; and
- retain key personnel and customers of acquired businesses.

Eurofins generally competes with other potential buyers for the acquisition of existing businesses and technology. Such competition may result in fewer opportunities to purchase companies that are for sale. It may also result in higher purchase prices for the businesses that Eurofins is looking to purchase. Eurofins may also spend time and money investigating and negotiating with potential acquisition targets but not complete the transaction. Any future or past acquisition could involve other risks, including liability risks and reputational damage to the Group as a result of unprofessional or lower quality business practices of acquired operations, additional liabilities and expenses, issuances of potentially dilutive securities or interest-bearing debt, transaction costs, and diversion of management's attention from other business concerns.

From time to time, Eurofins may enter into contingent agreements such as an earn-out agreement with the sellers of acquired companies, for which calculations are typically based on the fulfilment of certain conditions by a pre-determined date. Such agreements may lead to disputes or litigation. It cannot be excluded that in the future one or more of these disputes could increase costs over those provisioned in the Group accounts. For more information on such risks, please see the notes to the 2020 consolidated financial statements (note 3.15 “Amounts due for business acquisitions”).

7.1.11 Competition

The bioanalytics industry is highly competitive. Eurofins often competes for business not only with other independent bioanalytics companies, but also with the internal analytics departments of some of its customers or of governments. The industry is highly fragmented, with numerous smaller specialised companies and a handful of full-service companies with global capabilities similar to Eurofins.

Increased competition might lead to competition on price and other forms of competition that might adversely affect the operating results. As a result of competitive pressures, the industry has experienced consolidation in recent years and Eurofins expects this trend to continue and result in more competition among significant companies for both customers and acquisition candidates. Bioanalytical testing companies generally compete on:

- regulatory compliance record;
- reputation for on-time quality performance;
- quality systems;
- previous experience;
- medical and scientific expertise in specific testing and diagnostic areas;
- scope of services;
- quality of data and related services;
- financial viability;
- database management;
- statistical and regulatory services;
- ability to recruit scientists and other personnel;
- ability to integrate information technology with systems to optimise research efficiency;
- accreditation and quality of facilities;
- international presence with strategically located facilities; and
- price.

Eurofins is confident in its know-how and expertise accumulated by its scientific teams, in particular its database of methods and test results. Nevertheless, there is no certainty that it will have the necessary resources to successfully deal with changes in the market, a process of consolidation or the entry of new competitors into its markets.

Some of the current and potential competitors have more business experience, greater financial resources or marketing capacities. Some have a more widely known name in their market segment and a larger customer base. Eurofins assumes that the market for the supply of analytical testing methods will become more concentrated.

It also cannot be ruled out that financially powerful market participants, such as food or water companies or other large corporations, may compete with Eurofins in the future and create challenges that Eurofins will have to overcome.

7.1.12 Cost Pressures, Price Falls and Profit Margins

As a result of competition and improvement in testing technologies, test prices do and can fall, especially for the most common and standard tests. It is impossible to rule out further significant price reductions in the markets for food, pharmaceutical, clinical and environmental analysis or other Eurofins markets. At the same time, due to factors such as inflation, Eurofins’ costs could grow due to increased expenses for personnel, materials, and other supplies/resources. Although Eurofins will attempt to maintain or improve profit margins through scale and cost efficiency measures, there can be no certainty that Eurofins’ profit margins may not significantly decrease in the future. In particular, significant uncertainty remains on the business outlook for 2021, particularly regarding the timing of travelling and lockdown restrictions, the roll-out of vaccination programmes and the overall impact of COVID-19 related activities on Group performance. Sustained erosion of its margins would have adverse effects on Eurofins’ net worth, financial position and operating results.

7.2 Financial Risks

7.2.1 Liquidity Risk

Liquidity risk refers to a risk for Eurofins that it would not have necessary funds to settle its commitments when they fall due.

In order to mitigate such risk, Eurofins has entered into several credit facility agreements. Eurofins also has access to the French NEU-CP (commercial paper) market since 2017, securing very competitive short term-funding backed by undrawn credit facility agreements.

Eurofins periodically carries out liquidity risk reviews in relation to its current financial obligations. In regard to the current economic environment, Eurofins and its subsidiaries comply with the terms of the credit agreements they have entered into and at this time do not anticipate any particular liquidity problems.

Optimal cash management within the Group is ensured via cash-pooling structures, allowing concentration of cash at holding level while maintaining an adequate level of liquidity at subsidiary level to meet local payment obligations.

The Group's ability to generate sufficient cash flows from operations to make scheduled payments on its debt obligations will depend on its future financial performance, which will be affected by a range of economic, competitive, regulatory, legislative, and business factors, many of which are outside of its control. If Eurofins is unable to meet debt service obligations or comply with covenants, a default under debt agreements would occur, which could force Eurofins to reduce or delay the completion or expansion of new laboratories and technologies, sell assets, obtain additional equity capital or refinance or restructure its debt.

For more information on financial risk management, please see the notes to the 2020 consolidated financial statements (note 4.2 "Financial Risk Management).

7.2.2 Future Capital Requirements Risk

Eurofins' strategic growth, particularly the acquisition of new laboratories and technologies in order to obtain access to complementary technologies and expand Eurofins' market position in different continents, requires the extensive use of resources. Eurofins believes that it has sufficient internal or available funds for its current needs. It cannot be ruled out, however, that Eurofins may determine it to be necessary or desirable to seek additional funds through public or private financing, including external and equity capital financing or other agreements. Any additional equity capital issuance may have a dilutive effect for shareholders, while external financing may subject Eurofins to restrictions in dividend pay-outs or other restrictions.

In light of the current economic uncertainty and the volatility in the capital markets, particularly in Europe, it is possible that adequate funds may not be available at the proper time, under acceptable conditions, or at all, either through procurement via the capital markets or other means. If additional financing is limited or unavailable, Eurofins could be forced to limit the planned expansion of its business activities. Furthermore, if Eurofins' business activities are incurring deficits at that point in time, and should additional Eurofins funds be unavailable to finance business activity, it cannot be ruled out that Eurofins will be unable to maintain its operational business activity.

7.2.3 Credit Rating Risk

To secure better and cheaper access to debt capital markets, Eurofins has secured an investment grade rating (Baa3, outlook stable) given by the credit rating agency Moody's in July 2020. This rating is based on Moody's methodology, including notably financial metrics: Eurofins' future financial performances may therefore impact its credit rating. Any downgrade of such credit rating could negatively impact Eurofins' ability to access debt capital markets or deteriorate its costs of funding.

7.2.4 Interest Rate Risk

In order to finance parts of the acquisition and expansion costs, Eurofins and its subsidiaries have entered into several credit facility agreements as described in this report. Such credit facilities are either based on a fixed rate or on a variable rate. The variation risk of some credit facilities with variable interest rates is from time to time hedged by various financial instruments (e.g. swapped with a fixed rate or capped with a maximum interest rate covering a certain period). However, as certain lines of credit are still based on variable rates, it cannot be excluded that the interest rate of these lines will rise in the future. This could have an adverse effect on Eurofins' liquidity, financial position, and operating results.

Eurofins' exposure to the risk of changes in market interest rates relates to variable interest rate indebtedness and hedging activities, for example the possible discontinuation of the London Interbank Offered Rate (LIBOR) in the near future. To mitigate the Group's exposure to interest rate changes, Eurofins has, in the past, entered into several hedging contracts and might in the future enter into additional hedging contracts in order to limit the potential impact of adverse changes in interest rates. However, there are no guarantees that such contracts would be sufficient to fully protect the Group in the event of significant interest rate volatility. Those hedging contracts may have negative consequences on the Group's income statement (paying interest based on higher rates than market rates in a given period) and balance sheet (derivative accounting on hedging instruments), which could have a material adverse effect on the Group's net worth, financial position and operating results. As of 31 December 2020, the Group had no material exposure to such hedging contracts.

7.2.5 Foreign Currency Risk

Eurofins' reported financial performance can be impacted by changes in foreign currencies (both transaction and translation related). To mitigate the Group's exposure to currency fluctuations, Eurofins might enter into several hedging contracts in order to limit the potential impact of adverse changes in foreign currency fluctuations. However, there are no guarantees that such contracts would be sufficient to fully protect the Group in the event of significant volatility in one or more foreign currencies. Those hedging contracts may have negative consequences on the Group's income statement and balance sheet (derivative accounting on hedging instruments), which could have a material adverse effect on the Group's net worth, financial position, and operating results.

7.2.6 Counterparty Risk

Eurofins' exposure relates to the potential default of a counterparty holding financial assets (cash and cash equivalents held for trading financial assets, loan receivables and derivative instruments), with the maximum exposure being equal to the carrying amount of such assets.

To mitigate the counterparty risk, Eurofins endeavours to mainly deal with recognised financial institutions with appropriate credit ratings. All counterparties are generally financial institutions regulated and controlled by the national financial supervisory authorities of their respective countries.

For more information on market and counterparty risks, please see the notes to the 2020 consolidated financial statements (note 4.5 "Exposure to market and counterparties risk").

7.2.7 Revenues and Results Variability

Revenues and results depend on many factors and may not reach the level expected by the Group or by analysts or previous revenue levels. Eurofins' revenues vary from one quarter to another due to the seasonality of its activities (with a traditionally low cycle at the beginning of the year), and it is expected that these fluctuations shall continue. Eurofins' revenues may also vary from one accounting year to another. In particular, significant uncertainty remains on business outlook for 2021, particularly regarding the timing of travelling and lockdown restrictions, the roll-out of vaccination programmes and the overall impact of COVID-19 related activities on Group performance. Fluctuations in Eurofins' revenues can have a strong impact on various factors within the business, such as the market for existing and future services of the Group, changes in prices of services, changes in terms of staff and employees, increased competition, changes in economic and market conditions, changes in the financial health of or consolidation between Eurofins' customers, legal changes that could have an impact on Eurofins' activities, and other economic factors. Fluctuations in Eurofins' revenues and results may have an additional significant impact on the level and volatility of Eurofins' bonds and stock price.

7.3 Technological Risks

7.3.1 Rapid Technological Change Risks

The Group's future success depends on its ability to keep pace with rapid technological changes that could make its services and products less competitive or obsolete. The bioanalytics industry generally and, more specifically, biologic, genomics, and medical testing are subject to increasingly rapid technological changes. Eurofins' competitors or others might develop technologies, services or products that are more effective or commercially attractive than its current or future technologies, services or products, or that render its technologies, services or products less competitive or obsolete. If competitors introduce superior technologies, services or products and Eurofins cannot make enhancements to its technology to remain competitive, its competitive position and, in turn, business, revenues, and financial position would be materially and adversely affected.

7.3.2 Patents

Eurofins' bioanalytics business is dependent, in part, on its ability to obtain patents in various jurisdictions for its current and future technologies and services, to defend its patents and protect its know-how and trade secrets, and to operate without infringing on the proprietary rights of others. There can be no assurance that its patents will not be challenged by third parties or that, if challenged, those patents will be held valid. In addition, there can be no assurance that any technologies or products developed by Eurofins will not be challenged by third parties owning patent rights and, if challenged, will be held not to infringe on those patent rights. The expense involved in any patent litigation can be significant. Eurofins also relies on unpatented proprietary technology, and there can be no assurance that others will not independently develop or obtain similar products or technologies.

Eurofins attempts to obtain patent protection as deemed appropriate for its inventions from the appropriate patent offices. The prosecution and/or defence of this protection can involve a great deal of time and entail significant costs. There is no guarantee that all of the filed applications for patents will successfully pass the examination process. As noted above, there is a risk that Eurofins could be subjected to patent litigation with third parties and that an examination process could result in a negative result for Eurofins. The loss of material patents, materially successful infringement claims or the cost of litigation could all have a negative effect on the net worth, financial position and operating results of Eurofins.

In addition, it cannot be ruled out that patent rights will not be identified in the future that could significantly impair Eurofins' business activities. For example, no guarantee can be given that the research conducted by Eurofins and its patent attorneys has actually uncovered all relevant patents/patent applications. Likewise, it is possible for competitors to develop technology processes that Eurofins would like to use, but with respect to which Eurofins cannot obtain a license nor have the rights thereto invalidated. Eurofins is aware and has been aware from time to time of both various potential infringements of its patents and copies of its technology, but in view of the limited impact of these on Eurofins' markets so far and the cost, duration and uncertainty of legal action, Eurofins has not generally deemed it necessary to take legal action. It cannot be ruled out that these infringements or copies may make a larger impact on existing or future markets in which Eurofins operates or may seek to operate, with a corresponding negative impact on Eurofins' operations or results of operations.

7.3.3 Infringement of Property Rights

Industrial property rights allow patent infringement litigation to be initiated to obtain injunctive relief and compensatory damages. Claims for commensurate compensation can be asserted in legal action based on published patent applications. Competitors can be prevented from using the patented technology based on an enforceable judgment.

It may also become necessary to take legal action against third parties that infringe upon the (licensed) patents of Eurofins or patents which Eurofins will receive in the future, and to defend against patent infringement litigation brought by third parties. Furthermore, if a completely or partially legally valid patent of a third party or a patent subject to an opposition procedure or national invalidity proceedings is the subject of patent infringement litigation brought by a third party against Eurofins, and if the court hearing the case were to decide that Eurofins has infringed upon the patent, the court could prohibit the further use of the analytical method and could award the third party compensatory damages for the past patent infringement. In addition, Eurofins could be a plaintiff in litigation concerning its own patents and not win the case or fail to be successful to the extent necessary. In this case, for example, a third party could bring competing technologies to market, resulting in a negative effect on Eurofins' business activities and its net worth, financial position, and operating results. Such patent disputes can extend over long periods of time and tie up significant Eurofins personnel and Group financial potential.

Neither Eurofins nor its patent attorneys can guarantee that there are no patent rights of third parties that could impair the business operations of Eurofins. In addition, there is no certainty that a national court will not interpret the scope of protection offered by the patent of a third party differently than Eurofins and its patent attorneys. This could result in Eurofins or one of its business partners being charged with patent infringement and not succeeding in invalidating the patent alleged to be infringed, even though neither Eurofins nor its patent attorneys had viewed the corresponding action in this document as a patent infringement or had viewed the patent not strong enough to withstand legal proceedings.

The most severe risk for Eurofins stems from patent infringement. However, there may also be a litigation risk with regard to other IP rights, such as, for example, know-how, trade secrets, copyrights, trademarks or database rights. The occurrence of such risk may cause negative effects on the net worth, financial position, and operating results of Eurofins.

7.3.4 Licenses and Research Contracts

Eurofins' business involves entering into license, collaboration and other agreements with third parties relating to the development of technologies and products, both as licensor and licensee. There is no guarantee that Eurofins will be able to negotiate commercially acceptable licenses or other agreements necessary for the future exploitation of its technologies and products or that any of its licenses or other agreements will be successful. In addition, there is no guarantee that Eurofins' collaborative partners will not pursue or develop competing technologies or products, either on their own or in collaboration with others. Eurofins' license agreements are generally for a fixed term and, prior to the expiry of such term, may be terminated in certain circumstances, some of which may be beyond the control of Eurofins. There is no certainty that license agreements that expire or are terminated will be renewed or replaced, which could have an adverse effect on Eurofins' business, financial position, operating results, and prospects.

7.3.5 Information Technology Risks

IT systems are used extensively in virtually all aspects of its business, including clinical testing, test reporting, billing, customer service, logistics, management of data and for internal purposes such as HR, accounting, etc. Eurofins' success depends on the continued and uninterrupted performance of its IT systems. These systems are exposed to threats, that have been analysed and include physical damages or unavailability, but also malicious attempts to gain access to valuable data such as intellectual property or confidential data regarding Eurofins' clients, to prevent legitimate access to such data or alter its integrity. The unavailability of Eurofins' IT systems, due to cyberattacks, IT failures or excessive slowness could adversely impact the Group's operations, by causing loss of confidential information and of potential business opportunities or affecting the service expected by its customers. Long-term disruptions in the IT infrastructure, caused by events such as natural disasters, sabotage, cybercrime, the outbreak of war, the escalation of hostilities and acts of terrorism, particularly involving cities in which Eurofins has offices, could adversely and fatally affect its businesses. For that matter, Eurofins carries a

cybercrime insurance policy, the coverage of which might not fully compensate for all risks and losses that may occur in the case of an exceptional major event.

Eurofins reviews its security governance (including technical and organisational measures) on a regular basis and implements new control procedures to improve its efficiency and to comply with standards such as ISO-27k. Since 2017, Eurofins worked on the resilience of its global infrastructure by notably improving its detection and reaction capabilities: deployment of a 24/7 Security Operations Center (SOC) in charge of handling security alerts, improvement of the Security Information and Events Management (SIEM) and deployment of Intrusion Detection Systems (IDS), that already covers most of the Group's historic companies and is progressively rolled out to all entities.

As malicious IT activities have become more frequent globally and impact all markets and industries, Eurofins launched a large-scale transformation programme aimed at improving the long-term viability and security of its IT systems and protecting its assets, including customers' data and proprietary data.

Eurofins has developed IT business continuity and disaster recovery plans for parts of its operations and is continuously extending the coverage of such plans while updating methodologies. These plans also include precautionary measures to prevent failures in IT systems and limit the impact of a failure, should it occur.

Prevention of failures also applies to changes on IT systems, that Eurofins is regularly required to implement in order to keep pace with the rapid technological advances that characterise the market in which it competes. Eurofins takes the necessary precautionary measures to ensure smooth transitions, but acknowledges that there can be no safeguard against the risks inherently stemming from such changes, such as incidents caused by undetected errors or vulnerabilities and unexpected design flaws requiring costly maintenance. Significant delays in the planned delivery of system enhancements or improvements and inadequate performance of the systems once they are completed could therefore occur.

Eurofins relies in part on the IT services provided by third parties. Eurofins aims to select its service providers with care and to implement the necessary contractual, technical and organisational measures to manage the risks related to the outsourcing of its IT services. However, there can be no assurance of efficiency for neither the resilience and security of the third-party service providers, nor the transfer of the services from one service provider to another without impairment. In the event of a delay in the delivery of data, Eurofins could be required to transfer its data collection operations to an alternative provider of server hosting services inducing unexpected delays in delivering services or products.

In past instances, cyber security risks have materialised as major or critical events disrupting a part of the Group's operations and business activities for an extended period of time. In 2019, Eurofins was targeted by a large-scale and thoroughly prepared cyber-attack, impacting the availability of a significant amount of data stored on its servers. While the integrity of data suffered a minor loss, no evidence of any confidentiality breach was discovered through internally and externally led investigations (including the collaboration with national cybercrime law enforcement agencies).

Despite all the precautions taken, the risk of loss due to breach of confidentiality, failure of integrity of systems and data, inappropriateness or unavailability of systems and data, or inability to implement necessary IT changes within a reasonable time and with reasonable costs cannot be ruled out. The occurrence of such risk could have a negative effect on the net worth, financial position and operating results of Eurofins, notably due to:

- financial consequences, including, but not limited to, loss of funds or assets, potential customer compensation, legal and remediation costs, contractual damages, lost revenue;
- business disruption;
- reputational damage;
- fines or other actions taken by the authorities, such as data protection authorities; or
- consequences for Eurofins' strategic assets, for instance, if Eurofins or its clients' intellectual property is stolen or compromised.

7.3.6 Data Protection Risk

Failure of the Group to implement the requirements of data protection regulation in various jurisdictions, in particular the EU General Data Protection Regulation (GDPR) and the new California Consumer Privacy Act (CCPA), could result in damage claims from affected individuals, as well as enforcement actions from supervisory authorities, such as investigations or fines. Breaches of GDPR can result in the imposition of a fine equivalent to up to 4% of Eurofins' total worldwide annual turnover from the preceding financial year. Despite the high priority Eurofins is giving to data privacy compliance, there is a risk that not all legal requirements have been implemented in all

Companies of the Group, particularly as all material data protection laws have been implemented quite recently and are still subject to substantial uncertainties as to requirements and interpretation.

Material damage claims for affected individuals, administrative fines, or other enforcement actions from supervisory authorities would have adverse effects on Eurofins' financial position and results, as well as on its reputation.

7.3.7 Confidential Information

Eurofins has confidentiality agreements with numerous customers in place to not disclose the results of analyses or other confidential information. If a breach of these agreements or laws concerning patient data privacy were to occur, Eurofins could suffer financial penalties or have to respond to claims for damages.

As a mitigating measure, it is a general rule that new staff members are generally contractually committed not to reveal any technology, confidential data or results of analysis and access to the entirety of the databases is limited to a small number of staff. Staff in sensitive positions are often contractually bound by post-contractual non-compete clauses in those countries where these agreements are generally practised and permitted by law. Likewise, Eurofins generally imposes equally binding obligations on service providers to preserve the confidentiality of any confidential information they may receive in the context of their relationship with Eurofins, where appropriate.

Nonetheless, it is impossible to categorically rule out detrimental risk to Eurofins arising from the disclosure of confidential information to outside parties. Unauthorised access to Eurofins' proprietary information or to client or patient data in the Group's computers or online tools could cause significant damage.

7.3.8 Research and Development Projects

In the past, Eurofins has participated in various research and development (R&D) projects. Currently, there are several ongoing internal and collaborative research and development projects, including projects with the European Union. In the past, the majority of research projects undertaken by Eurofins have led to the successful application of new analytical methods. However, investment in R&D by its very nature presents a risk. The potential products and services to which Eurofins devotes R&D resources might never be successfully developed or commercialised by the Group for numerous reasons, including:

- inability to develop products or services that address customer needs;
- inability to bring the products or services to market in a cost-effective or competitive manner;
- inability to obtain regulatory approvals in a timely manner, or at all;
- competitive products or services with superior performance;
- patent conflicts or unenforceable intellectual property rights;
- lack of demand for the particular product or services; and
- other factors that could make the product or process uneconomical or unfeasible.

Incurring material R&D expenses for potential products or services that are not successfully developed and/or commercialised could have a material adverse effect on Eurofins' business, financial condition, prospects and stock price, especially in light of the fact that returns on investment may only be realised over an extended period of time or not at all.

7.4 Industrial Risks

7.4.1 Partial or Total Destruction of the Testing Databases

Eurofins maintains databases containing information on almost all of its available tests, in addition to data such as isotopic, genetic, chemical and other analytical fingerprints on products capable of analysis by Eurofins and which represent an integral part of its technological advances.

If the databases were to be corrupted, damaged, or destroyed, Eurofins' business could be adversely affected. To limit the risk of partial or total destruction, the main databases are generally kept in clusters of high availability datacentres interconnected via high-speed communication lines or, increasingly, in the cloud. To further ensure availability, Eurofins and its subsidiaries generally apply off-site back-ups of the databases. Nonetheless, despite these measures, financial consequences, business disruption, reputational damage, enforcement actions from the

authorities, and other consequences affecting Eurofins' net worth, financial position, operating results or strategic assets as a result of the corruption or other dysfunction of its databases cannot be ruled out.

7.4.2 Environmental Contamination Risks

Eurofins' business uses biological and hazardous materials, which could injure people or violate laws, resulting in liability that could adversely impact its financial condition and business. Its activities involve the controlled use of potentially harmful biological materials, as well as hazardous materials, solvents and other chemicals, and various radioactive compounds. While its risk may be mitigated by the relatively small quantities of such materials used, Eurofins cannot completely eliminate the risk of accidental contamination or injury from the use, storage, handling or disposal of these materials, including in the case of error, accident, fire, or other damage to its facilities, or in the case of the failure of specialised companies which often dispose of such materials for us to comply with their contractual and regulatory obligations. While Eurofins maintains insurance for environmental liabilities at levels which the Group believes are appropriate, in the event of contamination or injury, Eurofins could be held liable for any resulting damages and the corresponding liability could exceed its insurance coverage and/or ability to pay. Any contamination or injury could also damage its image and reputation, which is critical to obtaining new business. In addition, Eurofins is subject to one or more levels of laws and regulations governing the use, storage, handling and disposal of these materials and specified waste products in the countries in which it operates, as well as the remedial measures to be taken in the event of an environmental incident or damage to biodiversity. The cost of compliance with these laws and regulations is significant, and if changes are made to impose additional requirements, these costs could increase and have an adverse impact on its financial position and results of operations.

As some of Eurofins' laboratories work directly with flammable chemicals and/or heat as part of the testing services they offer, Eurofins endeavours to implement measures to mitigate against risks of fire in laboratories, as well as to reduce loss and damage, should an incident occur. These measures may not be sufficient in preventing fires or explosions that could create significant damages or even harm to employees or third parties.

7.4.3 Professional Liability

As a general matter, providers of bioanalytical services may be subject to lawsuits alleging negligence, errors and omissions, fraud, or other similar legal claims. These lawsuits could involve claims for substantial damages. For example, Eurofins' business contains the potential risk of substantial liability for damages in the event of analytical errors or frauds by its staff where Eurofins and its subsidiaries not only verify the authenticity of products analysed, but also look to detect dangerous components (e.g. pathogens, prions, pesticides, asbestos, mycotoxins, dioxins, toxic substances, etc.). Since these results may be relied upon and used in the marketing activities or regulatory filings of Eurofins' clients, such negligence, errors or omissions in the (reporting of the results of the) analyses could potentially lead to Eurofins' clients being forced to organise a product recall or suffering other financial losses. Potential errors could even have a wider impact on consumers' health or property. In the event that Eurofins would be found responsible for these damages, its liability could be very large. Errors or omissions in the analyses performed by Eurofins' clinical diagnostics division could also potentially impact patients' health.

Although Eurofins practises quality assurance programmes and staff training designed to prevent errors in its laboratories, the risk of human error, accident or fraud by an employee can never be totally ruled out.

To the Group's knowledge, such errors and omissions or acts of fraud by employees or leaders have already occurred in the past, for example in the detection of heavy metals and other hazardous contaminants in soil or water samples, or in ecotoxicology testing in some of its U.S. laboratories, or may occur from time to time in some of its laboratories, despite quality assurance and other precautionary measures implemented throughout its organisation. As soon as it becomes aware of such facts, Eurofins management immediately takes action to remedy the situation, which may include disciplinary measures up to the dismissal of the responsible employees and even in some very rare cases the shutdown of the entire laboratory facility or department and the transfer of these activities to other locations where necessary.

As a first line of defence, however, the service contracts entered into by Eurofins for the analysis of samples and products generally provide that Eurofins' liability for damages is limited to circumstances directly arising from the samples or products that have been examined by Eurofins. Eurofins believes that these contractual clauses when applicable and enforceable by law substantially limit Eurofins' liability in cases of analytical error. However, any professional liability litigation could also have an adverse impact on its client base and reputation.

The second line of defence in place is part of Eurofins' business and risk management policy, where a global and centralised general and professional liability insurance programme has been set up.

Despite these measures, it cannot be excluded that successful claims for damages could have adverse impact on the net worth, financial position, and operating results of Eurofins.

7.4.4 Reputational Risk and Damages to Brand

Reputational risk refers to the potential for damage to the Group's reputation and/or the Eurofins brand, resulting in loss of earnings or adverse impact on market capitalisation as a result of stakeholders taking a negative view of the Group or its actions.

Reputational risk may notably arise as a consequence of errors, fraud, or omissions by Eurofins' employees in relation to Eurofins' testing activities, analyses, results, or disclosure on any activity or position by a Company of the Group, or by one of its leaders or staff members, that contradicts applicable laws or the position of important opinion groups.

7.4.5 Insurances

As part of Eurofins' risk management policy, various global and centralised insurance policies have been rolled out, covering different types of risks, such as damage to Eurofins' assets and associated financial losses, and liabilities or other insurance policies required for its activities. In 2020, Eurofins continued its policy of centralising insurance programmes, enabling it to improve and increase coverage, while gaining more visibility on different local insurance programmes and keeping overall insurance costs under control. For confidentiality reasons, insurers and insured limits cannot be disclosed.

Within the scope of its global insurance programmes, the Group has taken out the following insurance policies, among other coverage, for some or most of its Companies:

- Property Damage and Business Interruption Insurance, including terrorism and natural peril coverage;
- General, Products and Professional Liability Insurance;
- Environmental Liability Insurance;
- Employment Practices Liability Insurance;
- Directors and Officers Liability Insurance (D&O); and
- Cyber Insurance.

The aim of the D&O policy is to cover the insured Eurofins Directors and Officers, including some key managers (such as the Chief Executive Officer, the main operating and scientific directors, and some other executive managers), as well as the Directors and Officers of Companies controlled by the Group, for any pecuniary consequences of loss or damage resulting from any claims brought against them, binding their civil liability whether individual or joint, and attributable to any professional misconduct, whether actual or alleged, committed by them in performing their managerial duties.

This policy is also subject to certain conditions and restrictions of common practice for similar contracts.

In addition, the Group's subsidiaries have subscribed to relevant insurance policies according to local regulations and local practices. These policies particularly aim to cover the insured company for the financial consequences of:

- damage affecting its assets and properties;
- business interruption resulting therefrom;
- third party liabilities;
- worker's compensation / employer's liability, where applicable;
- motor third-party liability; and
- any other mandatory local insurance cover.

As noted above, Eurofins believes that it has procured sufficient insurance coverage at reasonable terms and conditions and that, save for catastrophic damages, its insurance policies and coverage limits provide sufficient

protection for Eurofins' present requirements. Insured limits are being reviewed by Eurofins and its insurance brokers on a regular basis (taking into account the evolution of the insurance market, historical claims within Eurofins' industry as well as Eurofins' growth and exposure to potential claims) and where needed, amended. Up to the present time, Eurofins has very rarely been subject to substantial proven liability. However, it cannot be guaranteed that any claims for damages will not be asserted against Eurofins in the future, that Eurofins' insurance coverage will prove to be sufficient in all cases, or that Eurofins will not sustain losses outside the scope or limits of its insurance coverage.

Although Eurofins believes that the present reserves, if any, for product and professional liability claims are sufficient to cover currently estimated exposures, it is possible that the Group or individual subsidiaries may incur liabilities in excess of these recorded reserves, where they exist.

Claims in excess of recorded reserves if any and/or applicable insurance coverage could have adverse effects on Eurofins' net worth, financial position, operating results (principally costs of services) and cash flows in the period in which reserve estimates are adjusted or paid. In addition, successful major claims could also have a negative impact on Eurofins.

7.5 Other Risks

7.5.1 Risk of Loss of Key Employees

Eurofins has a number of key employees with highly specialised skills or leadership talent and extensive experience in their fields. If one or more of these key employees were to leave, Eurofins may have difficulty replacing them. Eurofins attempts to mitigate the risk of losing key employees through retention programmes, succession planning, and long-term incentive plans.

Eurofins may be unable to retain key employees or attract new highly qualified employees, which could have a negative impact on Eurofins' business, financial situation or results of operations.

7.5.2 Tax Risks

Eurofins conducts its business activities in many different countries and is potentially subject to tax liabilities in multiple jurisdictions.

Eurofins believes its tax returns, which it prepares in cooperation with its local tax advisers and accountants, are accurate and complete and that the Group has established adequate tax provisions. Accordingly, in the event of an external tax audit, Eurofins does not expect any material changes to its tax assessment or any additional tax liability. However, Eurofins may be subject to additional tax liability, including late payment interest and/or penalties, in particular if tax authorities' interpretation of the facts or laws should differ.

These unforeseen tax claims may result from a number of causes, including a taxable presence of a Company of the Group in a taxing jurisdiction, transfer pricing adjustments, a revision of allowable expenses, the application of indirect taxes on certain business transactions after the event, and disallowance of the benefits of a tax treaty. In addition, Eurofins may be subject to tax law changes in a taxing jurisdiction leading to retroactive tax claims.

Unforeseen tax claims or tax liabilities could have adverse effects on Eurofins' cash flow, net worth, financial position, and operating results.

For more information on tax risks and provisions, please see the notes to the 2020 consolidated financial statements (note 4.9 "Contingencies").

7.5.3 Risks of Litigation

Disputes in relation to Eurofins' business arise from time to time and can result in legal or arbitration proceedings. The outcome of these proceedings cannot be predicted. Ongoing litigation or potential new litigation that could cause significant financial or reputational damage for Eurofins continue or may arise in the context of the detection of biological contaminants in dairy products in Europe.

A negative outcome in a substantial litigation or arbitration case could have a material impact on Eurofins' business and financial position.

Currently, there are a few claims which have been threatened or asserted in pending litigation or arbitration proceedings concerning Eurofins and/or its subsidiaries and affiliates in the ordinary course of business or as a result of acquisitions.

7.5.4 Internal Controls Risks

Eurofins is enhancing its internal control platform to deploy necessary measures to manage existing and potential financial and operational risks, including measures aimed at limiting incidents that could lead to claims against Eurofins and its subsidiaries (see section II1.1.6 Internal Control and Internal Audit).

If Eurofins is unable to maintain effective internal control over financial reporting or disclosure controls and procedures, the accuracy and timeliness of its financial reporting may be adversely affected. Maintaining effective internal controls over its financial reporting is necessary in order to produce reliable financial statements. Moreover, Eurofins must maintain effective disclosure controls and procedures in order to provide reasonable assurance that the reported information is recorded, processed and summarised in a timely manner, and that such information is accumulated and communicated to Eurofins' management to allow timely decisions regarding required disclosure. If Eurofins is unable to maintain effective internal controls over financial reporting or disclosure controls and procedures, or to remediate any material weakness, it could result in a material misstatement of its consolidated financial statements that could require a restatement or other disclosures having an adverse impact on investor confidence and the market price of Eurofins' securities.

7.5.5 Fraud/Ethical risks

Eurofins has implemented various systems of quality assurance in the largest part of its laboratories, designed to ensure consistent procedures and traceability of results. Additionally, the local finance departments, Group finance teams and Group Internal Audit, as well as external auditors, perform regular controls and audit checks. Eurofins also encourages all internal and external parties to report suspicious situations and facts in a confidential and secure manner. To this effect, a whistleblowing point of contact has been created to handle concerns and queries both internally from Eurofins staff, and externally from third parties. One of Eurofins' core values is integrity: the Eurofins Group Code of Ethics, a number of derived policies, and trainings on these policies, are in place to safeguard integrity. Attempts to incite customers or partners to commit unethical steps are not permitted in the Group. However, the possibility of employee fraud or corruption may not be ruled out. This could have a very damaging impact on Eurofins and potentially put its existence at risk.

7.5.6 Environmental Risk and Risk from Climate Change

Eurofins acknowledges that climate change and global warming is a risk to the global economy and to society, as well as a driver for change. Eurofins believes that the direct impact of climate change on its operations is limited. The vast majority of Eurofins' business is performed in stationary, domiciled laboratories that are not particularly exposed to specific climate-related risk factors, such as flooding, drought or fires. Employees and operational equipment may require additional cooling or heating to optimally work and operate, potentially resulting in increased energy consumption.

Global warming, however, may have a significant and direct negative effect on Eurofins' customers as the supply chains of customers may be subject to change. Food production in some regions of the world may be negatively affected, which may force Eurofins' clients to adjust supply chains with potentially negative effects on Eurofins' food testing activities. Climate change may also have a detrimental effect on building activity in some regions, which may in turn have a negative effect on the environmental testing business of Eurofins.

As a market-leading analytical partner with a worldwide network of laboratories, Eurofins believes it is well-positioned to make potential adjustments in order to meet changing market requirements.

7.5.7 Volatility of the Market Price of Shares

The shares of Eurofins have been listed on Euronext Paris since 24 October 1997.

The market price of Eurofins' securities may be volatile. Any securities traded on a securities exchange are subject to risk factors which affect their price. Over time, global securities markets have experienced price fluctuations, which have been unrelated to the operating performance of the affected companies. Some of the factors that could negatively affect the price of Eurofins' securities include:

- general market and economic conditions, including disruptions, downgrades, credit events and perceived problems in the credit markets;
- actual or anticipated variations in the quarterly operating results or distributions;
- changes in the investments or asset composition of Eurofins;
- write-downs or perceived credit or liquidity issues affecting the assets of Eurofins;
- market perception of Eurofins, its business and its assets;
- the level of indebtedness of Eurofins and/or adverse market reaction to any indebtedness incurred in the future;
- additions or departures of Eurofins' key personnel;
- changes in market valuations of similar companies;
- litigation or regulatory actions; and
- speculation in the media or investment community.

There can be no assurance that the market price of Eurofins' securities will not experience significant fluctuations in the future, including fluctuations that are unrelated to the performance of Eurofins.

7.5.8 Significant Shareholding

The Martin family, through direct shareholdings and indirectly through their shareholding in Analytical Bioventures SCA, which is controlled by Dr. Gilles Martin, holds 33.4% of the shares, with 58.1% of the voting rights in Eurofins attached as of 31 December 2020.

The free float represents 66.6% of the shares and 41.9% of the voting rights of the Company.

Due to their significant shareholding, the current major shareholders are jointly in a position to control the outcome of important business decisions that require shareholder consent, regardless of votes to the contrary by the other shareholders. This significant shareholding also allows them to further increase their percentage of voting rights in Eurofins through the issuance of additional beneficiary units. These types of decisions could have a materially adverse impact on the results and value of Eurofins and the shares owned by others, as well as reduce the liquidity of the shares.

Future sales or issuances of a substantial number of securities in the public markets and the perception of such sales or issuances could depress the trading price of Eurofins' securities. Eurofins cannot predict the effect that such sales or issuances would have on the market price of its securities. Eurofins may need additional funds in the future and issue securities in lieu of incurring indebtedness, which may dilute existing holders of Eurofins' securities. Additionally, Eurofins may issue securities giving a more favourable position to holders of securities than that of its shareholders.

7.5.9 Unforeseen High Impact Risk

Notwithstanding the risks outlined above, Eurofins' operations may be subject to highly improbable, unforeseen events which may have a significant negative impact on its business activities, financial situation, and operating performance. Due to the unforeseeable nature of such events, it is not reasonably possible to mitigate their impact or predict the nature or extent of any resulting damage. Such unforeseen events may have a material adverse effect on the Group's net worth, financial position, and operating results.

7.5.10 Reliability of Opinions and Predictions

All assumptions, opinions and expectations that do not represent historical facts are expressly the opinions and predictions of Eurofins' management. Opinions and forward-looking statements are identified by expressions such as "planned", "expected", "believes", "assumes", "holds the view", "to the extent known", and similar formulations. Such statements reflect the management's current opinions regarding possible future events, which are by their nature uncertain and thus subject to risks. All forward-looking statements are subject to various risks and uncertainties. Actual events and results may differ substantially from expectations due to a variety of factors. Eurofins commits to no obligation or commitment to revise or update these opinions or forward-looking statements as a result of new information rendering these statements no longer accurate or timely.

Dated 24 February 2021

8 Eurofins Group Remuneration Report 2020

8.1 Introduction 98
8.2 Key developments in remuneration 99
8.2.1 Overall Group performance in 2020 99
8.2.2 Key developments in remuneration in 2020 99
8.3 Group Remuneration Policy 99
8.3.1 General Principles 99
8.3.2 Remuneration Governance 100
8.3.3 Remuneration for the Board of Directors 101
8.3.4 Remuneration for the members of the GOC 101
8.4 2020 Report on Remuneration awarded to the Board of Directors 107
8.5 2020 Report on Remuneration awarded to the GOC 110
8.5.1 Remuneration Evolution 110
8.5.2 Other Compensation Elements 114
8.5.3 Remuneration Benchmark Study 114
8.6 Long-term incentives 115
8.6.1 Stock-Options Plans 115
8.6.2 BSA Leaders Warrants 117
8.6.3 Free Share Plans (“FSP”) 117

8.1 Introduction

On behalf of the Nomination and Remuneration Committee (hereafter also referred to as “the Committee”), I am pleased to present Eurofins’ 2020 Remuneration Report (“Remuneration Report”). Despite the challenges of the pandemic, the Committee met twice to discuss these important topics and is pleased to report on further significant progress.

Eurofins aims to exceed market practice for the disclosure of nomination and remuneration decision processes and to strive for continuous improvements each year. The Luxembourg law of 24 May 2011 on the exercise of certain rights of shareholders at general meetings of EU listed companies has been amended by law of 01 August 2019 (the “2019 Law”). The Group aims to comply with both the 2019 Law, adopting the EU Shareholders’ Rights Directive (SRD II) into Luxembourg domestic law, and the Luxembourg Stock Exchange’s X Principles of Corporate Governance in terms of corporate disclosure.

Among the changes to the Luxembourg Law implemented in 2019, aimed at encouraging long-term shareholder engagement and increasing transparency throughout the investment process, additional disclosure regarding the remuneration of Directors of EU listed companies and a consultative vote by shareholders are now required. The Board of Directors is therefore proposing a non-binding, say-on-pay vote on the 2020 Remuneration Report at the Annual General Meeting to be held in April 2021. More details are set out in this report and we look forward to receiving shareholders’ feedback on this topic.

The Remuneration Report describes the Remuneration Policy for members of the Group Operating Council (“GOC”) and provides detail on its performance measures and their achievement. As part of the process of continuous improvement and in order to align with best practice, caps limiting the Short-Term and Long-Term Incentives and any Signing Bonus have been introduced in 2020 to the Remuneration Policy for GOC members.

In 2020, the Group continued to make meaningful improvements to its governance framework with the appointment to the Board of a fourth independent director, Pascal Rakovsky, with strong audit and financial experience. The Board now comprises four independent, non-executive directors and three executive directors. The appointment of 2 additional independent directors is proposed at the April 2021 AGM, including to replace one retiring member, to bring the total number to 8, including 4 women, and 5 independent members.

In the following pages, we provide details on the Remuneration Policy and its application in relation to the Board of Directors and the GOC members, also referred to as “senior executives” in this report.

We trust that this disclosure provides valuable information and we look forward to your continued support.

Yours sincerely,

Patrizia Luchetta

Chair of the Nomination and Remuneration Committee

8.2 Key developments in remuneration

8.2.1 Overall Group performance in 2020

2020 has been another year of very strong financial performance, intense innovation and operational activity for Eurofins. The Group companies' agility and speed of innovation enabled it to deliver very strong organic growth in spite of continued COVID-19 pandemic related business disruptions. Our financial performance is concrete evidence of the Group's positioning in attractive end markets and the result of years of investments to build a global network of state-of-the art laboratories and leading R&D teams, which enabled us to mobilise quickly and develop solutions to support healthcare authorities and our clients fighting the pandemic.

Total revenues increased 19.2% year-on-year to EUR 5,439m vs. EUR 4,563m in 2019, significantly exceeding the Group's FY 2020 original revenue objective of 5,000m EUR which was set in October 2018 and raised to EUR 5,300m in December 2020 to reflect the Group's very strong performance. Organic growth was strong during the year, at 19.3%, with 5.1% in H1 2020 and 32.7% in H2 2020. The Group is also pleased to report that in Q4 2020 its core business returned to target organic growth close to our secular organic growth objective of 5% per annum, and that adjusted EBITDA increased 52% year-on-year in FY 2020 to EUR 1,413m, representing a 26% adjusted EBITDA margin and a 560bps improvement year-on-year, exceeding the Group's latest EUR 1,300m adjusted EBITDA objective for FY 2020 (the initial adjusted EBITDA objective of EUR 1,100m was set on 4 March 2020, before the COVID-19 disruptions started in Europe and North America and was revised upward to EUR 1,300m on 15 December 2020).

8.2.2 Key developments in remuneration in 2020

An additional independent director was appointed to the Eurofins Board of Directors in 2020, which now comprises four independent, non-executive directors and three executive directors. Eurofins' Chief Executive Officer remained Chairman of the Board of Directors. As of December 2020, the GOC (excluding the CEO), which carries out the Group's strategy and handles day-to-day business activities, consisted of 13 members (2019: 17).

In 2020 the overall remuneration of the Board and of senior executives has been in line with the approved Group Remuneration Policy. In order to align with best practice, the 2020 Remuneration Report describes the Remuneration Policy for members of the GOC and provides detail on its performance measures and their achievement. Furthermore, caps limiting the Short-Term (STI) and Long-Term Incentives (LTI) and the Signing Bonus have been introduced in 2020 to the remuneration policy for GOC members.

From 2019 to 2020, the actual fixed compensation for the Chief Executive Officer decreased by 5%. The compensation for non-executive directors increased as follows: the annual fixed fee for each non-executive director was set at EUR 30,000, the Audit Committee chair was awarded a committee chair fee of EUR 20,000, the committee chair fees for the Corporate Governance Committee chair and the Nomination and Remuneration Committee chair remain unchanged at EUR 15,000 and the annual fee for committee membership also remained unchanged at EUR 10,000. In 2020, the average fixed remuneration for members of the GOC increased by 1.6% to EUR 367,940 (2019: 2.5% increase).

In the context of the COVID-19 pandemic, it was announced on 28 April 2020 that as a sign of solidarity with their teams, Eurofins' Board members and the Group's Chief Executive Officer decided to contribute 25% of their Q2 compensation to a solidarity fund in Q2 2020, a period during which some employees of Group companies most affected by lockdowns had to be furloughed for a number of weeks.

8.3 Group Remuneration Policy

8.3.1 General Principles

In compliance with its role as defined by Eurofins' Board of Directors and the Corporate Governance Charter, Eurofins' Nomination and Remuneration Committee (the "Committee") assisted the Board of Directors in the development of the present Eurofins Group Remuneration Policy (the "Policy"). This Policy was updated during the year and reviewed in February 2021 by the Committee. It was officially approved by the Board of Directors on 24 February 2021.

The Policy provides clarity and transparency on the remuneration principles of Eurofins' Directors and the GOC and is in alignment with the long-term strategic interest of the Company and its shareholders. The Policy has been developed by Eurofins' Human Resources and Legal functions with oversight and guidance from the Nomination and Remuneration Committee.

Eurofins' principles for remuneration of the GOC members are the result of careful deliberation and are designed to fulfil a number of important strategic objectives:

- Align the individual's contribution with Eurofins' business strategy and its objective of long-term value creation;
- Reward people based on their responsibilities and performance;
- Attract, motivate and retain high performers by positioning total remuneration to be competitive with peers and aligned to Eurofins' entrepreneurial roots and long-term focus.

The remuneration of the members of the Board of Directors is set to compensate for their contributions and responsibilities on the highest governing body of the Group.

8.3.2 Remuneration Governance

The following chart provides an overview of the decision-making process relating to the Remuneration Policy, the Aggregate Remuneration of the Board of Directors and other Remuneration Elements:

Remuneration Element	CEO	Nomination and Remuneration Committee	Board of Directors	AGM
Remuneration Policy		Recommendation	Approval	Consultative vote
Aggregate remuneration of members of the Board of Directors		Recommendation		Binding vote
Remuneration report		Recommendation	Approval	Consultative vote

In the evaluation and decision-making process, contributions from internal advisory functions are incorporated, in particular contributions from internal experts in the Human Resources department. Recommendations are made by the Nomination and Remuneration Committee and approved by the Board of Directors. In order to avoid potential conflicts of interest, members of the Board of Directors are not entitled to cast a vote on a resolution involving their own remuneration.

Nomination and Remuneration Committee

The Board of Directors has established a Nomination and Remuneration Committee comprised of independent directors only, responsible for overseeing and guiding the remuneration policies and practices of the Company. The role, composition, appointment and functioning of the Committee is further described in detail in the Corporate Governance Section of this report.

Say-On-Pay Vote

In line with the requirements of the 2019 Luxembourg Law translating the EU Shareholders' Rights Directive (SRD II) into Luxembourg domestic law, Eurofins' Board of Directors is required to put the Policy to a consultative say-on-pay vote at least every four years. However, in line with best practice and in the interest of our shareholders, Eurofins' Board of Directors will propose this motion at each Annual General Meeting. This vote is not intended to address any specific item of compensation, but rather seek support for the overall compensation of Eurofins' GOC members and the executive compensation policies and practices described in the Policy.

The Board of Directors and the Committee value the opinions of the Company's shareholders and will take into consideration the outcome of the consultative vote, in conjunction with other factors as the Board of Directors and the Committee consider appropriate.

8.3.3 Remuneration for the Board of Directors

In order to ensure their independence in the exercise of their duties, the compensation of non-executive directors is only based on annual fixed fees and on additional annual fixed fees for participation on Board Committees (Audit Committee, Corporate Governance Committee, Nomination and Remuneration Committee).

The Chairman of the Board is responsible for determining the attendance fee *(jetons de présence)* of the non-executive board members, within the limit of the aggregate amount approved at the Annual General Meeting of Shareholders. Unless specific criteria require otherwise, attendance fees should be the same for equal roles (directorship, membership in Committees).

The Board of Directors reviews the Board and Committee membership and chairperson fees annually and may adjust fees. Non-executive members of the Board of Directors may have time-limited advisory contracts and are not entitled to receive termination or severance payments.

Members of the Board of Directors do not receive any variable short-term incentives. At the discretion of the Board of Directors, non-executive board members may receive a limited number of long-term incentive instruments such as stock options.

In their role as Directors of Eurofins Scientific SE, executive directors do not receive any attendance fee *(jetons de présence)* from Eurofins Scientific SE or for participation in Board committees. Executive directors only receive compensation for their executive director position.

8.3.4 Remuneration for the members of the GOC

The Policy defines a set of remuneration elements that are aligned with best market practices and provide a mix of short-term and long-term incentives. The total remuneration consists of a) fixed remuneration, b) short-term incentives, c) long-term incentives, d) benefits in kind and in some cases e) signing bonus. The following describes the key elements of the Eurofins Group Remuneration Policy:

Fixed Remuneration

The fixed remuneration is set to support the recruitment and retention of GOC members that have the skillset and experience required to drive business performance and implement Group strategy. Fixed remuneration amounts need to be competitive with the external market and with companies of a similar size and complexity.

The fixed remuneration is set by the Board of Directors on the recommendation of the Committee and reflects the skills, experience, performance and responsibilities of the senior executive. To set the fixed remuneration, the Committee refers to benchmark and advice from executive search specialists, remuneration statistics of interviewed candidates as well as usual market practices.

Short-Term Incentives

The short-term incentive rewards the year-on-year performance of a senior executive against clear and measurable strategic, financial, operational and sustainable business development objectives which support the Company's long-term value creation for the benefit of our stakeholders. The short-term incentive is a key element of the Group's pay-for-performance approach to remuneration.

The individual targets are designed to create meaningful, ambitious, achievable and measurable performance objectives for the GOC. At the beginning of each performance year, upon the recommendation of the Chief Executive Officer, the performance objectives and measures are established, based on the business priorities for the year. They comprise a mix of financial and non-financial performance measures and set ambitious objectives customised for the operational scope of the senior executive. The financial objectives are generally focused on the delivery of key financial metrics such as organic growth of operating margins, free cash flow generation and return on investment.

The non-financial objectives are focused on the delivery of strategic projects relating, for example, to ESG, customer satisfaction and retention, operational excellence and quality management systems, employee health and safety, diversity and talent development, other internal projects, safety, etc. The committee retains the discretion to modify these non-financial objectives annually.

In the three to four months following the end of the performance year, achievement of performance targets is evaluated, reviewed and the respective pay-out is calculated.

The largest part of the short-term incentive is paid out in cash in the month after achievements have been established and shared back with the members of the GOC during their annual review meetings. In addition, for some executives, a percentage of the short-term incentive is awarded but is only paid out two or three years after the performance year, as a recurring incentive for retention.

Only in rare circumstances, where exceptional strategic projects or targets beyond the initially agreed performance scope are requested by the Board of Directors and achieved by the senior executive, can the Committee award variable compensation beyond 100% of the on-target objective.

The maximum amount of short-term incentives awarded to GOC members in a given year may not exceed 200% of Annual Base Salary (i.e. Fixed Remuneration) for the period. In circumstances where exceptional strategic projects or targets beyond the initially agreed performance scope are requested by the Board of Directors and achieved by the senior executive, those achievements may compensate for performance below 100% of the on-target objective. However, overall achievements above 100% of the on-target objective still cannot result in STI award of more than 200% of the on-target objective.

The number and type of financial and non-financial performance objectives are selected and set individually and often include a selection from the following set of performance indicators:

Objective	Strategic objectives	KPI used
Financial	Profitability	EBITAS margin growth or absolute EBITAS thresholds (Group)
		EBITAS margin growth or absolute EBITAS thresholds (business line or scope)
		Delivery of cost optimisation projects
Non-financial	Various	ESG (environmental metrics, diversity, compliance, employee health and safety, talent development, etc.)
		Delivery of strategic projects (site moves, IT solutions, deployment, quality management systems, etc.)
		Service delivery and other operational KPIs

For operational leaders, financial objectives should typically account for 70% - 80% of their respective performance measures while non-financial objectives should typically account for 20% - 30%.

Functional leaders should typically be assessed through a mix of specific objectives for their scope (scope related metrics, delivery of internal strategic projects, delivery of cost optimisation projects, etc.) and the Group's financial objectives.

The Chief Executive Officer has currently opted not to receive any annual bonus or short-term incentive.

Long-Term Incentives

Long-term incentives ("LTI") are designed to link a significant part of the senior executive's remuneration opportunity with the long-term performance of the Group. The outcome varies based on Group performance against set objectives which are linked directly to strategic priorities and are aligned with the interests of Eurofins shareholders.

LTI plans provide GOC members with the opportunity to receive equity-linked awards of stock options, free shares, or warrants based on their achievement of long-term goals. The Board of Directors, taking into account the recommendations of the Committee, sets unified performance objectives to measure the achievement of long-term performance (see "Performance Conditions" below).

Eurofins LTI plans include a 4 to 5 year vesting period, which is longer than the average vesting period set forth by our peers. In addition, the most recent annual LTI plans for GOC members stipulate a performance period of three calendar years beginning on 1st January of year N+1 and ending on 31st December of year N+3 ("Performance Period"), whereby N is the calendar year in which the LTI plan was initially awarded. After the Performance Period, achievement levels are determined by the Board of Directors with the support of the Committee and the respective incentive instrument vests according to achievement levels. For more details, please refer to the Performance Conditions sub-section below.

Incentive instruments are generally subject to a minimum vesting period of four years from the date that the LTI plan is been initially awarded. Rights under Eurofins incentive instruments typically expire after 8 (for warrants) or 10 (for stock option and free share plans) years after the initial LTI plan award date.

Eurofins' Board of Directors has the right to initiate one or more LTI plans during the term of the Policy under the shareholder authorisation given by the Company statutes and the Corporate Governance Charter.

Performance conditions highlighted under "Performance Conditions" below shall apply to all prospective or future LTI plans awarded even if they fall outside the scope of Stock Options, Free Shares and Warrants.

In any given year, the maximum value at award date for long-term incentives awarded to any senior executive may not exceed 250% of Annual Base Salary of that senior executive (except in rare cases where a GOC member would be based in an emerging country with a base salary calculated in accordance with local low costs of living).

Under the terms of the LTI programmes, GOC members lose their right to exercise non-vested incentive instruments when their underlying employment contract or directorship is terminated for any reason other than death or disability. Only the Board of Directors (or the Chairman upon delegation of the Board of Directors) can decide on exceptions to this condition, in specific and exceptional cases.

Performance Conditions

The following performance conditions are applicable for the stock option plan awarded in December 2020 for all GOC members. Similar (even if not identical) performance conditions have been applicable to the stock options and free shares awarded to GOC leaders in October 2019 (please see Eurofins' 2019 remuneration report for more details).

Under this Policy, the performance conditions of the long-term Incentive consist of two financial key performance indicators, equally weighted at 50% for the calculation of achievement:

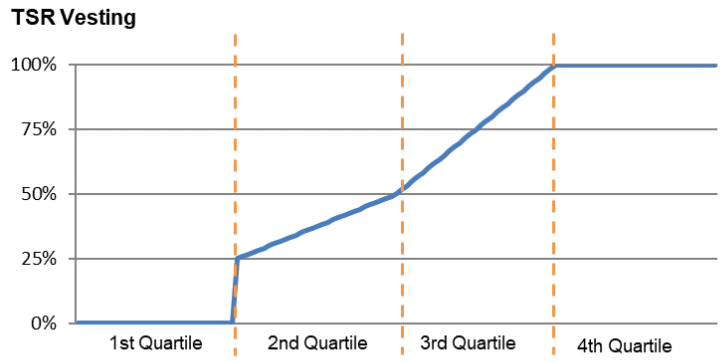
- Total Shareholder Return (TSR) (Eurofins' relative share price performance including dividends compared with an index or a peer group selection)
- Earnings Per Share (EPS) growth (Eurofins' absolute performance against an internal target)

Performance Condition 1

The TSR of Eurofins will be compared to the TSR of the other 119 companies composing the SBF120 index on Euronext Paris stock exchange over a three-year reference period. The intention of indexing performance against a peer group of companies is to reward the relative performance of the Company, where market factors that are outside the control of the GOC members and the company are neutralised.

The vesting levels for the TSR are defined as follows:

- 100% vesting if Eurofins is ranked in the top quartile i.e. among the first 30 companies among the 120 companies composing the SBF120 index;
- 50% vesting if Eurofins is ranked at median i.e. number 60 out of the 120 companies composing the SBF120 index;
- 25% vesting if Eurofins is ranked at start of the second quartile i.e. number 90 out of the 120 companies composing the SBF120 index;
- Zero vesting if Eurofins is ranked in the lower (first) quartile;
- In between the 30th and the 60th rank and between the 60th and the 90th rank, a linear interpolation applies.

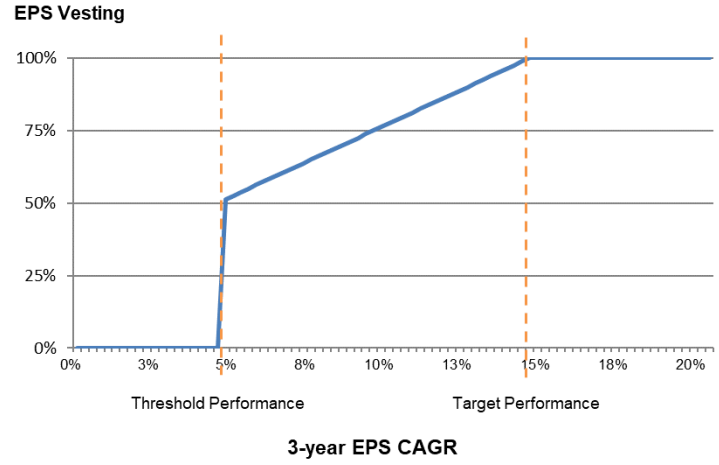


Performance Condition 2

The compounded annual growth rate of Eurofins' EPS will be assessed against a pre-defined internal target over a three-year reference period ("3-year EPS CAGR").

The vesting levels for the 3-year EPS CAGR are defined as follows:

- 50% vesting applies for a threshold performance set at 5%;
- 100% vesting applies for a target performance set at 15%; and
- Zero vesting if Eurofins' 3-year EPS CAGR performance is below the 5% threshold;
- In between 5% and 15%, a linear interpolation applies



Presence condition

Like all other holders of Eurofins LTI instruments, the senior executive must have kept the status of executive officer/ director in good standing within the Group under a valid written contract, without interruption from the award date until the expiration of the vesting or lockup period, whichever is later. At expiration of the vesting or lockup period, the senior executive shall have full ownership of the incentive instruments delivered under the LTI plan, subject to the fulfilment of share ownership requirements.

Clawback and Additional Covenants

The entitlement to exercise the incentive instrument at the end of the vesting or lockup period is further conditioned by (i) the senior executive refraining from engaging in conduct which could adversely affect the economic interests, image or reputation of the Eurofins Group or any of its member companies and (ii) always acting without personal economic conflict with any member of the Eurofins Group. Accordingly, the senior executive must comply with the following covenants as a condition to the right to exercise any incentive instrument.

(a) to refrain from publishing or making any statement that is critical of, or which adversely affects, the business or reputation of Eurofins, the Group or any of its respective affiliates, executive officers or directors (except as required in order to comply with legal proceedings or an audit or investigation by a governmental authority);

(b) to refrain from disclosing confidential information, including but not limited to industrial or trade secrets, as defined pursuant to, and in accordance with, any agreement he/she has signed with a company of the Eurofins Group and/or is written in applicable Eurofins corporate policies;

(c) to respect non-competition commitments during or following employment as defined pursuant to and in accordance with any agreement he/she has signed with one or more companies belonging to the Eurofins Group and/or is written in any applicable Eurofins corporate policy and to respect the terms of any agreement he/she has entered into with any company of the Eurofins Group;

(d) not to solicit for employment, hire, contribute to hire or attempt or entice any employee, director or leader of that company away from a company belonging to the Eurofins Group;

(e) to refrain from hedging the shares obtained through exercise of the incentive instrument (or using instruments such as covered call options, zero cost collars, exchange funds, etc., that allow the senior executive to reduce the risk of a Company's share price fluctuation) as this could create disclosure, monitoring and accounting obligations which might not be compatible with the Company's policies;

(f) to refrain from pledging Eurofins shares or options, i.e. operations involving the grant of an interest in shares obtained through exercises of the respective incentive instrument to third parties to secure personal loans or other personal debt;

(g) to respect insider trading restriction measures as implemented by the Group and as referred to in the respective plan rules.

In the event a senior executive breaches any of the covenants set forth in this section, while he or she is an executive officer or director of a company of the Group or during the 24 months immediately following the termination of such employment, consulting or other service provider relationship, such beneficiary shall (I) immediately forfeit any outstanding stock options, (II) be obligated to immediately return to Eurofins any shares resulting from exercises of incentive instruments net of acquisition and taxes cost, and (III) in the event such beneficiary has sold any shares resulting from exercises of incentive instruments, such senior executive shall be required to promptly pay Eurofins an amount equal to the aggregate after-tax proceeds received by the senior executive in connection with such sale.

The Board of Directors has the discretion to modify such performance conditions and allow partial or full exercise of incentive instruments in cases of exceptional circumstances beyond the control of the GOC, such as the COVID-19 pandemic.

Options or free shares packages awarded to an executive upon joining the Group, often to compensate similar instruments at their previous employer, may be exempt from such performance conditions.

Guidelines on Share Ownership ("SO Guidelines"):

In line with best practice, Eurofins has formal share ownership guidelines for the GOC members for share-based long-term incentives awarded on and after 24 October 2019. GOC members should own ordinary shares in the capital of Eurofins Scientific S.E., which may be acquired in the stock market, or through the exercise of stock options or other awarded incentive instruments (together the "Shares"). The Chief Executive Officer of the Company is required to hold 200% of his/her net base salary (ie. net after tax fixed remuneration excl. benefits in kind) and the other GOC members of the Company are required to hold 100% of their net base salary (ie. net after tax fixed remuneration excl. benefits in kind). Any shares held or controlled by GOC members shall count towards the determination of the amount of share ownership. Share ownership does not include any unvested LTI awards other than warrants.

Achievement of Required Share Ownership

The GOC member will have until the later date of a) five years after effect of this Remuneration Policy or b) five years after appointment as a senior executive to achieve the share ownership holding. Until a senior executive's shareholding has been met, the Senior Executive must retain fifty percent (50%) of the shares resulting from the vesting of any incentive instrument, provided that GOC members may sell shares to pay any applicable withholding tax due and acquisition price in connection with the vesting of share settled incentive instruments.

As long as a senior executive remains in office, he/she must own at least the number of shares of the Company as yearly determined. Once established, the senior executive's required share ownership will not change as a result of any fluctuations in the market price of the shares.

Failure to meet Required Share Ownership

Failure by a senior executive to meet or to show sustained progress towards meeting the required share ownership may result in a requirement to retain all shares obtained through the vesting of incentive instruments. The decision of the Board shall be final and binding in all matters relating to these guidelines. The senior executive's obligations under these share ownership (SO) guidelines are without prejudice to any lock-up or holding periods that apply to the senior executive under any incentive instrument plan.

Exceptions

There may be rare instances where the SO guidelines would place a severe financial hardship on a senior executive or prevent a senior executive from complying with a court order, such as in the case of a divorce settlement. Under these circumstances, the senior executive will work with the Board to develop an alternative share ownership plan that reflects the intention of the SO guidelines. In the event of a change in control of the Company or other exceptional circumstances as determined by the Board, the Board may waive the senior executive's obligations under the SO guidelines.

Benefits in Kind

Benefits in kind are awarded to support the long-term health and well-being of GOC members and are aligned to market practice for individuals in comparable positions. Recurring benefits in kind awarded typically include car-related benefits, employer contributions to pension insurance, medical benefits, contributions to cover school fees, tax computation and other benefits afforded to GOC members in comparable positions, such as personal assistants, or a driver to the Chief Executive Officer.

In circumstances where a GOC member is required to relocate for work purposes, the Group may reimburse reasonable related costs, such as relocation, housing costs, tax and social equalisation and education assistance.

Signing Bonus

In order to align executive compensation with shareholder interests, Eurofins does not have a policy of granting a one-time signing bonus in cash. However, in very exceptional circumstances, given that there might be some relocation expenses and pro-rata remuneration lost when a GOC member joins Eurofins, the management may award a one-time signing bonus in cash to compensate for the above.

This one-time payment in cash cannot exceed an amount of EUR 200,000 (or fx equivalent). In 2020, only one Signing Bonus of EUR 10,000 was paid.

Other Employment Conditions

Loss of Office

The Chief Executive Officer is not entitled to severance or retirement payments by the Group in case of termination of his/her mandate.

No member of the GOC, also referred to as "senior executive" in this report, is entitled to any non-market standard severance or retirement payments by the Group in case of termination of their contract other than their fixed compensation and pro rata variable compensation for the duration of the termination period and customary severance, health insurance and retirement benefits as typical for their seniority in the country where they are employed. No senior executive shall receive non-customary payments triggered in the event of change-of-control, corporate restructuring or spin-off.

Non-Competition

Employment contracts of GOC members foresee protection of the Company's information, and client and employee relationships. The senior executive may be required to refrain from working directly or indirectly for a competitor in the same business as Eurofins or approach and entice clients or employees away from the Group. The terms of their employment agreements generally stipulate a term for a non-competition provision of 18 to 36 months.

Termination

The employment of the Chief Executive Officer of Eurofins can be terminated without notice. The termination / notice periods of employment contracts with GOC members are typically between three and nine months, unless local law requires a longer termination period. In exceptional cases, where the Company has a particular interest in prolonging the termination period, or local practices or legal requirements warrant a prolongation of the termination period, the contract may exceptionally stipulate a termination period of up to twelve months.

8.4 2020 Report on Remuneration awarded to the Board of Directors

This section sets out the remuneration that was paid to the members of the Board of Directors in 2020.

An additional independent director was appointed to the Board in 2020. The Board now comprises four independent, non-executive directors and three executive directors. Eurofins' Chief Executive Officer remained Chairman of the Board of Directors.

From 2017 to 2019, the compensation of non-executive directors has been unchanged comprising of a) an annual fixed fee (EUR 20,000) and b) an annual fee per Committee membership (EUR 10,000 as a member and EUR 15,000 as chairperson).

In 2020, the compensation for non-executive directors increased as follows: the annual fixed fee for each non-executive director was set at EUR 30,000, the Audit Committee chair was awarded a committee chair fee of EUR 20,000, the committee chair fees for the Corporate Governance Committee chair and the Nomination and Remuneration Committee chair remain unchanged at EUR 15,000 and the annual fee for committee membership also remained unchanged at EUR 10,000.

Given that executive directors are not entitled to Board Membership Fees, the tables below detail their executive remuneration.

In 2020, the remuneration granted to the two executive directors (other than the Chief Executive Officer whose remuneration is further detailed in section 5.1.1 below) decreased by 1.5% for Mr. Yves-Loïc Martin and increased by 5% for Mrs Valérie Hanote vs 2019.

For the year 2020, the total remuneration awarded to the members of the Board of Directors was as follows (all figures shown on a pro rata temporis basis):

Board of Directors' Remuneration for the year 2020										
	EXECUTIVE REMUNERATION					BOARD REMUNERATION				
All amounts in EUR	Fixed compen-sation	Variable compen-sation	Benefits in kind	Supple-mental pension plan	Long-term incentives ("Stock Options")	Board atten-dance fee (jetons de presence)	Com-mittee atten-dance fee (jetons de presence)	Com-mittee chairman-ship fee	Long-term incentives ("Stock Options")	**Total compen-sation**
Gilles Martin	1,082,000	0	11,400	12,000	24,280	0	0	0	0	**1,129,680**
Yves-Loïc Martin	336,562	0	0	12,000	0	0	0	0	0	**348,562**
Valérie Hanote	275,625	0	10,692	22,000	0	0	0	0	0	**308,317**
Stuart Anderson	0	0	0	0	0	28,125	18,750	14,062	16,996	**77,934**
Fereshteh Pouchantchi	0	0	0	0	0	28,125	23,750	8,750	16,996	**77,621**
Patrizia Luchetta	0	0	0	0	0	28,125	13,750	14,062	16,996	**72,934**
Pascal Rakovsky	0	0	0	0	0	15,000		10,000	0	**25,000**

In Q2 2020, in the context of the COVID-19 pandemic, as a sign of solidarity with their teams, Eurofins' Board members and the Group's Chief Executive Officer announced on 28 April 2020 that they had decided to contribute 25% of their Q2 compensation to a solidarity fund, during a period in which employees of some Group companies most affected by lockdowns had to be furloughed for a number of weeks. The total amount donated by Board members to the Solidarity fund in Q2 2020 was over EUR 150,000.

The total attendance fees paid to non-executive members of the Board of Directors increased from EUR 165,000 in 2019 to EUR 202,500 in 2020. The increase is a direct result of the addition of one Board member mid-2020 and of the revised fee structure, as detailed previously in this section of the Annual Report.

Dr. Gilles Martin, as Chairman of the Board, was awarded 1,000 stock options, equalling EUR 24,280[9], under performance conditions as set out in the Remuneration Policy. Three non-executive members of the Board of Directors were awarded 700 stock options each, under performance conditions, equalling a value of EUR 16,996.

The remuneration awarded to the Board of Directors in 2020 compares with the remuneration awarded in 2019 as follows:

[9] The valuation of stock options awarded in December 2020 is based on a Bermudan model without considering any discount for performance conditions

Board of Directors' Remuneration for the year 2019										
	EXECUTIVE REMUNERATION					BOARD REMUNERATION				
All amounts in EUR	Fixed compen-sation	Variable compen-sation	Benefits in kind	Supple-mental pension plan	Long-term incentives ("Stock Options")	Board atten-dance fee (jetons de presence)	Com-mittee atten-dance fee (jetons de presence)	Com-mittee chairman-ship fee	Long-term incentives ("Stock Options")	**Total compen-sation**
Gilles Martin	1,154,000	0	11,400	12,000	11,814	0	0	0	0	**1,189,214**
Yves-Loïc Martin	342,000	0	0	12,000	0	0	0	0	0	**354,000**
Valérie Hanote	261,000	0	10,692	22,000	0	0	0	0	0	**293,692**
Stuart Anderson	0	0	0	0	0	20,000	20,000	15,000	23,016	**78,016**
Fereshteh Pouchantchi	0	0	0	0	0	20,000	20,000	15,000	23,016	**78,016**
Patrizia Luchetta	0	0	0	0	0	20,000	20,000	15,000	23,016	**78,016**

Eurofins Scientific SE - LTI held by Board members as of 31/12/2020								
Gilles Martin - Chairman	**total**						24/10/2019**	16/12/2020**
Stock options*	2,000						1,000	1,000
Free shares	nil							
BSA warrants	nil							
Yves-Loïc Martin	**total**							
Stock options	nil							
Free shares	nil							
BSA warrants	nil							
Valérie Hanote	**total**							
Stock options	nil							
Free shares	nil							
BSA warrants	nil							
Stuart Anderson	**total**	23/10/2014	21/01/2016	01/08/2016	13/12/2017	08/01/2019	24/10/2019**	16/12/2020**
Stock options*	8,200	1,000	1,800	1,500	1,000	1,200	1,000	700
free shares	nil							
BSA warrants	nil							
Fereshteh Pouchantchi	**total**		21/01/2016	01/08/2016	13/12/2017	08/01/2019	24/10/2019**	16/12/2020**
stock options*	5,400		800	700	1,000	1,200	1,000	700
free shares	nil							
BSA warrants	nil							
Patrizia Luchetta	**total**				13/12/2017	08/01/2019	24/10/2019**	16/12/2020**
Stock options*	3,900				1,000	1,200	1,000	700
free shares	nil							
BSA warrants	nil							
Pascal Rakovsky	**total**							
stock options	nil							
free shares	nil							
BSA warrants	nil							

*please refer to section 8.6 of the Remuneration report for more details on each plan

**under performance conditions

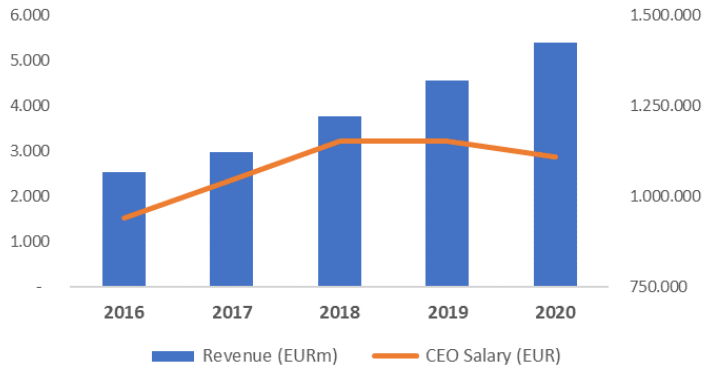
8.5 2020 Report on Remuneration awarded to the GOC

This section details the remuneration awarded to the Chief Executive Officer and the members of the GOC in 2020. From 1st January to 31st December 2020, the number of members of the GOC (excluding the CEO) decreased from 17 to 13 [10], following an internal reorganisation to cultivate better regional proximity and optimise alignment between geographic responsibilities and business operations.

8.5.1 Remuneration Evolution

CEO

The following chart shows the evolution of the fixed remuneration, excluding benefits, pensions and LTIs, earned by Eurofins' Chief Executive Officer, Dr. Gilles Martin, compared to Group revenues between 2016 and 2020.



In addition to the fixed compensation and benefits granted to the Chief Executive Officer, Dr. Gilles Martin, it should be noted that other indirect costs and expenses were borne by the Group as part of his duties as Chief Executive Officer of the Group and Chairman of the Board of Directors.

Including other elements of his total remuneration (detailed in table "Board of Directors' Remuneration for the year 2020" above), his total remuneration decreased by 4% in 2020, subsequent to the remuneration cut enacted in April 2020 in solidarity with employees impacted by the COVID-19 pandemic (please see section "COVID-19 and Remuneration" hereafter for more details).

Group Operating Council (excluding the CEO)

Total remuneration

In 2020, the GOC members were awarded a total remuneration[11] of EUR 13,331,369 (2019: EUR 12,818,892[12]). The increase is entirely due to the timing of joining and leaving of GOC members between the two periods, as on a per FTE basis, the total remuneration of GOC members decreased by 9.3% in 2020.

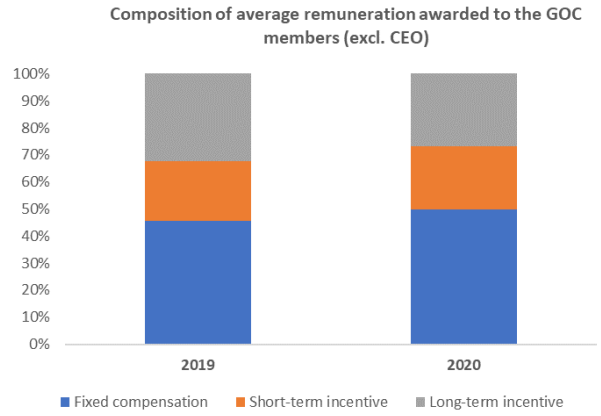
The total remuneration of GOC members is made of fixed compensation elements, short-term incentives and long-term incentives. Each component is further detailed in the following sections.

[10] Taking into account the timing of joining and leaving of the GOC members in these two periods, the FTE number of GOC members increased from 14.3 to 16.4 in 2020 vs 2019

[11] Fixed compensation + short-term incentive + long-term incentive

[12] Short-term incentives stated at target

In 2020, the average part of GOC member awarded remuneration at risk (short-term incentive, long-term incentive) amounted to 50% (54%[13] in 2019). The part of the remuneration awarded in equity instruments (stock options or free shares) amounted, on average, to 27% in 2020 (32% in 2019).



The following tables break down in more detail the remuneration mix of members of the GOC for 2020 and 2019:

2020 (awarded)

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Fixed Remuneration	Short-term Variable Remuneration (opportunity)*	Deferred Variable Remuneration (opportunity)	Long-term Incentive (awarded)	Total 2020 Remuneration	% of total remuneration
Cash	6,034,211	2,700,532	397,474	-	9,132,217	*68.5%*
Benefits in Kind	617,852	-	-	-	617,852	*4.6%*
Equity		-	-	3,581,300	3,581,300	*26.9%*
TOTAL	**6,652,063**	**2,700,532**	**397,474**	**3,581,300**	**13,331,369**	***100.0%***
In % of total	*49.9%*	*20.3%*	*3.0%*	*26.9%*	*100%*	

**refers to a maximum budget, not what will be paid out after achievement review*

[13] Normalised: assumes long-term incentive awarded in January 2019 is attributable to 2018 performance period

2019 (awarded)

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Fixed Remuneration	Short-term Variable Remuneration (opportunity)*	Deferred Variable Remuneration (opportunity)	Long-term Incentive (awarded)	Total 2019 Remuneration	*% of total remuneration*
Cash	5,176,368	2,143,313	676,382	-	7,996,063	*62.4%*
Benefits in Kind	682,798	-	-	-	682,798	*5.3%*
Equity	-	-	-	4,140,031	4,140,031	*32.3%*
TOTAL	**5,859,166**	**2,143,313**	**676,382**	**4,140,031**	**12,818,892**	***100.0%***
In % of total	*45.7%*	*16.7%*	*5.3%*	*32.3%*	*100%*	

**refers to a maximum budget, not what has been paid out after achievement review, which can be seen in the below table (earned)*

2019 (earned)

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Fixed Remuneration	Short-term Variable Remuneration (earned)	Deferred Variable Remuneration (earned)	Long-term Incentive (awarded)	Total 2019 Remuneration	*% of total remuneration*
Cash	5,176,368	1,630,382	286,500	-	7,093,250	*59.5%*
Benefits in Kind	682,798	-	-	-	682,798	*5.7%*
Equity	-	-	-	4,140,031	4,140,031	*34.7%*
TOTAL	**5,859,166**	**1,630,382**	**286,500**	**4,140,031**	**11,916,079**	***100.0%***
In % of total	*49.2%*	*13.7%*	*2.4%*	*34.7%*	*100%*	

Fixed Remuneration

The following tables summarise the fixed remuneration paid to the members of the GOC, excluding the Chief Executive Officer, in 2020 and 2019:

2020

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Fixed Compensation	Pension Benefits	Other Benefits in Kind	Total Fixed Remuneration
Cash	6,034,211			6,034,211
Contribution in Kind		280,989	336,863	617,852
Equity				
TOTAL	**6,034,211**	**280,989**	**336,863**	**6,652,063**

2019

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Fixed Compensation	Pension Benefits	Other Benefits in Kind	Total Fixed Remuneration
Cash	5,176,368	-	-	5,176,368
Contribution in Kind	-	282,454	400,344	682,798
Equity	-	-	-	-
TOTAL	**5,176,368**	**282,454**	**400,344**	**5,859,166**

From 2019 to 2020, on a per FTE basis, the average fixed compensation for members of the GOC (excluding the Chief Executive Officer) increased by 1.6% (2019: 2.5%).

Short-term incentives

Short-term Incentive ("cash")

As set out in the Group Remuneration Policy, the short-term incentive ("STI") for the members of the GOC is determined by the achievement of financial and non-financial objectives and by the successful delivery of strategic projects.

2020

Achievement levels for short-term incentives in 2020 will be determined after publication of this report. The short-term incentive earned for the year 2020 will be paid out in cash to members of the GOC in March and April 2021.

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Minimum STI opportunity 2020	Target STI opportunity 2020	STI Remuneration earned 2020	% opportunity 2020 vs opportunity 2019
Cash	-	2,700,532	TBA	*104.0%*

The increase of STI opportunity in 2020 is largely driven by the timing of joining and leaving of GOC members between the two periods. On a per FTE basis, the STI opportunity increase is up 10% in 2020 vs 2019.

2019

The achievement level of short-term incentives for 2019 paid out in 2020 to members of the GOC was at 76.1% of target performance compared with 87.6% for the previous period, due mostly to the impact of the cyber attack on 2019 results.

Due to the uncertainty surrounding the onset of the COVID-19 pandemic at the beginning of the year, some 2019 short- term incentives were deferred in 2020 and paid out in the second half of 2020 only.

The following table summarises the target short-term incentive for 2019 and the actual short-term incentive paid in 2020 for 2019:

GROUP OPERATING COUNCIL excl. CEO (in EUR)	Minimum STI opportunity 2020	Target STI opportunity 2019	STI Remuneration earned 2019	% earned 2020 vs opportunity
Cash	-	2,143,313	1,630,382	*76.1%*

Short-Term Incentive ("deferred cash")

A limited number of members of the GOC were granted a short-term incentive, the payout of which is fully deferred by three years post performance period, e.g. payout in 2024 for performance period 2020. The target deferred short-term incentive for 2020 (payout 2024) amounts to EUR 397,474 versus EUR 676,382 in 2019 (payout in 2023). The decrease is largely attributable to the fact that whilst a deferred bonus was granted to new GOC members in 2019, there was none made in the current year as no new members joined the GOC in 2020.

8.5.2 Other Compensation Elements

Severance Payments to members of the GOC

During 2020, only one severance payment totalling EUR 32,000 was paid out.

Loans to members of the GOC

As of 31 December 2020, there was one loan due from a member of the GOC (not the CEO, CFO or a board member), with an outstanding amount of EUR 380,673.10. This is a short-term advance, which is expected to be fully repaid in 2021.

COVID-19 and Remuneration

During 2020, several Eurofins Companies were negatively affected by both lockdowns and reduced activity of their clients as a result of the COVID-19 pandemic. At the same time, many other Eurofins Companies mobilised quickly to develop a range of solutions to fight the COVID-19 pandemic. As a demonstration of solidarity with their teams, Eurofins' Board members and the Group's Chief Executive Officer decided to contribute 25% of their Q2 compensation to a solidarity fund during Q2 2020, a period during which some employees of Eurofins Companies were furloughed for a number of weeks. Some members of the Group Operating Council also contributed to the solidarity fund through a voluntary reduction in compensation in Q2.

Due to the lack of visibility on the economic outlook, decisions on STI payouts to GOC leaders for the year 2019 were deferred from the first half to the second half of the year.

To recognise the contributions of front-line employees who have played a significant part in the success that Eurofins has had this year, despite the negative impact of the pandemic, our GOC decided to encourage Eurofins' legal entities operating laboratories which continued to operate during the lockdowns applicable in their region to pay an extraordinary year-end bonus to their laboratory staff, who have continuously turned up to work at our or at our clients' sites and supported our clients during the pandemic.

8.5.3 Remuneration Benchmark Study

In 2019, the Nomination and Remuneration Committee of Eurofins commissioned an internal benchmark study to assess the remuneration levels of the members of the GOC (excluding the Chief Executive Officer) for 2018 compared with companies from the global Testing, Inspection and Certification industry. The peer group analysed comprised ALS, Applus, Bureau Veritas, Intertek and SGS. Overall, the results of the internal benchmark study were in line with expectations of the Nomination and Remuneration Committee and confirmed the view that Eurofins has adequate remuneration practices in place to attract and retain its most senior leadership. More details on the benchmark study conducted last year can be found in Eurofins' 2019 annual report. In adherence to best practices, we aim to conduct a remuneration benchmark analysis every three years and therefore the next benchmark analysis will be conducted in 2022.

8.6 Long-term incentives

8.6.1 Stock-Option Plans

In 2020, the Board of Directors approved one new stock-option plan ("SOP") for the members of the GOC, members of the Board of Directors and other selected key leaders of the Group. Out of the 1,493,150 stock options awarded in total during 2020[14], 4,100 stock options with a value of EUR 99,548 were awarded to members of the Board of Directors and 143,500 stock options with a value of EUR 3,484,180 were awarded to members of the GOC (excluding the Chief Executive Officer).

The 147,600 stock options with a value of EUR 3,583,728, which were awarded during 2020 to members of the Board of Directors and GOC, are subject to a 3-year performance period and performance conditions as detailed in the Group Remuneration Policy and an average 4.5 year vesting period (50% of the stock options vest after 4 years and 50% of the stock options vest after 5 years from initial award date).

In relation to the plans awarded in October 2019, Eurofins introduced a hurdle to increase the exercise price of stock options above the trading price of Eurofins shares at the time of award. For all plans awarded on or after 24 October 2019 plans, this hurdle has been set at 2%.

Since its IPO in 1997, Eurofins' Board of Directors has awarded 47 stock option plans, of which 16 are still open as of 31 December 2020. More than 2,880 current or former staff have benefitted from stock option plans as of the end of 2020. The number of current employees and Directors who benefit from outstanding stock option plans totals 1,339, meaning that 2.6% of Eurofins staff are directly participating in stock option plans.

The details of the current stock option plans outstanding as of 31 December 2020, with details of grants to members of the Board of Directors and the GOC, are as follows:

Stock option plans	**32nd SOP[15]**	**33rd SOP[6]**	**34th SOP[6]**	**35th SOP[6]**	**36th SOP[6]**	**37th SOP[6]**	**38th SOP[6]**	**39th SOP[6]**
Date of Board of Directors meetings	23/02/2011	10/10/2011	02/03/2012	19/12/2012	01/10/2013	23/10/2014	07/04/2015	22/10/2015
Number of options initially awarded	897,500	1,583,500	462,500	1,914,750	1,390,650	1,209,500	600,000	352,500
incl. options granted to members of the Board of Directors in respective period	0	5,000	0	3,000	2,000	4,000	0	0
incl. options granted to members of the GOC in respective period (excl. CEO)								
First stock option exercise date	23/02/2015	10/10/2015	02/03/2016	19/12/2016	01/10/2017	23/10/2018	07/04/2019	22/10/2019
Final stock option exercise date	22/02/2021	09/10/2021	01/03/2022	18/12/2022	30/09/2023	22/10/2024	06/04/2025	21/10/2025
Subscription price in EUR	5.01	5.78	6.56	12.01	18.23	18.83	25.19	28.28
Number of options exercised as of 31/12/2020	764,000	1,045,540	263,500	1,198,930	722,950	657,950	30,700	114,400
Number of options lost and/or reawarded under new conditions	97,000	395,650	185,500	466,500	432,650	289,450	469,500	222,500
Number of valid options *	36,500	142,310	13,500	249,320	235,050	262,100	99,800	15,600

[14] The fair value of options/free shares granted during the period is determined using the Black-Scholes (before 2019 awards) or Bermudan valuation model from 2019 onwards

[15] LTI instruments awarded before the stock split have been adjusted by a factor of 10 to reflect the value corresponding to the pre-split incentive.

Stock option plans	40th SOP[6]	41th SOP[6]	42nd SOP[6]	43rd SOP[6]	44th SOP[6]	45th SOP[6]	46th SOP a) (unconditional) [6]	46th SOP b) (conditional) [6]
Date of Board of Directors meetings	21/01/2016	01/08/2016	04/04/2017	13/12/2017	08/01/2019	18/07/2019	24/10/2019	24/10/2019
Number of options initially awarded	939,200	1,227,400	413,900	1,696,950	2,175,880	20,000	1,419,250	210,000
incl. options granted to members of the Board of Directors in respective period	3,600	3,000	0	3,000	3,600	0	0	4,000
incl. options granted to members of the GOC in respective period (excl. CEO)					156,000	0	140,000	206,000
First stock option exercise date	21/01/2020	01/08/2020	04/04/2021	13/12/2021	08/01/2023	18/07/2023	24/10/2023	24/10/2023
Final stock option exercise date	20/01/2026	31/07/2026	03/04/2027	12/12/2027	07/01/2029	17/07/2029	23/10/2029	23/10/2029
Subscription price in EUR	28.63	33.69	40.49	50.87	32.50	38.58	44.68	44.68
Number of options exercised as of 31/12/2020	221,750	165,600	0	1,500	1,500	0	750	0
Number of options lost and/or reawarded under new conditions	338,550	435,650	199,500	583,000	450,060	0	132,050	20,000
Number of valid options *	378,900	626,150	214,400	1,112,450	1,724,320	20,000	1,286,450	190,000

Stock option plans	47th SOP a) (unconditional)	47th SOP b) (conditional)
Date of Board of Directors meetings	16/12/2020	16/12/2020
Number of options initially awarded	1,345,550	147,600
incl. options granted to members of the Board of Directors in respective period	0	4,100
incl. options granted to members of the GOC in respective period (excl. CEO)	0	143,500
First stock option exercise date	16/12/2024	16/12/2024
Final stock option exercise date	15/12/2030	15/12/2030
Subscription price in EUR	67.50	67.50
Number of options exercised as of 31/12/2020	0	0
Number of options lost and/or reawarded under new conditions	7,000	0
Number of valid options *	1,338,550	147,600

**considers only valid and exercisable options, but not options initially awarded or already exercised*

8.6.2 BSA Leaders Warrants

Eurofins has issued two sets of BSA leaders warrants on 1 July 2014 and 24 May 2018 that could be purchased by key employees granting preferential subscription rights to Eurofins shares, which are still outstanding as of 31 December 2020.

The Chief Executive Officer acting in the name and on behalf of the Board of Directors in compliance with article 8Bis of Eurofins' Articles (see 3 below), decided on 1 July 2014, to issue 117,820 non listed BSA (French acronym for "*Bons de souscription d'actions*") called "2014 BSA Leaders Warrants" at a purchase price of EUR 18.15 per warrant with preferential subscription rights reserved to a certain number of executive leaders of the Eurofins Group selected by Eurofins reflecting their key management duties and responsibilities and the contribution they may bring to the enhancement of the value of the shares of Eurofins and their desire to invest in a long-term equity-linked instrument. Each 2014 BSA Leaders Warrant gives the holder the right to subscribe to ten (10) new Eurofins shares at an exercise price of EUR 281.58 per warrant representing the issuance of up to 1,178,200[6] new shares of Eurofins. The exercise period is from 1st July 2018 to 30 June 2022. The Company also has the possibility to accelerate the exercise of the warrants should its share price (after the ten-for-one stock split enforced on 19 November 2020) reach EUR 50.68[6] during this period.

Between 1 January and 31 December 2020, 29,451[6] "2014 BSA Leaders Warrants" were executed representing 294,510 new shares.

The Chief Executive Officer acting in the name and on behalf of the Board of Directors, in compliance with article 8Bis of Eurofins' Articles (see 3 below), decided on 24 May 2018, to issue 126,460 non listed BSA (French acronym for "*Bons de souscription d'actions*") called "2018 BSA Leaders Warrants" at a purchase price of EUR 34.36 per warrant with preferential subscription rights reserved to a certain number of executive leaders of the Eurofins Group, selected by Eurofins, reflecting their key management duties and responsibilities and the contribution they may bring to the enhancement of the value of the shares of Eurofins and their desire to invest in a long-term equity-linked instrument. Each 2018 BSA Leaders Warrant gives the holder the right to subscribe to ten (10) new Eurofins shares at an exercise price of EUR 529.65 per warrant representing the issuance of up to 1,264,600**[6]** new shares of Eurofins. The exercise period is from 1st June 2022 to 31 May 2026. The Company also has the possibility to accelerate the exercise of the warrants should its share price reach EUR 95.34**[6]** during this period.

Further details on these warrants can be found in note 4.7 "Potentially dilutive instruments" to the consolidated financial statements.

8.6.3 Free Share Plans ("FSP")

As part of the Company's long-term incentive programme for the GOC and other key personnel, and in addition to stock option plans and BSA warrants as described above, the Company's Board of Directors on 29 July 2016 granted free shares to some employees and Directors of Group affiliates and has set a general framework and defined general "Free Share Plan rules" to that effect.

Eurofins' Board of Directors awarded free shares in 2020 from two new long-term plans representing 104,000**[6]** total free shares. The main terms of the 7th and 8th Free Share Plans are as the previous plans and include a vesting period of 4 years for the first half of free shares awarded to each beneficiary and 5 years for the second half.

The details of the current free share plans outstanding as of 31 December 2020 are as follows:

Free share plans	1st instal-ment[6]	2nd instal-ment[6]	3rd instal-ment[6]	4th instal-ment[6]	5th instal-ment[6]	6th instalment a) (unconditional)[6]	6th instalment b) (conditional)[6]	7th instalment	8th instalment
Date of Board of Directors meetings	29/07/2016	01/08/2016	04/04/2017	13/12/2017	08/01/2019	24/10/2019	24/10/2019	26/06/2020	16/12/2020
Number of free shares initially awarded[6]	59,850	44,960	9,400	134,000	149,280	87,680	1,200	20,200	83,800
incl. free shares granted to members of the Board of Directors in respective period[6]	0	0	0	0	0	0	0	0	0
incl. free shares granted to members of the GOC in respective period (excl. CEO)					1,440		1,200	0	0
Date of delivery of first tranche of free shares	29/07/2020	01/08/2020	04/04/2021	13/12/2021	08/01/2023	24/10/2023	24/10/2023	26/06/2024	16/12/2024
Date of delivery of second tranche of free shares	29/07/2021	01/08/2021	04/04/2022	13/12/2022	08/01/2024	24/10/2024	24/10/2024	26/06/2025	16/12/2025
Number of free shares vested and delivered as of 31/12/2020	24,650	18,320							
Number of free shares lost and/or reawarded under new conditions	11,100	8,990	5,600	46,220	27,660	11,050	0	200	0
Number of valid unvested free shares	24,100	17,650	3,800	87,780	121,620	76,630	1,200	20,000	83,800

9 Eurofins Scientific SE, the Group Parent Company

Eurofins Scientific SE (“Eurofins” or the “Company”) is the parent company of the Eurofins Group. The Company is governed by Luxembourg law and its registered office is located at 23 Val Fleuri, L-1526 Luxembourg - Grand-Duchy of Luxembourg and registered under number RCS Luxembourg B 167775.

An important role of Eurofins as a holding company is to manage its investments and the financing of the activities of its subsidiaries.

In 2020, Eurofins recorded total financial income of EUR 114.1m, compared to EUR 165.4m in the previous year, of which the dividends received from its direct subsidiaries amount to EUR 77.8m in 2020 versus EUR 34.8m in 2019. Operating expenses including staff costs amounted to EUR 8.2m in 2020 compared to EUR 2.9m in 2019. Interest payable and similar expenses increased to EUR 123.5m compared to EUR 112.6m in the previous year. The tax expense in 2020 is a gain of EUR 0.1m. Therefore, the Company’s net loss for 2020 stood at EUR (12.3m), versus a net profit of EUR 52.4m in 2019.

The documents that can be legally required by authorized persons (such as shareholders, directors, etc.) are available at the registered office.

10 Corporate Governance

The corporate governance statements that shall legally be included in the management report and notably those as set forth in the law of 19 May 2006 on takeover bids, as amended (the “Takeover Law”) are disclosed in Part 2 of the Corporate Governance report below and shall be deemed to be part of this management report.

Corporate Governance

This first part of the Corporate Governance section shows a verbatim version of the Corporate Governance Charter of Eurofins as amended by the Board of Directors on 24 February 2021, which reads as follows:

1 Corporate Governance Charter of Eurofins

Eurofins Scientific S.E. (hereinafter referred to as "Eurofins" or the "Company") has its registered office located in Luxembourg and its shares are listed in France on the regulated market of Euronext. Together with its direct and indirect controlled subsidiaries and affiliates, Eurofins Scientific S.E. is the parent company of the Eurofins Group (the "Group"). Eurofins falls under the supervision of the Commission de Surveillance du Secteur Financier (the "CSSF") in accordance with the law of 11 January 2008 on transparency requirements for issuers of securities, as amended (the "Transparency Law") and is also supervised by the Autorité des Marchés Financiers ("AMF") for the purpose of the Market Abuse Regulation (EU) No 596/2014 on insider dealing and market manipulation that came into effect on 3 July 2016 (the "Market Abuse Regulation").

Eurofins' corporate governance practices are governed by Luxembourg laws and its articles of association (the "Articles").

Eurofins makes efforts to orient its corporate governance towards the general principles of corporate governance set forth in the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange (available at https://www.bourse.lu/corporate-governance) (the "Ten Principles"). To the extent applicable, Eurofins also complies with the provisions of the Law of 24 May 2011 on the exercise of certain rights of shareholders at general meetings of listed companies, which was amended by the Law of 1 August 2019 implementing EU Directive 2017/828 as regards the encouragement of long term shareholder engagement (hereinafter defined as the "Law of 2011").

The primary purpose of the present Corporate Governance Charter is to consolidate the corporate governance rules and procedures applied by Eurofins into a single document. The Corporate Governance Charter shall be updated as often as necessary in order to provide an accurate reflection of Eurofins' corporate governance framework and to reflect new rules which may be adopted from time to time by Eurofins in order to enhance its corporate governance.

1.1 Management Structure

The governance structure of Eurofins is composed of the Board of Directors which is assisted by the Group Operating Council (as defined below) and a series of committees including an Audit Committee (the "Audit Committee"), a Corporate Governance Committee (the "Corporate Governance Committee") and a Nomination and Remuneration Committee (the "Nomination and Remuneration Committee"). The role of the Board of Directors is one of stewardship, providing the framework for the operations of the Group Operating Council's activities.

Once a year, the Board of Directors, as well as its committees, shall conduct a self-evaluation of their composition, organisation, operations and diversification in order to identify potential areas for improvement.

1.1.1 The Board of Directors

Under Eurofins' Articles, as supplemented by the internal regulations of the Board of Directors, the Board of Directors is composed of, and functions, as follows:

Role

The Board of Directors shall be responsible for the management of Eurofins. It is responsible for the performance of all acts of administration necessary or useful to further the corporate purpose of Eurofins, except for matters reserved by Luxembourg law or Articles for the general meeting of shareholders.

The core mission of the Board of Directors is the following (non-exhaustive list):

- The Board of Directors shall discuss the Group strategy, significant operational initiatives, and material investments or divestments, and monitor the Group performance;
- The Board of Directors shall ensure the quality of the information provided to the shareholders as well as to the financial markets through the Company's accounts and financial communication;
- The Board of Directors shall specifically decide on the values and objectives of Eurofins, its strategy and the key policies required for implementation and the level of risk acceptable to Eurofins. It draws up the annual, periodic and consolidated accounts and budget;
- The Board of Directors shall endeavour to ensure that the necessary financial and human resources are available, in order to enable Eurofins to reach its objectives;
- The Board of Directors shall draw up the main categories of risks faced by Eurofins, such as financial risk, strategic risk, operational risk, legal and regulatory risk, reputational risk, and other risks. The Board of Directors shall determine the risks that require particularly close monitoring;
- The Board of Directors shall draw up a code of business ethics; and
- The Board of Directors shall select the Directors for their nomination at the general meeting of shareholders.

Composition and Appointment

The Articles provide that the Directors are elected, renewed or removed at the ordinary general meeting of shareholders by majority of votes cast. The term of office of the Directors shall be determined at the general meeting of the shareholders of the Company at the time of their appointment. The Directors may always be re-elected.

Other than as set out in the Articles, no shareholder has any specific right to elect, renew or remove Directors. In the case of a vacancy of office of a Director appointed by the general meeting of shareholders, the remaining Directors appointed may fill the vacancy on a provisional basis. In such circumstances, the next general meeting of shareholders shall appoint a Director to fill the vacancy.

The Articles do not require Directors to be shareholders of Eurofins.

The Directors are bound by the Code of Ethics of the Company, and other policies derived therefrom (as outlined in more detail in "The Eurofins Group Compliance Programme" section below).

The Board of Directors shall include at least three independent directors.

The Directors shall be selected on the basis of their knowledge, experience and qualification to carry out their mandate.

The Board of Directors shall appoint a Chairperson, who shall prepare the agenda for Board meetings. The Chairperson shall ensure that the procedures relating to the Board meetings, including the preparation of meetings, deliberations, and the taking and implementing of decisions, are correctly applied.

The Board of Directors has set up an Audit Committee, a Nomination and Remuneration Committee and a Corporate Governance Committee. If necessary, the Board of Directors may decide to set up further committees entrusted with matters determined by the Board of Directors as necessary.

Functioning

The Board of Directors meets when convened by the Chairperson by any means, including verbally or by telephone in urgent cases. The Board of Directors meets as often as required in the interest of Eurofins and with the frequency that it deems appropriate, but at least every three months. It meets on the notice of its Chairperson at the registered office or at any other place indicated in the notice. The Board of Directors shall dedicate an item on the agenda of one of its meetings, at least once every two years, to discuss its own operation, the effective fulfilment of its remit, and compliance with good governance rules.

If the Board of Directors has not met for more than two months, one third of the Directors may request the Chairperson to convene a meeting with a specific agenda. In cases of urgency, any Director is entitled to convene a meeting. In order for a meeting of the Board of Directors to be validly held, a majority of the Directors must be present or represented.

In the absence of the Chairperson, the Board of Directors will appoint, by majority vote of the Directors present or represented at the meeting, a Chairperson for the meeting in question. For any meeting of the Board of Directors, a Director may designate another Director to represent him or her and vote in his or her name, provided that the Director so designated may not represent more than one of his or her colleagues at any time.

Meetings of the Board of Directors can be held by means of video conference or other telecommunications technologies permitting the identification of the Directors. Board of Directors meetings held by such means of communication shall be deemed to be held at the registered office of the Company.

Prior to each meeting, the Directors are entitled to receive all information required for the performance of their duties and may obtain any documents they consider useful.

The performance of the Directors is discussed at Board of Directors meetings within the context of the performance of each of the business lines that the Directors are responsible for, if applicable.

Decisions of the Board of Directors are made by a majority of the Directors present and represented at a validly constituted meeting. Each Director has one voting right and in case of a division of votes, the Chairperson shall have the casting vote.

Conflict of Interest and Confidentiality

Conflict of Interest

Each Director shall comply with the Group Code of Ethics as referred to in "The Eurofins Group Compliance Programme" section below and more particularly shall take care to avoid any direct or indirect conflict of interest with Eurofins or any subsidiary directly or indirectly controlled by Eurofins.

Directors shall inform the Board of Directors of a real or potential risk of a conflict of interest with Eurofins or its direct or indirect controlled subsidiaries. In the presence of a direct or indirect financial interest conflicting with that of Eurofins in a transaction which has to be considered by the Board of Directors, the concerned Directors must advise the Board of Directors thereof and ensure a record of his/her statement be included in the minutes of the meeting. The Director shall abstain from deliberating or voting on the issue concerned in accordance with applicable legal provisions. Each Director shall consult the Chairperson of the Corporate Governance Committee or the Chairperson of the Board of Directors in the event of uncertainty as to the nature of an operation or transaction likely to create a conflict of interest for him/her.

Each Director shall undertake to dedicate the time and attention required to his/her duties, and to limit the number of his/her other professional commitments (especially offices held at other companies) to the extent required for him/her to be able to fulfil his/her duties properly.

Related Party Transactions

In order to comply with the legal requirements relating to related party transactions pursuant to the requirements of Article 7*quater* of the Law of 11 July 2011, as amended by the law of 1st August 2019, the Board has implemented a Related Party Transactions Policy. Under this Policy, upcoming related party transactions need to be notified to the Corporate Governance Committee, which will assess the materiality of the planned transaction and assess whether the transaction is at arm's-length. Any related party transaction that is considered material pursuant to the Policy and that is not at arm's length will need to be approved by the Board of Directors and will need to be publicly announced, unless exceptions (as defined in the Policy) apply.

Confidentiality

During and after their functions, the Directors are strictly bound by a confidentiality commitment regarding the content of any debates and deliberations of the Board of Directors as well as any information they have been provided as a result of their functions, excluding where such disclosures are required as a legal provision.

As regards information obtained in the course of their duties that have not yet been made public, Directors shall regard themselves as bound by an obligation of professional secrecy that goes beyond the mere duty of discretion as stipulated by the relevant laws.

1.1.2 Executive Management of Eurofins

Role

The day-to-day management of Eurofins is entrusted to an executive committee (the "Group Operating Council") composed of the operational and functional international business leaders of the Group as listed on the Eurofins Group corporate website (https://www.eurofins.com/about-us/our-leadership/group-operating-council/), and presided by a Chief Executive Officer (the "Chief Executive Officer" or "CEO").The Group Operating Council provides assistance to the Board of Directors in different specialised areas of expertise.

Composition and Appointment

The Chief Executive Officer is appointed by the Board of Directors. In order to not add additional complexity to corporate governance, the Board of Directors has decided not to separate the functions of Chief Executive Officer and Chairperson of the Board of Directors.

The Board of Directors sets the duration of his/her term of office, provided that such period shall not exceed the term of office of the Directors. The Chief Executive Officer may be removed at any time by the Board of Directors.

The Board of Directors shall ensure that the members of the Group Operating Council have the skills required to fulfil their responsibilities.

Approval of Certain Significant Matters

The Group Operating Council meets with the Board of Directors at least once every quarter.

The functions of the members of the Group Operating Council are framed by their objectives, annual budgetary limits and a monitoring procedure for important decisions which are cascaded throughout the Group.

In the decentralised model employed by Eurofins, certain important or non-customary decisions are governed by an approval system. For each level of decision, the approver of important decisions is precisely defined and signatures are required.

These important decisions pertain to M&A, sites expansion, non-budgeted investments, key personnel compensation, financing and insurance policies, net working capital management, and certain large transactions with other companies outside the Group, the Group legal organisation as well as certain general commercial terms.

1.1.3 The Audit Committee

The Audit Committee has been established and shall function in accordance with its internal regulations which are summarised as follows:

Role

The Audit Committee assists the Board of Directors in carrying out responsibilities in relation to corporate policies, internal control, risk monitoring, and financial and regulatory reporting practices. The Audit Committee has an oversight function and provides a link between the internal and external auditors ("*réviseurs d'entreprises agréés*"), and the Board of Directors. The Audit Committee is assisted as appropriate by the Group Finance and Administration teams.

Financial Reporting

The Audit Committee monitors and discusses with the Board of Directors and the external auditor ("*réviseur d'entreprises agréé*") the integrity of the preliminary results, the half-year information and the annual financial

statements reviewing significant financial and reporting judgments before reporting to the Board of Directors, focusing particularly on the quality and appropriateness of:

- critical accounting policies and practices;
- financial reporting disclosures and changes thereto;
- areas involving significant judgment, estimation or uncertainty in the Group's financial results;
- the clarity of disclosures;
- significant implemented adjustments resulting from audit or review;
- compliance with financial reporting standards and relevant financial and governance reporting requirements;
- monitoring of the integrity of other formal announcements relating to Eurofins' financial performance, reviewing significant financial reporting judgments contained in them; and
- monitoring compliance with statutory and stock exchange requirements for financial reporting.

Internal Controls and Risk Management Systems

The Audit Committee reviews and makes recommendations to the Board of Directors on the nature and extent of the significant risks Eurofins is willing to take to achieve its strategic objectives. It shall assist the Board of Directors to establish a "risk control system".

The Audit Committee also reviews Eurofins' internal financial controls and internal control and risk management systems, and reviews and reports to the Board of Directors on the statements to be included in the annual report concerning internal control and risk management.

It monitors and reviews the scope, extent and effectiveness of the activity of the Group in relation to compliance before reporting to the Board of Directors.

The Audit Committee may also consider management's response to any material external or internal audit recommendations; and review management and the internal auditor reports on the effectiveness of systems for internal control, financial reporting and risk management.

Risk

The Audit Committee shall advise the Board of Directors on Eurofins' overall risk appetite, tolerance and strategy, taking account of the current and prospective macroeconomic and financial environment. This includes overseeing and advising the Board of Directors on the current risk exposures of Eurofins and future risk strategy.

The Audit Committee regularly reviews Eurofins' capability to identify and manage new risk types, and keeps under review Eurofins' overall risk assessment processes.

Compliance, Whistle blowing and Fraud

The Audit Committee shall ensure that Eurofins' guidelines on whistleblowing are observed and shall review Eurofins' procedures for detecting fraud.

The Audit Committee shall keep under review the adequacy and effectiveness of Eurofins' compliance function.

Internal Audit

The mission, authority and responsibility of the Group Internal Audit Team (the "GIAT") are defined in the Internal Audit Charter (the "IA Charter").

The Audit Committee reviews and assesses the annual internal audit plan and ensures that the GIAT has adequate resources to perform the tasks outlined in the annual plan and any additional ad hoc tasks, and has appropriate access to information to perform its role effectively. It receives periodic updates on the outcomes and status of internal audit missions.

The Audit Committee shall be informed of the GIAT's work programme and shall receive periodic summaries of its work. The Audit Committee may make recommendations regarding the GIAT's work programme. It shall monitor the effectiveness of the internal audit function and make sure that the internal auditor(s) has/have adequate resources to perform the tasks entrusted to it/him/them.

The Audit Committee shall make recommendations regarding the selection, appointment, and dismissal of the Head of the Internal Audit team. In the event that the Head of the Internal Audit team resigns, the Audit Committee shall investigate the reasons for that resignation and shall make recommendations regarding any measures that should be taken.

External Audit

The Audit Committee reviews and makes recommendations to the Board of Directors to be put to shareholders for approval at the general meeting in relation to the appointment, re-appointment and removal of the external auditor ("*réviseur d'entreprises agréé*").

The Audit Committee has oversight with regards to the relationship with the external auditor ("*réviseur d'entreprises agréé*") including discussions about the nature and scope of the audit (including any significant ventures, investments or operations which are not subject to audit).

The Audit Committee reviews and monitors the external auditor's ("*réviseur d'entreprises agréé*") independence and objectivity including its involvement in rendering non-audit services and the effectiveness of the audit process, taking into account relevant professional and regulatory requirements. This includes reviewing and monitoring the external auditor's ("*réviseur d'entreprises agréé*") quality control procedures and steps taken by the external auditor ("*réviseur d'entreprises agréé*") to respond to changes in regulatory and other requirements.

The Audit Committee is informed by the external auditor ("*réviseur d'entreprises agréé*") on key provisions of the interim and year-end audit plans and receives summary of findings and significant matters related to the audit procedures. The Audit Committee is also informed on the existing relationship between the external auditor ("*réviseur d'entreprises agréé*") and the Company and monitors compliance with the Eurofins Non-Audit Services Policy.

The Audit Committee shall be informed of the external auditor's ("*réviseur d'entreprises agréé*") work programme and shall receive a report from the latter describing all existing relationships between both the external auditor ("*réviseur d'entreprises agréé*") and Eurofins and the Group. The Audit Committee may submit recommendations regarding the external auditor's ("*réviseur d'entreprises agréé*") work programme.

Composition and Appointment

The Audit Committee is composed of at least three members who are appointed by the Board of Directors for a period of up to three years, and which may be extended for further periods of up to three years. All members of the Audit Committee shall be independent and non-executive directors, at least one of the members of the Audit Committee shall have recent and relevant accounting experience, and at least one of the members of the Audit Committee shall have auditing experience. The Board of Directors shall appoint the Audit Committee's Chairperson.

Functioning

The Audit Committee shall meet at least three times a year at appropriate times in the reporting and audit cycle, and otherwise as required.

The quorum necessary for the transaction of business shall be two. A duly convened meeting of the Audit Committee at which a quorum is present shall be competent to exercise any or all of the authorities, powers and discretions vested in or exercisable by the Audit Committee.

The Head of the Internal Audit team or his or her representative shall act as the Secretary of the Audit Committee (the "Audit Committee's Secretary").

Meetings of the Audit Committee shall be called by the Audit Committee's Secretary at the request of any of its members or of the external auditor ("*réviseur d'entreprises agréé*"), or of the Chairperson of the Board of the Directors if deemed necessary.

Only members of the Audit Committee have the right to attend Audit Committee meetings. However, the Audit Committee may invite any other person whose collaboration it considers to be beneficial to assist it in its work to attend its meetings.

The external auditor ("*réviseur d'entreprises agréé*") may be invited to attend meetings of the Audit Committee on a regular basis. If deemed appropriate, it shall meet with the internal and external auditor ("*réviseur d'entreprises agréé*") at least once a year without the presence of any executives of the Company.

The Audit Committee's Secretary shall record the minutes of the proceedings and decisions of all meetings, including the names of those in attendance. The draft minutes of meetings shall be promptly circulated to all members of the Audit Committee and circulated to all members of the Board of Directors once approved.

The Audit Committee shall make whatever recommendations to the Board of Directors it deems appropriate on any area within its remit where action or improvement is needed.

The Audit Committee shall assess the efficiency of its work on a regular basis and shall make recommendations to the Board of Directors regarding necessary adjustments to its internal regulations.

1.1.4 Corporate Governance Committee

The Corporate Governance Committee has been established and shall function in accordance with internal regulations which are summarised as follows:

Role

The Corporate Governance Committee shall assist the Board of Directors in carrying out its responsibilities in relation to good corporate governance.

The Corporate Governance Committee shall assess and evaluate the implementation of key corporate governance principles and instruments set out in the Eurofins Corporate Governance Charter (https://www.eurofins.com/investors/corporate-governance/) on the one hand as well as Eurofins' Mission, Vision and Values (https://www.eurofins.com/about-us/our-vision-mission-and-values/) and Eurofins' Group Code of Ethics (https://www.eurofins.com/about-us/corporate-sustainability/governance/code-of-ethics-and-values/).

It shall review and make recommendations to the Board of Directors on general corporate governance related matters, assess and evaluate policies, structures and processes implemented to safeguard compliance with laws. Pursuant to the rules of the Related Party Transaction Policy, it will assess any material transaction where a conflict of interest or a potential conflict of interest may arise between the Company's affiliated entities and a related party, and submit such transaction for final approval or rejection to the Board of Directors. As a general role, the Corporate Governance Committee shall prevent that conflicts of interest affect decisions taken by the Board of Directors or individual members of the Board of Directors.

Composition and Appointment

The Corporate Governance Committee is composed of at least two members who are appointed by the Board of Directors for a period of up to three years, and which may be extended for further periods of up to three years each. All members of the Corporate Governance Committee shall be independent and non-executive directors. The Board of Directors shall appoint the Corporate Governance Committee's Chairperson.

Functioning

The Corporate Governance Committee shall meet at least once a quarter, and otherwise as required.

The quorum necessary for the transaction of business shall be two. A duly convened meeting of the Corporate Governance Committee at which a quorum is present and shall be competent to exercise any or all of the authorities, powers and discretions vested in or exercisable by the Corporate Governance Committee.

The Company secretary or his or her representative shall act as the Secretary of the Corporate Governance Committee (the "Corporate Governance Committee's Secretary").

Meetings of the Corporate Governance Committee shall be called by the Committee's Chairperson or at the request of any of its members.

Only members of the Corporate Governance Committee have the right to attend Corporate Governance Committee meetings. However, the Corporate Governance Committee may invite any other person whose collaboration it considers to be beneficial to assist it in its work to attend its meetings.

The Corporate Governance Committee's Secretary shall record the minutes of the proceedings and decisions of all meetings, including the names of those in attendance. The draft minutes of meetings shall be promptly circulated to all members of the Corporate Governance Committee and circulated to all members of the Board of Directors once approved.

The Corporate Governance Committee shall make whatever recommendations to the Board of Directors it deems appropriate on any area within its remit where action or improvement is needed.

The Corporate Governance Committee shall assess the efficiency of its work on a regular basis and shall make recommendations to the Board regarding necessary adjustments to internal regulations.

1.1.5 Nomination and Remuneration Committee

The Nomination and Remuneration Committee has been established and shall function in accordance with internal regulations which are summarised as follows:

Role

The purpose of the Nomination and Remuneration Committee is to assist the Company's Board of Directors in overseeing the nomination and remuneration policies and practices of the Company and its affiliated companies in order to:

- ensure that these policies and practices enable a formal, rigorous and transparent nomination of Directors;
- fairly and responsibly reward Directors as well as the Chief Executive Officer for their overall and individual performance;
- oversee the preparation and update of the Remuneration Policy/Report;
- attract, retain, and secure services and motivate Directors and members of the Group Operating Council to deliver performance that builds long-term profitability and value creation; and
- align remuneration of Directors (and members of the Group Operating Council) with the Company's and shareholders' strategic interests.

The Nomination and Remuneration Committee is particularly in charge of:

- reviewing and making recommendations to the Board of Directors in relation to the Group Nomination and Remuneration Policy and the assessment of its effectiveness and its compliance with applicable standards;
- the individual remuneration levels, and goals and objectives relevant to the remuneration of Directors, the Chief Executive Officer and other members of the GOC;
- the remuneration structures covered by the Group Remuneration Policy (see section "Group Remuneration Policy and Group Remuneration Report" below); and
- the approval of any and all short-term and long-term incentive (including equity-based compensation) plans of the Group (the long-term incentive plans referred to as "Long-Term Incentive Plans" or "LTIP") in accordance with the Group Nomination and Remuneration Policy.

Composition and Appointment

All members of this Committee (including the Chairperson) are independent directors of the Company and free from any business or other relationship that, in the opinion of the Board of Directors, would materially interfere with the exercise of their independent judgment as members of the Nomination and Remuneration Committee.

The Nomination and Remuneration Committee shall consist of at least three non-executive members of the Board of Directors.

Directors of the Nomination and Remuneration Committee are appointed for a period, which may not exceed their term of office as Directors of the Company.

The Nomination and Remuneration Committee shall appoint a member of the Committee as its Chairperson.

Functioning

The Nomination and Remuneration Committee shall meet at least once a year, or more frequently as circumstances dictate. The Chairperson shall regularly update the Board of Directors about the Committee's activities and make appropriate recommendations.

The remuneration of the CEO is determined by the Board of Directors and its Nomination and Remuneration Committee.

The Remuneration Policy of non-executive directors is defined by the Board of Directors assisted by the Nomination and Remuneration Committee in compliance with article 7bis(1) of the Law of 24 May 2011 on the exercise of certain rights of shareholders at general meetings of listed companies, as amended by the Law of 1 August 2019 implementing EU Directive 2017/828 as regards the encouragement of long term shareholder engagement (hereinafter defined as the "Law of 2011"), which shall be regularly submitted to consultative vote at the Annual General Meeting of shareholders. The total amount of remuneration to be awarded to the non-executive Directors of the Board of Directors is submitted on a yearly basis for approval at the annual general meeting of shareholders.

The Nomination and Remuneration Committee shall assess the efficiency of its work on a regular basis, and shall make recommendations to the Board regarding necessary adjustments to internal regulations.

1.1.6 Internal Control and Internal Audit

Role

Internal control in Eurofins balances the objectives of the Group, such as maximising shareholder returns through strong growth in revenues and profits, both organically and by acquisitions, building barriers to entry through investment in state-of-the-art technology, at the same time as managing the risks inherent to the business and the protection of shareholders' interests.

Internal control aims to achieve the following objectives:

- Reliability of accounting and financial information;
- Realisation and optimisation of operational decisions;
- Compliance with rules and regulations; and
- Safeguarding the assets of the Group.

Eurofins is the holding company at the head of the Group and has an important role in managing its investments and the financing of the activities of its subsidiaries, to provide support, to facilitate communication and to develop resources that are available Group-wide.

The decentralised organisation of the Group, in autonomous clusters and business units, enables the subsidiaries to make decisions locally and maintain some independence. Strategic choices are determined and approved centrally.

The internal control process falls within this framework of a decentralised organisation in terms of roles and responsibilities, policies and procedures. This aims to assure that the Group takes the necessary measures to manage existing and potential risks to the Group's financial position and objectives. At an operational level, the internal control procedures are disseminated by local managers to their teams.

At a functional level, internal control aims to:

- Assure reliable financial statements that provide a true and fair view of Eurofins' activities, liabilities and assets;
- Promote better effectiveness by seeking and deploying best practices within the Group and defining the Directors' roles and responsibilities as part of the control environment of the Group;
- Encourage support for procedures and any other compulsory or statutory obligation; and
- Assure the protection of the Group's assets by spot checking the accuracy and reliability of accounting information during the internal audit reviews: the controls notably focus on the protection of assets, separation of tasks, adhesion to internal procedures in terms of approval of investment and updating the property, plant and equipment database.

Functioning

Compliance with the Group's internal policies and procedures is overseen by the internal audit team. Their role is to ensure that operations are conducted according to high standards by providing an independent, objective assurance and by advising on best practices. The Group's internal control and financial procedures are reviewed and updated on a regular basis and are readily accessible to the relevant employees via Eurofins' intranet. The internal audit function supports the Group in accomplishing its objectives by evaluating and improving the effectiveness of the risk management, control and governance processes.

1.1.7 Financial Information

Production of Financial Information

One of the main functions of internal control and the Audit Committee is to ensure that financial statements provide a true and fair view of Eurofins' activities. The financial reporting process is managed according to the Group's internal reporting systems with dedicated software used by the financial controlling team.

Regular reporting

Each subsidiary or business unit submits a pro-forma financial report on a monthly basis (income statement, balance sheet and cash flow), with additional key business metrics highlighted, such as comparable data (budget and prior periods), working capital ratios and free cash generation.

As well as being able to monitor each business units' performance, the controlling and internal control functions check the consistency and reliability of results, along with the consistent application of correct accounting principles applied by the different national Finance Directors in accordance with the Group's accounting policies.

Quarterly statutory consolidation

In addition to monthly reporting, each subsidiary has to produce:

- a quarterly consolidation manual;
- a quarterly review of budgeted KPIs per business unit;
- a quarterly review of the overhead costs (management, sales and marketing, IT, etc) and capital expenditures; and
- from time to time (at least on an annual basis), a report - containing profit and loss, balance sheet, cashflow and change in equity statements - which has been subject to an audit by external auditors ("*réviseur d'entreprises agréé*").

The consolidation documents are approved by the Finance Directors of each country, having vouched for their accuracy and the reliability of the information contained therein. Dedicated software is used to consolidate this information and produce financial statements.

Publication of Financial Information

Eurofins publishes its half-year and annual financial reports with a press release discussing operational and financial developments in detail, with a full income statement, balance sheet and cash flow statement, as well as the relevant interim notes. In the interest of transparency and to provide sufficient visibility in terms of its progress, Eurofins also publishes revenue developments for the first and third quarter of the year, as well as some information on the trading patterns for the period.

Annual Budget Process

Eurofins prepares a formal budget each year, which encourages financial discipline and helps management to plan activities and allocate resources accordingly. Each business unit submits the following information, which has to be authorised by the Group Operating Council and the Board of Directors:

- an analysis of the competitive landscape and Key Success Factors.
- an estimated monthly and yearly income statement for the coming year containing:
  - revenue and cost projections;
  - a detailed plan to monitor the development of personnel costs;
  - an itemised budget for capital expenditure;
  - operational KPIs;
- a balance sheet and cash flow statement per legal entity with a strong focus on the Days of Sales Outstanding and Net Working Capital in % of Revenues.

A mid-term plan with a three-year horizon is drawn up at the same time with a simplified income statement and specific indicators for each business unit.

1.1.8 The Eurofins Group Compliance Programme

Eurofins has been continuously enhancing the way its business is conducted and governed. A particular focus has been placed on further improving Eurofins' governance structure to meet best practice standards on as many levels as possible. Eurofins' governing bodies have approved a number of policies that clarify and formalise the conduct of business both within the organisation and with external stakeholders. These policies, which are referred to as "Eurofins Core Compliance Documents", are accessible to the public on https://www.eurofins.com/about-us/corporate-sustainability/governance/eurofins-core-compliance-documents/

For a detailed summary and explanation of these documents, please refer to the Environmental, Social and Governance Reporting section of the annual report.

1.1.9 External Control

As required, pursuant to Article 69 of the Luxembourg law of 19 December 2002 on the register of commerce and companies and the accounting and the annual accounts of undertakings, as amended (the "Trade and Companies Register Law"), the general meeting of the shareholders of Eurofins shall appoint an external auditor ("*réviseur d'entreprises agréé*") for the statutory audit of the annual accounts of Eurofins.

1.2 Shareholder Meetings

The general meeting of shareholders shall have the widest powers to adopt or ratify any action relating to Eurofins.

Ordinary and extraordinary shareholder meetings deliberate in accordance with the conditions of quorum and majority set forth and the powers expressly granted by law and the Articles.

1.2.1 Ordinary Shareholder Meetings

An ordinary general meeting of shareholders (the "Annual General Meeting") shall be held annually at the date and time specified in the convening notice and, without prejudice to any other agenda items, shall in particular approve the stand-alone and consolidated financial statements. It shall further determine the allocation of the annual result and consider granting discharge to the Directors for the performance of their duties for the previous financial year.

1.2.2 Extraordinary Shareholder Meetings

Extraordinary General Meetings of shareholders shall be called to deliberate on any decision which results, as a direct or indirect effect, in a need to amend the Articles of Eurofins.

1.2.3 Notices and Agenda

Shareholder meetings are convened by the Board of Directors, or by any person empowered to do so as set forth by law.

The shareholder meetings are convened and held in accordance with the conditions set forth by law and the Articles. The meetings are convened at the registered office or in any other location indicated in the notice.

1.2.4 Access to Meetings and Voting Rights

Access to Meetings

All shareholders, regardless of the number of shares they own, may attend shareholder meetings and deliberations in person or via proxy, by providing proof of their identity. Vote by correspondence is also permitted under the terms and conditions provided for in the Articles. The rights of shareholders to participate and vote at shareholder meeting are determined in relation to the number of shares held on the date falling 14 days preceding the shareholder meeting at midnight (Luxembourg time) (the "Registration Date"). To be able to participate in the shareholder meeting each shareholder shall notify the Company of its intention to take part in the shareholder meeting and shall communicate by post or e-mail to the postal or electronic address indicated in the convening notice, no later than the date specified by the Board of Directors.

In case the shares are held by the shareholder through a system of payment and delivery of financial instruments, or in cases where shares are held by a financial intermediary acting as a professional depositary, the shareholder who intends to participate in the shareholder meeting is required to request a certificate from its intermediary certifying the number of shares it/he/she holds at the Registration Date and the shareholder must present the certificate to Eurofins within the deadlines indicated in the convening notice.

The holder of shares may be represented at the general meeting by any intermediary subject to the appointment of the intermediary by written notification to Eurofins by electronic means or by post as specified in the notice convening the General Meeting.

The shareholder meetings can be held by way of video-conferencing or any other means of telecommunication, like the internet, that must enable the identification of shareholders under the terms and conditions set forth by law currently in force.

Shareholders attending the meeting by video-conferencing or any other means of telecommunication that enables them to be identified, under the terms and conditions set forth by law, are considered as present to determine the quorum and majority.

Voting Rights

Each share entitles its holder to one vote.

In addition to shares representing Eurofins' issued share capital, class A beneficiary units *("parts bénéficiaires de catégorie A"*) and class B beneficiary units (*"parts bénéficiaires de catégorie B"*) conferring no right to dividends but a right to one vote will be allocated under certain conditions to holders of fully paid-up shares as provided for in the Company's Articles of Association

[16] (articles 12bis.2 and 12bis.3).

Article 12bis.2:

One Class A beneficiary unit granting one voting right per share shall be allocated to holders of a fully paid-up share that demonstrate that this share has been registered directly or indirectly (through a depositary or sub-depositary) in a register made available by the Company for at least three years in the name of the same holder.

The consideration of the issuance of such Class A beneficiary unit shall be a contribution in kind evidenced by the registration in a registered account for three consecutive years preceding the issuance date.

---

[16] Please note that any quotes from the Articles of Association in English language are non-binding convenience translations only. For legal purposes, only the French version of the Articles of Association shall be binding.

Furthermore, the Extraordinary General Meeting has amended on 20 April 2017 the conditions for granting one Class A beneficiary unit as from 1 July 2017 (included) as follows:

- *the shareholder interested by the issuance of Class A beneficiary units up to the number of his/her/its shares held in a registered account shall apply in writing to the Board of Directors by evidencing such entry for three consecutive years in the name of the same holder. This request shall be made to the Board of Directors of the Company no later than on 30 June 2020; and*
- *the consideration of an issuance of Class A beneficiary unit shall be a contribution in cash of EUR 0.01 (zero euro and one cent) [note that this was changed from EUR 0.1 to EUR 0.01 by the Extraordinary General Meeting held on 16 November 2020 following the 1 to 10 stock split approved in the same meeting] per Class A beneficiary unit and a contribution in kind evidenced by the entry in a registered account of three consecutive years preceding the issuance date.*

Furthermore, it shall be stated that shareholders who already own Class A beneficiary units on 30 June 2017 may decide to keep them under the same conditions or to apply the new conditions applicable as from 1 July 2017 as detailed above.

In any case, the voting right related to Class A beneficiary units shall cease automatically following the cancellation of the registration in a registered account by the shareholder concerned or the transfer of ownership (other than following succession, liquidation of community property between spouses or inter vivos gifts to a spouse or relative entitled to inherit or a merger or demerger of a shareholder company) of the share for which a beneficiary unit has been allocated. A beneficiary unit having lost its voting right is automatically cancelled.

Article 12bis.3:

One Class B beneficiary unit may be granted to any holder of a fully paid-up share for which there is evidence of a direct or indirect entry (through a Depositary or sub-depositary) in a registered account notified to the Company for five consecutive years in the name of the same holder.

The shareholder interested in the issuance of Class B beneficiary units up to the number of his/her/its shares entered into a registered account shall apply in writing to the Board of Directors by evidencing such entry for five consecutive years on behalf of the same holder. This request shall be made to the Board of Directors of the Company no later than on 30 June 2021.

The consideration of this issuance shall be a contribution in cash of EUR 0.01 (zero euro and one cent) [note that this was changed from EUR 0.1 to EUR 0.01 by the Extraordinary General Meeting held on 16 November 2020 following the 1 to 10 stock split approved in the same meeting] per Class B beneficiary unit and a contribution in kind evidenced by the entry in a registered account for five consecutive years preceding the issuance date.

The Extraordinary General Meeting of shareholders has delegated, with power of sub-delegation, to the Board of Directors all necessary power to verify the existence of the right to receive Class B beneficiary units, ascertain the full payment in cash and proceed with their issuance in accordance with the conditions laid out in the present articles of association.

The Class B beneficiary units shall have the same rights and obligations as the Class A beneficiary units and, in particular, shall carry one voting right per beneficiary unit without any financial entitlements. Subject to compliance with the respective conditions of issuance, the same shareholder can be granted both one Class A and one Class B beneficiary unit.

The voting right attached to the Class B beneficiary units shall expire automatically following the cancellation of the entry into the registered account by the relevant shareholder or the transfer of ownership (other than as a result of inheritance, liquidation of marital property between spouses or donation inter vivos in favour of a spouse or relative entitled to inherit or as a result of a merger or demerger of a shareholder company) of the share for which such beneficiary unit has been granted. A beneficiary unit which has lost its voting right shall be automatically cancelled.

1.3 Group Remuneration Policy and Group Remuneration Report

Eurofins has established a Remuneration Policy for its Directors and its business leaders with the objective to encourage behaviour and performance by its leadership that supports the longer-term interests of the Company and its shareholders, in line with the requirements of the Law of 2011.

In a nutshell, the Remuneration Policy aims at contributing to the long-term oriented strategy and objectives of Eurofins, in the best interest of the Group, its employees and its external stakeholders, and to its long-term

sustainability. The Eurofins Group Remuneration Policy describes all components of the remuneration, bonus and advantages which can be granted to its Directors and top executives as well as their respective importance and contains all disclosures required by the Law of 2011.

The Remuneration Policy is submitted to the consultative vote of the Annual General Meeting following every material change and in any case every four years.

A detailed explanation of the principles and cornerstones of the Remuneration Policy can be found in the Eurofins Group Remuneration Report, prepared in accordance with the provisions of the Law of 2011 (see the "Eurofins Group Remuneration Report"). The Eurofins Group Remuneration Report is also submitted to the consultative vote of the Annual General Meeting and shall remain publicly available, free of charge, on the Eurofins Group website for a period of ten years (together with the Remuneration Policy, the date and results of the vote on the RemunerationP). The aim of this Remuneration Report is notably to strengthen Eurofins' transparency concerning Directors' remuneration, Directors' responsibility and shareholders' scrutiny rights.

1.4 Share Dealings

Eurofins has enacted a strict policy prohibiting insider dealing (the Eurofins Insider Dealing Policy) applicable to all employees, Directors and Officers, which aims to ensure Eurofins' compliance with the applicable rules of the Market Abuse Regulation; employees who may frequently come across inside information shall have to take an online training on this Policy.

Under this Policy, Directors, Officers and employees who are in possession of inside information must, for as long as this information has not been made public, refrain from directly or indirectly entering into (or recommending others to enter into) any transaction involving the financial instruments of Eurofins and from disclosing such information to third parties: In addition, Directors and permanent insiders may not trade Eurofins securities during the following black-out periods:

(i) the continual period starting 30 calendar days before the publication of the annual or half-yearly financial information and ending the day after the publication of the relevant information;

(ii) the period starting 15 calendar days before the publication of the quarterly financial information and ending the day after the publication of the relevant information;

(iii) the period starting on the date on which the relevant person becomes aware of inside information and ending the day after Eurofins publicly releases this information.

The Policy defines inside information as "any information of a precise nature that has not been made public, relating directly or indirectly to the Eurofins Group or one or more of its Companies, the Company, or one or more Company Securities, and which, if made public, would be likely to have a significant effect on the price of any of the Company Securities."

Pursuant to Article 19 of the Market Abuse Regulation and the provisions of the Luxembourg law dated 23 December 2016 on market abuse, the persons discharging managerial responsibilities (and persons closely associated with them) must declare within three working days to the CSSF and to Eurofins the existence of any and all transactions conducted on their account, such as the acquisition, transfer, subscription or trading, of Eurofins' financial instruments. Such obligation is also outlined in more detail in the Eurofins Insider Dealing Policy.

Amended by the Board of Directors on 24 February 2021.

2 Corporate Governance Statements for the Year Ended on 31 December 2020

2.1 Management

2.1.1 Board of Directors

Composition

The Board of Directors is currently composed of seven members, four of whom are non-executive, independent directors. Each year, the Board of Directors reviews the suitability of each of its independent members according to the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange (available at https://www.bourse.lu/corporate-governance).

On 26 June 2020, the Annual General Meeting of shareholders approved the appointment of Mr. Pascal Rakovsky as a fourth independent director of Eurofins' Board of Directors. Considering his background as a former audit partner of PricewaterhouseCoopers Audit in Luxembourg for more than 20 years, Mr. Rakovsky has been chairing the Audit Committee since his appointment as a director.

The Board of Directors plans to propose in the Annual General Meeting 2021 the appointment of at least one additional non-executive independent director. This will increase the size of the Board of Directors to eight members, five of whom will be non-executive, independent directors.

The current members of the Board of Directors are:

- **Dr Gilles Martin**, *1963: Chairman of the Board and Chief Executive Officer of the Eurofins Scientific Group. Dr Martin graduated as a Computer Science Engineer from École Centrale in Paris, and subsequently obtained a Master's of Science from Syracuse University (New York) and a PhD in Statistics and Applied Mathematics. Since founding the original Eurofins Scientific Nantes food authenticity testing laboratory in 1987, Dr Martin has expanded the company into a global bioanalytical group of more than 800 laboratories employing over 50,000 staff in 50 countries. Dr Martin was a member of the Board of Directors of Bruker Corp. (NASDAQ: BRKR), serving as an independent director between 2014 and 2020. He is also a former President of the French Association of private analytical laboratories (APROLAB), and of the North American Technical Committee for Juice and Juice Products (TCJJP) and of public bodies supporting innovation and entrepreneurship.
- **Dr Yves-Loïc Martin**, *1966: Executive Director. Dr Yves-Loic Martin graduated from École Polytechnique in Paris, France, and holds a Master's Degree in Applied Mathematics from University Paris VI and a PhD in Chemometrics from Institut National Paris Grignon. Dr Yves-Loic Martin joined Eurofins as Quality Assurance Manager in 1992, and assumed the role of Chief Technology Officer in 1998 until 2015, where he was instrumental in setting up the Group's IT infrastructure and solutions. Beyond his strategic role in Group innovation, he is now responsible for the documentation of some of Eurofins' most important processes and policies, and continues to drive overall improvement in cooperation between IT and operational entities. Dr Yves-Loïc Martin is Dr Gilles Martin's brother.
- **Valérie Hanote**, *1966: Executive Director. Mrs Hanote is responsible for the Group's Internal Commercial Laboratory Information Management System (ComLIMS). Mrs Hanote graduated from the Paris Institute of technology for life, food and environmental sciences (AgroParisTech), has a Master's Degree in biometry from the University of Reading (UK), and has been with Eurofins since 1991. Mrs. Hanote was Dr Gilles Martin's spouse.
- **Stuart Anderson**, *1942: Mr Anderson was appointed as an Independent Non-Executive member of the Board of Directors of Eurofins in 2010 and as Chair of the Corporate Governance Committee in 2017. Mr

Anderson obtained a degree in Law from the University of Cambridge (UK) and after qualifying as a Solicitor with Freshfields he moved into general management roles in the commercial sector. Mr Anderson is a seasoned professional with many years of experience in the consumer goods and food industries and in private equity, having previously served as the UK & International CEO at Wilkinson Sword, as CEO at Del Monte Fresh Produce N.A., and as Managing Director at Geest Europe and on the Main Board of Geest plc. Having led assignments and negotiations in Europe, the U.S., Japan, India and Central America, Mr Anderson brings a wealth of experience in identifying fraudulent practices, leading investigations and negotiating settlements. He was responsible, for example, for leading several internal investigation proceedings related to fraudulent undertakings in an international, stock-listed company; and he was an arbitrator for internal settlement proceedings. Mr Anderson also led negotiations in the context of acquisitions in Europe and Asia. In 1999, Mr Anderson was a founding partner of the Pan European Food Fund, a mutual fund investing in European food businesses.

- **Fereshteh Pouchantchi**, *1954: Mrs Pouchantchi was appointed as an Independent Non-Executive member of the Board of Directors at the Annual General Meeting held in April 2014. Mrs Pouchantchi was appointed as Chair of the Audit Committee in October 2015 and served in this role until June 2020. Mrs Pouchantchi is a finance professional with extensive experience in auditing, financial processes, financial administration and compliance. She worked at the Société Européenne de Banque (Luxembourg) for more than 20 years, where she was a senior member of the internal audit and compliance department. Prior to this, she had more than 10 years' experience in internal and external auditing. She was a chartered accountant and Director at Fiduconseil s.à r.l., from 2012 to 2018. From 2004 to 2020, she was an Associate Professor in Finance at the University of Luxembourg. She is currently a lawyer and member of the Luxembourg Bar. Mrs Pouchantchi holds a doctorate degree in Economics from the Université de Paris II and a Master's Degree in European Private Law from University of Luxembourg.

- **Patrizia Luchetta**, *1964: Mrs Luchetta was appointed as an Independent Non-Executive member of the Board of Directors of Eurofins in 2017 and Chair of the Nomination and Remuneration Committee in 2018. Patrizia Luchetta is a Luxembourg native and has worked for several years for the Luxembourg Ministry of Economy and Trade, as Head of the Life Sciences and New Technologies Directorate. In this capacity, she has been instrumental in developing a national strategy in the field of biomedical sciences as well as in refining the country's strategic focus regarding environmental technologies. As part of her position, Patrizia has managed teams both in the ministry and abroad in Luxembourg's trade and investment offices. For the past 6 years she has also been involved in mentoring middle-level managers who want to improve their career or are considering career changes, with a focus on women. Her prior work experience includes positions in the food industry, environmental services, and financial services in Luxembourg, Germany and the U.S. She currently sits on the Board of both the BioTechCube Luxembourg (BTC) S.A. and Foundry Luxembourg. Patrizia holds a BSc (Hons) in Human Geography and a Master's Degree in Social Sciences from the Open University (UK), as well as a Master's Degree in Biotech Management from IE Business School (Madrid).

- **Pascal Rakovsky,** *1959: Mr Rakovsky was appointed as an Independent Non-Executive member of the Board of Directors of Eurofins and as a Chairman of the Audit Committee at the Annual General Meeting held in June 2020. Mr Pascal Rakovsky has been an audit partner at PwC Luxembourg since 1992, responsible for the coordination of audits of listed large multinational groups headquartered in Luxembourg, such as RTL Group and Millicom. He was also a member of the executive committee of PwC Luxembourg as deputy managing partner and head of the audit practice, with more than 1000 partners and staff. He has developed a strong expertise in IFRS financial reporting and complex consolidation and accounting matters. Since he retired from PwC Luxembourg in 2015, he has acted as a director in different Boards of Directors of private companies, including Alterdomus, a leading provider of integrated solutions for the alternative investment industry and Alpha Trains Finance, the financing group entity of a leading lessor of rail vehicles in continental Europe. In his capacity as Board member and Chair of the Audit Committee, he focuses on interactions with external and internal auditors, financial reporting and governance matters. Mr Rakovsky is also engaged in non-profit organisations supporting education. Mr Rakovsky graduated from the École Supérieure de Commerce de Paris. He is a qualified auditor ("Réviseur d'Entreprises") in Luxembourg and chartered accountant ("Expert comptable") in Luxembourg and in France.

No legal or disciplinary actions against any of the Directors of the Board (or against companies that the person was a Director of at the relevant time), and that would be relevant to the role that the Directors have undertaken for the Group, has been taken in the last five years. In the last five years, none of the Directors of the Board have been an officer of a company that entered into a form of external administration because of insolvency during their time as an officer in that company or within a 12-month period afterwards. None of the independent non-executive Board members have been in an operational role at Eurofins before their respective assignment to independent non-executive Board member.

There is no arrangement or understanding with major shareholders, customers, suppliers or others pursuant to which the aforementioned persons have been selected as a member of the Board of Directors or senior management.

Board of Directors and Committee Memberships in 2020							
Name	**Board of Directors**	**Board member since**	**Appointment or Renewal date**	**Expiry in year Y (*)**	**Audit Committee**	**Corporate Governance Committee**	**Nomination and Remuneration Committee**
Dr Gilles Martin	**C**	1988	26/06/2020	2024			
Dr Yves-Loïc Martin	**X**	1992	26/06/2020	2024			
Valérie Hanote	**X**	1990	26/06/2020	2024			
Stuart Anderson ▪	**X**	2010	26/06/2020	2021	**X**	**C**	**X**
Fereshteh Pouchantchi ▪	**X**	2014	26/04/2018	2022	**X (C until 26/06/2020)**	**X**	**X**
Patrizia Luchetta ▪	**X**	2017	26/04/2018	2022	**X (until 26/06/2020)**	**X**	**C**
Pascal Rakovsky ▪	**X**	2020	26/06/2020	2021	**C (from 26/06/2020)**		

C = denotes Chairperson

X = denotes Member

▪ = denotes Independent, Non-executive member

* His/Her term of office will expire at the end of the Annual Shareholders' Meeting called in year Y (see date in the table) to approve the financial statements for fiscal year ending 31 December Y-1

Board of Directors' Meetings for the Year Ended on 31 December 2020

The Board of Directors held fourteen meetings in 2020 and the average attendance rate of the Directors at the Board of Directors' meetings was 94%.

In the course of the meetings held in 2020, discussions concerned, among other topics, the approval of the consolidated financial statements and the parent company's annual accounts, the Remuneration Report, net profit allocation, dividends, capital increase in relation to the exercise of stock options and warrants, capital increase by way of an accelerated bookbuilding with institutional investors, stock split, drafting the management report and resolutions to be submitted to the Annual General Meeting and the Extraordinary General Meeting, convening of the Annual General Meeting and the Extraordinary General Meeting, the approval / update of some corporate documents, quarterly business reviews including the impact of the COVID-19 pandemic on Eurofins' business activities throughout the year, issuing new senior bonds combined with a tender offer on existing senior bonds falling due in 2022 and 2023, issuing a new Schuldschein instrument combined with a tender offer to reimburse holders of the existing Schuldschein instrument for the tranche falling due in 2022, entering into new credit facilities, the grant of some corporate guarantees and the preparation of all relevant documents. The discussions also included the appointment and remuneration of the Directors and executives and the new composition of the Committees, as well as allocation of stock options, free shares, and Directors' fees.

Most importantly, decisions and debates were held on the strategic direction of Eurofins. Following such discussions, the Group's mid-term objectives were updated.

All of these decisions were made unanimously by the members of the Board of Directors present or represented.

Attendance of Board and Committee Meetings in 2020

Name	Board of Directors Meetings	Attendance rate (%)	Audit Committee Meetings	Attendance rate (%)	Corporate Governance Committee Meetings	Attendance rate (%)	Nomination and Remuneration Committee Meetings	Attendance rate (%)
Dr Gilles Martin	**14 / 14**	*100 %*	**-**		**-**		**-**	
Dr Yves-Loïc Martin	**13 / 14**	*93 %*	**-**		**-**		**-**	
Valérie Hanote	**9 / 14**	*64 %*	**-**		**-**		**-**	
Stuart Anderson	**14 / 14**	*100 %*	**5 / 5**	*100 %*	**6 / 6**	*100 %*	**2 / 2**	*100 %*
Fereshteh Pouchantchi	**14 / 14**	*100 %*	**5 / 5**	*100 %*	**6 / 6**	*100 %*	**2 / 2**	*100 %*
Patrizia Luchetta	**14 / 14**	*100 %*	**2 / 2 (*)**	*100 %*	**6 / 6**	*100 %*	**2 / 2**	*100 %*
Pascal Rakovsky	**9 / 9 (**)**	*100 %*	**3 / 3 (**)**	*100 %*				
Total		*94 %*		*100 %*		*100 %*		*100 %*

* until 26 June 2020

** as from 26 June 2020

2.1.2 Chief Executive Officer and Group Operating Council

During the Board of Directors' meeting held in June 2020, Dr Gilles Martin's appointment as Chairman and Chief Executive Officer of Eurofins Scientific S.E. was confirmed until the Annual General Meeting of shareholders to be held in 2024 to approve the Company's financial statements for the fiscal year ending on 31 December 2023.

2.1.3 Audit Committee

Composition

As of 31 December 2020, the Audit Committee consists of the following members:

- Pascal Rakovsky (Audit Committee Chair)
- Fereshteh Pouchantchi
- Stuart Anderson

Audit Committee's Meetings for the Year Ended on 31 December 2020

The Audit Committee held five meetings in 2020 and the attendance rate of the Directors at the Audit Committee's meeting was 100%.

During 2020, the Audit Committee reviewed the full year 2019 and half-year 2020 financial statements, including the impact of the COVID-19 pandemic on Eurofins' operations and financial performance. The Audit Committee also reviewed the following topics as part of its duties:

- Progress on ransomware insurance;
- Risk management of non-financial topics;
- Internal control framework / role of internal audit;
- Update on recent internal audits carried out across the Group and results assessment;
- Update on internal audit assignments in 2020 and internal audit plan for 2021;
- Approval of updated version of Eurofins non-audit services policy;
- Business and financial update including COVID-19 impact;
- Presentation on treasury management;
- Approval of FY 2019 and half-year 2020 results;
- Update of audit plan on half-year and full year 2020 results;
- Audit approval of HY results and approval of 2019 results;
- Tax and IT risks;
- Presentation on key tax structures in Eurofins Group;
- Scope of current risk management function including IT risks, business continuity risks, legal risks;
- Review of audit fees for full year 2020; and
- Audit Committee annual assessment planning.

Audit Scrutiny and Coverage

The Luxembourg société à responsabilité limitée Deloitte Audit registered with the Luxembourg Trade and Companies Register under number B 65477 was appointed as external auditor of the Company for the statutory and consolidated financial statements audit of Eurofins for the year ending 31 December 2020, drawn up in accordance with the Luxembourgish Generally Accepted Accounting Principles ("Luxembourg GAAP") and International Financial Reporting Standards as adopted in the European Union (IFRS) respectively.

Eurofins' Board of Directors endorsed the appointment of Deloitte Audit for the audit of the consolidated and parent company financial statements for the year ended 31 December 2020, which was approved at the Annual General Meeting held on 26 June 2020.

Deloitte Audit conducted its audit in accordance with the EU regulation No 537/2014, the Law of 23 July 2016 on the audit profession and with International Standards on Auditing as adopted for Luxembourg by the Commission de Surveillance du Secteur Financier (CSSF). Deloitte Audit issued their unqualified audit reports on 26 February 2021, as presented on the consolidated financial statements) and on the parent company annual accounts of the 2020 annual report.

For the year ended 31 December 2020, the coverage of Deloitte Audit and other auditors was as follows:

	2020 accounts		2019 accounts	
	Audit coverage for Consolidated Financial Statements	Tier 1 & Tier 2 auditors' coverage for statutory audits[2]	Audit coverage for Consolidated Financial Statements[1]	Tier 1 & Tier 2 auditors' coverage for statutory audits[2]
External Sales	**71%**	**94%**	**70%**	**92%**
EBITDA	**80%**	**98%**	**84%**	**99%**
Total assets	**83%**	**97%**	**85%**	**97%**

(1) Including review by Deloitte Audit of component auditors works

(2) Tier 1 (PwC, Deloitte, EY, KPMG)

Tier 2 (RSM, Grant Thornton, BDO, Mazars, Moore Stephens, Crowe, Baker Tilly)

In fact, going beyond its legal obligations, in order to ensure reliability and strong control of financial statements in a fast-growth phase, the Group has commissioned statutory audits in a very large majority of its subsidiaries, even when not required by local regulation, performed mostly by Tier 1 and Tier 2 auditing firms.

In addition to being the Group auditor and auditing the majority of Eurofins' entities, Deloitte Audit audits all of Eurofins' Luxembourg companies and holdings for financial year 2020 as sole auditor.

For more information on financial risk management, please refer to the notes to the 2020 consolidated financial statements (notes 4.2 "Financial risk management" and 4.12 "Auditor's remuneration").

2.1.4 Corporate Governance Committee

Composition

As of 31 December 2020, the Corporate Governance Committee consists of the following members:

- Stuart Anderson (Corporate Governance Committee Chair)
- Fereshteh Pouchantchi
- Patrizia Luchetta

Role of the Corporate Governance Committee

In order to avoid any conflict of interest between members of the Board of Directors and the Eurofins Group, and more particularly in the context of sites rented from related parties, Eurofins has put in place a Corporate Governance Committee whose mission includes overseeing any related party transactions and controlling the processes ensuring that decision making is at arm's-length.

Related party transactions

Due to underlying highly technical requirements, investments in leasehold improvements in laboratory facilities can often cost as much as the building itself. This creates the risk that a third-party owner of a building could take advantage of these investments to increase the rent at the end of the rental period. On the other hand, owned buildings immobilise parts of Eurofins' capital at low rates of return. Hence in some cases, Eurofins' preference has been to secure long-term, reliable rental partnerships, in particular for its large strategic sites. Subsidiaries of Analytical Bioventures SCA, which is controlled by the Group CEO have thus agreed to buy from third parties or build certain laboratory buildings and rent these to Eurofins Companies at market rates, which are also below the Group's hurdle rate set by Eurofins for return on its investments as applicable at the time of lease initiation. This frees up capital for Eurofins for investments that are expected to yield higher returns. Renting from a related party owner also gives Eurofins Companies more flexibility when they require an early exit from a lease or building expansion on an existing campus. The lease is requested by the respective business leader based on the mid-term business plan for the business and the underlying required laboratory capacity. Rental terms take into account a number of determining factors, such as local rental rates, financing conditions, existing alternative building options

etc. before being verified to be at arms' length by an independent, reputed real estate service provider (such as CBRE or Cushman & Wakefield).

Besides, it should be noted that in 2020, a new Related Party Transactions Policy was approved by the Board with immediate effect. The objective of the Policy is to fulfil the Company's obligations relating to Related Party Transactions, pursuant to the requirements of Article 7quater of the Law of 11 July 2011, as amended by the law of 1st August 2019.

Related Parties need to notify the Corporate Governance Committee of any Related Party Transaction before the conclusion of such transaction. The Corporate Governance Committee will assess the materiality of the Related Party Transaction and will prepare a recommendation for the Company's Board of Directors to decide on, recommending the approval or, as the case may be, rejection of the Related Party Transaction. The final decision on the Related Party Transaction will be taken by the Board of Directors, whereby the respective Board Member linked to the Related Party shall not participate in such decision.

Corporate Governance Committee's Meetings for the Period Ended on 31 December 2020

The Corporate Governance Committee held six meetings in 2020 and the attendance rate of the Directors at the Audit Committee's meetings was 100%.

During the meetings, the Corporate Governance Committee discussed corporate governance related topics relevant to the Eurofins Group. The Corporate Governance Committee particularly focussed on the following topics:

- Rental contract reviews – finalisation of the review of all historical lease agreements;
- Change of tenant in Luxembourg building and sub-lease to related party;
- Follow up and revision of rental contract at the Reichenwalde premises;
- Des Moines (U.S.) building lease extension option;
- Kalamazoo (U.S.) building lease renewal;
- Grenoble (France) building lease renewal;
- Lease agreement of two new buildings on Lancaster campus (US);
- Renewal and modification of lease agreements of buildings in Jena (Germany);
- Revision of lease agreement of Saverne campus (France);
- Lease agreement for new building in Aix-en-Provence (France) to be delivered in 2021;
- Verification that all related party leases have been reviewed;
- Schedule of planned lease amendments and renewals in 2021; and
- New Related Party Transactions Policy.

On the basis of the above-mentioned work performed in 2020, Eurofins' Board of Directors believes that there is no conflict of interest between the duties of Eurofins, any of the members of the Company's Board of Directors or Group Operating Council, and their respective private interest or other duties. For more information on related party transactions, please see notes 4.4 "Contractual obligations and other commercial commitments" and 4.10 "Related party transactions" to the audited consolidated financial statements.

As of the end of 2020, Eurofins occupies more than 1,400 sites throughout the world (laboratories, offices, warehouses, etc.). The total net floor area of these sites amounts to about 1.4 million sqm. The breakdown of ownership is as follows:

- 60% (ca. 830,000 sqm) is rented from third party landlords;
- 23% (ca. 315,000 sqm) is owned by Eurofins; and
- 17% (ca. 235,000 sqm) is rented from related parties.

As of the end of 2020, annualised rent per sqm for sites leased from third parties stands at EUR 130, in line with those leased from related parties which also stands at EUR 130.

When narrowing the comparison to laboratory sites only (95% of the surfaces leased from related parties), in countries where lease agreements are made with both third party landlords and related parties, the annualised rent per sqm for sites leased from third parties stands at EUR 141, whereas those leased from related parties stands at EUR 131.

Going forward, especially considering the new IFRS 16 rules, according to which future lease payments have to be accounted as debt, Eurofins will favour owning buildings used by its laboratories. However, expiring rental agreements may be renewed if the buildings cannot be purchased by Eurofins or expanded to include building extensions on existing, rented sites.

2.1.5 Nomination and Remuneration Committee

Composition

As of 31 December 2020, the Nomination and Remuneration Committee consists of the following members:

- Patrizia Luchetta (Committee Chair)
- Stuart Anderson
- Fereshteh Pouchantchi

Nomination and Remuneration Committee's Meetings for the Year Ended 31 December 2020

The Committee held two meetings in 2020 and the attendance rate of the Directors at the Nomination and Remuneration Committee's meeting was 100%. During the meeting, the Nomination and Remuneration Committee discussed in particular the following points:

- Review and approval of the Eurofins Group 2019 Remuneration Report including remuneration benchmark study for senior executives versus peers;
- Discussion and analysis of proxy advisors' reports regarding the Eurofins Group 2019 Remuneration Report;
- Preparation of the Eurofins Group 2020 Remuneration Report;
- Additional topics to be discussed in future; and
- Internal functioning of the Nomination and Remuneration Committee.

2.2 Shares and Shareholders

2.2.1 Share capital

As of 31 December 2020, the Company's share capital amounts to one million, nine hundred and seven thousand, nine hundred and thirty-nine Euros (EUR 1,907,939.00) divided into one hundred and ninety million, seven hundred and ninety-three thousand, nine hundred (190,793,900) ordinary shares of one cent (EUR 0.01) of nominal value each, all of the same category.

There are no charges attached to shares of the Directors of the Company. As explained in more detail in the Eurofins Group Remuneration Policy, Eurofins has a minimum shareholding requirement for all members of the Group Operating Council.

Potential Increases in Share Capital

Stock Options

See section 8.6 "Long-term incentives" of the "Eurofins Group Remuneration Report".

BSA Leaders' Warrants

See section 8.6 "Long-term incentives" of the "Eurofins Group Remuneration Report".

Free Shares

See section 8.6 "Long-term incentives" of the "Eurofins Group Remuneration Report".

Authorised and Non-Issued Capital

In connection with the transfer of Eurofins' registered office to Luxembourg, the Annual General Meeting of 11 January 2012 approved a new article 8bis of Eurofins' Articles of Association to set an authorised share capital ("capital autorisé") for a maximum nominal value of EUR 2,500,000 represented by 250,000,000 shares with a nominal value of EUR 0.01 per share.

On 26 June 2020, the shareholders approved the renewal for five additional years (from 9 July 2020, the date of publication of the notarial deed recording the Extraordinary General Meeting in the Recueil Electronique des Sociétés et Associations, until 9 July 2025) of the authorisation granted to the Board to increase the Company's share capital to a maximum nominal value of EUR 2,500,000 (represented by 250,000,000 shares having a nominal value of EUR 0.01 per share) under the terms and conditions that the Board of Directors may determine. The Board of Directors may in particular limit or waive the preferential subscription rights reserved to existing shareholders.

Moreover, Eurofins has issued:

- BSA warrants (see 8.6 "Long-term incentives" of the "Eurofins Group Remuneration Report");
- Stock option plans (see 8.6 "Long-term incentives" of the "Eurofins Group Remuneration Report")
- Free share plans (see 8.6 "Long-term incentives" of the Eurofins Group Remuneration Report")

giving access to existing and/or new Eurofins shares.

As of 31 December 2020, the maximum number of new shares that may be issued resulting from the exercise of BSA Warrants, free shares and stock options is 9,998,260, resulting in a total potential fully diluted number of shares of 200,792,160.

Consequently, the additional maximum number of new shares that could be issued by Eurofins within the limit of the authorised share capital is 49,207,840.

Besides this, new shares issued as well as Eurofins' existing shares could be listed, in addition to the Paris Stock Exchange, on any other Luxembourg or foreign Stock Exchange to be determined by the Chairperson of the Board on the basis of a mandate given by the Board of Directors.

2.2.2 Shareholding Disclosure

The Martin family, through direct shareholdings and indirectly through their shareholding in Analytical Bioventures SCA, which is controlled by Dr Gilles Martin, holds 33.4% of the shares with 58.1% of the voting rights in Eurofins as of 31 December 2020.

The free float represents 66.6% of the shares and 41.9% of the voting rights of the Company.

The detail of the different shares and voting rights held by the shareholders of Eurofins is as follows:

Shareholders and voting rights as of 31 December 2020

SHAREHOLDERS	SHARES	SHARES %	VOTING RIGHTS (attached to shares)	VOTING RIGHTS (attached to Beneficiary Units Class A)	VOTING RIGHTS (attached to Beneficiary Units Class B)	TOTAL VOTING RIGHTS	% TOTAL VOTING RIGHTS
Dr Gilles Martin	10	0.0%	10	10	0	20	0.0%
Dr Yves-Loïc Martin	145,460	0.1%	145,460	145,460	0	290,920	0.1%
Valérie Hanote	10	0.0%	10	10	0	20	0.0%
Analytical Bioventures SCA (1)	63,550,000	33.3%	63,550,000	63,550,000	50,000,000	177,100,000	58.0%

Martin Family (subtotal)	**63,695,480**	**33.4%**	**63,695,480**	**63,695,480**	**50,000,000**	**177,390,960**	**58.1%**
Treasury shares	0	0.0%	0	0	0	0	0.0%
Free Float	127,098,420	66.6%	127,098,420	882,190	0	127,980,610	41.9%
Total	**190,793,900**	**100.0%**	**190,793,900**	**64,577,670**	**50,000,000**	**305,371,570**	**100.0%**
(1) Private company incorporated in Luxembourg and controlled by Dr Gilles Martin							

In June 2016, the Company's shareholder Analytical Bioventures SCA exercised its right to 10,000,000 of the 63,550,000 shares it owns pursuant to the terms of the new article 12ter of the Company's articles of association as adopted at the AGM of shareholders held on 19 April 2016, to receive 10,000,000 Class B beneficiary units ("parts bénéficiaires de catégorie B") carrying one extra voting right per share, in addition to existing Class A beneficiary units carrying one voting right per share.

Analytical Bioventures SCA further subscribed:

- In March 2017, to an additional 10,000,000 new Class B beneficiary units;
- In June 2018, to an additional 10,000,000 new Class B beneficiary units;
- In May 2019, to an additional 10,000,000 new Class B beneficiary units; and
- In May 2020, to an additional 10,000,000 new Class B beneficiary units

Additionally, Analytical Bioventures SCA sold 450,000 shares in August 2020 (losing 450,000 Class A beneficiary units) and as a result, holds a total of 63,550,000 Class A and 50,000,000 Class B beneficiary units as of 31 December 2020.

2.2.3 General Meetings of Shareholders held in 2020

The Annual General Meeting of shareholders held on 26 June 2020 in its ordinary form but without any physical attendance by shareholders given the exceptional situation linked to the COVID-19 pandemic and pursuant to the applicable Luxembourg emergency legislative framework, adopted *inter alia* the following resolutions:

(i) Approval of the annual statutory accounts for the financial year ended 31 December 2019;

(ii) Allocation of results for the financial year ended 31 December 2019;

(iii) Discharge granted to the members of the Board of Directors for the performance of their duties as of 31 December 2019;

(iv) Discharge granted to Deloitte Audit, external auditor, for the execution of their assignment for the financial year ending 31 December 2019;

(v) Renewal of the appointment of Mr. Stuart Anderson for one year as an independent director;

(vi) Renewal of the appointment of Dr Gilles Martin for four years as an executive director;

(vii) Renewal of the appointment of Dr Yves-Loïc Martin for four years as an executive director;

(viii) Renewal of the appointment of Mrs. Valérie Hanote for four years as an executive director;

(ix) Appointment of Mr. Pascal Rakovsky for one year as an independent director;

(x) Appointment of Deloitte Audit as external auditor for the execution of their assignment for the financial year ended 31 December 2020;

(xi) Non-binding vote on the Group's Remuneration Policy and the Eurofins Group Remuneration Report 2019; and

(xii) Approval of attendance fees for Board members up to 350,000 euros for the fiscal year 2020.

The Annual General Meeting of shareholders held on 26 June 2020 adopted the following resolutions in an extraordinary form:

(i) Renewal for a five-year period of the authorisation given to the Board of Directors to issue shares under the conditions that suit the Board and within the limit of the maximum amount of authorised capital under the terms of Article 8bis of the Company's Articles of Association.

The Extraordinary General Meeting of shareholders held on 16 November 2020 adopted *inter alia* the following resolutions:

(i) Decision to divide the nominal value of the Company's shares to set it at EUR 0.01 (one euro cent) per share and approval of the resulting changes for the Class A and Class B beneficiary units; and

(ii) Consequential amendments to Articles 7, 8bis, 12bis.2, 12bis.3 and 12bis.4 of the Company's Articles of Association.

2.3 Annual Statements in Relation to the Takeover Law

2.3.1 Share Capital Structure

Please see above section 2.2.1 Share capital

2.3.2 Shareholder Purchase/Sale Agreement

With regard to article 11 (1)(b) of the Takeover Law, the shares issued by Eurofins are listed on Euronext Paris and are freely transferable.

A shareholders' agreement regarding the Martin family's shareholding in Analytical Bioventures SCA was concluded on 20 April 2017, which cancels and replaces the preceding agreement and aims in principal to renew the ongoing commitment towards the present management of Eurofins and promote co-operation on a course of action in the event of a take-over bid. This agreement remains valid for a term of eight years, tacitly renewed each year.

2.3.3 Significant Shareholdings

With regard to article 11 (1)(c) of the Takeover Law, Eurofins' shareholding structure showing each shareholder as owning 2.5% or more of Eurofins' share capital as far as they formally disclosed to the Company is as follows:

Significant Shareholding as of 31 December 2020		
	No. of Shares	No. of Stock Options outstanding
Dr Gilles Martin	10	2,000
Dr Yves-Loïc Martin	145,460	0
Valérie Hanote	10	0
Stuart Anderson	550	8,200
Fereshteh Pouchantchi	3,800	5,400
Patrizia Luchetta	0	3,900
Pascal Rakovsky	0	1,000

Analytical Bioventures SCA, which is controlled by Dr Gilles Martin, holds 63,550,000 shares.

T. Rowe Price crossed the 5% voting rights threshold with 15,386,950 voting rights (value adjusted post stock split) as of 9 November 2020, as notified to Eurofins and the CSSF. T. Rowe Price fell below the 5% voting rights threshold again with 15,069,973 voting rights as of 12 February 2021, as notified to Eurofins and the CSSF.

Eurofins has not been formally notified of any shareholder other than those stated above with an interest in excess of 5% of the voting rights as of 31 December 2020.

2.3.4 Holders of Any Securities with Special Control Rights

With regard to article 11 (1)(d) of the Takeover Law, in addition to shares representing Eurofins' issued share capital, a Class A beneficiary unit, (« *part bénéficiaire de catégorie A*») which confers no right to dividends but a right to one vote, is allocated to holders of fully paid-up shares for which proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in the Company's Articles of Association.

In case of a capital increase by incorporation of reserves, profits or share premium, the existing holders of beneficiary units will be entitled to additional Class A beneficiary units following the issuance of new shares.

The Annual General Meeting of Shareholders held on 20 April 2017 adopted changes to article 12bis of the Company's Articles of Association, in particular relating to Class A beneficiary units. Since 1 July 2017, Class A beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in article 12bis.2 of the Company's Articles of Association (ii) request to subscribe Class A beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2020 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.01 per Class A beneficiary unit.

The Shareholders' extraordinary meeting held on 19 April 2016 also authorised the issuance until 30 June 2021 of new Class B beneficiary units ("*parts bénéficiaires de catégorie B*") which confer no right to dividends but a right to one extra vote for each share of the Company held by holders of fully paid-up shares continuously held under registered form evidencing a holding of at least five (5) years as provided for in the Company's Articles of Association.

In case of a capital increase by incorporation of reserves, profits or share premium, the existing holders of Class B beneficiary units will be entitled to additional Class B beneficiary units following the issuance of new shares.

2.3.5 System of Control of Any Employee Share Scheme

With regard to article 11 (1)(e) of the Takeover Law, information on stock-options, free shares and BSA warrants is available in section 2.2.1 "Share capital" as well as in notes 2.5 "Share-based payment charge and acquisition related expenses, net" and 4.7 Potentially dilutive instruments to the audited consolidated financial statements.

2.3.6 Restrictions on Voting Rights

A sanction of suspension of voting rights can be applied to any shareholder (or group of shareholders acting jointly) who has (or have) crossed the thresholds set out (i) in article 10.3 of the Articles (2.5% or any multiple of 2.5% of the Company's share capital, voting rights or securities giving access to the share capital of the Company) (ii) and in article 8 (1) of the Transparency Law dated 11 January 2008 (i.e. 5%; 10%; 15%; 20%; 25%; 33 1/3%; 50% and 66 2/3%) without having notified Eurofins accordingly and subject to limited exceptions set out in article 8 of Transparency Law.

Such suspension can be requested by any shareholder holding at least 2.5% of the Company's share capital and shall be applicable to voting rights above the thresholds indicated in the Transparency Law and the Articles and for a period of two years, as set out in article 10.3 of the Articles.

2.3.7 Agreements between Shareholders

With regard to article 11 (1)(g) of the Takeover Law, there are agreements between shareholders in place as detailed in paragraph "Shareholder Purchase/Sale Agreement" above.

2.3.8 Appointment and Replacement of Board Members – Amendment of the Articles

With regard to article 11 (1)(h) of the Takeover Law, the Directors are elected by the ordinary Annual General Meeting of shareholders for terms as set by the relevant resolution for each Director and may be re-elected or removed.

As provided for in article 13 of the Company's Articles of Association, the Board of Directors is authorised to co-opt ad interim a new member in case of vacancy of a directorship position, to be endorsed by the next upcoming ordinary Annual General Meeting of shareholders.

The rules governing amendments to Eurofins' Articles are set out in article 20 of Eurofins' Articles. An Extraordinary General Meeting, resolving as hereinafter provided, may amend any provisions of Eurofins' Articles.

Such an Extraordinary General Meeting shall not validly deliberate unless at least one half of the share capital is present or represented. If this condition is not satisfied, a second meeting may be convened and shall validly deliberate regardless of the proportion of the capital present or represented. At any Extraordinary General Meeting, resolutions, in order to be adopted, must be carried by at least two-thirds of the votes cast. Votes cast shall not include votes relating to shares in respect of which the shareholder has not taken part in the vote or has abstained or has returned a blank or invalid vote.

2.3.9 Share Buy-Back Programme

With regard notably to article 11 (1)(i) of the Takeover Law, the Extraordinary General Meeting of shareholders held on 25 April 2019 granted the Board of Directors a new share buy-back authorisation whereby the Board of Directors is authorised to purchase Eurofins shares on the stock exchange within a period of five (5) years from the date of the Extraordinary General Meeting of shareholders held on 25 April 2019. The maximum number of shares that may be purchased and/or cancelled is limited to 10% of the total number of shares issued on the date of the latest meeting of the Board of Directors deciding the implementation of the new buy-back programme. The minimum buying price shall be equal to the nominal value of one share and the maximum buying price should not exceed 110% of the share price traded on Euronext Paris.

As of 31 December 2020, Eurofins held no shares under this programme.

2.3.10 Any Significant Agreement to Which Eurofins is a Party and Which Takes Effect, is Altered or Terminates upon a Change of Control

With regard to article 11 (1)(j) of the Takeover Law, such significant agreements to which Eurofins is a party are not disclosed for confidentiality reasons.

Confidential agreements relate to commercial and strategic aspects of the Group to the knowledge of the Board of Directors. Exceptionally, some agreements provide for early repayment in the event of change of control and / or departure of key leaders of the Group at the request of certain credit institutions.

The conditions of the bonds issued in January 2015 (Senior unsecured Euro bond ISIN XS1174211471) provide that if a change of control event occurs, bondholders have the option to require Eurofins to redeem all or part of their bonds on a date falling seven days after a 45-day period from the delivery of a change of control notice given by Eurofins to the bondholders. In such case, bonds are redeemed at their principal amount together with all interest accrued until (but excluding) such date.

The terms and conditions of Eurofins Deeply Subordinated Bonds (Deeply Subordinated Fixed to Floating Rate Bonds ISIN XS1224953882) issued in April 2015 provide for the application of an additional interest rate and an additional margin of 2.5% each per annum, if a change of control event occurs up to 28 April 2023, as from and including the 60th calendar day following the change of control event date and until the redemption of the bonds ; if a change of control event occurs as from 29 April 2023, the margin will be increased by 2.5% per annum from and including the floating rate interest payment date immediately following the 60th calendar day following the change of control event date and until the redemption of the bonds. If such a change of control occurs prior to the first call date, Eurofins has also the option to redeem all (but not some only) outstanding bonds.

The conditions of the bonds issued in July 2015 (Senior Unsecured Euro Bond ISIN XS1268496640) provide that if a change of control event occurs, bondholders have the option to require Eurofins to redeem all or part of their bonds on a date falling seven days after a 45-day period from the delivery of a change of control notice given by Eurofins to the bondholders. In such case, bonds are redeemed at their principal amount together with all interest accrued until (but excluding) such date.

The conditions of the bonds issued in July 2017 (Senior Unsecured Euro Bond ISIN XS1651444140) provide that if a change of control event as defined in the bond documentation occurs, bondholders have the option to require Eurofins to redeem all or part of their bonds on a date falling seven days after a 45-day period from the delivery of a change of control notice given by Eurofins to the bondholders. In such case, bonds are redeemed at their principal amount together with all interest accrued until (but excluding) such date.

The terms and conditions of Eurofins Deeply Subordinated Bonds (Deeply Subordinated Fixed to Floating Rate Bonds ISIN XS1716945586) issued in November 2017 provide for the application of an additional interest rate and an additional margin of 2.5% each per annum, if a change of control event as defined in the bond documentation

occurs up to 12 November 2025, as from and including the 60th calendar day following the change of control event date and until the redemption of the bonds ; if a change of control event occurs during a floating rate interest period the margin will be increased by 2.5% per annum as from and including the floating rate interest payment date immediately following the 60th calendar day following the change of control event date and until the redemption of the bonds. If such a change of control occurs prior to the first call date, Eurofins has also the option to redeem all (but not some only) outstanding bonds.

The terms and conditions of Eurofins' Deeply Subordinated Bonds (Deeply Subordinated Fixed to Floating Rate Bonds ISIN XS2051471105) issued in September 2019 provide for the application of an additional interest rate and an additional margin of 2.5% each per annum if a change of control event occurs up to 11 September 2022 (the "reset date") and for an additional margin of 2.5% per annum if a change of control event occurs from the reset date. If such a change of control occurs, Eurofins also has the option to redeem all (but not part) of the outstanding bonds.

The conditions of the bonds issued in May 2020 (Senior Unsecured Euro Bond ISIN XS2167595672) provide that if a change of control event occurs, bondholders have the option to require Eurofins to redeem all or part of their bonds on a date falling seven days after a 45-day period from the delivery of a change of control notice given by Eurofins to the bondholders. In such case, bonds are redeemed at their principal amount together with all interest accrued until (but excluding) such date.

2.3.11 Any Agreement between Eurofins and its Board Members or Employees Providing for Compensation if they Resign or are Made Redundant without Valid Reason or if Their Employment Ceases Because of a Takeover Bid

With regards to article 11 (1)(k) of the Takeover Law, there is a table outlining the remuneration of the members of the Board of Directors in section 8.4 of the "Eurofins Group Remuneration Report".

2.4 Share price development

Euronext, Paris

	Month	Average closing price (€)	High (€)	Low (€)	Average daily volume ('000)	Market cap (€m)
2019	**July**	39.48	41.38	37.14	340.32	7,025
	August	38.07	41.68	36.06	370.84	6,777
	September	42.90	45.32	40.18	325.09	7,647
	October	44.36	48.30	40.28	535.77	7,919
	November	46.44	48.16	44.30	262.66	8,303
	December	49.16	50.95	45.98	257.23	8,801
2020	**January**	48.74	50.70	47.20	324.82	8,730
	February	47.30	48.94	43.94	316.41	8,474
	March	44.54	52.35	39.30	707.43	7,983
	April	46.32	51.68	41.25	357.54	8,309
	May	56.02	62.02	49.50	526.59	10,629
	June	57.89	61.78	54.68	466.51	10,990
	July	55.78	57.60	53.42	309.05	10,593
	August	66.33	73.00	55.06	415.38	12,636
	September	66.41	68.70	64.04	274.82	12,655
	October	70.02	74.38	67.20	307.67	13,356
	November	69.94	75.40	61.32	362.34	13,342
	December	67.18	71.45	62.01	304.26	12,817

Note: all share price and volume statistics have been adjusted to reflect the ten-for-one stock split that took place on 19 November 2020.

3 Statement of Persons Responsible for the Annual Report

The Board of Directors confirms that, to the best of its knowledge, the annual statutory accounts, prepared in accordance with Luxembourg legal and regulatory requirements, and the consolidated financial statements for the year ended 31 December 2020, prepared in accordance with the International Financial Reporting Standards as adopted by the European Union, give a true and fair view of the assets, liabilities, financial position and profit or loss of Eurofins Scientific S.E. and its consolidated subsidiaries taken as a whole. In addition, the management report includes a fair review of the development and performance of the business and the position of Eurofins Scientific S.E. and its consolidated subsidiaries taken as a whole, together with a description of the principal risks and uncertainties that they face.

On behalf of the Board of Directors

Dr Gilles MARTIN

Chairman of the Board of Directors and CEO

Dated 24 February 2021

Annual Financial Statements

1 Consolidated Financial Statements

Consolidated Income Statement

For the year ended 31 December 2020

EUR Millions	Note	2020 Adjusted results[1]	2020 Separately disclosed items[1]	2020 Reported results	2019 Adjusted results[1]	2019 Separately disclosed items[1]	2019 Reported results
Revenues	4.1, 2.1	**5,438.8**	**-**	**5,438.8**	**4,562.8**	-	**4,562.8**
Operating costs, net	2.2	-4,026.1	-61.8	-4,087.9	-3,632.1	-97.8	-3,729.8
EBITDA[1]		1,412.7	-61.8	1,350.8	930.7	-97.8	833.0
Depreciation and amortisation	3.1, 3.3	-389.1	-36.9	-426.0	-357.2	-38.7	-395.9
EBITAS[1]		1,023.6	-98.7	924.9	573.5	-136.5	437.0
Share-based payment charge and acquisition-related expenses, net	2.5	-	-124.5	-124.5	-	-70.5	-70.5
EBIT[1]		1,023.6	-223.3	800.3	573.5	-206.9	366.6
Finance income	2.6	2.0	0.7	2.7	1.9	3.3	5.2
Finance costs	2.6	-107.1	-3.3	-110.4	-98.8	-2.0	-100.9
Share of profit of associates	3.4	1.7	-	1.7	0.6	-	0.6
Profit before income taxes		920.2	-225.8	694.4	477.2	-205.6	271.5
Income tax expense	2.7	-213.0	59.1	-153.9	-116.9	40.6	-76.3
Net profit for the year		**707.2**	**-166.7**	**540.5**	**360.3**	**-165.0**	**195.3**
Attributable to:							
Owners of the Company and hybrid capital investors		**706.5**	**-167.0**	**539.4**	**359.4**	**-164.1**	**195.2**
Non-controlling interests		0.7	0.3	1.0	0.9	-0.9	-
Basic earnings per share (EUR)	4.8						
Total		3.79	-0.90	2.90	2.02	-0.92	1.10
Attributable to owners of the Company		3.63	-0.91	2.71	1.75	-0.93	0.82
Attributable to hybrid capital investors		0.17	0.02	0.18	0.27	0.01	0.28
Diluted earnings per share (EUR)	4.8						
Total		3.61	-0.85	2.75	1.93	-0.88	1.05
Attributable to owners of the Company		3.45	-0.87	2.58	1.67	-0.89	0.78
Attributable to hybrid capital investors		0.16	0.02	0.17	0.26	0.01	0.27
Basic weighted average shares outstanding - in millions	4.7, 4.8	186.2		186.2	178.0		178.0
Diluted average shares outstanding - in millions	4.7, 4.8	195.9		195.9	186.5		186.5

[1] Alternative Performance Measures (APM) are defined in Notes 1.27 and 1.28.

Consolidated Statement of Comprehensive Income

For the year ended 31 December 2020

EUR Millions	Note	2020	2019
Net profit for the year		**540.5**	**195.3**
Items that are or may be reclassified subsequently to profit or loss:			
Foreign operations - foreign currency translation differences	4.5	-178.1	46.2
Net investment hedge	4.5	-130.2	40.7
Fair value through consolidated other comprehensive income (FVOCI)	3.5	4.2	-12.2
Cash flow hedges - Effective portion	4.5	0.1	-1.0
Cash flow hedges - Reclassified to profit or loss		-	-
Related tax	3.18	32.0	-2.9
Total		**-272.0**	**70.8**
Items that will not be reclassified to profit or loss:			
Remeasurement of defined benefit liability	3.16	5.0	-5.9
Related tax	3.18	-1.4	1.7
Total		**3.6**	**-4.2**
Other comprehensive income/ loss for the year		**-268.2**	**66.6**
Total comprehensive income for the year		**272.2**	**261.9**
Attributable to:			
Owners of the Company and hybrid capital investors		274.9	261.3
Non-controlling interests		-2.6	0.6

Consolidated Balance Sheet

EUR Millions	Note	31 December 2020	31 December 2019
Property, plant and equipment	3.1	1,574.9	1,593.5
Goodwill	3.2	3,524.1	3,608.8
Other intangible assets	3.3	825.1	918.2
Investments in associates	3.4	5.6	5.3
Financial assets and other receivables	3.5	51.0	49.2
Deferred tax assets	3.18	76.6	44.0
Total non-current assets		**6,057.3**	**6,218.9**
Inventories	3.6	157.0	79.3
Trade receivables	3.7	948.5	810.7
Contract assets	3.8	245.0	190.5
Prepaid expenses and other current assets	3.9	189.0	153.0
Current income tax assets		66.2	73.4
Derivative financial instruments assets	4.5	0.1	0.3
Cash and cash equivalents	3.10	912.4	297.0
Total current assets		**2,518.2**	**1,604.1**
Total assets		**8,575.5**	**7,823.1**
Share capital	3.21	1.9	1.8
Treasury Shares	4.7	-	-0.2
Hybrid capital	3.13	1,000.0	1,000.0
Other reserves		1,542.6	978.2
Retained earnings		1,310.5	718.9
Currency translation reserve	4.5	-164.7	139.8
Total attributable to owners of the Company		3,690.3	2,838.6
Non-controlling interests	3.22	26.1	59.5
Total shareholders' equity		**3,716.4**	**2,898.1**
Borrowings	3.11	2,917.2	3,086.9
Deferred tax liabilities	3.18	115.3	124.5
Amounts due for business acquisitions	3.15	48.5	51.7
Employee benefit obligations	3.16	73.3	75.3
Provisions	3.17	8.4	5.1
Total non-current liabilities		**3,162.7**	**3,343.4**
Borrowings	3.11	237.6	454.8
Interest due on borrowings and earnings due on hybrid capital	3.12	51.3	50.0
Trade accounts payable	3.14	542.0	409.8
Contract liabilities	3.8	136.7	116.4
Current income tax liabilities		84.3	20.7
Amounts due for business acquisitions	3.15	55.9	62.2
Provisions	3.17	36.3	22.0
Other current liabilities	3.14	552.3	445.6
Total current liabilities		**1,696.4**	**1,581.6**
Total liabilities and shareholders' equity		**8,575.5**	**7,823.1**

Consolidated Cash Flow Statement

For the year ended 31 December 2020

EUR Millions	Note	2020	2019
Cash flows from operating activities			
Profit before income taxes		**694.4**	**271.5**
Depreciation and amortisation	3.1, 3.3	426.0	395.9
Share-based payment charge and acquisition-related expenses, net	2.5	124.5	70.5
Financial income and expense, net	2.6	101.8	96.1
Share of profit from associates	3.4	-1.7	-0.6
Transactions costs and income related to acquisitions	2.5	-6.2	-8.3
Changes in provisions and employee benefit obligations	3.16, 3.17	18.7	7.3
Other non-cash effects		8.5	4.6
Change in net working capital[1]	3.19	-48.4	-64.2
Cash generated from operations		**1,317.5**	**772.9**
Income taxes paid	2.7	-94.0	-95.0
Net cash provided by operating activities		**1,223.5**	**677.9**
Cash flows from investing activities			
Purchase of property, plant and equipment[2]	3.1	-310.8	-278.2
Purchase, capitalisation of intangible assets	3.3	-44.7	-44.3
Proceeds from sale of property, plant and equipment[2]		5.2	3.2
Net capex[1]		*-350.3*	*-319.3*
Free Cash Flow to the Firm[1]		*873.2*	*358.6*
Acquisition of subsidiaries net of cash acquired and proceeds from disposals of subsidiaries	3.20	-177.2	-171.0
Acquisition and disposal in investments, financial assets and derivative financial instrument, net	3.23	-0.1	47.6
Interest received		2.6	2.9
Net cash used in investing activities		**-525.0**	**-439.8**
Cash flows from financing activities			
Proceeds from issuance of share capital	3.21	564.8	23.4
Proceeds from issuance of hybrid capital	3.13	-	297.6
Proceeds from borrowings[2]	3.11	946.2	192.2
Repayments of borrowings[2]	3.11	-1,304.5	-330.9
Repayment of lease liabilities[2]	2.6, 3.11	-150.6	-142.4
Repayment of hybrid capital	3.13	-	-300.0
Dividends paid to shareholders and non-controlling interests		-0.5	-51.4
Earnings paid to hybrid capital investors	3.13	-36.3	-68.4
Interest paid[2]		-67.8	-62.7
Net cash provided by financing activities		**-48.6**	**-442.6**
Net effect of currency translation on cash and cash equivalents and bank overdrafts		-33.9	4.1
Net increase/ decrease in cash equivalents and bank overdrafts		**616.0**	**-200.5**
Cash and cash equivalents and bank overdrafts at beginning of period		294.5	495.0
Cash and cash equivalents and bank overdrafts at end of period	3.10	**910.5**	**294.5**

[1] APMs defined in Note 1.27.

[2] In 2019, leasing related amounts were recorded in these lines whether they represented cash movements or accounting entries without cash movements following the first time implementation of IFRS16. In 2020, only cash movements have been disclosed under the section "Net cash provided by financing activities"; to improve the readability of the cash flow statement, a new line "Repayment of lease liabilities", has been created as well. 2019 amounts in the above table have been restated to be comparable with 2020 amounts.

Consolidated Statement of Changes in Equity

EUR Millions	Note	Attributable to owners of the Company							
		Share capital	Treasury shares	Other reserves	Currency translation reserve	Hybrid capital	Retained earnings	Non-controlling interests	Total equity
Balance at 1 January 2019		1.8	-0.2	954.8	53.6	1,000.0	637.8	53.0	2,700.7
Other comprehensive income/ loss		-	-	-	86.3	-	-20.3	0.6	66.6
Net profit for the year		-	-	-	-	-	195.2	-	195.3
Total comprehensive income		-	-	-	86.3	-	175.0	0.7	261.9
Share-based payment effects	2.5	-	-	-	-	-	15.7	-	15.7
Issuance of share capital	3.21	-	-	23.4	-	-	-	-	23.4
Issuance of hybrid capital	3.13	-	-	-	-	300.0	-2.4	-	297.6
Repayment of hybrid capital	3.13	-	-	-	-	-300.0	-	-	-300.0
Dividends distributed		-	-	-	-	-	-51.1	-0.2	-51.4
Distribution on hybrid capital	3.13	-	-	-	-	-	-51.8	-	-51.8
Deferred taxes on distribution on hybrid capital		-	-	-	-	-	2.1	-	2.1
Non-controlling interests	3.20, 3.22	-	-	-	-	-	-6.4	6.1	-0.3
Balance at 31 December 2019		**1.8**	**-0.2**	**978.2**	**139.8**	**1,000.0**	**718.9**	**59.5**	**2,898.1**
Balance at 1 January 2020		**1.8**	**-0.2**	**978.2**	**139.8**	**1,000.0**	**718.9**	**59.5**	**2,898.1**
Other comprehensive income/ loss	4.5	-	-	-	-304.6	-	40.0	-3.7	-268.2
Net profit for the year		-	-	-	-	-	539.4	1.0	540.5
Total comprehensive income		-	-	-	-304.6	-	579.4	-2.6	272.2
Share-based payment effects	2.5	-	-	-	-	-	16.6	-	16.6
Issuance of share capital	3.21	0.1	0.2	564.4	-	-	-	0.3	565.0
Issuance of hybrid capital	3.13	-	-	-	-	-	-	-	-
Repayment of hybrid capital	3.13	-	-	-	-	-	-	-	-
Dividends distributed		-	-	-	-	-	-	-0.5	-0.5
Distribution on hybrid capital	3.13	-	-	-	-	-	-36.3	-	-36.3
Deferred taxes on distribution on hybrid capital		-	-	-	-	-	2.2	-	2.2
Non-controlling interests	3.20, 3.22	-	-	-	-	-	29.7	-30.6	-0.9
Balance at 31 December 2020		**1.9**	**-**	**1,542.6**	**-164.7**	**1,000.0**	**1,310.5**	**26.1**	**3,716.4**

Notes to the consolidated financial statements for the year ended 31 December 2020

In the consolidated financial statements and the notes all amounts are shown in EUR Millions and differences of EUR +/- 0.1 million are due to rounding.

Following a ten-for-one stock split in November 2020, in order to ease the comparison between 2019 and 2020, 2019 figures have been restated as if the ten-for-one stock split had been effective on 1 January 2019 (Notes 2.5, 3.21, 4.7, 4.8).

Eurofins Scientific, through its subsidiaries (hereafter referred to as "Eurofins" or "the Group") is Testing for Life. Eurofins is the global leader in food, environment, pharmaceutical and cosmetic product testing and in agroscience Contract Research Organisation services. Eurofins is one of the market leaders in certain testing and laboratory services for genomics, discovery pharmacology, forensics, advanced material sciences and in the support of clinical studies, as well as having an emerging global presence in Contract Development and Manufacturing Organisations. The Group also has a rapidly developing presence in highly specialised and molecular clinical diagnostic testing and in-vitro diagnostic products.

With over 50,000 staff across a decentralised and entrepreneurial network of more than 900 independent companies in over 50 countries and operating more than 800 laboratories, Eurofins offers a portfolio of over 200,000 analytical methods to evaluate the safety, identity, composition, authenticity, origin, traceability and purity of a wide range of products, as well as providing innovative clinical diagnostic testing services and in-vitro diagnostic products.

Eurofins Scientific S.E. is registered in the Grand Duchy of Luxembourg under the number B 167775.

The Company's shares are traded on Euronext Paris stock exchange under the ISIN code FR0014000MR3 (ticker ERF). The Company's headoffice is located at 23 Val Fleuri, L-1526 Luxembourg, Grand Duchy of Luxembourg.

These consolidated financial statements were authorised for issue by the Board of Directors on 24 February 2021 and will be submitted to the Shareholders' Annual General Meeting for approval.

1. Summary of significant accounting policies

The significant accounting policies applied in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

1.1 Basis of preparation

Compliance with IFRS
The consolidated financial statements are prepared in accordance with International Financial Reporting Standards and interpretations issued by the IFRS Interpretations Committee (IFRIC) applicable to companies reporting to IFRS and as adopted in the European Union.

Historical cost convention
The consolidated financial statements have been prepared on a historical cost basis, except for the following:

- certain financial assets and liabilities (including derivative instruments), certain classes of property, plant and equipment and investment property – measured at fair value,
- assets held for sale – measured at fair value less costs to sell, and
- defined benefit pensions plans – plan assets measured at fair value.

The preparation of consolidated financial statements in conformity with IFRS requires the use of certain critical accounting estimates. It also requires management to exercise its judgment in the process of applying the Group's accounting policies. The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed in Note 1.24.

1.2 Application of standards, amendments and interpretations

1.2.1 Standards, amendments and interpretations adopted by the European Union and effective as of 1 January 2020

The accounting policies applied for the preparation of these consolidated financial statements are consistent with those applied in the preparation of consolidated financial statements for the year ended 31 December 2019.

Other standards, amendments and interpretations newly applicable as of 1 January 2020

Other standards, amendments and interpretations newly applicable as of 1 January 2020 have no material impact on these consolidated financial statements:

- Amendment to references to conceptual framework in IFRS standards
- Definition of a business (amendments to IFRS 3)
- Definition of material (amendment to IAS 1 and IAS 8): Presentation of Financial Statements and Accounting Policies, changes in Accounting Estimates and Errors
- Interest rate benchmark reform (amendment to IFRS 9, IAS 39 and IFRS 7).

1.2.2 New standards and interpretations not yet adopted

Certain new standards and interpretations have been published that are not mandatory for 31 December 2020 reporting periods and have not been early adopted by the Group:

- IFRS 17 Insurance Contracts
- IFRS 10 and IAS 28 (amendments) Sale or Contribution of Assets between an Investor and its Associate or Joint Venture
- Amendments to IAS 1 Classification of Liabilities as Current or Non-current
- Amendments to IFRS 3 Reference to the Conceptual Framework
- Amendments to IAS 16 Property, Plant and Equipment—Proceeds before Intended Use
- Amendments to IAS 37 Onerous Contracts – Cost of Fulfilling a Contract
- Annual Improvements to IFRS Standards 2018-2020 Cycle.

These standards are not expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

1.3 Consolidation

Subsidiaries
Subsidiaries are all direct or indirect entities over which the Company has an exclusive control. The Company controls

an entity when the Company is exposed to, or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

The existence and effect of potential voting rights that are currently exercisable and cross put and call options agreements are considered when assessing whether the Group controls another entity.

Subsidiaries are fully consolidated from the date on which control is transferred to the Company. They are no longer consolidated from the date such control ceases.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. The Group recognises any non-controlling interest in the acquiree on an acquisition-by-acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognised amounts of acquiree's identifiable net assets.

Acquisition-related costs are expensed as incurred.

If the business combination is achieved in stages, the carrying value of the Group's previously held equity interest in the acquiree is re-measured to fair value at the acquisition date; any gains or losses arising from such re-measurement are recognised in profit or loss.

All inter-company transactions, balances and unrealised gains and losses on transactions between Group companies are eliminated. When necessary, accounting policies for subsidiaries are changed to ensure consistency with the policies adopted by the Group.

The Group holds no special purpose entities that are not consolidated.

When the Group ceases to have control, any retained interest in the entity is re-measured to its fair value at the date when control is lost, with the change in carrying amount recognised in profit and loss.

A listing of the Group's subsidiaries is set out in Note 5. The financial effect of the acquisition and disposal of subsidiaries is described in Note 3.20.

The annual closing date of the individual financial statements is in principle 31 December.

Transactions with non-controlling interests ("NCI")
Transactions with non-controlling interests that do not result in loss of control are accounted for as equity transactions, which means as transactions with the owners in their capacity as owners.

For purchases from non-controlling interests after the initial control of the entity, the differences between fair value of any consideration paid and the relevant share acquired of the carrying value of net assets of the entity are recorded in equity. Gains and losses on disposals to non-controlling interests are also recorded in equity.

Put and call options at acquisition time
When the Group takes control of a subsidiary, it may enter into obligations to acquire the shares held by minority shareholders (put options) and concurrently benefits from the option to acquire these same shares (call options). These agreements are accounted for as follows:

- In case of cross put and call options exercisable at a fixed price, management considers these instruments as being exercised from inception. Indeed, as the price is fixed, the risks and rewards are considered, in substance, to be transferred to the Group. As such, non-controlling interests are not recognised in the Balance Sheet and the Income Statement.
- In case of cross put and call options at a variable price, management considers whether the risks and rewards are actually transferred to the Group:
    - Where it is determined that risks and rewards did not transfer to the Group, non-controlling interests are recognised in the Balance Sheet and the Income Statement.
    - Where it is determined that risks and rewards did transfer to the Group upon entering into the cross put and call options, non-controlling interests are not recognised in the Balance Sheet and the Income Statement.

In addition, a financial liability (Note 1.21) reflecting the put option element of the transaction is recognised for an amount corresponding to the present value of the redemption amount of the put option. Such financial liability is recognised from the equity attributable to holders of the Company.
The Group is also closely monitoring the guidelines of the IASB and the IFRIC, which could lead to an amendment of specific standards on the treatment of such put options granted to holders of non-controlling interests.

Associates
Associates are all entities over which the Group has significant influence but no control, generally accompanying a shareholding between 20% and 50% of the voting rights. Investments in associates are accounted for using the equity method. Under the equity method, the investment is initially recognised at cost, and the carrying amount is increased or decreased to recognise the investor's share of the profit or loss of the associate after the date of acquisition.

Joint arrangements
The Group has no joint arrangements.

1.4 Goodwill

Goodwill represents the excess of the cost of an acquisition over the fair value of the Group's share in the net assets of the acquired subsidiary at the date of acquisition.

If the cost of acquisition is less than the fair value of the net assets of the subsidiary acquired, the difference is recognised directly in the Consolidated Income Statement (bargain purchase or negative goodwill).

If the initial accounting for a business combination is incomplete by the end of the reporting period in which the combination occurs, the acquirer report in its financial statements provisional amounts for the items for which the accounting is incomplete and may adjust the provisional amounts recognised for a business combination during the measurement period (twelve months from the acquisition date).

The Group measure non-controlling interests (NCI) at fair value ('full goodwill method').

Goodwill on acquisition of associates is included in "investments in associates".

1.5 Intangible assets

Intangible assets (software development costs capitalised and software licences) are booked at historical value, revised periodically in case of impairment. They are amortised over their estimated useful life (maximum period of 3 years).

Other intangible assets (customer relationships, brands) acquired as part of an acquisition of a business are capitalised separately from goodwill if their fair value can be measured reliably. Customer relationships and Brands have a finite useful life. They are valued according to the Income Approach.

Customer relationships are valued using the discounted cash flow method using an appropriate discount rate (WACC) over a maximum period of 20 years. The value is based on the sales acquired using an annual percentage of attrition after deduction of the contributory assets charges (remuneration of the fixed assets, working capital, workforce and brands). Customer relationships are amortised on a straight-line basis over their estimated useful lives (maximum period of 13 years). For outsourcing deals signed with a sales contract, the amortisation period is aligned with respect to the duration of the contract.

Brands are assessed on the basis of their royalty income potential in relation to the annual sales, net of taxes. Brands are amortised on a systematic basis over their estimated useful lives (maximum period of 25 years).

1.6 Development costs

The IT development costs (e.g. Laboratory information management systems) are capitalised under the criteria of IAS 38:

- It is technically feasible to complete the software products so that it will be available for use;
- Management intends to complete the software products and use it;
- There is an ability to use the software products;
- It can be demonstrated how the software products can generate probable future economic benefits;
- Adequate technical, financial and other resources to complete the development and to use the software products are available;
- The expenditure attributable to the software product during its development can be reliably measured.

Development costs that are directly attributable to the design and testing of identifiable and unique software products controlled by the Group, and that are expected to generate economic benefits exceeding costs beyond one year, are recognised as intangible assets. Directly attributable costs include the software development employee costs and an appropriate portion of relevant overheads.
Software development costs recognised as assets are amortised over their estimated useful lives which do not exceed three years.

1.7 Property, plant and equipment

Fixed assets are stated at historical cost less depreciation. Depreciation on fixed assets is calculated using the straight-line method to write off their cost to their residual values over their estimated useful lives as follows:

- Buildings and leasehold improvements 5-20 years
- Machinery and laboratory equipment 5 years
- Office equipment, furniture and vehicles 3-5 years
- Right of Use (IFRS 16): over the lease period

Land is not depreciated as it is deemed to have an indefinite life.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each Balance Sheet date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

1.8 Leases

The Group leases various offices, laboratories, equipments and cars. Lease contracts are typically made for fixed periods but may have extension and termination options. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions.

The Group has adopted IFRS 16, using the modified retrospective approach from 1 January 2019 and has measured assets as if IFRS 16 had been applied from lease commencement.

Incremental borrowing rate is calculated based on a portfolio of leases with similar characteristics (mainly by country) based on swap rates for Eurozone and USD and government bond yields for the other countries per maturity including a credit risk per country.

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments and fixed index rate),
- future increases based on variable indices are not included as they require estimates and forecasts which are either not readily available or the cost of forecasting outweighs any benefits to the reader of the statements.

The lease payments are discounted using the relevant countries' incremental borrowing rates.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability,
- restoration costs, if any.

Extension and termination options

Extension and termination options are included in a number of property and equipment leases across the Group. These terms are used to maximise operational flexibility in terms of managing contracts. The majority of extension and termination options held are exercisable only by the lessee company of the Group and not by the respective lessor.

The assessment is reviewed if a significant event or a significant change in circumstances occurs which affects this assessment and that is within the control of the lessee.

Variable lease payments

The Group does not enter into arrangements with variable lease payments (for instance where the lease payment is based on a revenue generated by the facilities).

The Group does however have leases which payments are indexed on well known indices such as local CPI, CPPI or HPI. The evolution of those indices is widely available to all market users. The lease liability is calculated based on the

most recent index as communicated between both parties of the rental agreement.

1.9 Impairment of non-financial assets

Assets that have an indefinite useful life (goodwill) are not subject to amortisation and are tested for impairment annually or if objective evidence of impairment loss is identified.
Assets that are subject to amortisation (e.g. customer relationship, brands, right-of-use assets) are reviewed for impairment whenever triggering events or changes in circumstances indicate that the carrying value may not be recoverable.
Assets including goodwill are grouped at the lowest levels for which there are separately identifiable cash flows. For the purpose of assessing impairment, the allocation of goodwill is made to groups of cash-generating units (GCGU). These GCGU are groups of homogeneous assets that generate identifiable independent cash flows. They reflect the way activities are managed in the Group. Each GCGU represents or is part of an operating segment (Note 4.1).

The recoverable value of the GCGU is the higher of fair value less costs of disposal and value in use. An impairment loss is recognised for the amount by which the asset's carrying value of the GCGU exceeds its recoverable value.

The value in use is estimated by the discounted cash flows method using an appropriate discount rate (WACC). This rate is adapted to each group of cash-generating units. The estimates of future cash flows and the discount rates are determined on a pre-tax basis. The debt/equity ratio is taken independently of the Group's capital structure. The cost of debt has been determined taking into account prevailing economic conditions and the time horizon of expected cash flows.

The value in use is determined using reasonable assumptions, based on a projected five-year period. The determination includes the net cash flows from disposal at the end of the useful life (terminal value).

Goodwill impairment reviews are undertaken annually or more frequently if events of changes in circumstances indicate a potential impairment. Any impairment is recognised immediately as an expense and is not subsequently reversed. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

Non-financial assets other than goodwill are reviewed at each reporting date for possible reversal of an impairment loss that may have taken place.

1.10 Financial assets

Classification
The Group classifies its financial assets in the following measurement categories:

- those to be measured subsequently at fair value (either through OCI, or through profit or loss), and
- those to be measured at amortised cost.

The classification depends on the entity's business model for managing the financial assets and the contractual terms of the cash flows.

For assets measured at fair value, gains and losses will either be recorded in profit or loss, or OCI. For investments in equity instruments that are not held for trading, this will depend on whether the Group has made an irrevocable election at the time of initial recognition to account for the equity investment at fair value through other comprehensive income (FVOCI).

Measurement
At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss (FVPL), transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at FVPL are expensed in profit or loss.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest.

Debt instruments
Subsequent measurement of debt instruments depends on the Group's business model for managing the asset and the cash flow characteristics of the asset. There are three measurement categories into which the Group classifies its debt instruments:

- Amortised cost: assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Any gain or loss arising on derecognition is recognised directly in profit or loss and presented in other gains/ (losses), together with foreign exchange gains and losses. Impairment losses are presented as a separate line item in the Income Statement.
- FVOCI: assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest, are measured at FVOCI. Movements in the carrying amount are taken through OCI, except for the recognition of impairment gains or losses, interest revenue and foreign exchange gains and losses which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and recognised in other gains/ (losses). Interest income from these financial assets is included in finance income using the effective interest rate method. Foreign exchange gains and losses are presented in other gains/ (losses) and impairment expenses are presented as a separate line item in the statement of profit or loss.
- FVPL: assets that do not meet the criteria for amortised cost or FVOCI are measured at FVPL. A gain or loss on a debt investment that is subsequently measured at FVPL is recognised in profit or loss and presented net within other gains/ (losses) in the period in which it arises.

Equity instruments
The Group measures all equity investments at fair value. Where the Group's management has elected to present fair value gains and losses on equity investments in OCI, there is no subsequent reclassification of fair value gains and losses to profit or loss following the derecognition of the investment. Dividends from such investments continue to be recognised in profit or loss as other income when the Group's right to receive payments is established.
Changes in the fair value of financial assets at FVPL are recognised in other gains/ (losses) in the statement of profit or loss as applicable. Impairment losses (and reversal of impairment losses) on equity investments measured at FVOCI are not reported separately from other changes in fair value.

Impairment
The Group assesses on a forward looking basis the expected credit losses associated with its debt instruments

carried at amortised cost and FVOCI. The impairment methodology applied depends on whether there has been a significant increase in credit risk.

Fair value measurements
The Group classifies fair value measurements using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. The fair value hierarchy has the following levels:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1 – Marketable securities, Derivative financial instruments assets or Eurobonds);
- Inputs other than quoted prices included within Level 1 that are observable for the asset or the liability, either directly (i.e. such as prices) or indirectly (i.e. derived from prices) (Level 2 – Derivative financial instruments liabilities);
- Inputs for the asset or liability that are not based on observable market data (Level 3).

There were no transfers between levels.

1.11 Inventories

Inventories of consumables consists primarily of chemical products. Inventories are stated at the lower amount between cost and net realisable value. Cost is determined using the first-in, first-out (FIFO) method. Net realisable value is the estimated selling price in the ordinary course of business, less applicable variable selling expenses. The above inventories are generally used within 2 years of their purchase.

1.12 Trade receivables and contract assets

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.
Trade receivables correspond to amounts invoiced to the customers.

Contract assets correspond to amounts accrued or due by clients for analysis in progress, depending on the stage of completion of the analysis/work performed (accrued sales or amounts due by customers for analysis in progress).

A provision for impairment of trade receivables is established when there is objective evidence that the Group will not be able to collect all the amounts due, according to the original terms of sale. This risk is assessed in a standardised way with particular regard to the age of the account, the customer status, the country and the fact of invoices being subject to dispute.

For governmental organisations as well as healthcare insurance providers, in the case of some of its US clinical diagnostic testing services, the Group regularly assesses the state of its billing operations and the level of payer's reimbursements based on specific facts and circumstances and historical recoverability data in order to identify issues which may impact the collection of these receivables. This individual review by third-party payor grouping of all outstanding amounts is carried out at least at the end of each year and half year, especially to assess the difference between the invoices issued and the expected amounts to be recovered based on the scale of reimbursement for the patient. This review is based on the period that the receivables have been outstanding and the historical collection experience from the payers. An allowance is then recorded to reduce the gross revenue to the amount expected to be collected. Those revenue allowances are recorded as a reduction in revenue in the period that the services are performed. Changes in estimates related to revenue allowances are recorded as an increase or decrease to revenue in the period that the changes are identified.

Impairment

For trade receivables, the Group applies the simplified approach permitted by IFRS 9, which requires expected lifetime losses to be recognised from initial recognition of the receivables.
The Group discloses two types of current assets that are subject to IFRS 9's expected credit loss model:

- Trade receivables and
- Contract assets.

To measure the expected credit losses, trade receivables and contract assets have been grouped based on shared credit risk characteristics and the days past due. The contract assets relate to unbilled percentage of completion and have substantially the same risk characteristics as the trade receivables for the same types of contracts. The Group has therefore concluded that the expected loss rates for trade receivables are a reasonable approximation of the loss rates for the contract assets.

The expected loss rates are based on the payment profiles and the corresponding historical credit losses experienced within the last 36 months. Acquisitions are included from their acquisition date. Furthermore, the Group applies individual credit loss estimates on identified trade account receivables or contract assets with specific issues and circumtances

Trade receivables and contract assets are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others, the failure of a debtor to engage in a repayment plan with the Group, and a failure to make contractual payments for a period greater than 90 days past due.

Bad debts are written off during the year in which they are identified.

1.13 Cash and cash equivalents and bank overdrafts

Cash and cash equivalents include cash in hand, deposits held at call with banks, and highly liquid investments in money market instruments (with original maturities of three months or less that can be sold at any time). Bank overdrafts are shown within borrowings in current liabilities on the Balance Sheet.

1.14 Share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Where the Company or its subsidiaries to purchase the Company's equity share capital, the consideration paid including any attributable incremental costs net of income taxes is deducted from total shareholders' equity as treasury shares until the shares are cancelled. If such shares are subsequently sold or reissued, any consideration received is included in shareholders' equity.

BSA Leaders warrants are recognised in Other reserves at their issuance price when the proceeds are received by the Company.

1.15 Provisions

Provisions for restructuring, legal claims and environmental restoration are recognised when the Group has a present legal or constructive obligation as a result of past events and it is more likely than not that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated.

1.16 Employee benefits

Pension obligations
Group companies operate various pension schemes. The schemes are generally funded through payments to insurance companies, determined by periodic actuarial calculations. The Group has both defined benefit and defined contribution plans. A defined contribution plan is a pension plan under which the Group pays fixed contributions into a separate entity. The Group has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. Typically, defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

In accordance with IAS 19 the liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the Balance Sheet date less the fair value of plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses arising law changes and changes in actuarial assumptions are recognised in Other Comprehensive Income.

Past services (including those resulting from plan amendments) are recognised in the income Statement.

For defined contribution plans, the Group pays contributions to publicly or privately administered pension insurance plans on a mandatory, contractual or voluntary basis. The Group has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due.

Share-based compensation
The Group operates a number of equity settled, share-based compensation plans. The fair value of the employee services received in exchange for the grant of the options is recognised as an expense over the vesting period and the counterpart is accounted for in equity. The total amount to be expensed over the vesting period is determined by reference to the fair value of the options granted.

The proceeds received net of any directly attributable transaction costs are credited to share capital (nominal value) and other reserves when the options are exercised.

Profit sharing and bonus plans
The Group recognises a liability and an expense for bonuses and profit-sharing schemes to its employes based on a formula that takes into consideration the profit of the company after certain adjustments. The Group recognises a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

1.17 Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently recorded at amortised cost in line with the effective interest rate method.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the Balance Sheet date.

The costs of the transaction are deducted from the debt and expensed over the maturity of the borrowings.

1.18 Hybrid capital

The structure of the hybrid capital ensures that it is recognised as a component of equity in accordance with IAS 32 as the conditions below are met:
- No contractual obligation to redeem the instrument;
- No contractual obligation to pay the coupon.

For this reason, the tax-deductible interest payments are not included in interest expense, but accounted for in the same way as dividend obligations to shareholders. The distribution of coupon payments and the costs of issue are booked before tax in shareholders' equity.

1.19 Current and deferred income taxes

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the Balance Sheet date in the countries where the Company's subsidiaries and associates operate and generate taxable income.

Deferred income tax relate to temporary differences arising between the tax bases of assets and liabilities and their carrying values in the consolidated financial statements. Deferred income tax is determined using the nominal tax rates (and laws) that have been enacted or substantially enacted at the Balance Sheet date and are expected to apply when the related deferred income tax is realised or the deferred income tax liability is settled.

The principal temporary differences arise from depreciation on property, plant and equipment, provisions for pensions and tax losses carried forward. Deferred income tax assets are recognised to the extent that it is probable that future taxable profit will be available against which the temporary differences can be utilised.
Deferred income tax relate to temporary differences arising on investments in subsidiaries and associates, except where the timing of the reversal of the temporary difference is controlled by the Group and it is probable that the temporary difference will not reverse in the foreseeable future**.**

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to set off tax assets against tax liabilities, when the deferred taxes relate to the same fiscal authority and when the entity is legally allowed to do so.

1.20 Trade accounts payable

Trade accounts payable are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

1.21 Amounts due for business acquisitions

Amounts due for business acquisitions are mainly comprised of:

- amounts due to former shareholders of acquired companies for the fair value amount based on the achievement of objectives (in general based for the major part on the operating profit);
- the liability resulting from "put and call options" (part related to the transaction with non-controlling interests - Note 1.3) at initial acquisition time.

Amounts due for business acquisitions are also accounted for at the fair value of the expected cash flows. The variation of the liability related to the decreasing time value is accounted for in the Income Statement as a financial expense.

All re-estimations of the amounts due for business acquisitions of the purchase price are booked in the Income Statement as an acquisition-related expense.

If all or part of the acquisition price of certain acquired laboratories is paid in Eurofins shares (new or existing shares):

- the amount due is accounted for in "Amounts due for business acquisitions" in the case where the acquisition contract stipulates a fixed monetary amount payable in a variable number of Eurofins shares (number to be calculated at the moment of payment);
- the amount due is accounted for in "retained earnings" in the case where the acquisition contract stipulates a fixed number of Eurofins shares.

1.22 Revenue recognition

Revenue is recognised in line with IFRS 15 when control of a good or service transfers to a customer. Control either transfers "over time" or "at a point in time". When the control transfers "over time" the revenue is recognised in line with the progress towards complete satisfaction of the performance obligation. When the control transfers "at a point in time" the revenue is then recognized only when the performance obligation is fulfilled.

Eurofins provides analytical solutions and a comprehensive range of testing methods to clients from a wide range of industries including the pharmaceutical, food, environmental and clinical diagnostics sectors.

Revenue recognition for sample-based businesses

The major part of Eurofins business activities is based on sample-based businesses (e.g. in Food and Environmental testing). This sample-based activity is a repetitive business, generally with many relatively small transactions with short turn-around times ruled by short term contracts (turnaround time counted in days or weeks). These contracts for their vast majority do not include multiple performance obligations. The Group considers the input method to measure the progress for service rendered to its customers. The payment terms and conditions are most often standard, short term and highly predictable. When incentives on volumes are granted to customers, these are taken into account by the Group in its revenue recognition policy.

Revenue from providing these services is recognised in the accounting period in which the services are rendered and according to stages of completion. These stages of completion are established in accordance with the observation of costs incurred by the entities when performing such sample-based tests.

Revenue recognition for study-based businesses

The study-based businesses for some pharmaceutical products testing, in agroscience and in contract research organization (CRO) service businesses are mainly relying on medium term contracts that are usually partially invoiced at the beginning of the contract and then in successive steps based on the stagel of completion, until the delivery of the final report. The Group considers the input method to measure the progress for service rendered to its customers. As the outcome of the medium term contracts can be estimated reliably, revenue associated with the transaction shall be recognised by reference to the stage of completion of the transaction at the end of the reporting period, which means recognition of revenue 'over time'. To be able to recognize the revenue 'over time' (i.e. in line with the progress of service performance), the following criteria are met: the asset created has no alternative use to the entity and an enforceable right to payment for performance completed to date exists.

Revenue recognition for Full Time Equivalent (FTE)-based services

Revenue from providing FTE-based services corresponds to Consulting activities and Professional Scientific Services and is recognised over time in the accounting period in which the services are rendered.

The FTE-based services are mainly external projects supported by the Group, for which the client is charged based on actual working hours (hourly rates) delivered by Eurofins. As a result the working hours are being chosen as the most appropriate metrics, to depict service progress and primary measure for percentage of completion calculation.

Revenue recognition for Product-based businesses

For a small part of its business, the Group manufactures and sells a range of products (e.g. testing kits). Sales are recognised when control of the products is transferred, being when the products are provided to the customers.
Products not sold are recognized in Inventory at cost of production (cost of goods).

Revenue recognition for Specialty Clinical Diagnostic Testing Revenue

For its clinical diagnostic testing services in Europe and the U.S., the Group recognises revenues at a point in time when the testing process is completed and test results are reported to the ordering physician. The sales are generally billed to three types of payers: clients, patients and third parties such as HMOs (Health Maintenance Organizations), PPOs (Preferred Provider Organizations), Medicare and Medicaid in the U.S. or other similar health national organisations in other countries.

Clients
For clients (e.g. hospitals, reference laboratories, physicians' offices who wish a direct-pay arrangement or biopharma companies seeking clinical testing services), sales are recorded on a fee-for-service basis at the Company's client list price, less any negotiated discount.

Patients
Patients typically need to pay what is not covered by their insurance or falls under the deductible, co-pay and/or co-insurance of their insurance coverage, as defined by individual payer plan coverage policies and as required by applicable state guidelines. If not covered by insurance, patients typically pay list price or, if offered, a discounted amount from list price for advance payment of testing procedures.

Third-party payers not facing significant variable consideration
In the U.S. or whenever applicable in Europe, the Group bills third-party payers under fee-for-service agreements. Fee-for-service third-party payers are billed at the Company's patient fee schedule amount, and third-party revenue is recorded net of contractual discounts. These discounts are recorded at the transaction level at the time of sale based on a fee schedule that is maintained for each third-party payer. The majority of the Company's third-party sales is recorded using an actual or contracted fee schedule at the time of sale.

Revenue recognised based on a statistical model (Third-party payers facing significant variable consideration)
For the remaining third-party sales, for which there exists a significant variable consideration in the transaction prices, the entity can recognize revenue only to the extent that it will be paid for the work performed and that it is highly probable that a significant reversal in the amount of cumulative revenue recognized will not occur when the uncertainty associated with the variable consideration is subsequently resolved.

The estimation of the high probability is based on the most recent collection rate estimates and is maintained for each payer to recognize revenue. Adjustments to the estimated payment amounts are recorded at the time of final collection and settlement of each transaction as an adjustment to Revenue. The Company periodically adjusts these estimated collection rates based upon historical payment trends, using the most recent two years of historical data. Historical collection statistics are grouped according to logical clusters of payers that have the same or similar payment coherence. Any exceptional event (e.g. important cash payment from a third party) is carefully reviewed with the objective to ensure a stable and accurate statistical model for revenue recognition.

Financing components
The Group does not expect to have any contracts where the period between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. As a consequence, the Group does not adjust any of the transaction prices for the time value of money.

Additionally:
- The Group does not incur material costs to obtain contracts with customers, does not operate material customer loyalty program and does not provide a right to return in the course of its business.
- The Group does not expect to have any contracts where the period between the transfer of the promised services and payment from the customer exceeds one year. As a consequence, the Group does not adjust any of the transaction prices for the time value of money.

1.23 Earnings per share

Basic earnings per share are calculated by dividing the net profit attributable to equity holders of the Group by the weighted average number of ordinary shares in issue during the year, excluding ordinary shares purchased by the Company and held as treasury shares.

For the diluted earnings per share, the weighted average number of ordinary shares in issue is adjusted to assume conversion of all such options into shares which are in the money at the current share price. The Company has the following categories of dilutive potential for ordinary shares: stock options, free shares, BSA warrants and partial and optional acquisition price payments in Eurofins shares.

The net profit attributable to shareholders of the Group is obtained by deducting from the net profit the part that is directly attributable to hybrid capital investors.

1.24 Significant accounting judgments and estimates

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgment in applying the Group's accounting policies. This note provides an overview of the areas that involved a higher degree of judgment or complexity, and of items which are more likely to be materially adjusted due to estimates and assumptions turning out to be wrong. Detailed information about each of these estimates and judgments is included in other notes together with information about the basis of calculation for each affected line item in the financial statements.

Revenue recognition
To use the percentage of completion method to measure the outcome of its services, the Group reviews annually the improvement of both operational and financial processes and systems (Note 1.22).

For revenue recognised based on a statistical model (Third-party payers facing significant variable consideration), the Group regularly assesses the state of its billing operations and the level of payer's reimbursements based on specific facts and circumstances and historical recoverability data in order to identify issues which may impact the collection of these receivables. Those revenue allowances are recorded as a reduction in revenue in the period that the services are performed. Change in estimates related to revenue allowances are recorded as an increase or decrease to revenue in the period that the changes are identified.

Provisions
Management estimates the provisions based on the circumstances relating to each specific event and upon currently available information. However, given the inherent difficulties in estimating liabilities in these areas it cannot be guaranteed that additional costs will not be incurred beyond the amounts accrued.

Estimated impairment of goodwill
The Group determines whether goodwill is impaired on an annual basis (Note 1.9). This requires identification of CGUs and an estimation of the value-in-use of the CGUs to which the goodwill is allocated. Estimating the value-in-use requires the Group to make an estimate of the expected future cash flows from the CGU or group of CGUs that holds the goodwill at a determined discount rate in order to calculate the present value of those cash flows.

Variable acquisition price calculation
The Group reviews frequently the variable acquisition price calculations. The formulas are based on current and/or future profitability of the acquired companies. Thereafter, these amounts are re-estimated each year (Note 1.3 and Note 3.15).

Valuation of intangible assets acquired in a business combination
The Group estimates for each acquisition the value of the potential intangible asset related to an acquisition (e.g. customer relationships, brand names) based on discount rate and future cash flows of each asset (Note 1.5).

Deferred tax assets recognition
The Group reviews deferred tax assets on an annual basis, and recognises deferred tax assets for temporary differences and tax loss carry forwards to the extent that it deems probable that future taxable profit will be generated

against which these can be offset. Judgment is required by management in estimating the probability, timing and amount of future taxable profit based on the presence of regular profitability track records for the past two years, as well as forecasted profitability for the next three years (Note 1.19).

Income taxes
The Group operates in various countries and is subject to a wide range of complex tax laws and regulations. At any point in time it is normal for there to be a number of open years in any particular territory which may be subject to enquiry by local authorities. Where the effects of laws and regulations are unclear, estimates are used in determining the liability for the tax to be paid on profits which are recognised in the financial statements (Note 1.19). The Group recognizes liabilities for anticipated tax audit issues based on estimates of whether additional taxes will be due, including estimated interest and penalties where appropriate.

Pension benefits
The present value of the pension obligations depends on a number of factors and actuarial assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any change in these assumptions may impact the carrying amount of pension obligations (Note 1.16).

IFRS 16 lease term
In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option or not exercise a termination option. These considerations were made in the light of the willingness of the Group to maintain a certain degree of flexibility in the management of its real estate portfolio allowing for a quick response from the Group in case of changes in market trends and needs. Determining the lease term according to IFRS 16 implies then judgments.

1.25 Segment reporting

In accordance with IFRS 8, segment information reflects the Group's internal organization after applying aggregation criteria on the operating segments. Operating segments are based on geographical areas (Note 4.1) in line with the Group's internal reporting.

The Group is very decentralised with a large number of small and medium size companies in many countries. For practical reasons, the sets of information provided to the Chief Operating Decision Maker ("CODM"), who is the Chief Executive Officer of the Group, aggregate these legal entities based on geographical areas and leadership structure. This aggregation can vary over time depending on changes in management, organisation or leadership. The rapid evolving nature of the Group also results in a constant adaptation of the matrix of its organisation.

When necessary, the CODM may review financial information at a more disaggregated level.

The aggregation mechanism described above results in the determination of the following reportable segments: Europe, North America and the other smaller countries or regions (defined as Rest of the World).

Within Eurofins, the nature of services and production processes, the type or class of customers for its products and services; the methods used to provide its services; and the nature of the regulatory environment have highly similar economic characteristics. For example, similar long-term average gross margins are expected for all its businesses activities. Accordingly, the operating segments have been grouped together as they meet aggregation criteria. The Group therefore defines three main reportable segments based on geography: Europe, North America and Rest of the World (ROW).

The CODM has determined that the provision of financial information by geographical areas is more meaningful to the readers of the consolidated financial statements because he believes that the regions where the Group operates are the main business performance differentiator.

1.26 Foreign currencies

Items included in the financial statements of each of the Group's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The consolidated financial statements are presented in Euro, which is the Company's functional and presentation currency.
Income statements of foreign entities are translated into Euro at average exchange rates for the year and the Balance Sheets are translated at year end exchange rates ruling on 31 December.

Currency translation differences arising from the retranslation of the net investment in foreign subsidiaries are booked into "currency translation differences" in shareholders' equity, net of tax if applicable.

Goodwill and fair value adjustments arising on the acquisition of a foreign entity are treated as assets and liabilities of the foreign entity and translated at the closing rate.

Foreign currency transactions in Group companies are accounted for at the exchange rates prevailing at the date of the transactions: gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at year end exchange rates are recognised in the Income Statement.

1.27 Alternative performance measures (APM)

Eurofins is providing in the consolidated financial statements certain alternative performance measures (non-IFRS information).

APMs used in the Consolidated Income Statement

Adjusted results – reflect the ongoing performance of the mature and recurring activities excluding "separately disclosed items".

Separately disclosed items – include one-off costs from integration, reorganisation, discontinued operations and other non-recurring income and costs, temporary losses and other costs related to network expansion, start-ups and new acquisitions undergoing significant restructuring, share-based payment charge, impairment of goodwill, amortisation of acquired intangible assets, negative goodwill, loss/gain on disposal and transaction costs related to acquisitions as well as income from reversal of such costs and from unused amounts due for business acquisitions, net finance costs related to borrowing and investing excess cash and one-off financial effects (net of finance income) and the related tax effects – Details are provided in Notes 1.28 and 2.4.

EBITDA – Earnings before interest, taxes, depreciation and amortisation, share-based payment charge, impairment of goodwill, amortisation of acquired intangible assets, negative goodwill, loss/gain on disposal and transaction costs related to acquisitions as well as income

from reversal of such costs and from unused amounts due for business acquisitions.

EBITAS – EBITDA less depreciation and amortisation.

Share-based payment charge and acquisition-related expenses – Share-based payment charge, impairment of goodwill, amortisation of acquired intangible assets, negative goodwill, loss/gain on disposal and transaction costs related to acquisitions as well as income from reversal of such costs and from unused amounts due for business acquisitions.

EBIT – EBITAS less Share-based payment charge and acquisition-related expenses.

These measures exclude certain items because of the nature of these items and the impact they have on the analysis of the underlying business performance and trends.

Eurofins shows EBITDA, EBITAS, EBIT as defined in the notes to the Consolidated Income Statement with the objective to be consistent with the information used in internal Group reporting to measure the performance of Group companies and information published by other comparable companies.

APMs used in the Consolidated Cash flow Statement

Net capex – Purchase of intangible assets (incl. capitalisation) property, plant and equipment, less proceeds of same assets.

Free Cash Flow to the Firm – Net cash provided by operating activities, less Net capex.

APMs used in the Notes

Net debt – Borrowings, less Cash and cash equivalents (Note 3.10).

Net working capital – Inventories, trade receivables and contract assets, prepaid expenses and other current assets less trade accounts payable, contract liabilities and other current liabilities excluding accrued interest receivable and payable (Note 3.19).

Free cash flow to Equity – Free cash flow to the Firm, less change in investments and financial assets, and after interest paid net of interest received. Free cash flow to Equity does not take into account the dividends paid to shareholders and non-controlling interests as well as earnings paid to hybrid capital holders (Note 3.24).

Management believes that providing these APMs enhances investors' understanding of the Group's core operating results and future prospects, consistent with how management measures and forecasts the Group's performance, especially when comparing such results to previous periods or objectives and to the performance of our competitors.

This enables Eurofins to demonstrate the underlying profitability of the business – i.e. what the performance would be if the investments as described in Note 1.28 were not undertaken. In the interest of full transparency, Eurofins discloses both the adjusted results (i.e. without the separately disclosed items) and full reported results (i.e. including the separately disclosed items).

This information should be considered in addition to, but not in lieu of, information prepared in accordance with IFRS.

1.28 Mature scope/ Separately disclosed items

In order to present the performance of the Group in a clear, consistent and comparable format, certain items are disclosed separately in the Income Statement.

Mature scope

Mature scope excludes start-ups and acquisitions in significant restructuring. A business will generally be considered mature when: i) The Group's systems, structure and processes have been deployed; ii) It has been audited, accredited, qualified and used by the relevant regulatory bodies and the targeted client base; iii) It no longer requires above-average annual capital expenditures, exceptional restructuring or abnormally large costs with respect to their current revenues for deploying new Group IT systems. The list of entities classified as mature is reviewed at the beginning of each year and is relevant for the whole year.

In FY 2020, 94% of total Group revenues were included in the mature scope (93% as FY 2019).

Separately disclosed items

Separately disclosed items is defined in Note 1.27 (see details in Note 2.4).

One-off costs from integration, reorganisation, discontinued operations and other non-recurring income and costs

One-off costs from integration, reorganisation costs, such as reducing overhead and consolidating facilities, are included in the Separately Disclosed Items as management believes that these effects are not indicative of our normal operating income and expenses.

Discontinued operations are a component of the Group's core business or product lines that have been disposed of, or liquidated; or a specific business unit or a branch of a business unit that has been shut down or terminated, and is reported separately from continued operations. Disposals correspond to the sale by Eurofins of business assets to a third party.

Other non-recurring income and costs are also disclosed separately, as they are either isolated or cannot be expected to occur again with any regularity or predictability and as management believes they are not indicative of the Group's normal operating gains and losses. These include for example, gains or losses from items such as the sale of a business or real estate to third party and gains or losses on significant litigation-related matters.

Temporary losses and other costs related to network expansion, start-ups and new acquisitions undergoing significant restructuring

Start-ups or acquisitions in significant restructuring are new companies or business activities established to develop an existing business model, transfer technology or a specific strategy. They are generally greenfield operations, or, in certain cases, newly acquired businesses bought to achieve a target market share in a given geography that are not operating optimally, but that have the potential to operate efficiently and profitably once restructured or reorganised to the Eurofins model. However, the reorganisation measures required are so large that they have a significant negative impact on the ongoing business of the Company. Start-ups are generally undertaken in new markets, and in particular emerging markets, where there are often limited viable options for acquisitions or in developed markets when Eurofins

transfers technology developed by its R&D and Competence Centers abroad.

Given that the costs or operating losses incurred in the start-up or restructuring phase are temporary and should cease within a 3-5 year period on average, it is management's view that they should be disclosed separately. Whilst the timeframe for these temporary costs or losses is finite, and should cease gradually, the businesses should continue to generate revenues for the Group indefinitely, and these are therefore not considered temporary.

Start-up activities go through various stages of development before reaching optimal efficiency levels, and can take several years to become profitable. The development process includes the creation or construction of the laboratory, hiring the appropriate staff, obtaining relevant accreditations, deployment of the IT infrastructure and dedicated IT solutions, developing the sales and marketing channels, and building up volumes and the revenue base.

In general, start-up periods last for 2 to 3 years in mature markets and 2 to 5 years in emerging markets.

The list of entities classified as start-ups or acquisitions in significant restructuring is reviewed at the beginning of each year and is relevant for the whole year.

Temporary losses and other costs related to network expansion, start-ups and new acquisitions undergoing significant restructuring are included in the Separately Disclosed Items as these are investments in future growth prospects and distort the judgment of the underlying performance of the mature businesses of the Group.

Depreciation costs specific to start-ups and new acquisitions undergoing significant restructuring

The line corresponds to the line "depreciation" of the entities classified as start-ups or acquisitions in significant restructuring.

Share-based payment charge and acquisition-related expenses

Separately disclosed items also include share-based payment charge, impairment of goodwill, and amortisation of acquired intangible assets, recording of negative goodwill as well as income from reversal of such costs and from unused amounts due for business acquisitions as all these transactions are without cash impact in the consolidated financial statements. Furthermore, the amortisation of acquired intangible assets is included because a significant portion of the purchase price for acquisitions may be allocated to intangible assets.

All transaction costs and long-term incentives/ retention bonus related to acquisitions during the year are disclosed separately. There are a number of different professionals that may assist throughout the process of planning, negotiating, performing due diligence, and closing of the transaction. Examples include intermediaries (investment bankers or business brokers), legal professionals (lawyers) and accounting professionals. These costs are specific and directly related to the transaction and are usually paid at or around the closing of the relevant transaction. These costs are disclosed separately also due to the fact that if the Group would stop its external growth, i.e. acquisitions, and would only focus on internal growth, most of these costs would disappear instantly and the EBIT would increase mechanically. Furthermore, these costs do not correspond to Eurofins' business of providing analytical solutions to its customers.

Net finance costs related to borrowing and investing excess cash and one-off financial effects (net of finance income)

Net finance costs related to excess cash and one-off financial effects correspond to cash earmarked for future investments/ acquisitions and not needed for the existing business. Excess cash is calculated as the difference between the total consolidated cash balance at month-end and the minimum liquidity position required to operate the business, as based on a percentage of sales (considered to be 5% of the annualised revenues of the rolling last three months) and split proportionately between Equity, Gross financial debt and hybrid capital. The finance cost related to excess cash is then calculated using the weighted average interest rate of each debt instrument and coupon on hybrid capital on the Balance Sheet of the Company.

Tax effect from the adjustment of all separately disclosed items

On all items listed aboved, the related tax effects are calculated.

Total impact on earnings attributable to hybrid capital investors

This item corresponds to the Net finance costs related to hybrid capital excess cash.

Management believes that the separate disclosure of these items enhances investors' understanding of the Group's core operating results and future prospects and allows better comparisons of operating results which are consistent over time and with peer companies.

1.29 Assets classified as held for sale

Non-current assets are classified as assets held for sale and stated at the lower of carrying amount and fair value less costs to sell if their carrying amount is recovered principally through a sale transaction rather than through a continuing of use.

The assets are available for immediate sale. The appropriate level of management is committed to a plan to sell the asset, and an active program to locate a buyer and complete the plan as initiated. The asset is actively marketed for sale at a price that is reasonable in relation to its current fair value.

1.30 Fair value measurement of land and buildings and assets classified as held for sale

For purchase price allocation or in case of changes in circumstances indicating a potential impairment, the fair value measurement of the land and buildings is performed by independent advisors,. The most significant input into this valuation approach is the price per square meter.

1.31 Derivatives and hedging activities

Derivatives are initially recognised at fair value on the date a contract is entered into and are subsequently remeasured to their fair value at the end of each reporting period. The accounting for subsequent changes in fair value depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The group designates certain derivatives as either fair value hedge, cash flow hedge, or net investment hedge.

At inception of the hedge relationship, the group documents the economic relationship between hedging

instruments and hedged items including whether changes in the cash flows of the hedging instruments are expected to offset changes in the cash flows of hedged items. The group documents its risk management objective and strategy for undertaking its hedge transactions.

The fair values of derivative financial instruments designated in hedge relationships are disclosed in note 4.6. Movements in the hedging reserve in shareholders' equity are shown in other comprehensive income. The full fair value of a hedging derivative is classified as a non-current asset or liability when the remaining maturity of the hedged item is more than 12 months; it is classified as a current asset or liability when the remaining maturity of the hedged item is less than 12 months.

Cash flow hedges that are elected for hedge accounting

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognised in the cash flow hedge reserve within equity. The gain or loss relating to the ineffective portion is recognised immediately in profit or loss,
When option contracts are used to hedge forecast transactions, the Group designates only the intrinsic value of the options as the hedging instrument.
Gains or losses relating to the effective portion of the change in intrinsic value of the options are recognised in the cash flow hedge reserve within equity. The changes in the time value of the options that relate to the hedged item ('aligned time value') are recognised within OCI in the costs of hedging reserve within equity.

Net investment hedges

Hedges of net investments in foreign operations are accounted for similarly to cash flow hedges.
Any gain or loss on the hedging instrument relating to the effective portion of the hedge is recognised in other comprehensive income and accumulated in reserves in equity. The gain or loss relating to the ineffective portion is recognised immediately in profit or loss within other gains/ (losses).
Gains and losses accumulated in equity are reclassified to profit or loss when the foreign operation is partially disposed of or sold.
The Group designates certain derivatives as hedges of a particular risk associated with a recognised asset or liability or a highly probable forecast transaction (cash flow hedge) or a net investment in a foreign operation.

The Group documents at the inception of the transaction the relationship between hedging instruments and hedged items, as well as its risk management objectives and strategy for undertaking various hedging transactions. The Group also documents its assessment, both at hedge inception and on an on-going basis, of whether the derivatives that are used in hedging transactions are highly effective in offsetting changes in fair values or cash flows of hedged items.

The fair values of various derivative instruments used for hedging purposes and movements on the hedging reserve in other comprehensive income are disclosed in Note 4.5. The full fair value of a hedging derivative is classified as a non-current asset or liability when the remaining maturity of the hedged item is more than 12 months and as a current asset or liability when the remaining maturity of the hedged item is less than 12 months.

2. Notes to the Consolidated Income Statement

2.1 Revenues

Revenue recognition by type of streams and reportable segments (Note 4.1) is:

EUR Millions 2020	Europe	North America	ROW	Total
Sample-based business	2,862.3	1,557.2	367.4	4,786.9
of which Revenue recognised based on a statistical model	-	*139.7*	-	*139.7*
Study-based business	152.3	140.3	29.8	322.4
FTE-based business	88.1	162.4	6.2	256.7
Product-based business	43.0	26.7	3.0	72.7
Other	-	-	0.1	0.1
Total	3,145.7	1,886.6	406.5	5,438.8

EUR Millions 2019	Europe	North America	ROW	Total
Sample-based business	2,224.7	1,353.8	352.1	3,930.6
of which Revenue recognised based on a statistical model	-	*64.2*	-	*64.2*
Study-based business	149.1	157.8	26.9	333.8
FTE-based business	90.1	140.6	3.5	234.2
Product-based business	36.7	25.0	2.5	64.2
Other	-	-	-	-
Total	2,500.6	1,677.2	385.0	4,562.8

The impact of the over time method is the following:

EUR Millions	2020	2019
Revenues	5,438.8	4,562.8
Amounts due by customers for analysis in progress (Note 3.8)	116.7	115.3
Deferred revenues (Note 3.8)	-88.8	-76.4
Net position (Balance Sheet position)	27.9	38.9
% of Revenues	0.5%	0.9%

The remaining performance obligations (unsatisfied or partially satisfied) on contracts with a duration over a year, expected to be recognised in the following years amount to EUR 425m at 31 December 2020, of which EUR 200m are expected to be recognised in revenue in 2021. The amount disclosed above does not include the potential cancellation of signed contracts nor variable consideration which is contractually constrained.

2.2 Operating costs, net

EUR Millions	2020	2019
Cost of purchased materials and services	1,748.1	1,503.3
Personnel expenses	2,318.2	2,189.8
Other operating income and expenses, net	21.6	36.8
Total	4,087.9	3,729.8

2.3 Full Time Equivalent and total Headcount

Weighted average Full Time Equivalent (FTE)	2020	2019
Europe	24,467	24,067
North America	12,021	11,777
ROW	6,102	5,561
Group service functions	2,151	1,915
Total FTE	44,741	43,320

By the end of the year 2020, the total headcount within the Group reached 51,516 employees (47,427 in 2019).

2.4 Separately disclosed items

EUR Millions	2020	2019
One-off costs from integration, reorganisation, discontinued operations and other non-recurring income and costs	-53.5	-48.0
Temporary losses and other costs related to network expansion, start-ups and new acquisitions undergoing significant restructuring	-8.3	-49.8
EBITDA impact	-61.8	-97.8
Depreciation costs specific to start-ups and new acquisitions undergoing significant restructuring	-36.9	-38.7
EBITAS impact	-98.7	-136.5
Share-based payment charge and acquisition-related expenses (Note 2.5)	-124.5	-70.5
Finance cost related to excess cash and one-off financial effects	-2.6	1.3
Tax effect from the adjustment of all separately disclosed items	59.1	40.6
Total impact on Net Profit	-166.7	-165.0
Non-controlling interests of separately disclosed items	-0.3	0.9
Total impact on earnings attributable to owners and hybrid capital investors	-167.0	-164.1
Total impact on earnings attributable to hybrid capital investors	-3.1	-1.6

The EBITDA impact of the start-up losses and restructuring costs as disclosed in the separately disclosed items (SDIs) amounted to EUR 62m, a decrease of EUR 36m compared to 2019 in line with our guidance.

This includes in 2020:

- EUR 53.5m of one-off expenses (an increase by EUR 5.5m vs. last year), mostly linked to restructuring and site reorganisation costs across various geographies (US, UK and DE) and business lines;
- EUR 8.3m losses on start-ups and acquisitions in significant restructuring, mostly due to EmpowerDX and Transplant Genomics in the U.S., balanced by improvements in start-ups and new acquisitions undergoing significant restructuring, including at Boston Heart Diagnostics and EGL which benefitted from activities in relation with the fight against the Covid-19 pandemic.

In 2020, the average monthly cash balance, net of overdrafts was EUR 702m (EUR 911m at year-end) to be compared to EUR 395m in 2019 (EUR 294m at year-end). This led to a higher average excess cash of EUR 436m in 2020 vs EUR 168m in 2019. The borrowing and investment of this excess cash have generated net finance costs of EUR -2.6m on the financial result and an impact of EUR -3.1m on the earnings attributable to hybrid capital

investors in 2020 vs an amount of EUR -1.2m on the financial result and an impact of EUR -1.6m on the earnings attributable to hybrid capital investors in 2019. In 2019, the one-off financial effect from equity derivatives had a positive impact of EUR +2.4m on the financial result.

2.5 Share-based payment charge and acquisition-related expenses, net

EUR Millions	2020	2019
Share-based payment charge	16.6	15.7
Acquisition-related expenses, net	108.0	54.8
Gain on disposal/liquidation	-0.7	0.5
Amortisation of acquired intangible assets	102.8	100.0
Transactions costs related to acquisitions	6.2	8.3
Unused amounts due for business acquisitions (Note 3.15)	-0.3	-54.0
Total	124.5	70.5

Intangible assets related to acquisition and brand increased by EUR 55m in 2020 and EUR 68m in 2019 (Note 3.3), generating an increase in the amortisation of acquired intangible assets.

Share-based payment charge

Stock options/free shares are granted to selected managers and employees. The exercise price of the granted options is generally at least equal to the 20-day volume weighted average market price of Eurofins share traded on Euronext Paris stock exchange prior to the date of the plan award including a hurdle of 2%.

Options/free shares are conditional on the employee completing the vesting period (4 to 5 years). Subject to continued employment and other conditions such as performance conditions for some beneficiaries ('Senior Executives'), vested options can be exercised and have a contractual option term of ten years.

The fair value of options granted during the period is determined using the Black-Scholes or Bermudan valuation model from 2019 onwards including a behaviour factor for the expected exercise period. An annual risk-free interest rate of -0.3% is used for the 2020 plans. The volatility measured is based on statistical analysis of daily share prices over the last three years. Volatility used for 2020 plans was 37%.

Plan	Number of stock options initially granted[1]	Vesting period (Years)	Average subscription price[1] (EUR)	Weighted average fair value of options[1] (EUR)
10/10/2011	1,583,500	4/5	5.8	2.4/2.6
02/03/2012	462,500	4/5	6.6	2.5/2.7
19/12/2012	1,914,750	4/5	12.0	4.1/4.5
01/10/2013	1,390,650	4/5	18.2	6.1/6.7
23/10/2014	1,209,500	4/5	18.8	6.1/6.7
07/04/2015	600,000	4/5	25.2	8.0/8.8
22/10/2015	352,500	4/5	28.3	8.9/9.9
21/01/2016	939,200	4/5	28.6	9.1/10.1
01/08/2016	1,227,400	4/5	33.7	10.9/12.0
04/04/2017	413,900	4/5	40.5	10.5/11.6
13/12/2017	1,696,950	4/5	50.9	13.2/14.6
01/08/2019	2,175,880	4/5	32.5	10.3/10.6
18/07/2019	20,000	4/5	38.5	9.0/9.3
24/10/2019	1,629,250	4/5	44.7	11.2/11.6
16/12/2020	14,931,500	4/5	67.5	23.8/24.7

[1] Restated after ten-for-one stock split

The movements in the number of share options are described in Note 4.7.

Plan	Number of free shares initially granted[1]	Fair value of free shares (EUR)[1]
29/07/2016	59,850	33.6
01/08/2016	44,960	33.7
04/04/2017	9,400	40.5
13/12/2017	134,000	50.9
08/01/2019	149,280	35.1
24/10/2019	88,880	43.5
26/06/2020	20,200	55.2
16/12/2020	83,800	68.4

[1] Restated after ten-for-one stock split. Fair value is equal at value at attribution time.

The movements in the number of free shares are described in Note 4.7.

2.6 Financial result, net

EUR Millions	2020	2019
Net gains on derecognition of financial instrument (Note 4.5)	-	2.4
Other financial income	2.7	2.8
Finance income	2.7	5.2
Interest expense on:		
Borrowings	-9.3	-13.8
Bonds	-50.0	-41.9
Schuldschein	-7.4	-6.6
Lease liabilities	-27.5	-30.5
Pension (Note 3.16)	-0.6	-1.0
Net foreign exchange gain/ loss	-4.7	-2.9
Unwind of discount on amounts due for business acquisitions (Note 3.15)	-4.7	-1.4
Unwind of discount on issuance costs (Note 3.11)	-4.1	-2.3
Derivative financial instrument on interest rate hedging, net (Note 4.5)	-0.3	-0.5
Other financial expenses	-1.8	-
Finance costs	-110.4	-100.9
Financial result, net	-107.7	-95.6

In 2020, other financial expenses are related to the purchase cost of some Bonds above par value and anticipated repayment of the Schuldschein loan (Note 3.11).

2.7 Income tax expense

EUR Millions	2020	2019
Current tax expense	-169.3	-92.5
Deferred tax expense (Note 3.18)	15.4	16.3
Income tax expense	-153.9	-76.3

The tax on the Group's profit before income taxes differs from the theoretical amount that would arise using the weighted average tax rate applicable to profits of the consolidated entities as follows:

EUR Millions	2020	2019
Profit before income taxes	694.4	271.5
Tax calculated by applying the domestic corporate tax rate to the (negative or positive) consolidated Profit before Tax of the respective countries	-141.4	-69.1
Theoretical tax rate	*20.4%*	*25.4%*
Other taxes[1]	-27.9	-41.7
Non-deductible expenses (-) / Non-taxable income (+)	-18.0	48.6
Deductible expenses not accounted for in the Income Statement	17.5	19.8
Tax losses that cannot be activated (-) / Use of tax losses not activated before (+)[2]	13.4	-30.6
Tax adjustments related to prior assessments	2.5	-3.3
Effective tax expense	-153.9	-76.3
Effective tax rate	22.2%	28.1%

[1] This line includes taxes based on the other taxable income such as CVAE ("*cotisation sur la valeur ajoutée des entreprises*") in France and IRAP ("*imposta regionale sulle attività produttive*") in Italy or the Base Erosion and Anti-Abuse Tax (BEAT) in theU.S.. as well as withholding taxes and non-deductible value added tax paid on some transactions such as dividends or royalties.

[2] In 2020, the Group used more unrecognised tax losses, especially in DE, the UK and the U.S., thanks to the significant increase in taxable income (see Note 3.18).

The change in the theoretical tax charge rate is primarily due to the change in the weighted distribution of taxable results before income tax among the different countries in which the Group operates.

The movement in deferred tax assets and liabilities during the year is broken down in Note 3.18.

The income tax paid for each period is the following:

EUR Millions	2020	2019
Income taxes paid	-94.0	-95.0

3. Notes on the Balance Sheet and Cash flow statement

3.1 Property, plant and equipment

EUR Millions	Land, buildings and leasehold improvements	Machinery and laboratory equipment	Office equipment, furniture and vehicles	Right -of -use (RoU)	Assets in progress	Total
Year 2019						
Opening net book amount	409.3	418.8	88.5	-	101.4	1,018.0
Recognition of right-of-use asset	-21.7	-10.1	-	515.5	-	483.7
Currency translation differences	6.0	5.6	0.9	6.2	2.0	20.8
Change of scope/ Transfer	6.3	13.2	0.3	21.1	-3.9	37.0
Additions	103.0	140.6	34.1	102.7	0.4	380.8
Disposals	-2.0	-4.3	-1.5	-1.7	-	-9.6
Depreciation charge	-46.0	-133.3	-39.4	-118.6	-	-337.2
Impairment charge	-	-	-	-	-	-
Closing net book amount	454.9	430.4	83.0	525.2	99.9	1,593.5
Cost	709.6	1,205.4	290.1	866.4	99.9	3,171.5
Accumulated depreciation	-254.8	-775.0	-207.1	-341.2	-	-1,578.0
Closing net book amount	454.9	430.4	83.0	525.2	99.9	1,593.5
Year 2020						
Opening net book amount	454.9	430.4	83.0	525.2	99.9	1,593.5
Currency translation differences	-19.2	-17.7	-2.3	-15.9	-6.8	-61.9
Change of scope/ Transfer	11.0	5.5	7.5	-1.6	1.2	23.7
Additions	92.4	137.2	31.4	121.8	49.8	432.6
Disposals	-7.6	-5.8	-2.1	-15.5	-	-30.9
Depreciation charge	-55.6	-142.6	-36.8	-122.3	-	-357.2
Impairment charge[1]	-	-24.9	-	-	-	-24.9
Closing net book amount	476.0	382.1	80.8	491.8	144.2	1,574.9
Cost	784.1	1,278.3	306.6	831.7	144.2	3,344.8
Accumulated depreciation	-308.1	-896.1	-225.8	-339.9	-	-1,770.0
Closing net book amount	476.0	382.1	80.8	491.8	144.2	1,574.9

[1] The Group, in line with its accounting policies defined in Note 1.9 Impairment of non-financial assets, has performed an assessment of whether the carrying amount of its laboratory equipment dedicated to Covid-19 testing was supported by cash flows expected to be generated in future periods. These calculations use financial data and assumptions based on financial budgets approved by management, which reflect the information available at the time, based on past performance, management's expectations of future market developments, and specific risks relating to uncertainties regarding the sustainability of the Covid-19 testing market such as but not limited to, the number of tests expected to be performed in combination with the beginning of the vaccine campaigns in the various countries where the Group operates. Based on this assessment the Group adjusted the carrying amount of its laboratory equipment to the present value of the cumulated cash flows expected to be generated.

Leases information:

The carrying amount of right-of-use assets, additions and depreciation at the end of the reporting period by class of underlying asset are the following:

EUR Millions	Land, buildings and leasehold improvements	Machinery and laboratory equipment	Office equipment, furniture and vehicles	Total
Opening net book of RoU	490.4	13.2	21.6	525.2
Currency translation differences	-15.5	-0.1	-0.3	-15.9
Change of scope / Transfer	-1.7	-0.1	0.3	-1.6
Additions of the year	108.7	0.3	12.8	121.8
Disposals	-12.9	-1.0	-1.6	-15.5
Depreciation charge	-105.9	-4.4	-11.9	-122.3
Closing net book of RoU	463.1	7.9	20.9	491.8

Interest expenses on lease liabilities are provided in Note 2.6.

The Group recorded an income in 2020 in the range of EUR 1.0m relating to subleases of RoU assets to third parties.
The Group did not enter into any sale and leaseback transactions in 2020.
The Group recorded in 2020 expenses of EUR 14.8m related to short term leases and an expense of ca. EUR 2m relating to low-value assets in 2020.

3.2 Goodwill

Goodwill EUR Millions	2020	2019
Opening net book amount	3,608.8	3,418.3
Currency translation differences	-177.4	50.8
Change of scope (Note 3.20)	92.8	139.7
Impairment	-	-
Closing net book amount	3,524.1	3,608.8
Cost	3,537.1	3,621.8
Accumulated impairment	-13.0	-13.0
Net book amount	3,524.1	3,608.8

The change in scope is detailed in Note 5.1. The change of scope relates to new acquisitions of the year.

Impairment test for goodwill
The calculation model description is provided in Note 1.9.

Following the Group segment re-organisation in 2019 (Note 4.1), the new groups of CGUs are based on the following geographical areas: France, Germany/Austria/Switzerland (DACH), Other European Countries (OEC), North America and Rest of the World (ROW).

The following is a summary of goodwill allocation for each group of CGUs as of 31 December 2020:

EUR Millions	Opening	Currency translation	Change of scope	Impair-ment	Closing
North America	1,720.8	-147.1	15.9	-	1,589.6
France	842.1	-	17.3	-	859.4
DACH	229.2	0.1	13.4	-	242.7
OEC	620.4	-9.8	4.5	-	615.1
ROW	196.3	-20.5	41.5	-	217.4
Total	3,608.8	-177.4	92.8	-	3,524.1

The recoverable amount of all groups of CGUs is determined based on value-in-use calculations. These calculations use pre-tax cash flow projections based on financial budgets approved by management. Cash flows for years Y+2 to Y+5 are extrapolated using the estimated growth rates stated below. The Group reviews the assumptions used regularly and brings them in line with the data observed on the market.

The key assumptions used for value-in-use calculations in 2020 are as follows:

2020	Long term growth rate[1]	Pre-tax discount rate	Recoverable amount of the group of CGUs EUR Millions
North America	2.0%	6.9%	5,851
France	2.0%	7.9%	2,231
DACH	2.0%	7.3%	1,472
OEC	2.0%	8.2%	3,231
ROW	2.5%	8.9%	854

[1] Weighted average growth rate used to extrapolate cash flows beyond the initial five-year period.

The average annual growth rate of the Revenues over the initial five-year period used in 2020 is between 1% and 7% depending on geographic area (was between 1% and 13% in 2019).

The average EBITDA margin used is between 17% and 23% of the revenues depending on geographic area for the 5 year periods (was between 16% and 22% in 2019).

Reportable segments data as per IFRS 8 are provided in Note 4.1.

The key assumptions used for value-in-use calculations in 2019 were as follows:

2019	Long term growth rate[1]	Pre-tax Discount rate	Recoverable amount of the group of CGUs EUR Millions
North America	2.0%	8.6%	3,865
France	2.0%	9.6%	1,345
DACH	2.0%	8.9%	798
OEC	2.0%	9.6%	1,820
ROW	2.5%	10.8%	661

[1] Weighted average growth rate used to extrapolate cash flows beyond the initial five-year period.

Management determined as a key assumption the average annual volume growth rate for each group of CGUs. The volume of sales in each period is the main driver for revenue and costs. The "Revenues volume and price" is based on past performance and management's expectations of market development. The long term growth rates used reflect specific risks relating to the relevant operating segments.

In 2020, no impairment is required as these values are above the carrying value of each group of CGUs.

Sensitivity analysis
Rising the WACC rate by 1 percentage point in the value in use calculation would not result in any impairment in goodwill:

2020	Recoverable amount of the group of CGUs with WACC rate increased by 1% EUR Millions	 divided by Goodwill net book amount
North America	4,393	2.8
France	1,771	2.1
DACH	1,126	4.6
OEC	2,605	4.2
ROW	673	3.1

3.3 Intangible assets

Other intangible assets EUR Millions	Intangible assets related to acquisitions [1]	Brand	Software [2]	Other intangible assets	Total
Year 2019					
Opening net book amount	823.2	33.9	90.2	-0.4	946.9
Currency translation differences	13.0	-	0.3	-	13.2
Change of scope	65.3	2.9	3.7	0.9	72.9
Additions	-	-	43.9	0.4	44.3
Disposals	-	-	-0.4	-	-0.4
Amortisation charge	-88.2	-11.8	-56.9	-1.7	-158.7
Closing net book amount	813.3	25.0	80.7	-0.8	918.2
Cost	1,065.7	74.2	318.3	5.2	1,463.4
Accumulated amortisation	-252.4	-49.2	-237.6	-6.0	-545.3
Closing net book amount	813.3	25.0	80.7	-0.8	918.2
Year 2020					
Opening net book amount	813.3	25.0	80.7	-0.8	918.2
Currency translation differences	-45.0	0.2	-0.5	-0.1	-45.4
Change of scope (Note 3.20)	53.4	1.1	-2.8	3.0	54.7
Additions	-	-	44.0	0.7	44.7
Disposals	-	-	-0.5	-	-0.5
Amortisation charge	-84.2	-9.1	-42.9	-0.9	-137.1
Impairment charge	-9.5	-	-	-	-9.5
Closing net book amount	728.0	17.2	78.1	1.9	825.1
Cost	1,053.5	75.3	354.9	4.9	1,488.6
Accumulated amortisation	-325.5	-58.1	-276.8	-3.0	-663.5
Closing net book amount	728.0	17.2	78.1	1.9	825.1

[1] Intangible assets related to acquisitions are mainly related to customer relationships and some technology/ intangible property and non-compete agreements assets recognised during the purchase price allocation.
[2] Software includes EUR 36m of internal development costs capitalised in 2020 (versus EUR 32m in 2019).

3.4 Investments in associates

EUR Millions	2020	2019
Opening net book amount	5.3	5.1
Currency translation differences	-	-
Change of scope/ reclassification	-1.0	-0.1
Dividends received	-0.5	-0.2
Share of profit of associates	1.7	0.6
Closing net book amount	5.6	5.3

Other investments in associates were as follows:

Main associates undertaking[1]: EUR Millions	Revenues	Net profit	Total assets	Equity	% of interest
At 31 December 2020[3]					
Fasmac Co. Ltd. (JP)	12.3	1.3	9.6	8.0	41%
Eurofins Laboratoire Coeur de France SAEML (FR)	10.6	2.4	7.3	3.4	49%
Dermscan Asia Co., Ltd (TH) [2]	0.9	0.2	0.8	0.6	34%
At 31 December 2019[3]					
Fasmac Co. Ltd. (JP)	11.9	0.8	9.0	7.3	41%
Eurofins Laboratoire Coeur de France SAEML (FR)	5.7	0.3	3.1	1.3	49%
Dermscan Asia Co., Ltd (TH) [2]	0.6	0.1	0.8	0.7	34%
Z.F.D. GmbH (DE)[3]	1.7	-	1.2	0.7	33%

[1] TREX, Ltd (ZA) equity share value is EUR 3k.
[2] Dermscan Asia Co., Ltd (TH) is consolidated (through equity method) from 1 January 2019
[3] 2020 figures not yet audited / unaudited and not available for Z.F.D. GmbH (DE).

3.5 Financial assets and other receivables

EUR Millions	2020	2019
Opening net book amount	49.2	67.6
Currency translation differences	-2.0	0.6
Change of scope/ reclassification	-1.0	-6.9
Increase	1.5	2.1
Decrease	-0.9	-2.0
Revaluation through OCI of FVOCI	4.2	-12.2
Closing net book amount	51.0	49.2

EUR Millions	2020	2019
FVOCI	8.5	5.0
Lease deposits and other	42.5	44.2
Closing net book amount	51.0	49.2

FVOCI relate to an investment in Vimta Labs Limited, a publicly listed company in India.

3.6 Inventories

EUR Millions	2020	2019
Inventories	181.7	81.9
Inventories allowance	-24.7	-2.6
Total	157.0	79.3

The cost of inventories recognised as an expense during the period and included in “Operating costs, net” amounts to EUR 727.4m (2019: EUR 535.2m).

The increase in inventory allowance mainly relates to Covid-19 testing kits, swabs and consumable based on management’s expectation of future usage and consumption, adjusted for uncertainties surrounding the resilience of the Covid-19 testing market such as but not limited to, the number of tests expected to be performed in combination with the beginning of the vaccine campaigns in the various countries where the Group operates

3.7 Trade receivables

EUR Millions	2020	2019
Trade receivables – Gross and expected amounts[1]	993.4	853.8
Provision for impairment of receivables	-44.9	-43.1
Total	948.5	810.7

[1] Offset for US Clinical Testing as the revenues are recorded based on expected amounts and shown in Trade receivables for their expected amounts (Notes 1.12 and 1.22).

The ageing of the gross trade receivables as at 31 December 2020 is as follows:

EUR Millions	2020	2019
Not overdue	650.9	537.9
Overdue for less than 90 days	253.4	226.9
Overdue for more than 90 days but less than 360 days	55.4	57.2
Overdue for more than 360 days and individual bad debts	33.7	31.9
Total	993.4	853.8

As of 31 December 2020, trade receivables, net of VAT, were impaired for an amount of EUR 44.9m (Note 1.12).

Movements in the provision for impairment of trade receivables are detailed as follows:

EUR Millions	2020	2019
Opening net book amount	43.1	38.0
Exchange differences	-1.3	0.3
Change of scope	0.4	0.9
Net variation	2.7	3.9
Closing net book amount	44.9	43.1

The maximum exposure to credit risk at the reporting date is the carrying value of the trade receivables mentioned above. The Group does not hold any collateral as security. For more details regarding the credit risk of the Group, refer to Note 4.2.

3.8 Contract assets and liabilities

EUR Millions	2020	2019
Contract assets	245.4	191.1
Provision for impairment of Contract assets	-0.4	-0.6
Total	245.0	190.5

EUR Millions	2020	2019
Accrued sales	128.7	75.8
Amounts due by customers for analysis in progress	116.7	115.3
Contract assets	245.4	191.1
Advance payments received	-48.0	-40.0
Deferred revenues	-88.8	-76.4
Contract liabilities	-136.7	-116.4

3.9 Prepaid expenses and other current assets

EUR Millions	2020	2019
Prepaid expenses	59.6	42.5
Other receivables	129.4	110.4
Total	189.0	153.0

3.10 Cash and cash equivalents, bank overdrafts and Net Debt

EUR Millions	2020	2019
Short term deposits	8.7	3.6
Cash in hand	903.7	293.4
Cash and cash equivalents	912.4	297.0
Bank overdrafts	-1.9	-2.5
Cash and cash equivalents less bank overdrafts	910.5	294.5

At the end of the year, the carrying amount of the short term deposits with banks is the fair value based on the market price as they are quoted on active markets.

EUR Millions	2020	2019
Total Borrowings (Note 3.11)	3,154.8	3,541.7
Cash and cash equivalents	-912.4	-297.0
Net debt	2,242.3	3,244.7

3.11 Borrowings

EUR Millions Variation of borrowings	2020	2019
At beginning of year	3,539.2	3,146.0
IFRS 16 impact on opening	-	512.7
Currency translation differences	-19.1	7.6
Change of scope	5.8	20.8
Increase of borrowings	946.2	192.2
Repayment of borrowings	-1,304.5	-330.9
Lease subscriptions	121.8	102.6
Repayment of lease liabilities[1]	-123.1	-111.9
Exit of lease liabilities	-17.6	-2.2
Amortisation of bond costs	4.1	2.3
At end of year	3,152.9	3,539.2
Bank overdrafts	1.9	2.5
Total Borrowings	3,154.8	3,541.7

[1]excl. interest paid (Note 2.6)

.

EUR Millions	Current Borrowings	Non-Current Borrowings	Total
Year 2020			
Bank borrowings	7.6	46.0	53.7
Bonds	-	1,882.8	1,882.8
Schuldschein loan	97.0	582.0	679.0
Commercial paper	15.0	-	15.0
Bank overdrafts	1.9	-	1.9
Lease liabilities	118.9	414.8	533.7
Issuance costs	-2.8	-8.5	-11.3
Total borrowings	237.6	2,917.2	3,154.8

EUR Millions	Current Borrowings	Non-Current Borrowings	Total
Year 2019			
Bank borrowings	9.9	453.2	463.1
Bonds	-	1,650.0	1,650.0
Schuldschein loan	-	550.0	550.0
Commercial paper	317.0	-	317.0
Bank overdrafts	2.5	-	2.5
Lease liabilities	128.1	440.2	568.2
Issuance costs	-2.7	-6.5	-9.2
Total borrowings	454.8	3,086.9	3,541.7

The repayment periods of the current borrowings are as follows:

EUR Millions	Total	Up to 3 months	3-6 months	Over 6 months
Bank borrowings	7.6	1.9	1.9	3.8
Schuldschein loan	97.0	97.0	-	-
Commercial paper	15.0	15.0	-	-
Bank overdrafts	1.9	1.9	-	-
Lease liabilities	118.9	29.7	29.7	59.4
Issuance costs	-2.8	-0.7	-0.7	-1.4
Total current borrowings	237.6	144.8	30.9	61.8

Eurobonds

Eurobond due in January 2022:

In January 2015, Eurofins raised EUR 500m through its second senior unsecured Euro bond public issuance. The bonds have a seven-year maturity (due 27 January 2022) and bear an annual fixed rate of 2.25%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1174211471). The Company

purchased EUR 185.8m of these bonds in May 2020 and EUR 35m in October 2020.

Eurobond due in January 2023:

In July 2015, Eurofins raised EUR 500m in its third senior unsecured Eurobond public issuance. The bonds have a seven and a half-year maturity (due 30 January 2023) and bear an annual fixed rate of 3.375%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1268496640). In May 2020, The Company purchased EUR 146.4m of these bonds.

Eurobond due in July 2024:

In July 2017, Eurofins raised EUR 650m through a senior unsecured Euro bond public issuance. The bonds have a seven-year maturity (due 25 July 2024) and bear an annual fixed rate of 2.125%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1651444140).

Eurobond due in July 2026:

In May 2020, Eurofins raised EUR 600m through a senior unsecured Euro public bond issuance. The bonds have a 6.2-year maturity (due 17 July 2026) and bear an annual fixed rate of 3.75%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS2167595672).

The quoted values of the Company's Eurobonds are disclosed in Note 4.6.

Commercial paper

In September 2017, Eurofins set up a Negotiable European Commercial Paper program ("NEU CP") on the French market. The maximum amount of the program is now EUR 750m. This program is used to issue short term notes with a minimum size of EUR 0.2m and maturity of less than one year. At the end of December 2020, notes were outstanding for an amount of EUR 15m under this program.

Schuldschein loan

In July 2018, Eurofins issued a EUR 550m Schuldschein loan ("Certificate of Indebtedness"). The Schuldschein loan was structured in tranches with maturities of 4 and 7 years, with both fixed and floating interest rates. In the 4-year tranches, the fixed rate tranche was priced at a fixed rate of 1.073% per annum and the floating rate tranche at a variable rate of 6-months-Euribor (floored at 0%) plus 95bps per annum. In the 7-year tranches, the fixed rate tranche was priced at a fixed rate of 1.834% per annum and the floating rate tranche at a variable rate of 6-months-Euribor (floored at 0%) plus 130bps. In October 2020 the Company reimbursed EUR 221m of the Schuldschein loans that are maturing in July 2022 with a remaining amount of EUR 329m at the end of December 2020.

In October 2020 the Company issued a new EUR 350m Schuldschein loan ("Certificate of Indebtedness") offering a blended interest rate of 1.78% with an average maturity of 7.8 years.

This Schuldschein loan is structured in tranches of 5, 7 and 10 years, with both fixed and floating interest rates, with more than 85% of the transaction on the 7 and 10-year tenors.

Bilateral credit lines

As of end of December 2019, Eurofins had used some of its bilateral credit lines for EUR 405m.This amount has been fully paid back as of at the end of December 2020.

At year-end 2020, Eurofins had used none of its bilateral credit lines. As of 31 December 2020, Eurofins had access to over EUR 1bn committed mid-term (3 to 5 years) bilateral bank credit lines in addition to those used to back commercial paper outstanding notes. None of the bilateral credit lines are maturing in 2021.

3.12 Interest due on borrowings and earnings due on hybrid capital

EUR Millions	2020	2019
Interest due on borrowings	37.1	35.7
Earnings due on 2015 hybrid capital	9.9	9.9
Earnings due on 2017 hybrid capital	1.7	1.7
Earnings due on 2019 hybrid capital	2.6	2.6
Earnings due on hybrid capital	14.3	14.3
Total	51.3	50.0

3.13 Hybrid capital

EUR Millions	2020	2019
At beginning of year	1,000.0	1,000.0
Proceeds from hybrid capital	-	300.0
Hybrid capital repayment	-	-300.0
At end of year	1,000.0	1,000.0

The dividend outflow related to hybrid capital outstanding reflected in the Cash Flow Statement is outlined in greater detail as follows:

EUR Millions	2020	2019
2013/14 hybrid dividend/ compensation	-	40.8
2015 hybrid dividend	14.6	14.6
2017 hybrid dividend	13.0	13.0
2019 hybrid dividend	8.6	-
Total dividend distribution on hybrid capital	36.3	68.4

Hybrid instrument with a first call date on 11 August 2022:

In September 2019, Eurofins raised a EUR 300m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in August and September 2022. This hybrid instrument bears a fixed annual coupon of 2.875% for the first three years, and a coupon of Euribor 3m + 605.8 bps thereafter. The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS2051471105).

Hybrid instrument with a first call date on 29 April 2023:

In April 2015, Eurofins raised a EUR 300m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in April 2023. This hybrid instrument bears a fixed annual coupon of 4.875% for the first eight years until first call, and a coupon of Euribor 3m + 701 bps thereafter. The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS1224953882).

Hybrid instrument with a first call date on 13 November 2025:

In November 2017, Eurofins raised a EUR 400m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in November 2025. This hybrid instrument bears a fixed annual coupon of 3.25% for the first eight years until first call; then a coupon of Euribor 3m + 266.7bps until November 2027; then a coupon of Euribor 3m +366.7bps (this follows the assignment of an

investment grade rating (Baa3) by Moody's in July 2020, and the confirmation by Moody's of the equity credit of this hybrid instrument). The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS1716945586).

On these hybrid instruments outstanding in 2020, a first distribution on hybrid capital of EUR 14.6m was paid in April (EUR 300m at 4.875%), a second one of EUR 8.6m was paid in September (EUR 300m at 2.875%) and a third one of EUR 13m was paid in November (EUR 400m at 3.25%).

The impact of the hybrid capital dividend distribution on the equity and of the net profit attributable to hybrid capital holders used for the calculation of the earnings per share is broken down as follows:

EUR Millions	2020	2019
2013/14 hybrid dividend	-	21.6
2015 hybrid dividend	14.6	14.6
2017 hybrid dividend	13.0	13.0
2019 hybrid dividend	8.6	2.6
Deferred taxes on hybrid capital distribution	-2.2	-2.2
Total dividend distribution on hybrid capital (Note 4.8)	34.1	49.7

3.14 Trade accounts payable and other current liabilities

EUR Millions	2020	2019
Trade accounts payable	278.9	231.5
Trade accruals payable	263.2	178.3
Total trade accounts payable	542.0	409.8
Tax and social security payables	206.7	158.6
Tax and social security accruals	275.4	236.8
Other payables	70.2	50.3
Other current liabilities	552.3	445.6

3.15 Amounts due for business acquisitions

Amounts due for business acquisitions include conditional clauses impacting the price payable to former shareholders of purchased companies.

Movements are broken down as follows:

EUR Millions	2020	2019
At beginning of year	113.9	123.8
Currency translation differences	-4.8	1.9
Change of scope on new acquisitions	29.8	55.0
Amounts due for business acquisitions paid	-38.8	-14.2
Reversal of amounts due for business acquisitions not paid	-0.3	-53.9
Interests on amounts due for business acquisitions	4.7	1.4
At end of year	104.4	113.9
Current	55.9	62.2
Non-current	48.5	51.7
Total	104.4	113.9

The periods in which the non-current amounts due for business acquisitions are due are broken down as follows:

EUR Millions	2020	2019
Between 1 and 5 years	48.1	43.7
Over 5 years	0.4	8.0
Total non-current	48.5	51.7

Within the amounts due for business acquisitions, the Group has contingent arrangements in relation with forty-two past acquisitions (including put and call options).

The assumptions used are based on the business plans provided at acquisition time and reviewed during the first 12 months in case of significant changes, then reviewed every year based on actual performance for multi-year arrangements to re-assess deferred considerations to be paid. This is a level 3 fair value measurement.

More detailed price conditions are disclosed below. The companies acquired have already been fully consolidated and the liabilities related to the deferred consideration (including put and call options) are already included in the line "Amounts due for business acquisitions".

EUR Millions	2020	2019
Transactions with previous shareholders	90.9	89.0
Transactions with NCI – Variable price	13.7	25.5
Discounted effects	-0.2	-0.7
Total	104.4	113.9

The potential undiscounted amounts of all future payments that the Group could be required to make under these arrangements are estimated between EUR 55m and EUR 124m, depending on changes in financial performance of acquired companies.

(i) Transactions with previous shareholders

In July 2017, Eurofins acquired 100% of Genoma in Italy. The Earn-out Consideration is based on the average EBITDA of the company over the period January 2017 to December 2019. The fair value of the contingent consideration arrangement is still under discussion (between EUR 11m and EUR 27.5m).

In June 2019, Eurofins acquired 100% of Transplant Genomics in the U.S. The first Earn-out consideration is a milestone payment based upon expected reimbursement price per test. This first earn out element was paid in 2020 for USD 20m, as local authorities confirmed the Medicare coverage in November 2019. The second Earn-out consideration is based on Net Revenue achieved over calendar years 2020 through 2024. The fair value of the second contingent consideration arrangement was estimated at a discounted amount in excess of USD 32m at the end of 2020 (compared to USD 24m at the end of 2019). As per IFRS 3, this change was recorded through the income statement in 2020.

The other contingent consideration arrangements are individually estimated at less than EUR 25m.

The new main contingent consideration with previous shareholders in 2020 are:

- Sundream Group in Taiwan,
- Precision TEM in the US,
- Pränatal-Medizin München in Germany.

(ii) Transactions with non-controlling interests at a variable price

The aggregate value of these put and call agreements is estimated at less than EUR 14m as of 31 December 2020.

The following put and call agreements were exercised in 2020 for the remaining shares:

- 40% of the shares in Spectro Analytical Labs, Ltd (IN),
- 33% of the shares in Eurofins Ecopro Research KK (Japan),

- 10% of the shares in EGL (US),
- 10% of the shares in Eurofins E&E CML Limited (UK),
- 20% of the shares in Amar Immunodiagnostics Pvt Ltd (IN),
- 9% of the shares in Eurofins Digital Testing group (Benelux, Sweden, UK and Poland),
- 20% of the shares of NovaTec Immunodiagnostica (Germany).

Put and call agreements signed in 2019 or before, remaining at the end of December are as follows 2020:

- 25% of the shares in NM Group of Laboratories (Malaysia),
- 10% of the shares in BLC Leather Technology Centre Limited (UK),
- 20% of the shares in AQM Group (China and other Asian subsidiaries),
- 15% of the shares in Eurofins GSD Holdings, Inc. (US),
- 15% of the shares in Eurofins Lab Solution S.r.l. (Italy),
- 2% of the shares in Chemtest Holdings Limited (UK).

In 2020, other put and call agreements have been signed for the remaining 15% of the shares in Commissum Associates (UK/SG) and 43% in Havlandet Forskningslabratorium (NO).

3.16 Employee benefit obligations

The Group operates retirement benefit obligations plans in France, Germany, the Netherlands, Norway, Italy, Japan, Sweden and Taiwan. These plans concern roughly 9,800 headcount (of which 7,200 headcount in France).

We provide hereafter a short description of the main defined benefit plans and of the risks associated thereto:

In Sweden, it relates to a defined benefit plan for all employees (ITP 2, 705 headcount). The ITP 2 plan can be funded in two different ways, either by paying premiums to Alecta Pensionsförsäkring (a mutual life insurance company) or by using a book reserve system in combination with credit insurance through PRI Pensionsgaranti. Eurofins is using the latter. The ITP 2 pension paid relates to the final salary. The ITP 2 plan does not include any guaranteed compensation for inflation. The cost for the ITP 2 plan can vary significantly between employees depending on age and salary. The age of retirement is 65. A mechanism in the plan will limit any excessive cost for the retirement pension benefit.

In France, the "*Provision pour indemnité de départ à la retraite*" corresponds to a lump sum payment made upon retirement. The lump sum amount is dependent on different factors such as years of service with the company, compensation at retirement age (between age of 63 and 65) and collective agreements.
Some companies in France also have some work anniversary awards agreements "*médaille du travail*". The lump sum amount is defined by the collective agreement and based on the number of years of service with the company.

In Germany, it relates mainly to a defined benefit plan for the employees of CLF (Central Laboratories Friedrichsdorf) and to defined benefit plans for former managers of companies acquired by Eurofins (who are no longer employees of these companies).

In Japan and Taiwan, the defined benefit plan mainly corresponds to a lump sum payment made upon retirement or upon ending an employment contract with the company.
In the Netherlands, the benefit obligation relates to work anniversary award plans 'Jubilee'. In Italy it relates to the TFR ('*Trattamento di Fine Rapporto*'). It is an end-of-employment provision accrued for each single employee and paid out upon termination of the employment contract.
In Norway, the Group has a defined benefit plan ("Multi-Employer Scheme") for employees who have previously been employed in the public sector (74 headcount) in a company acquired by Eurofins.

In all countries, the calculation is performed by actuary experts.

The movement on the employee benefit obligations is as follows:

EUR Millions	2020	2019
At beginning of year	75.3	64.1
Exchange differences	0.8	-0.2
Change of scope	0.2	3.0
Re-measurements included in OCI	-5.0	5.9
Annual expense	4.8	4.8
Contributions paid	-2.9	-2.2
At end of year	73.3	75.3

The total employee benefit costs for the year 2020 amount to EUR 45.2m, of which EUR 4.8m for defined benefit plans and EUR 40.4m for defined contribution plans. The total employee benefit costs for the year 2019 amounted to EUR 42.9m, of which EUR 4.7m for defined benefit plans and EUR 38.2m for defined contribution plans.

The amount of contributions to defined contribution plans paid to members of the Board of Directors corresponds to EUR 46k.

The amounts recognised in the Income Statement for the defined benefit plans are determined as follows:

EUR Millions	2020	2019
Current service costs	5.2	4.0
Past service costs	-	-
Effects of curtailments	-1.0	-0.1
Interest cost	0.7	1.2
Expected return on plan assets	-0.1	-0.3
Total	4.8	4.7

Out of the total yearly amount recognised in the Income Statement for defined benefit plans, an amount of EUR 5.2m has been recognised in "Personnel expenses", EUR -1.1m in "Operating costs, net" and EUR 0.7m in the "Financial result".

2020 movements in employee benefit obligations between present value of obligations and fair value of plan assets are broken down as follows:

EUR Millions	Present value of obligations	Fair value of plan assets	Pension liability in the Balance Sheet
At beginning of year	85.0	-9.7	75.3
Current service cost	5.2	-	5.2
Interest expense/(income)	0.7	-0.1	0.6
Past service costs	-	-	-
Effects of curtailments	-1.0	-	-1.0
Amounts recognised in the Income Statement	4.9	-0.1	4.8
Remeasurements:			
Return on plan assets, excluding amounts included in interest expense/(income)	-	-0.6	-0.6
(Gain)/loss from change in demographic assumptions	-1.7	-	-1.7
(Gain)/loss from change in financial assumptions	-2.7	-	-2.7
Experience (gains)/losses	0.1	-	0.1
Amounts recognised in Other Comprehensive Income	-4.4	-0.6	-5.0
Exchange differences	0.4	0.4	0.8
Change of scope	0.2	0.1	0.2
Contributions:			
- Employers	-	-0.1	-0.1
- Plan participants	-	-	-
Benefit payments:			
- From plans	-0.2	0.2	-
- From Employers	-2.8	-	-2.8
At end of year	83.2	-9.9	73.3

The amounts recognised in the Balance Sheet are broken down as follows on a country basis:

Country	Present value of funded obligations	Fair value of plan assets	Pension liability in the Balance Sheet
Germany	7.6	-0.4	7.2
France	35.8	-	35.8
Italy	5.7	-	5.7
Japan	2.7	-	2.7
Netherlands	1.4	-	1.4
Norway	3.5	-3.1	0.4
Sweden	20.8	-	20.8
Taiwan	5.6	-6.4	-0.7
Total	83.2	-9.9	73.3

The main actuarial assumptions used vary depending on the country and are detailed as follows:

Assumptions	Discount rate	Salary increase rate (including inflation)	Pension increase rate	Inflation rate
Germany	0.6%	2.0%	1.8%	1.8%
France	0.6%	2.5%	N/A	1.5%
Italy	0.6%	3.0%	2.3%	1.0%
Japan	0,4%	N/A	N/A	N/A
Norway	1,5%	2.0%	1.0%	1.8%
Sweden	1.2%	2.5%	2.5%	1.5%
Taiwan	0.6%	2.5%	N/A	N/A

Assumptions regarding future mortality rates are set based on actuarial data, published statistics and experience in each country.

The sensitivity of the defined benefit obligations to changes in the main assumptions is outlined as follows:

Sensitivity tests	Dis-count rate	Salary growth rate (incl. inflation)	Pension growth rate (incl. inflation)
Change in assumption	+/-0.5%	+/-0.5%	+/-0.5%
Net Liability Amount	73.3	73.3	73.3
Increase of rate in assumption	-5.5	3.8	2.1
Decrease of rate in assumption	6.2	-3.4	-1.6

The above sensitivity analyses are based on a change in assumption while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some assumptions may be correlated. When calculating the sensitivity of the defined benefit obligations to significant actuarial assumptions the same method has been applied as when calculating the pension liability recognised within the Balance Sheet. Plan assets are broken down as follows:

EUR Millions	Quoted	Unquoted	Total	%
Corporate bonds	-	-1.5	-1.5	15.3%
Property	-	-0.4	-0.4	4.1%
Qualifying insurance	-	-0.4	-0.4	3.5%
Cash and Cash equivalents	-	-6.5	-6.5	66.2%
Investment funds	-	-0.7	-0.7	6.8%
Others	-	-0.4	-0.4	4.1%
Total	-	-9.9	-9.9	100%

The expected maturity analysis of undiscounted employee benefit obligations is as follows:

Year	Expected undiscounted benefit payments to employees
2021	2.4
2022	2.2
2023	2.0
2024	2.2
2025	2.8
2026 and afterwards	137.4
Total	149.1

The expected employer contributions to the defined benefit plans for 2021 amount to EUR 0.2m.

3.17 Provisions

EUR Millions	Focusing resources	Other charges	Total
At 1 January 2019	8.4	13.9	22.3
Currency translation differences	0.1	0.3	0.4
Change of scope/ Reclassification	-	-0.3	-0.3
Additional provisions	4.0	8.8	12.8
Utilised during year	-4.3	-2.1	-6.5
Unused amounts reversed	-0.4	-1.2	-1.6
At 31 December 2019	7.7	19.3	27.1

EUR Millions	Focusing resources	Other charges	Total
At 1 January 2020	7.7	19.3	27.1
Currency translation differences	-0.7	-0.8	-1.5
Change of scope/ Reclassification	1.2	1.0	2.2
Additional provisions	22.3	8.0	30.3
Utilised during year	-4.6	-5.4	-10.0
Unused amounts reversed	-1.6	-1.8	-3.4
At 31 December 2020	24.3	20.3	44.6

Focusing resources provisions are related to reorganisations in progress. They comprise lease termination penalties and employee termination payments. Provisions for other charges are mainly related to litigations.

The additional provisions mainly relate to ongoing reorganisations in the U.S., Germany and the UK.

The reversal of provisions is mainly related to a litigation settlement in the U.S. and a reorganisation in Luxembourg.

The additional provisions and unused amounts reversed are included in the separately disclosed items (Note 2.4).

The periods in which the provision for other liabilities and charges could be paid are broken down as follows:

EUR Millions	2020	2019
Up to one year	36.3	22.0
1 to 5 years	2.1	1.5
Over 5 years	6.3	3.6
Total	44.6	27.1

3.18 Deferred income taxes

Movements in the deferred income tax are broken down as follows:

EUR Millions	2020	2019
At beginning of year	-80.5	-94.4
IFRS 16 opening impact	-	7.6
Exchange differences	4.3	-0.8
Change of scope	-10.7	-10.1
Deferred taxes on hybrid capital distribution (change in OCI)	2.2	2.2
Deferred taxes on retirement benefit obligations (change in OCI)	-1.4	1.7
Deferred taxes on net investment hedge and FVCOI (change in OCI)	32.0	-2.9
Income statement / expense or income (Note 2.7)	15.4	16.3
At end of year	-38.7	-80.5

The change of scope relates to the deferred taxes on intangible assets recognised on the purchase price allocation (Note 3.20).

The amounts of deferred taxes are shown in the consolidated Balance Sheet as follows:

EUR Millions	2020	2019
Deferred tax assets	76.6	44.0
Deferred tax liabilities	-115.3	-124.5
Total	-38.7	-80.5

Deferred income tax assets are recognised for tax loss carryforwards only to the extent that realisation of the related tax benefit is probable.

The Group owns tax losses of around EUR 705m to carry forward against future taxable income and which have not been recognised as tax assets due to the uncertainty of their recoverability.

The analysis of the deferred tax assets and deferred tax liabilities is broken down as follows:

EUR Millions	2020	2019
Deferred tax assets		
To be used after more than 12 months	53.1	23.6
To be used within 12 months	23.5	20.4
Total	76.6	44.0
Deferred tax liabilities		
To be released after more than 12 months	94.8	101.8
To be released within 12 months	20.5	22.7
Total	115.3	124.5[1]

[1] Offset company by company and by tax unity.

Movements in deferred income tax assets and liabilities during the year are broken down as follows:

Deferred tax liabilities[1] Movement in EUR Millions	Intangible assets amortisation and fixed assets depreciation - temporary differences – deferred tax liabilities	Discounted amounts due for business acquisitions
At beginning of year	-228.0	0.3
Exchange differences	12.2	-
Change of scope	-20.0	-
Income Statement	30.0	-0.1
At end of year	-205.8	0.2

[1] Not offset company by company and by tax unity.

The deferred tax liabilities on temporary differences in intangible assets amortisation and fixed assets depreciation are related to differences between amounts per consolidation books and amounts per tax books on intangible assets recognised as part of the acquisition; and on fixed assets and goodwill in case of taxable stock acquisition (e.g. eligible under §338(h)(10) in the U.S.). No deferred tax is recognised for non-tax-deductible goodwill amounts.

Deferred tax assets[1] Movement in EUR Millions	Tax losses capitalised	Pension accrual	Fixed assets depreciation – temporary differences – deferred tax assets	Other	Total, net[2]
At beginning of year	48.9	15.7	31.0	51.5	-80.5
Exchange differences	-1.9	-	-1.1	-4.9	4.3
Change of scope	2.5	-0.8	4.3	3.3	-10.7
OCI	31.9	-1.4	-	2.3	32.8
Income Statement	-32.1	1.3	9.8	6.5	15.4
At end of year	49.4	14.8	44.0	58.7	-38.7

[1] Not offset company by company and by tax unity.
[2] Deferred tax assets net of deferred tax liabilities

The deferred tax assets on tax losses capitalised mainly include Eurofins Scientific S.E. (EUR 22.8m), Eurofins Food Chemistry Testing US, Inc. (EUR 3.8m) in the U.S. and Eurofins Cerep SAS (EUR 3.2m) in France, with an expectation to be used within the next seven years.

3.19 Change in net working capital

The change in net working capital as disclosed in the cash flow statement is the following:

EUR Millions	2020	2019
Change in:		
Trade receivables	- 137.8	- 106.3
Contract assets	-54.5	-29.9
Inventories	-77.7	-12.9
Prepaid expenses and other current assets	-36.0	-5.0
Trade accounts payable	132.2	36.8
Contract liabilities	20.4	13.7
Other current liabilities	106.7	49.4
Total changes – Balance Sheet	-46.7	-54.2
Change of scope – current assets	26.5	22.0
Tax credit accruals receivable transfer	-6.3	-9.5
Change of scope – current liabilities	-6.4	-27.1
Currency translation differences	-15.5	4.6
Total cash flow	-48.4	-64.2

Tax credit accruals receivable transfer is related to the transfer of corporate tax receivables in France once the tax statements are filed in the following year ("crédit d'impôt compétitivité emploi" and Tax Credit for Research).

3.20 Business combinations

During 2020, the Group completed 26 acquisitions (including asset deals). The percentage of ownership of the following acquisitions is provided in Note 5.1. The acquisitions disclosed below have an individual acquisition price above EUR 25m.

In August 2020, Eurofins acquired GeneTech Inc. ("GeneTech"), the pioneer in non-invasive prenatal testing (NIPT) and a leader in genetic analysis in Japan from Noritsu Koki Co., Ltd. (7744:JP, Tokyo stock exchange). GeneTech is the leader in the NIPT market in Japan. GeneTech employs over 35 staff and generated revenues over EUR 10m in 2019.

In September 2020, Eurofins acquired SunDream Group. The SunDream Group is the second largest player in the environment testing market in Taiwan. The SunDream Group operates laboratories in Taichung, Tainan and Kaohsiung, providing Eurofins full geographical coverage in Taiwan. SunDream Environment Testing employs over 350 staff and generated revenues over EUR 17m in 2019.

As Eurofins carries out multiple acquisitions each year, in accordance with paragraph B64 of IFRS 3, the table below discloses the acquisitions on an aggregate basis if the individual acquisition price is below EUR 100m.

The businesses acquired contributed to Eurofins consolidated revenues for EUR 40m, to consolidated EBITDA for EUR 7m and to consolidated Net profit for EUR -1m in 2020. If the effective dates of these acquisitions would have been 1 January 2020, Group consolidated revenues would have been increased by an additional ca. EUR 64m, consolidated EBITDA increased by an additional ca. EUR 13m and consolidated Net Profit increased by an additional ca. EUR 5m.

The provisional fair values of assets and liabilities acquired or disposed of all acquisitions were as follows:

EUR Millions	2020	2019
Property plant and equipment	-23.6	-37.0
Intangible assets	-0.2	-4.6
Technology, customer relationships and brands	-54.5	-68.3
Investments	1.0	0.1
Financial assets	1.0	6.9
Trade accounts receivable, net	-21.6	-17.3
Inventories	-1.8	-4.7
Other receivables	-3.1	-
Deferred income taxes assets	-26.3	-
Corporate tax receivable	-0.5	-8.5
Cash	-21.6	-11.7
Current liabilities	6.4	27.1
Corporate taxes due	2.6	1.3
Borrowings	5.8	20.8
Pension accrual	0.2	3.0
Provisions for risks	2.2	-0.3
Deferred income taxes liabilities	37.0	10.1
Net Assets Acquired	**-96.9**	**-83.0**
Goodwill	-92.8	-139.6
Loss/Gain on sale on disposal of a subsidiary	0.8	-0.5
Treasury shares	0.2	-
Non-controlling interests	-0.9	-0.3
Amounts due from business acquisitions on new acquisitions	29.8	55.0
Purchase price paid	**-160.0**	**-168.5**
Less cash	21.6	11.7
Amounts due from business combinations paid	-38.8	-14.2
Acquisition of subsidiaries net of cash acquired and proceeds from disposals of subsidiaries	**-177.2**	**-171.0**
Divided into:		
Cash outflow on acquisition	-182.8	-171.0
Proceeds from disposals of a subsidiary net of cash transferred	5.6	-

The net cash outflow on acquisitions concerns both acquisitions completed in 2020 and in previous years (in case of payment of deferred considerations). During 2020 the Group paid amounts due to former shareholders of previously acquired companies for EUR 39m.

Net assets acquired include an intangible technology value (Dual Beam Focused Ion Beam sample preparation) on Precision TEM, LLC and a building for Pränatal-Medizin located in München.

The goodwill is attributable to the workforce of the acquired business and the synergies expected to arise after acquisition.

The part of goodwill and other intangible assets related to acquisitions completed in 2020 that are tax deductible represents an amount of EUR 39m.

In February 2020, TestAmerica Air Emission Corporation divested its Stack Emission testing Metco business (annual revenues of EUR 5m in 2019). During 2020, the Group divested or discontinued some small unprofitable businesses mainly in the US, FR and the UK (annual revenues of EUR 18m in 2019).

For all companies acquired in 2020, the provisional fair value of net assets acquired was as follows:

EUR Millions	2020		
	Book value prior to acquisition	Fair value adjustment	Fair value on acquisition
Property plant and equipment	-23.5	-0.2	-23.6
Intangible assets	-0.2	-	-0.2
Technology, Customer relationships and brands	-	-54.5	-54.5
Investments	1.0	-	1.0
Financial assets	1.0	-	1.0
Trade receivables, net	-21.6	0.1	-21.6
Inventories	-1.8	-	-1.8
Other receivables	-3.4	0.3	-3.1
Deferred tax assets	-26.2	-0.1	-26.3
Corporate tax receivable	-0.5	-	-0.5
Cash	-21.6	-	-21.6
Current liabilities	6.6	-0.2	6.4
Corporate taxes due	2.6	-	2.6
Borrowings	5.8	-	5.8
Employee benefit obligation	0.2	-	0.2
Provisions	2.1	0.1	2.2
Deferred tax liabilities	22.0	15.0	37.0
Net Assets Acquired	-57.4	-39.5	-96.9

3.21 Shareholders' equity

Following the Extraordinary General Meeting held in November 2020, a ten-for-one stock split has been passed by the requisite majority. The existing shares with a nominal value of ten eurocent (EUR 0.10) have been cancelled and each replaced by ten new shares with a nominal value of one eurocent (EUR 0.01). The stock split became effective upon the listing on Euronext Paris of the new shares on 19 November 2020 (new ISIN: FR0014000MR3).

As of 31 December 2020, the Company's share capital is composed of 190,793,900 shares of EUR 0.01 each (versus 179,035,250 shares restated as of 31 December 2019 of EUR 0.01 each). The allotted, called-up and fully paid capital amounts to EUR 1.9m.

During 2020, share capital and other reserves increased by EUR 564.6m through:

- Exercise of stock options by employees (1,421,170 new shares have been issued);
- 294,510 new shares issued from the exercice of Eurofins 2014 BSA Leaders warrants;
- 42,970 free shares vested;
- In May 2020, Eurofins raised total gross proceeds of EUR 535 million following the issuance of 1,000,000 shares to institutional investors, at a price of EUR 535

per share (before stock split). After the ten for one stock split the issuance is 10,000,000 new shares.
See more details in Note 4.7.

Other reserves correspond to the legal reserve and share premium. Retained earnings correspond to the accumulated reserves not distributed.

In light of the 2020 regulatory context and Covid-19 situation, the annual general meeting of shareholders approved the decision to not distribute a dividend for 2019.

Class A beneficiary units
The Annual General Meeting of Shareholders held on 20 April 2017 adopted changes to the Company's Articles of Association, in particular relating to Class A beneficiary units.

As from 1 July 2017, Class A beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in article 12bis.2 of the Company's Articles of Association (ii) request to subscribe class A beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2020 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.10 per class A beneficiary unit.
Consequently, the Company's shareholder Analytical Bioventures SCA decided to pay in July 2017 a cash contribution of EUR 640,000 equivalent to EUR 0.10 per Class A beneficiary unit.

During the Extraordinary General Meeting held on 16 November 2020, the Company's shareholders approved a ten-for-one stock split and the resulting changes to the Articles of Association, in particular relating to Class A beneficiary units, as follows:
As from 1 July 2017, Class A beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in article 12bis.2 of the Company's Articles of Association (ii) request to subscribe class A beneficiary units was sent in writing by the relevant shareholder to the Company at the latest by 30 June 2020 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.01 per class A beneficiary unit.

After the ten for one stock split, the total restated number of Class A beneficiary units decreased from 65,116,150 as of 31 December 2019 to 64,577,670 as of 31 December 2020.

Class B beneficiary units
Class B beneficiary units, which confer no right to dividends but a right to one vote, are allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least five consecutive years as provided for in article 12bis.3 of the Company's Articles of Association (ii) request to subscribe class B beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2021 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.10 per class B beneficiary unit.

In June 2016, March 2017, June 2018, May 2019 and May 2020 respectively, Analytical Bioventures SCA exercised its right to receive 1,000,000 Class B beneficiary units (5,000,000 in total) on the equivalent number of shares out of its 6,355,000 shares registered in a registered account for five consecutive years in the name of the Company's shareholder Analytical Bioventures SCA for a cash contribution of EUR 500,000 equivalent to EUR 0.10 per beneficiary unit.
During the Extraordinary General Meeting held on 16 November 2020, the Company's shareholders approved a ten-for-one stock split and the resulting changes to the Articles of Association, in particular relating to Class B beneficiary units, as follows:
Class B beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least five consecutive years as provided for in article 12bis.3 of the Company's Articles of Association (ii) request to subscribe class B beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2021 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.01 per class B beneficiary unit.

After the ten for one stock split, the total restated number of Class B beneficiary units increased from 40,000,000 as of 31 December 2019 to 50,000,000 as of 31 December 2020.

- **Voting rights**

Voting rights attached to shares are proportional to the capital quota they represent. Each share gives the right to one vote. However, class A and class B beneficiary units ("part bénéficiaire de catégorie A" and "part bénéficiaire de catégorie B") carrying an extra voting right each can be allotted to all fully paid-up shares fulfilling conditions as specified in previous paragraphs about Class A and Class B beneficiary units. As at 31 December 2020, a total amount of 114,577,670 class A and class B beneficiary units has been issued and the total number of voting rights amounts to 305,371,570.

3.22 Non-Controlling Interests

The measurement policy of the non-controlling interests (NCI) is explained in Note 1.3.

The non-controlling Interests (NCI) valued at the fair value at acquisition time relate to the following companies:

- Eurofins Cerep SA for the remaining non-controlling interests of circa 4.2%. This is a level 1 fair value measurement.
- the companies listed below for their remaining NCI, already controlled by the Group in 2019:
  - BLC Leather Technology Centre Limited (UK): 10%,
  - NM Group of Laboratories (Malaysia): 25%,
  - AQM Group (China and other Asian subsidiaries): 20%,
  - Eurofins GSD Holdings, Inc. (US): 15%,
  - Eurofins Lab Solution S.r.l. (Italy): 15%,
  - Chemtest Holdings Limited (UK): 2%.
- and the newly consolidated companies in 2020:
  - Commissum Associates (UK/SG): 15%,
  - Havlandet Forskningslabratorium (NO): 43%.

  Except for Eurofins Cerep SA, the valuation is based on the value of the Put and Call option at a variable price, as defined in Note 3.15 'Amounts due for business acquisitions' for the put and call option at a variable price. This is a level 3 fair value measurement.

The non-controlling interests of the companies listed above consequently bear the risks and rewards attached to their shareholding, which are recognised as Non-controlling interests. Most minority shareholders are managing directors of the companies and they have a right to the

dividend of the company in which they hold a non-controlling interest.

The Group has elected the full goodwill method on the consolidation of these assets; the non-controlling interests have been in consequence recognised at their fair value against goodwill at acquisition time.

In accordance with IAS 32.23, the Group has recognised its obligation to purchase the shares under the put option as a financial liability under the caption "amounts due for business acquisitions" (Note 3.15). The same paragraph states that the financial liability is reclassified from equity.

During 2020, the Group acquired the remaining non-controlling interests in EGL (US), Eurofins Digital Testing group (Benelux, Sweden, UK and Poland), Eurofins EcoPro Research KK (JP), Amar Immunodiagnostics Pvt Ltd (India), Spectro Analytical Labs Ltd (India), NovaTec Immundiagnostica (DE) and Eurofins E&E CML Limited (UK).

3.23 Change in investments, financial assets and derivative financial instruments, net

EUR Millions	2020	2019
Investments in associates change (Note 3.4)	0.5	0.2
Financial assets and other receivables acquisitions/disposals (Note 3.5)	-0.6	-0.1
Derivative financial instruments – Listed equity sale (Note 4.5)	-	47.5
Total	-0.1	47.6

3.24 Free cash flow to the Firm and Equity

EUR Millions	2020	2019
Free cash flow to the Firm	873.2	358.6
Change in investments and financial assets, net (Note 3.23)	-0.1	0.1
Repayment of lease liabilities	-150.6	-142.4
Interest received (Cash Flow Statement)	2.6	2.9
Interest paid (Cash Flow Statement)	-67.8	-62.7
Free cash flow to Equity	657.4	156.4

4. Other information

4.1 Segment information

The Group changed in 2019 its three reportable segments from Western Europe, North America and Rest of the World to Europe, North America and Rest of the World, transferring all other European countries (Southern & Central and Eastern Europe countries) from 'Rest of the World' in 2018 to 'Europe' in 2019 (see Note 1.25).

Europe is the combination of France, DACH countries (Germany, Austria and Switzerland) and Other European Countries. Other European Countries correspond to Benelux, Nordic Region, the UK and Ireland, Southern Europe and Central & Eastern Europe. North America is a separate reportable segment and corresponds to the U.S. and Canada. Rest of the World corresponds to South America, Asia Pacific and Middle East.

Year ended 2020 EUR Millions	Europe	North America	Rest of the world	Group service functions[1]	Total
Revenues	3,145.7	1,886.6	406.5	-	5,438.8
Inter-segment revenues[2]	*36.9*	*28.7*	*18.6*	-	*84.2*
Operating costs, net	-2,312.4	-1,348.7	-319.8	-107.0	-4,087.9
EBITDA	833.3	537.9	86.7	-107.0	1,350.8
Depreciation and amortisation	-201.8	-139.8	-43.0	-41.3	-426.0
EBITAS	631.4	398.1	43.6	-148.3	924.9
Share-based payment charge and acquisition-related expenses, net	-44.6	-63.3	-13.4	-3.2	-124.5
EBIT	586.8	334.9	30.2	-151.5	800.3
Finance income				2.7	2.7
Finance costs				-110.4	-110.4
Share of profit of associates				1.7	1.7
Profit before income taxes					694.4
Income tax expense					-153.9
Net profit for the year					540.5
Total assets[3]	3,969.6	3,136.3	668.3	801.2	8,575.5
Net capex[3]	169.0	108.9	31.4	41.0	350.3

Year ended 2019 EUR Millions	Europe	North America	Rest of the world	Group service functions[1]	Total
Revenues	2,500.6	1,677.2	385.0	-	4,562.8
Inter-segment revenues[2]	*32.3*	*24.7*	*16.4*	-	*73.4*
Operating costs, net	-2,036.6	-1,292.1	-311.0	-90.1	-3,729.8
EBITDA	464.0	385.1	74.0	-90.1	833.0
Depreciation and amortisation	-178.3	-127.2	-35.8	-54.6	-395.9
EBITAS	285.7	257.9	38.2	-144.7	437.0
Share-based payment charge and acquisition-related expenses, net	-50.8	-14.9	-1.8	-3.0	-70.5
EBIT	235.0	243.0	36.4	-147.7	366.6
Finance income				5.2	5.2
Finance costs				-100.9	-100.9
Share of / profit of associates				0.6	0.6
Profit before income taxes					271.5
Income tax expense					-76.3
Net profit for the year					195.3
Total assets[3]	3,619.1	3,369.1	593.0	241.9	7,823.1
Net capex[3]	139.3	104.6	32.7	39.8	316.3

[1] Corresponds to Group services functions and holding companies transactions for the other captions.
[2] Inter-segment revenues are limited between segments, but intra-segment revenues are more significant within each segment under Eurofins hub and spoke model.
[3] Total assets and Net capex are shown in the geographical area in which the assets are located.

4.2 Financial risk management

Liquidity risk

Eurofins believes its liquidity is largely sufficient to execute on the Group's growth plans for 2021 and should significantly improve from 2021 onwards after the end of its 2016-2020 investment programme to build a leading laboratories network in its markets.

In addition to its capacity to generate cash-flows from its operations, Eurofins can rely on the NEU CP market for its short-term needs (backed by its bank credit facilities) at competitive (negative) interest rate.

Those bank credit facilities can also be used to fund any type of general corporate purpose. None of those credit lines is drawn at end of 2020 nor is maturing in 2021.

In July 2020, Eurofins received its first public long-term issuer credit rating by Moody's Investor Services ("Moody's") which assigned an investment grade rating of Baa3 with a stable outlook.

Eurofins has been active in the debt capital markets for many years as one of the major unrated issuers in Europe with a solid track record. With this initial public credit rating, Eurofins should have access to a broader investor base and even better conditions from debt capital markets.

The Group has made a detailed review of its liquidity risk and considers that it is capable of honouring its debt service.
Certain loans/facilities are secured either by contingent securities over assets determined at local level.

The hybrid capital instruments, Euro bonds, Schuldschein loan and bilateral credit lines are not secured nor include any financial covenants.

Bearing in mind the uncertainties affecting the banking industry on a global basis, the likely increase of interest rates and the possible difficulties for corporate enterprises to access the credit markets, it is possible that the Company will bear a higher cost on its short, medium and long term lines of credit than was available previously. This could have adverse effects on the Company's net worth, financial position, and operating results and even its very existence.
The table below analyses the Group's financial liabilities and net settled derivative financial liabilities into relevant maturity groupings based on the remaining period between the Balance Sheet date and the maturity date.

Financial liabilities EUR Millions	Total	Up to 1 year	2-5 years	Over 5 years
Year 2020				
Bank borrowings[1]	55.6	9.6	31.7	14.3
Schuldschein[1]	679.0	97.0	279.0	303.0
Bonds[1]	1,882.8	-	1,282.8	600.0
Commercial paper	15.0	15.0	-	-
Lease liabilities	533.7	118.9	300.0	114.8
Amounts due for business acq. (not discounted)	104.6	55.9	48.3	0.4
Earnings due on hybrid capital	14.3	14.3	-	-
Current and future interest due[2]	373.7	89.0	236.4	48.3
Trade accounts payable	542.0	542.0	-	-
Total	4,200.7	941.6	2,178.3	1,080.8

[1] Par value.
[2] Including interests due on borrowings until their full repayment and the impact of any derivative financial instruments.

As at 31 December 2020, Cash and cash equivalents stood at EUR 912m (Note 3.10).

Financial liabilities EUR Millions	Total	Up to 1 year	2-5 years	Over 5 years
Year 2019				
Bank borrowings[1]	465.6	12.4	433.5	19.7
Schuldschein[1]	550.0	-	363.5	186.5
Bonds[1]	1,650.0	-	1,650.0	-
Commercial paper	317.0	317.0	-	-
Lease liabilities	568.2	128.1	295.7	144.4
Amounts due for business acq. (not discounted)	114.6	62.6	44.0	8.0
Earnings due on hybrid capital	14.3	14.3	-	-
Current and future interest due[2]	287.1	76.4	201.7	9.0
Trade accounts payable	409.8	409.8	-	-
Total	4,376.6	1,020.5	2,988.5	367.6

[1] Par value.
[2] Including interests due on borrowings until their full repayment and the impact of any derivative financial instruments.

As at 31 December 2019, Cash and cash equivalents stood at EUR 297m (Note 3.10).

Interest rate risk

In order to finance parts of its acquisition and expansion costs, the Company and its subsidiaries have entered into several loan and facility agreements as specified above. The loans and facilities are either based on a fixed rate or on a variable rate. The variation risk of some loans and facilities with a variable interest rate in the Company and in some of its subsidiaries has been partially hedged by various financial instruments (e.g. swap with a fixed rate or cap with a maximum interest rate covering a certain period, Note 4.5).

However, as there are certain lines of credit that are still based on a variable rate, it cannot be excluded that the interest rate concerning these loans will rise in the future. This could have an adverse effect on the Company's financial position and results.

Currency risks

Presently, the Group generates roughly 53% of its revenues outside of the Euro-Zone. The Group will continue to conduct its business activities in the future via subsidiaries in various countries. However, in most cases, the revenues and operating results as well as most items on the Balance Sheet of its subsidiaries (intangible, fixed and current assets, certain financial and current liabilities) are settled in the domestic currency without any real exchange risk. Accounting-wise, these operating results and Balance Sheet items are recorded in the relevant foreign currency and then converted into Euro, for translation into the Company's consolidated financial statements at the applicable exchange rate.

In some cases, where an exchange rate risk might be applicable with revenues and cost structures in different currencies, the Company or its subsidiaries may enter into some currency hedging instruments to avoid any exchange rate fluctuations.

However, even though the Company intends to continue to take such measures in the future in order to at least partially mitigate the effects of such exchange rate fluctuations, future exchange rate fluctuations could have a material adverse effect on the Company's financial position and operating results, particularly with respect to the US, Canadian and Australian Dollar, the Danish, Swedish and Norwegian Krona, the Japanese Yen, the Brazilian Real, the Pound Sterling and the Indian Rupee.

The impact of Brexit on the Group's UK operations should be limited as the major part of its local revenues and operating expenses is domestic.

Credit risk

Given the credit quality of the Group's customers, the Company believes the risk of bad debts is low. The rate of default suffered by the Company in proportion to its sales has been very low in the last five years. On average during this period, provision for impairment of receivables represented around 1% of the annual revenues, whilst customer terms of payment are in accordance with ordinary commercial practices in each country where the Company is active. During times of more difficult economic and trading conditions, such as at present, the Company pays particular attention to the ability of new and existing customers to pay their debts. At all times the Company considers that its provisioning policy for doubtful debtors is appropriate. However, if any major customers were to default, there would be a negative impact on earnings. In its lines of business, the Group has a large number of customers. The Company endeavours not to be dependent on any single customer. The Group's biggest customer represents less than 2% of the consolidated revenues and the first 10 customers of the Group represent altogether less than 10% of the consolidated revenues. More particularly, the credit risk associated with US clinical diagnostic testing services is described in more detail in Notes 1.12 and 1.22.

However, the loss of one or more of these customers would have an adverse effect on the Group's financial position and operating results or in very extreme cases its very existence.

The amounts relating to trade receivables, bad debt provision and the ageing balance are shown in Note 3.7.

With a decrease of overdues in percentage of total trade accounts receivable, the average observed credit losses over the last three years including companies acquired in 2019 and 2020 remain low. The expected loss rate decreased in 2020 vs 2019. As of today, Covid-19 situation has no significant impact on the overdues.

The loss allowance at 31 December 2020 and 31 December 2019 was determined as follows:

31 December 2020 EUR Millions	Current	0-90 days past due	91-360 days past due	Over 360 days past due and individual bad debts	Total
Expected loss rates	0.4%	1.6%	13.7%	100%	
Trade accounts receivable (without VAT)	604.7	234.1	52.4	30.4	921.6
Contract assets (without VAT)	228.4				228.4
Loss Allowance	3.5	3.8	7.2	30.4	44.9

31 December 2019 EUR Millions	Current	0-90 days past due	91-360 days past due	Over 360 days past due and individual bad debts	Total
Expected loss rates	0.5%	1.6%	14.4%	100%	
Trade accounts receivable (without VAT)	487.9	209.4	52.6	28.8	778.7
Contract assets (without VAT)	173.7	-	-	-	173.7
Loss Allowance	3.4	3.4	7.6	28.8	43.1

4.3 Capital risk management

The Group's objectives when managing capital are to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure to reduce its cost of capital.

In order to maintain or adjust the capital structure, the Group may adjust the amount of dividends paid to its shareholders, return capital to shareholders, issue new shares or sell assets to reduce debt.

4.4 Contractual obligations and other commercial commitments

Contingent liabilities over borrowings

The liabilities and borrowings listed below are already included in the Group's Balance Sheet. The following table only repeats these amounts when these borrowings are secured by covenants or securities on assets.

EUR Millions	2020	2019
Bank borrowings secured over buildings and other assets	28.6	30.9
Finance leases secured over buildings and other assets[1]	46.2	44.5
Bank borrowings secured by covenants and assets	3.1	3.7
Total borrowings and leases secured	*77.9*	*79.1*
Bank borrowings secured by covenants	-	-
Bank borrowings guaranteed by the direct parent of the borrower	-	-
Total	77.9	79.2

[1] Finance lease liabilities are effectively secured as the rights to the leased asset revert to the lessor in the event of default.

The Group's contractual obligations and commercial commitments other than lease liabilities already reported in Note 3.11 as of 31 December 2020 are detailed as follows:

Other contractual obligations EUR Millions	Total	Up to 1 year	2-5 years	Over 5 years
Total operating leases	12.5	11.9	0.6	-
- Buildings[1]	11.1	11.1	-	-
- Equipments, cars and others	1.4	0.8	0.6	-
Irrevocable purchase obligations	-	-	-	-
Total	12.5	11.9	0.6	-

[1] Undiscounted sum of future aggregate minimum lease payments, non-cancellable other than lease liabilities already reported in Note 3.11.

Other commercial commitments EUR Millions	Total	Up to 1 year	2-5 years	Over 5 years
Guarantees given related to financing	11.9	-	-	11.9
Guarantees given related to acquisitions	-	-	-	-
Total	11.9	-	-	11.9
Guarantees received	-	-	-	-
Total guarantees, net	11.9	-	-	11.9

Detail of guarantees given related to financing

- The Company has counter-guaranteed the Swedish insurance company "Försäkringsbolaget Pensionsgaranti" for all amounts due that this entity should have to pay to the current and past employees of some Swedish companies that are indirect subsidiaries of Eurofins Scientific S.E., as part of their pension payment obligation for a maximum amount of EUR 10.7m (this amount is accounted for in the caption “retirement benefit obligations” Note 3.16).
- In the context of a EUR 1.2m public subsidy grant contract obtained in 2008 by Eurofins BioPharma Product Testing Ireland Limited, the Company gave its guarantee to the Irish governmental agency which provided the grant that it will be liable in case of Eurofins BioPharma Product Testing Ireland Limited failing to meet its commitments related to this grant.

Detail of guarantees given related to acquisitions
None.

Other commitments given
To the Group’s knowledge, no other significant off-balance sheet commitments are in existence.

The Group has not set up any factoring or securitization transactions with third parties.

Detail of guarantees received
None.

4.5 Exposure to market and counterparties risks

EUR Millions	2020	2019
Derivative financial assets – Caps	0.1	0.3
Derivative financial assets	0.1	0.3
Derivative financial liabilities - Swaps	-	-
Total net	0.1	0.3

Exposure to interest rate risk

The derivative financial instruments assets also include caps for an amount of EUR 0.1m as of 31 December 2020 in order to hedge the Group’s exposure to interest rate fluctuations particularly related to the 2018 Schuldschein loan (EUR 0.3m at end of 2019). The Group has concluded hedging contracts, for an initial premium of EUR 2.4m, in order to cap its floating interest rate against a fixed rate for a total nominal amount of EUR 99m.

EUR Millions	2020	2019
Opening net book amount	0.3	1.7
Amortisation of Time Value (Note 2.6)	-0.3	-0.4
Fair Value adjustments through OCI	0.1	-1.0
Closing net book amount	0.1	0.3

The amount booked in equity is transferred to net profit as far as the underlying instrument impacts the net profit.

The impact on the valuation of the financial instruments of a shift of +/- 1 percentage point in the yield curve would not be material on the Group’s total equity.

The Group’s net exposure to interest rate risk for the borrowings (excluding lease liabilities) as per Balance Sheet date, before taking into account the above hedging transactions is presented below:

	2020	2019
Borrowings at fixed interest rates	86%	88%
Borrowings at floating interest rates	14%	12%

Given the breakdown between fixed rate and floating rate assets and liabilities as at 31 December 2020, a 1% increase or decrease in interest rates would have a full-year impact of +/- EUR 2.7m on results before income taxes (excluding lease liabilities).

EUR Millions	Rate	Up to 1 year	2-5 years	Over 5 years	Total
Assets	Fixed	-8.7	-	-	-8.7
	Floating	-	-	-	-
Bank borrowings	Fixed	7.0	26.8	10.4	44.2
	Floating	0.6	5.0	3.8	9.5
Schuldschein	Fixed	-	141.0	179.5	320.5
	Variable	97.0	138.0	123.5	358.5
Bonds	Fixed	-	1,282.8	600.0	1,882.8
	Floating	-	-	-	
Commercial paper	Fixed	15.0	-	-	15.0
	Floating	-	-	-	-
Lease Liabilities	Fixed	5.4	21.0	15.4	41.8
	Floating	113.4	278.9	99.5	491.8
Net exposure Before hedge	**Fixed**	**18.7**	**1,471.6**	**805.3**	**2,295.7**
	Floating	**211.1**	**421.9**	**226.8**	**859.8**
Hedge	Fixed	-	99.0	-	99.0
	Floating	-	-99.0	-	-99.0
Net exposure After hedge	**Fixed**	**18.7**	**1,570.6**	**805.3**	**2,394.7**
	Floating	**211.1**	**322.9**	**226.8**	**760.8**

Exposure to other market risks

The Group uses non-complex or complex derivative instruments in order to hedge its potential exposure to changes in market values of certain underlying assets that may arise in the future.

Exposure to currency risk

The most significant currencies for the Group were translated at the following exchange rates into Euro:

Value of EUR 1	Balance Sheet End of period rates		Income Statement average rates	
	31 Dec. 2020	31 Dec. 2019	2020	2019
US Dollar	1.22	1.12	1.14	1.12
Pound Sterling	0.89	0.85	0.89	0.88
Canadian Dollar	1.55	1.46	1.53	1.49
Indian Rupee	90.09	80.00	84.75	78.74
Danish Krone	7.44	7.47	7.46	7.47
Japanese Yen	126.58	121.95	121.95	121.95
Swedish Krona	10.05	10.50	10.48	10.58
Australian Dollar	1.59	1.60	1.66	1.61
Brazilian Real	6.35	4.51	5.90	4.42
Norwegian Krone	10.48	9.84	10.73	9.85

As at 31 December 2020, the exposure to currency risk breaks down as follows (amounts in EUR Millions):

Currency	Assets	Liabilities	Off-balance sheet Commitments	Net position before hedge	Hedge	Net position after hedge
US Dollar	3,863.5	2,333.5	-	1,530.0		1,530.0
Pound Sterling	404.8	246.1	-	158.7		158.7
Canadian Dollar	165.7	111.1	-	54.6		54.6
Indian Rupee	149.9	27.7	-	122.2		122.2
Danish Krona	178.7	153.6	-	25.2		25.2
Japanese Yen	189.1	115.6	-	73.5		73.5
Swedish Krona	124.6	112.0	10.7	1.8		1.8
Australian Dollar	102.3	64.7	-	37.5		37.5
Brazilian Real	48.2	33.9	-	14.3		14.3
Norwegian Krona	49.6	39.5	-	10.1		10.1
Other[1]	413.2	268.6	-	144.5		144.5
Total	5,689.4	3,506.2	10.7	2,172.4	-	2,172.4

[1] Non Euro.

A 1 percentage point increase or decrease in exchange rates would have an impact of EUR 21.8m on the Group's equity and an impact on the Group's EBITAS of EUR 4.8m.

Net investment hedge

The Company has designated instruments to hedge net investments in foreign operations. An entity may have a monetary item that is receivable from or payable to a foreign operation. An item for which settlement is neither planned nor likely to occur in the foreseeable future is, in substance, a part of the entity's net investment in that foreign operation. Such monetary items may include long-term receivables or loans. In particular, they correspond to Intercompany loans denominated in Euros, in US Dollars or other currencies provided by Eurofins Finance Luxembourg SARL as lender to other companies of the Group (borrowers) trading in currencies other than Euro.

The nature of the risk hedged is the change in foreign exchange rates between the currency of the loan and the currency of either the lender or the borrower.

The net investment in hedged foreign operations is worth EUR 1,755m (fully eliminated in consolidation), mainly USD for EUR 1,247m and GBP for EUR 121m.

The fair value of hedging represents a negative value of EUR 78.9m at the end of 2020 included in "Currency translation differences" in equity.

Foreign currency translation

Exchange differences arising on translation of the foreign controlled entity are recognised in other comprehensive income and accumulated in a separate reserve within equity.
In 2020, foreign currency translation differences include net exchange loss of EUR 138.3m on USD foreign controlled entities.

Credit quality of financial assets

The Group may be exposed to losses on cash and other financial instruments held or managed on its behalf by financial institutions, if any of its counterparties defaults on its obligations. Group policy is to limit its exposure by dealing solely with leading counterparties and monitoring their credit ratings, in line with guidelines approved by the Company. However, credit risks arising from transactions with financial counterparties can escalate rapidly and a high credit rating is no guarantee that an institution will not experience a rapid deterioration of its financial position. As a result, there is no guarantee that this policy will be effective in entirely eliminating counterparty risk. Any default by a counterparty could have a material adverse effect on the Group's objectives, operating income and financial position.

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings. In the context of negative short term interest rate across many European countries, the Group may decide to ease some of the criteria listed above in order to avoid any loss on capital (i.e. no negative remuneration on cash deposit).

The cash and marketable securities are allocated within the reportable segments as follows:

EUR Millions Cash & cash equivalents	2020	in %	2019	in %
Europe	161.1	17.7%	103.6	34.8%
North America	70.8	7.8%	68.9	23.2%
Rest of the World	70.5	7.7%	49.8	16.8%
Group service companies[1]	610.1	66.9%	74.7	25.2%
Total	912.4	100%	297.0	100%

[1] corresponds to the Parent Company, other Group holding companies and corporate entities which are not operating companies.

It should be noted that the breakdown of cash and marketable securities shown in the table above reflects the geographic distribution among reportable segments and not by counterparty.

The maximum credit risk to which the Group is theoretically exposed to as at 31 December 2020 is the carrying amount of financial assets.

4.6 Financial instruments by category

The carrying and fair values of the financial assets and financial liabilities are detailed as follows:

EUR Millions Assets	Financial assets classification					
	Carrying Value	Loans and Receivables	Assets at fair value through profit and loss	Derivatives used for hedging	FVOCI	Fair Value
Year 2020						
FVOCI (Note 3.5)	8.5		-	-	8.5	8.5
Financial assets trade and other receivables – non-current (Note 3.5)	42.5	42.5	-	-	-	42.5
Trade and other receivables excluding prepayments - current (Note 3.7, 3.8, 3.9)	1,323.0	1,323.0	-	-	-	1,323.0
Derivative financial instruments (Note 4.5)	0.1	-	0.1	-	-	0.1
Short term deposit with banks (Note 3.10)	8.7	-	8.7	-	-	8.7
Cash and cash equivalents (Note 3.10)	903.7	903.7	-	-	-	903.7
Total	**2,286.5**	**2,269.2**	**8.8**	**-**	**8.5**	**2,286.5**

EUR Millions Liabilities	Financial liabilities classification				
	Carrying Value	Liabilities at fair value through profit and loss	Derivatives used for hedging	Other financial liabilities at amortised cost	Fair Value
Year 2020					
Borrowings (Note 3.11)	3,154.8	-	-	3,154.8	3,328.9
Interest due on borrowings and earnings due on hybrid capital (Note 3.12)	51.3	-	-	51.3	51.3
Amounts due for business acquisitions (Notes 3.15)	104.4	-	-	104.4	104.4
Trade accounts payable (Note 3.14)	542.0	-	-	542.0	542.0
Other current liabilities (Note 3.14)	552.3	-	-	552.3	552.3
Contract Liabilities (Note 3.8)	136.7	-	-	136.7	136.7
Total	**4,541.6**	**-**	**-**	**4,541.6**	**4,715.6**

With the exception of the borrowings, the Group considers the carrying value of the financial instruments to approximate their fair value.

Regarding borrowings, their fair value is based on:

- A quoted price included in Level 1 of the fair value hierarchy for the Eurobond January 2022 (fair value amount of EUR 287m against a carrying value of EUR 279m).
- A quoted price included in Level 1 of the fair value hierarchy for the Eurobond January 2023 (fair value amount of EUR 375m against a carrying value of EUR 354m).
- A quoted price included in Level 1 of the fair value hierarchy for the Eurobond July 2024 (fair value amount of EUR 691m against a carrying value of EUR 650m).
- A quoted price included in Level 1 of the fair value hierarchy for the Eurobond July 2026 (fair value amount of EUR 704m against a carrying value of EUR 600m).

EUR Millions Assets	Financial assets classification					
	Carrying Value	Loans and Receivables	Assets at fair value through profit and loss	Derivatives used for hedging	FVOCI	Fair Value
Year 2019						
FVOCI (Note 3.5)	5.0	-	-	-	5.0	5.0
Financial assets trade and other receivables – non-current (Note 3.5)	44.2	44.2	-	-	-	44.2
Trade and other receivables excluding prepayments - current (Note 3.7, 3.8, 3.9)	1,111.6	1,111.6	-	-	-	1,111.6
Derivative financial instruments (Note 4.5)	0.3	-	0.3	-	-	0.3
Short term deposit with banks (Note 3.10)	3.6	-	3.6	-	-	3.6
Cash and cash equivalents (Note 3.10)	293.4	293.4	-	-	-	293.4
Total	**1,458.1**	**1,449.2**	**3.9**	**-**	**5.0**	**1,458.1**

EUR Millions Liabilities	Financial liabilities classification				
	Carrying Value	Liabilities at fair value through profit and loss	Derivatives used for hedging	Other financial liabilities at amortised cost	Fair Value
Year 2019					
Borrowings (Note 3.11)	3,541.6	-	-	3,541.6	3,590.8
Interest due on borrowings and earnings due on hybrid capital (Note 3.12)	50.0	-	-	50.0	50.0
Amounts due for business acquisitions (Notes 3.15)	113.9	-	-	113.9	113.9
Trade accounts payable (Note 3.14)	409.8	-	-	409.8	409.8
Other current liabilities (Note 3.14)	445.6	-	-	445.6	445.6
Contract Liabilities (Note 3.8)	116.4	-	-	116.4	116.4
Total	**4,677.4**	**-**	**-**	**4,677.4**	**4,726.5**

4.7 Potentially dilutive instruments

Stock option plans
Stock options are granted to directors and to employees. Movements in the number of share options outstanding are as follows (all numbers restated post ten-for-one stock split as adopted in November 2020):

Share options	2020		2019	
	Number	Weighted average exercise price EUR	Number	Weighted average exercise price EUR
At beginning of the year	8,661,470	33	6,818,750	27
Granted[1]	1,493,150	68	3,825,130	38
Exercised	-1,421,170	18	-1,248,100	13
Lost	-640,450	38	-734,310	39
Outstanding at the end of the year	8,093,000	29	8,661,470	33
Exercisable at end of the year	*1,502,730*	*20*	*1,992,890*	*14*

[1] Under conditions specified in the Group 2020 remuneration report (Note 2.4).

The restated weighted average share price as of 31 December 2019 based on Eurofins share price at the date of exercise was EUR 43 for the 1,248,100 shares exercised in 2019 and was EUR 59 for the 1,421,170 shares exercised in 2020.

As at 31 December 2020, 8,093,000 stock options awarded are still outstanding. Further details can be found in the "Eurofins Group Remuneration Report 2020".

Free shares

Free shares are granted to directors and employees. Movements in the number of free shares outstanding are as follows:

Free shares	2020	2019
At beginning of the year	405,310	210,520
Free shares granted	104,000	238,160
Free shares lost	-29,760	-43,370
Free shares vested	-42,970	-
At end of the year	436,580	405,310

42,970 free shares had vested at the end of 2020.

As of 31 December 2020, the Company had granted 436,580 free shares of EUR 0.01 each (versus 405,310 shares restated as of 31 December 2019). Further details can be found in the "Eurofins Group Remuneration Report 2020".

2014 BSA Leaders Warrants

In June 2014, the Company issued 117,820 capital-providing securities in the form of stock purchase warrants, conferring 2014 BSA Leaders Warrants' holders the right to subscribe for one share of the Company for each 2014 BSA Leaders Warrant at a fixed exercise price of EUR 281.58 between 1 July 2018 and 30 June 2022. The subscription price was set at EUR 18.15 per warrant.

In November 2020, the Company approved a ten-for-one stock split following which each 2014 BSA Leaders Warrant confers to 2014 BSA leaders Warrants' holders the right to subscribe for ten shares of the Company.

2014 BSA Leaders Warrants	2020	2019
At beginning of the year	66,900	89,600
Warrants exercised	-29,451	-22,700
Warrants lost	-	-
At end of the year	37,449	66,900

2018 BSA Leaders warrants

In June 2018, Eurofins issued 124,460 capital-providing securities in the form of stock purchase warrants, conferring 2018 BSA Leaders Warrants' holders the right to subscribe for one share of the Company for each 2018 BSA Leaders Warrant at a fixed exercise price of EUR 529.65 between 1 June 2022 and 31 May 2026. The subscription price was set at EUR 34.36 per warrant.

In November 2020, the Company approved a ten-for-one stock split following which each 2018 BSA Leaders Warrant confers to 2018 BSA leaders Warrants' holders the right to subscribe for ten shares of the Company.

2018 BSA Leaders Warrants	2020	2019
At beginning of the year	113,669	124,460
Warrants exercised	-	-
Warrants lost	-4,250	-10,791
At end of the year	109,419	113,669

Partial and optional acquisition price payments in Eurofins shares
As at 31 December 2020, the overall number of Eurofins shares potentially deliverable is nil.

Own shares
As at 31 December 2020, the Company does not own any of its own shares (4,000 as of 31 December 2019 indirectly owned through a subsidiary).

Detail of the weighted average number of shares outstanding (diluted)

In Millions	2020	2019
Basic weighted average number of shares outstanding	186.2	178.0
Weighted average number of stock options	7.7	7.2
Weighted average number of free shares	0.4	0.4
Number of potential number of shares by warrants exercise with exercise price above the average share price	1.7	0.9
Diluted weighted average shares outstanding	195.9	186.5

4.8 Earnings per share

Net profit for the period is allocated between hybrid capital investors (Note 3.13) and the equity holders of the Company as follows for the calculation of the earnings per share:

2020	Net Profit of the period (in EUR Millions)	Weighted average number of shares outstanding	Earnings per share (in EUR)
Basic			
Total	539.4	186.2	2.90
Owners of the Company	505.3	186.2	2.71
Hybrid capital investors[1]	34.1	186.2	0.18
Diluted			
Total	539.4	195.9	2.75
Owners of the Company	505.3	195.9	2.58
Hybrid capital investors[1]	34.1	195.9	0.17

[1] See Note 3.13.

2019	Net Profit of the period (in EUR Millions)	Weighted average number of shares outstanding	Earnings per share (in EUR)
Basic			
Total	195.2	178.0	1.10
Owners of the Company	145.5	178.0	0.82
Hybrid capital investors[1]	49.7	178.0	0.28
Diluted			
Total	195.2	186.5	1.05
Owners of the Company	145.5	186.5	0.78
Hybrid capital investors[1]	49.7	186.5	0.27

[1] See Note 3.13.

4.9 Contingencies

The Group has contingent liabilities in respect of legal and tax claims arising in the ordinary course of business in connection with the services they provide. The majority of these claims are covered by business-specific insurance. On-going litigation or potential new litigation that could cause significant financial or reputational damage for Eurofins continue or may arise in the context of the detection of biological contaminants in dairy products in Europe. The Group's responsibility has not been proven and the damages that are claimed have been neither established nor measured.

For tax claims, when the Group estimates that the risk is not likely, no provision is provided for (Note 1.2).

Risk factors are described in section 6 of the Management report.

Based on the information available to date, the Group considers that the outcome of these disputes and legal claims currently in process is unlikely to have a significant adverse impact on the consolidated financial statements other than those provided for (Note 3.17).

4.10 Related-party transactions

Transactions between the Company and its subsidiaries, which are related parties of the Group, have been eliminated in the consolidation process and are not disclosed in the notes.

The company Analytical Bioventures SCA, which is controlled by the Martin family, owns 33.3% of the Company's shares and 58% of its voting rights as of 31 December 2020.

Transactions with affiliates or with companies owning shares in Eurofins Group or with companies in which some members of the Company's Board of Directors or senior management have significant influence, including "Analytical Bioventures SCA defined as "ABSCA", International Assets Finance S.à.r.l. and their subsidiaries" are detailed as follows:

EUR Millions	2020	2019
Consolidated Income Statement		
Support management services, provided to the related party	0.2	0.2
Support management services, provided to Eurofins	-	-
Interest expenses to related party[1]	8.1	8.5
Depreciation of Right of Use[1]	23.2	22.0
Rent expenses to related party	1.0	1.0
Consolidated Balance Sheet		
Receivables from related party	12.2	12.7
Payables to related party	1.7	0.7
Right of use from related party[1]	154.5	163.7
Lease liabilities to related party[1]	171.5	182.7
Dividends	-	18.4
Off Balance Sheet commitments		
Bank guarantees to related party	0.2	0.2

[1] IFRS 16.

Other information related to the real estate transactions is provided in the Corporate Governance Statement for the period ended on 31 December 2020.

Receivables from related party relate to lease deposits.

4.11 Compensation of the Board of Directors and Group Operating Council

EUR Millions	2020	2019
Director fees and other short-term fringe benefits (awarded)	11.7	10.7
Post-employment benefits	-	-
Long-term incentives ("stock options")	3.6	4.2
Total	15.4	14.9

4.12 Auditor's remuneration

EUR Millions	2020	2019
Audit of Eurofins Scientific S.E.	0.7	0.8
Audit of financial statements of subsidiaries	3.1	2.6
Audit-related services	0.2	0.1
Audit and audit- related fees payable pursuant to legislation	4.0	3.5
Taxation services	0.0	0.1
Total fees Deloitte	4.0	3.7

In addition, with the work performed for consolidation purposes, the Group has commissioned statutory audits in a very large majority of its subsidiaries, even when not required by local regulations, performed mostly by Tier 1 and Tier 2 auditing firms, going beyond local legal requirements, in order to ensure reliability and strong control of financial statements in a fast-growth phase:

- Tier 1 (Deloitte, PwC, EY and KPMG);
- Tier 2 (RSM, Grant Thornton, BDO, Mazars, Moore Stephens, Crowe and Baker Tilly).

The aggregate amount of audit fees for all auditors across the Group was EUR 8.8m in 2020 and EUR 8.2m in 2019.

Other information related to the audit coverage is provided in section 2.1.3 (Audit Committee) of the Corporate Governance Statement for the year ended on 31 December 2020.

4.13 Covid-19

Overall most of the Group's companies had a solid start to the year 2020 despite the significant disruptions caused by the Covid-19 pandemic, demonstrating the very resilient and non-cyclical nature of most of the markets the Group is exposed to. Nonetheless as announced on 28 April 2020, the Group rapidly responded to the economic uncertainty by taking significant actions to conserve cash and mitigate the potential impact of a prolonged economic downturn on the profitability and cash generation.

As a world leader in the provision of essential clinical diagnostics, forensic, pharmaceutical, food and environmental laboratory testing services, Eurofins has been able to draw on its scientific experience to develop a comprehensive suite of SARS-CoV-2 tests in response to the coronavirus pandemic.

4.14 Cyber-attack

On June 2, 2019, Eurofins Scientific was hit by a criminal ransomware attack which caused disruption to many of its IT systems in several countries. Eurofins IT staff and their internal and external IT security teams and experts took prompt actions to contain the incident, mitigate its impact and have been working relentlessly to return the IT operations to normal in the companies of the Group that have been affected. Eurofins teams have worked hard and are continuing to expand significant effort to further optimize and strengthen all IT operations.

As business interruption insurance coverage for this criminal cyber-attack has been confirmed, a first payment was received for an amount of EUR 10m in 2019, a second payment of EUR 9.8m in May 2020 and a third one of EUR 20m in October 2020.

It is likely that discussions and efforts to determine and agree on exact damages with Group insurers will be on going for a while and additional reimbursements cannot be determined precisely at this time.

4.15 Post-closing events

Change of scope:

Since the beginning of 2021, Eurofins has acquired four companies / asset deals: one in Belgium, one in Germany, one in Ireland and one in the U.S. (Beacon Discovery, expected to be closed in the coming weeks upon fulfilment of customary closing conditions).
The total annual revenues of these acquisitions were over EUR 20m in 2020.

Schuldschein loan:

In January 2021 the Company reimbursed an additional EUR 97m of the Schuldschein loans that are maturing in July 2022.

5. Scope of the Group

5.1 Change in the scope

The Companies below are fully consolidated (at 100%).

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Analytics & Services Austria GmbH	AT	Eurofins Environment Testing AT Holding GmbH	100%	09/20
Eurofins Professional Scientific Services Austria GmbH	AT	Eurofins Pharma Services LUX Holding SARL	100%	10/20 [1]
Eurofins ProMicro Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	11/20
Eurofins ARL Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	11/20
ARL Holdings Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	11/20
Eurofins GSC Facility Management NV	BE	Eurofins Support Services LUX Holding SARL	100%	12/20 [1]
Eurofins GSC IT Management Infrastructure & Security NV	BE	Eurofins Support Services LUX Holding SARL	100%	12/20 [1]
Eurofins Professional Scientific Services Canada, Inc.	CA	Eurofins Pharma Services LUX Holding SARL	100%	10/20 [1]
Eurofins NSC Switzerland AG	CH	Eurofins Support Services LUX Holding SARL	100%	01/20 [1]
SAM Sensory and Marketing International Switzerland AG	CH	SAM Sensory and Marketing International GmbH	100%	12/20 [1]
Eurofins Technologies (Shanghai) Co., Ltd.	CN	Eurofins Technology and Supplies LUX Holding SARL	100%	07/20
Eurofins BioTesting Services Ost GmbH	DE	Dr. Appelt Beteiligungs GmbH	100%	01/20 [1]
MF München Friedenheimer Brücke Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	05/20
Pränatal-Medizin München Frauenärzte und Humangenetiker MVZ GmbH	DE	St. Marien Krankenhaus Lampertheim GmbH	100%	05/20
DERMA Tronnier Institut für experimentelle Dermatologie GmbH & Co. KG	DE	Eurofins Product Testing Verwaltungs GmbH	100%	12/20
Tronnier Verwaltungs GmbH	DE	Eurofins Product Testing Verwaltungs GmbH	100%	12/20
Eurofins safer@work Germany GmbH	DE	Eurofins MWG Holding GmbH	100%	12/20 [1]
Eurofins BioPharma Services Consulting Munich GmbH	DE	Eurofins BioPharma Services Holding Germany GmbH	100%	11/20 [1]
Mazarron Campico Real Estate, SLU	ES	Eurofins Real Estate LUX Holding SARL	100%	03/20 [1]
Castellón Lituania Real Estate, SLU	ES	Eurofins Real Estate LUX Holding SARL	100%	03/20 [1]
Abarán Rellano Real Estate, SLU	ES	Eurofins Real Estate LUX Holding SARL	100%	08/20 [1]
Envira Ingenieros Asesores SL	ES	Eurofins Environment Testing Spain Holding, SLU	100%	11/20
Premiumlab SL	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	12/20
Eurofins Hygiène Alimentaire Nord-Ouest SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Hygiène Alimentaire Sud-Est SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Hygiène Alimentaire Nord-Est SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Hygiène Alimentaire SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Hygiène Alimentaire Ile-de-France SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Hygiène Alimentaire Sud-Ouest SAS	FR	Eurofins NSC Finance France SAS	100%	01/20 [1]
Eurofins Labazur Pays De La Loire SELAS	FR	Bio-Access SAS	100%	11/20 [1]
Eurofins Newco 2021 1 SAS	FR	Eurofins NSC Finance France SAS	100%	12/20 [1]
Eurofins Newco 2021 2 SAS	FR	Eurofins NSC Finance France SAS	100%	12/20 [1]
Eurofins Newco 2021 3 SAS	FR	Eurofins NSC Finance France SAS	100%	12/20 [1]
Eurofins Newco 2021 4 SAS	FR	Eurofins NSC Finance France SAS	100%	12/20 [1]
Eurofins Newco 2021 5 SAS	FR	Eurofins NSC Finance France SAS	100%	12/20 [1]
SCI Eurofins 2021 1	FR	Eurofins Real Estate LUX Holding SARL	100%	12/20 [1]
SCI Eurofins 2021 2	FR	Eurofins Real Estate LUX Holding SARL	100%	12/20 [1]
SCI Eurofins 2021 3	FR	Eurofins Real Estate LUX Holding SARL	100%	12/20 [1]
SCI Eurofins 2021 4	FR	Eurofins Real Estate LUX Holding SARL	100%	12/20 [1]
SCI Eurofins 2021 5	FR	Eurofins Real Estate LUX Holding SARL	100%	12/20 [1]
Eurofins Food Testing HoldCo d.o.o.	HR	Eurofins Food Testing LUX Holding SARL	100%	03/20 [1]
Gold Standard Diagnostics International Kft.	HU	Eurofins Technology and Supplies LUX Holding SARL	100%	06/20 [1]
M.A.H. FOOD CONTROLL Kft.	HU	Eurofins Food Testing Hungary Holding Kft.	100%	10/20
Eurofins BPO (India) Pvt Ltd.	IN	Eurofins International Holdings LUX SARL	100%	01/20 [1]
Eurofins Assurance India Pvt Ltd.	IN	Eurofins Assurance LUX Holding SARL	100%	10/20 [1]
Cuneo Via Celdit Real Estate Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	03/20 [1]

Company	Country ISO Code	Subsidiary of :	% of interest by the Group	Date of entry
Eurofins Environment Testing Japan Holding Ltd.	JP	Eurofins Environment Testing LUX Holding SARL	100%	09/20 [1]
Genetech KK	JP	Eurofins Clinical Testing Holding LUX SARL	100%	09/20
Taiyo Techno Research Ltd.	JP	Eurofins Environment Testing LUX Holding SARL	100%	12/20
Earth Consul Ltd.	JP	Taiyo Techno Research Ltd.	100%	12/20
Eurofins Food and Environment Testing Korea Holding Co., Ltd.	KR	Eurofins Environment Testing LUX Holding SARL	100%	07/20 [1]
Eurofins Korea Daejeon Laboratory Co., Ltd.	KR	Eurofins Food and Environment Testing Korea Holding Co., Ltd	100%	10/20
Eurofins Assurance LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	05/20
Eurofins Clinical Testing Services Germany LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	12/20 [1]
Eurofins Central Lab Holdings LUX SARL	LU	Eurofins International Holdings LUX SARL	100%	12/20 [1]
Commissum Sdn Bhd	MY	Commissum Associates Limited	85%	07/20 [1]
Eurofins Bacteriologisch Adviesburo BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	10/20
Eurofins Havlandet AS	NO	Eurofins Food Testing Norway Holding AS	57%	02/20
Eurofins NSC Polska Sp. z o.o.	PL	Eurofins Support Services LUX Holding SARL	100%	04/20
Eurofins Professional Scientific Services Sweden AB	SE	Eurofins Pharma Services LUX Holding SARL	100%	02/20 [1]
Eurofins Environment Testing Holding Slovakia s.r.o.	SK	Eurofins Environment Testing LUX Holding SARL	100%	07/20 [1]
Turčianske Teplice Robotnícka Real Estate s.r.o.	SK	Eurofins Real Estate LUX Holding SARL	100%	11/20 [1]
Eurofins Environment Testing Slovakia s.r.o.	SK	Eurofins Environment Testing Holding Slovakia s.r.o.	100%	11/20 [1]
Eurofins Food Testing Thailand Co. Ltd.	TH	Eurofins International Holdings LUX SARL	100%	02/20 [1]
Eurofins SunDream Environmental Technical Co. Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	09/20 [1]
Eurofins Blue Formosa Environmental Technical Co. Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	09/20
Eurofins Universe Environmental Technical Co. Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	09/20
Commissum Associates Limited	UK	Eurofins Digital Testing UK Holding Limited	85%	07/20
Eurofins Viracor BioPharma Services, Inc.	US	Eurofins Viracor, Inc.	100%	01/20
Eurofins ARCA Technology, Inc.	US	Diatherix Laboratories, LLC	100%	01/20 [1]
Stafford Greenbriar Drive Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	01/20 [1]
Eurofins NDSC Environment Testing Americas, Inc.	US	Eurofins Environment Testing America Holdings, Inc.	100%	01/20 [1]
EmpowerDX, Inc.	US	Eurofins Clinical Testing US Holdings, Inc.	100%	03/20 [1]
Precision TEM, LLC	US	EAG Materials Science US Holding, Inc.	100%	04/20 [1]
Eurofins Xenco, LLC	US	Eurofins Environment Testing America Holdings, Inc.	100%	07/20

[1] New Companies incorporated during the period

The below companies have been merged/liquidated/sold during the period:

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of exit
Eurofins Environment Testing Middle East Holding Ltd.	AE	Eurofins Environment Testing LUX Holding SARL	100%	01/20
Citogenix Serviços Biológicos Ltda.	BR	Centro de Analise e Tipagem de Genomas Ltda	100%	11/20
Eurofins Laboratorio Cifuentes, SL	ES	Eurofins Megalab SA	100%	01/20
Eurofins Laboratorio Dra. Vicente, SL	ES	Eurofins Megalab SA	100%	01/20
Eurofins Laboratorio San Andres, SL	ES	Eurofins Laboratorio Dr. Valenzuela, SL	100%	01/20
Eurofins Laboratorio Sánchez Castiñeiras, SL	ES	Eurofins Laboratorio Dr. Valenzuela, SL	100%	01/20
Iproma Alimentación SL	ES	Eurofins Iproma, SL	100%	07/20
IPL Atlantique SA	FR	Eurofins IPL Hydrologie SAS	100%	01/20
Eagle Ventures SAS	FR	Eurofins Scientific S.E.	100%	01/20
Eurofins Labazur Armorique SELAS	FR	Eurofins Labazur Provence SELAS	100%	01/20
Eurofins Labazur Cornouaille SELAS	FR	Eurofins Labazur Bretagne SELAS	100%	01/20
Eurofins Eichrom Europe SAS	FR	Eurofins Expertises France Holding SAS	100%	01/20
Eurofins Bactup Group SAS	FR	Eurofins Pharma France Holding SAS	100%	01/20
ISHA Microbiologie Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	01/20
Eurofins Cosmetics Microbiology France SAS	FR	Eurofins ATS SAS	100%	01/20

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of exit
Eurofins Air à l'Emission France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	01/20
Bio-Access Services GIE	FR	Bio-Access SAS	100%	01/20
Dioxair Newco SAS	FR	Alpa Environnement Holding France SAS	100%	05/20
ESL Analyses SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	05/20
Alpa Chimies Micropolluants SAS	FR	Alpa Environnement Holding France SAS	100%	11/20
ACP Environnement SAS	FR	Alpa Environnement Holding France SAS	100%	11/20
Eurofins Croatiakontrola Vukovar d.o.o.	HR	Eurofins Food Testing LUX Holding SARL	100%	06/20
Eurofins XILÓZ Élelmiszer Ellenőrző és Szolgáltató Kft.	HU	Eurofins Food Testing Hungary Holding Kft	100%	01/20
Eurofins Cork Limited	IE	Eurofins Food Testing LUX Holding SARL	100%	01/20
City Analysts (Limerick) Limited	IE	City Analysts Limited	100%	02/20
CTP Laboratories Srl	IT	Eurofins Pharma Services Italia Holding Srl	100%	01/20
Eurofins Kankyo Sogo Kenkyu Kiko KK	JP	Eurofins Nihon Soken KK	100%	10/20
Eurofins Asbest Inspecties BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	01/20
Eagle Ventures Netherlands BV	NL	Eurofins International Holdings LUX SARL	100%	01/20
Eurofins Clinical Testing SRL	RO	Eurofins Clinical Testing Holding LUX SARL	100%	06/20
Eurofins NSC South Eastern Europe SRL	RO	Eurofins Support Services LUX Holding SARL	100%	06/20
Eurofins Food Testing d.o.o.	RS	Eurofins Food Testing LUX Holding SARL	100%	11/20
PharmaControl MQL AB	SE	Eurofins Biopharma Product Testing Sweden AB	100%	02/20
Eurofins Agro Testing Ukraine LLC	UA	Eurofins Food Testing LUX Holding SARL	100%	12/20
Eurofins Newtec Laboratories Limited	UK	Eurofins Food Testing UK Holding Limited	100%	09/20
ILS Limited	UK	Eurofins Food Testing UK holding Limited	100%	09/20
GATC Biotech Limited	UK	Eurofins Genomics Europe Sequencing GmbH	100%	08/20
Eurofins Agroscience Services Chem Limited	UK	Eurofins Agrosciences Services LUX Holding SARL	100%	11/20
Eurofins Pharma Bioanalysis Services UK Limited	UK	Eurofins Discovery Services LUX Holding SARL	100%	12/20
Eurofins Sensory, Consumer Research and Product Design UK Limited	UK	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	12/20
TestAmerica Air Emission Corp.	US	TestAmerica Environmental Services LLC	100%	02/20

5.2 Principal subsidiary undertakings

The Companies below are fully consolidated (at 100%).

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Scientific S.E.	LU			
Eurofins Biomnis Middle East LLC	AE	Eurofins Clinical Testing Holding LUX SARL	100%	11/19
Agrohuarpes - Eurofins Agrosciences Services S.A.	AR	Eurofins Agrosciences Services LUX Holding SARL	99%	08/17
Eurofins Lebensmittelanalytik Österreich GmbH	AT	Eurofins Food Testing LUX Holding SARL	100%	01/07
Eurofins Genomics Austria GmbH	AT	Eurofins Genomics LUX Holding SARL	100%	09/11
Eurofins Agroscience Services Austria GmbH	AT	Eurofins Agrosciences Services LUX Holding SARL	100%	12/12
Eurofins Environment Testing AT Holding GmbH	AT	Eurofins Environment Testing LUX Holding SARL	100%	03/15
Eurofins Umwelt Österreich GmbH & Co.KG	AT	Eurofins Environment Testing AT Holding GmbH	100%	03/15
Eurofins water&waste GmbH	AT	Eurofins Environment Testing AT Holding GmbH	100%	12/15
Eurofins NUA AT Holding GmbH	AT	Eurofins Environment Testing AT Holding GmbH	100%	01/16
Wiener Neudorf Palmersstraße Real Estate GmbH	AT	Eurofins Real Estate LUX Holding SARL	100%	12/16
Eurofins NSC Austria GmbH	AT	Eurofins Support Services LUX Holding SARL	100%	12/18
Eurofins Environment Testing Australia Pty Ltd.	AU	Eurofins Environment Testing LUX Holding SARL	100%	01/13
Eurofins Agroscience Services Pty Ltd.	AU	Eurofins Agrosciences Services LUX Holding SARL	100%	07/13
Eurofins Agroscience Testing Pty Ltd.	AU	Eurofins Agrosciences Services France Holding SAS	100%	07/13
Eurofins Animal Health Australia Pty Ltd.	AU	Eurofins Agrosciences Services France Holding SAS	100%	01/16
Eurofins BioPharma Product Testing Australia Pty Ltd.	AU	Eurofins Australia New Zealand Holding Pty Ltd.	100%	03/16
Eurofins Australia New Zealand Holding Pty Ltd.	AU	Eurofins Environment Testing France Australia Holding SAS	100%	05/16
Eurofins Food Testing Australia Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	07/16

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Girraween Magowar Road Real Estate Pty Ltd.	AU	Eurofins Real Estate LUX Holding SARL	100%	05/17
Dandenong South Monterey Road Real Estate Pty Ltd.	AU	Eurofins Real Estate LUX Holding SARL	100%	05/17
Eurofins Dermatest Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	07/17
Eurofins Technologies Australia Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	08/17
Eurofins Chemical Analysis Pty Ltd.	AU	Eurofins Australia New Zealand Holding Ltd.	100%	03/19
AQM Bangladesh Limited	BD	AQM HK Ltd.	80%	06/19
Eurofins GSC Management Services NV	BE	Eurofins Support Services LUX Holding SARL	100%	06/01
Eurofins GSC Finance NV	BE	Eurofins Scientific S.E.	100%	07/06
Eurofins Belgium NV	BE	Eurofins Environment Testing Belgium Holding NV	100%	11/07
Eurofins Food Testing Belgium NV	BE	Eurofins Food Testing LUX Holding SARL	100%	10/10
Eurofins Environment Testing Belgium Holding NV	BE	Eurofins Environment Testing LUX Holding SARL	100%	09/11
Nazareth Venecoweg Real Estate NV	BE	Eurofins Real Estate LUX Holding SARL	100%	09/11
Eurofins Forensics Belgium BVBA	BE	Eurofins Forensics LUX Holding SARL	100%	10/11
Eurofins Pharmaceutical Product Testing Belgium NV	BE	Eurofins Pharma Services LUX Holding SARL	100%	11/11
Eurofins Agro Testing Belgium NV	BE	Holding BLGG BV	100%	07/13
Eurofins Professional Scientific Services Belgium NV	BE	Eurofins Pharma Services LUX Holding SARL	100%	06/14
Eurofins GSC Belgium NV	BE	Eurofins Support Services LUX Holding SARL	100%	07/14
Eurofins Digital Testing Belgium Holding NV	BE	Eurofins Digital Testing International LUX Holding SARL	100%	04/15
Eurofins Digital Testing Belgium NV	BE	Eurofins Digital Testing Belgium Holding NV	100%	04/15
Eurofins GSC Finance & Administration NV	BE	Eurofins Support Services LUX Holding SARL	100%	09/16
Eurofins Biological Testing Belgium NV	BE	Eurofins Agrosciences Services LUX Holding SARL	100%	02/17
Eurofins Asbestos Testing Belgium NV	BE	Eurofins Environment Testing Belgium Holding NV	100%	08/17
Eurofins Amatsigroup NV	BE	Amatsigroup SAS	100%	09/17
Eurofins Labo Van Poucke BVBA	BE	Eurofins Clinical Testing Holding LUX SARL	100%	02/18
Eurofins eCOAST BVBA	BE	Eurofins Environment Testing Belgium Holding NV	100%	12/18
Eurofins GSC Consulting NV	BE	Eurofins Support Services LUX Holding SARL	100%	09/19
Eurofins Air Monitoring Belgium NV	BE	Eurofins Air Monitoring Germany Holding GmbH	100%	12/19
Transportation, Facility and Logistic Services NV	BE	Eurofins Support Services LUX Holding SARL	100%	12/19
Eurofins Agroscience Services EOOD	BG	Eurofins Agrosciences Services LUX Holding SARL	100%	11/08
Eurofins HOS Testing Bulgaria EOOD	BG	Eurofins Food Testing LUX Holding SARL	100%	09/16
Eurofins do Brasil Análises de Alimentos Ltda.	BR	Eurofins Latin American Ventures SL	100%	07/03
Laboratório ALAC Ltda.	BR	Eurofins Latin American Ventures SL	100%	04/12
Eurofins Agrosciences Services Ltda.	BR	Eurofins Latin American Ventures SL	100%	06/12
Analytical Technology Serviços Analíticos e Ambientais Ltda.	BR	Eurofins Latin American Ventures SL	100%	07/14
Integrated Petroleum Expertise Company - Serviços em Petroleo Ltda.	BR	Eurofins Latin American Ventures SL	100%	09/14
Laboratorio Sao Lucas Ltda.	BR	Integrated Petroleum Expertise Company - Serviços em Petroleo Ltda.	100%	12/16
Laboratorio Pasteur de Analises Clinicas Ltda.	BR	Eurofins Latin American Ventures SL	100%	12/17
Einstein Imagens Medicas Ltda.	BR	Eurofins Latin American Ventures SL	100%	12/17
Centro de Analise e Tipagem de Genomas Ltda.	BR	Eurofins Latin American Ventures SL	100%	08/19
Eurofins Experchem Laboratories, Inc.	CA	Eurofins Food Testing LUX Holding SARL	100%	04/15
Quebec St. Bruno Real Estate, Inc.	CA	Eurofins Real Estate LUX Holding SARL	100%	12/16
Eurofins NSC Canada, Inc.	CA	Eurofins Support Services LUX Holding SARL	100%	06/17
Alphora Research, Inc.	CA	Eurofins Pharma Services LUX Holding SARL	100%	06/17
Eurofins BioPharma Product Testing Toronto, Inc.	CA	Eurofins Pharma Services LUX Holding SARL	100%	05/18
Oakville Portland Real Estate, Inc.	CA	Eurofins Real Estate LUX Holding SARL	100%	06/18
Mississauga Hadwen Real Estate, Inc.	CA	Eurofins Real Estate LUX Holding SARL	100%	06/18
Mississauga Speakman Real Estate, Inc.	CA	Eurofins Real Estate LUX Holding SARL	100%	06/18
Eurofins Environment Testing Canada, Inc.	CA	Eurofins Environment Testing LUX Holding SARL	100%	11/18
Eurofins Cosmetics and Personal Care Testing Canada, Inc.	CA	Eurofins Product Testing LUX Holding SARL	100%	09/19
Eurofins Scientific AG	CH	Eurofins Food Testing LUX Holding SARL	100%	07/00
Eurofins Regulatory AG	CH	Eurofins Agrosciences Services LUX Holding SARL	100%	12/11
Eurofins BioPharma Product Testing Switzerland AG	CH	Eurofins Pharma Services LUX Holding SARL	100%	01/13
Eurofins Professional Scientific Services Switzerland AG	CH	Eurofins Pharma Services LUX Holding SARL	100%	03/17

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Route de Montena Real Estate AG	CH	Eurofins Real Estate LUX Holding SARL	100%	06/17
Eurofins Electric & Electronic Product Testing AG	CH	Eurofins Product Testing LUX Holding SARL	100%	06/17
Eurofins PHAST Pharma GmbH	CH	Eurofins PHAST GmbH	100%	07/18
Gestion De Calidad Y Laboratorio SA	CL	Eurofins Latin American Ventures SL	100%	03/13
GCL Capacita SA	CL	Gestion De Calidad Y Laboratorio SA	100%	03/13
Eurofins Agroscience Services Chile S.A.	CL	Eurofins Agrosciences Services LUX Holding SARL	100%	06/17
Eurofins Product Testing Hong Kong Ltd.	CN	Eurofins Product Testing LUX Holding SARL	100%	03/06
Eurofins Technology Service (Suzhou) Co., Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	11/06
Eurofins Shanghai Holding Ltd.	CN	Eurofins Product Testing LUX Holding SARL	100%	08/09
Eurofins Testing Technology (Shenzhen) Co., Ltd.	CN	Eurofins Product Testing LUX Holding SARL	100%	10/09
Eurofins Product Testing Service (Shanghai) Co., Ltd.	CN	Eurofins Shanghai Holding Ltd.	100%	11/09
Eurofins Food Testing Hong Kong Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	03/12
Eurofins Central Laboratory China CO., Ltd.	CN	Eurofins Pharma Services LUX Holding SARL	100%	05/12
Eurofins NSC Hong Kong Ltd.	CN	Eurofins Support Services LUX Holding SARL	100%	02/14
Eurofins NSC Shanghai Co., Ltd.	CN	Eurofins Support Services LUX Holding SARL	100%	06/14
Eurofins Sensory Consumer and Product Research (Shanghai), Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	05/15
Eurofins Food Testing Service(Dalian)Co.,Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	06/16
Eurofins Technology Service (Qingdao) Co., Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	06/16
Evans Materials Technology Co., Ltd.	CN	Eurofins EAG Materials Science, LLC	100%	12/17
MET Laboratories, Ltd.	CN	Eurofins Electrical and Electronic testing NA Inc.	100%	01/18
Eurofins Electrical Testing Service (Shenzhen) Co., Ltd.	CN	Eurofins Product Testing LUX Holding SARL	100%	11/18
Eurofins Consumer Product Testing (Guangzhou) Co., Ltd.	CN	Eurofins Product Testing LUX Holding SARL	100%	12/18
AQM HK Ltd.	CN	Eurofins Product Testing LUX Holding SARL	80%	06/19
AQM China Ltd.	CN	AQM HK Ltd.	80%	06/19
Eurofins EAG Materials Science China Ltd.	CN	Eurofins Material Sciences LUX Holding SARL	100%	09/19
Eurofins Technology Service (Guangzhou) Co., Ltd.	CN	Eurofins Food Testing LUX Holding SARL	100%	10/19
Eurofins BioPharma Product Testing (Shanghai) Co., Ltd.	CN	Eurofins Pharma Services LUX Holding SARL	100%	12/19
Eurofins IT Infrastructure GSC S.A.	CR	Eurofins Support Services LUX Holding SARL	100%	08/18
Eurofins CZ, s.r.o.	CZ	Eurofins Holding CZ s.r.o.	100%	10/06
Eurofins Holding CZ s.r.o.	CZ	Eurofins Food Testing LUX Holding SARL	100%	08/19
Eurofins Food Testing Hamburg Germany Holding GmbH	DE	Eurofins GeneScan Holding GmbH	100%	05/98
RECO Homburg Entenmuehlstrasse Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	11/98
Eurofins Analytik GmbH	DE	Eurofins GfA Lab Service GmbH	100%	12/98
Eurofins GfA GmbH	DE	Eurofins Air Monitoring Germany Holding GmbH	100%	01/01
Eurofins Genomics Europe Applied Genomics GmbH	DE	Eurofins Genomics LUX Holding SARL	100%	07/01
Eurofins Ökometric GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	12/02
Eurofins GeneScan Holding GmbH	DE	Eurofins Food Testing LUX Holding SARL	100%	07/03
Eurofins GeneScan GmbH	DE	Eurofins GeneScan Holding GmbH	100%	07/03
SniP Biotech-Verwaltung-GmbH	DE	Eurofins Genomics Europe Applied Genomics GmbH	100%	01/05
Eurofins MWG Holding GmbH	DE	Eurofins Genomics BV	100%	01/05
Eurofins NDSC Umweltanalytik GmbH	DE	Eurofins Environment Testing LUX Holding SARL	100%	03/05
Eurofins Dr. Specht International GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	04/05
Eurofins Umwelt West GmbH	DE	Eurofins Environment Testing Germany Holding West GmbH	100%	04/05
Eurofins Umwelt Ost GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	01/06
Eurofins Agroscience Services EcoChem GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	01/06
Eurofins SOFIA GmbH	DE	Eurofins Food Testing Pesticides Germany Holding GmbH	100%	04/06
Eurofins Institut Jäger GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	04/06
Eurofins BioPharma Product Testing Munich GmbH	DE	Eurofins BioPharma Services Holding Germany GmbH	100%	10/06
Eurofins Food Testing Pesticides Germany Holding GmbH	DE	Eurofins Food Testing LUX Holding SARL	100%	12/06
Eurofins Genomics Germany GmbH	DE	Eurofins MWG Holding GmbH	100%	01/07
Eurofins Genomics Europe Synthesis GmbH	DE	Eurofins MWG Holding GmbH	100%	01/07
Eurofins Product Testing Verwaltungs GmbH	DE	Eurofins Product Service GmbH	100%	03/07

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Dr. Specht Laboratorien GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	03/07
Eurofins Institut Dr. Rothe GmbH	DE	Eurofins Food Testing General Chemistry Germany Holding GmbH	100%	04/07
Eurofins Food Testing General Chemistry Germany Holding GmbH	DE	Eurofins Laborservices GmbH	100%	04/07
Eurofins Laborservices GmbH	DE	Eurofins Food Testing LUX Holding SARL	100%	04/07
Eurofins Agroscience Services Germany Holding GmbH	DE	Eurofins Agrosciences Services LUX Holding SARL	100%	04/07
FP Friedrichsdorf Professor-Wagner-Strasse Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	04/07
Eurofins Umwelt Nord GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	05/07
Eurofins Information Systems GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	11/07
Eurofins INLAB GmbH	DE	Eurofins Food Testing General Chemistry Germany Holding GmbH	100%	12/07
Eurofins NSC IT Infrastructure Germany GmbH	DE	Eurofins Support Services LUX Holding SARL	100%	12/07
Eurofins NSC Finance Germany GmbH	DE	Eurofins Support Services LUX Holding SARL	100%	12/07
Eurofins Environment Testing Germany Holding West GmbH	DE	Eurofins Environment Testing LUX Holding SARL	100%	12/07
Eurofins Product Service GmbH	DE	Eurofins Scientific S.E.	100%	01/08
Eurofins Consumer Product Testing GmbH	DE	Eurofins Product Testing Verwaltungs GmbH	100%	01/08
Eurofins Food Testing Germany East Holding GmbH	DE	Eurofins Food Testing LUX Holding SARL	100%	01/08
Eurofins Agroscience Services Chem GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	02/08
HS Hamburg Stenzelring Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	06/08
Eurofins BioTesting Services Nord GmbH	DE	Eurofins GfA Lab Service GmbH	100%	12/08
Eurofins Food Control Services GmbH	DE	Eurofins Food Testing LUX Holding SARL	100%	12/08
Eurofins WEJ Contaminants GmbH	DE	Eurofins GfA Lab Service GmbH	100%	12/08
Eurofins Global Control GmbH	DE	Eurofins Food Testing Pesticides Germany Holding GmbH	100%	04/09
Eurofins Institut Dr. Appelt Leipzig GmbH	DE	Dr. Appelt Beteiligungs GmbH	100%	05/09
Eurofins Food Integrity Control Services GmbH	DE	Dr. Appelt Beteiligungs GmbH	100%	05/09
Eurofins Institut Dr. Appelt Hilter GmbH	DE	Dr. Appelt Beteiligungs GmbH	100%	05/09
Dr. Appelt Beteiligungs GmbH	DE	Eurofins Food Testing Germany East Holding GmbH	100%	05/09
Eurofins GeneScan Technologies GmbH	DE	Eurofins GeneScan Holding GmbH	100%	05/09
Eurofins BioPharma Product Testing Hamburg GmbH	DE	Eurofins BioPharma Services Holding Germany GmbH	100%	07/09
RECO Ebersberg Anzinger Strasse Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	08/09
Eurofins GfA Lab Service GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	10/10
Eurofins NDSC Food Testing Germany GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	03/11
Eurofins Agroscience Services GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	07/11
Eurofins Facility Management Germany GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	11/11
Eurofins Umwelt Südwest GmbH	DE	Eurofins Environment Testing Germany Holding West GmbH	100%	06/12
Eurofins Medigenomix Forensik GmbH	DE	Eurofins MWG Holding GmbH	100%	08/12
Eurofins Food Consulting Services GmbH	DE	Dr. Appelt Beteiligungs GmbH	100%	01/13
Eurofins GSC Germany GmbH	DE	Eurofins Support Services LUX Holding SARL	100%	04/13
BLGG Deutschland GmbH	DE	Holding BLGG BV	100%	07/13
RECO Hamburg Neuländer Kamp 1 Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	07/13
Eurofins CLF Specialised Nutrition Testing Services GmbH	DE	Eurofins Special Nutrition Testing LUX Holding SARL	100%	08/13
Eurofins NSC Finance Clinical Diagnostics Germany GmbH	DE	St. Marien Krankenhaus Lampertheim GmbH	100%	01/14
Eurofins HT-Analytik GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	03/14
Eurofins Hygiene Institut Berg GmbH	DE	Eurofins Environment Testing Germany Holding West GmbH	100%	05/14
Eurofins Agraranalytik Deutschland GmbH	DE	Eurofins NDSC Umweltanalytik GmbH	100%	12/14
Eurofins BioPharma Services Holding Germany GmbH	DE	Eurofins MWG Holding GmbH	100%	03/15
Eurofins Agroscience Services Ecotox GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	08/15
Eurofins Professional Scientific Services Germany GmbH	DE	Eurofins BioPharma Services Holding Germany GmbH	100%	10/15

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Dr. Specht Express GmbH	DE	Eurofins Food Testing Hamburg Germany Holding GmbH	100%	04/16
Eurofins Air Monitoring Germany Holding GmbH	DE	Eurofins Air Monitoring LUX Holding SARL	100%	07/16
St. Marien Krankenhaus Lampertheim GmbH	DE	Eurofins MWG Holding GmbH	100%	08/16
Eurofins Finance Transactions Germany GmbH	DE	Eurofins Support Services LUX Holding SARL	100%	10/16
Eurofins MVZ Medizinisches Labor Gelsenkirchen GmbH	DE	St. Marien Krankenhaus Lampertheim GmbH	100%	07/17
Eurofins Laborbetriebsgesellschaft Gelsenkirchen GmbH	DE	Eurofins MVZ Medizinisches Labor Gelsenkirchen GmbH	100%	07/17
Eurofins LifeCodexx GmbH	DE	Eurofins Genomics Europe Sequencing GmbH	100%	07/17
Eurofins Genomics Europe Sequencing GmbH	DE	Eurofins MWG Holding GmbH	100%	07/17
Eurofins Institut Nehring GmbH	DE	Eurofins Food Testing General Chemistry Germany Holding GmbH	100%	10/17
IfB Institut für Blutgruppenforschung GmbH	DE	Eurofins MWG Holding GmbH	100%	10/17
SAM Sensory and Marketing International GmbH	DE	KKG Holding GmbH	100%	11/17
KKG Holding GmbH	DE	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	11/17
Evans Analytical Group Holdings Gmbh	DE	Eurofins EAG Materials Science, LLC	100%	12/17
EAG Laboratories GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	12/17
Eurofins WKS Labservice GmbH	DE	Eurofins Product Testing Verwaltungs GmbH	75%	12/17
Eurofins PHAST GmbH	DE	Eurofins BioPharma Services Holding Germany GmbH	100%	07/18
PHAST Development GmbH & Co. KG	DE	Eurofins PHAST GmbH	100%	07/18
PHAST Development Verwaltungs GmbH	DE	Eurofins PHAST GmbH	100%	07/18
Agrartest GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	07/18
Eurofins Q-Bioanalytic GmbH	DE	Eurofins BioTesting Services Nord GmbH	100%	11/18
Immunolab Clinical Diagnostics GmbH	DE	Eurofins Technologies Germany Holding GmbH	100%	01/19
Immunolab GmbH	DE	Eurofins Technology and Supplies LUX Holding SARL	100%	01/19
Virotech Diagnostics GmbH	DE	Eurofins Technologies Germany Holding GmbH	100%	02/19
Eurofins Genomics Europe Shared Services GmbH	DE	Eurofins MWG Holding GmbH	100%	02/19
Eurofins Technologies Germany Holding GmbH	DE	Eurofins Technology and Supplies LUX Holding SARL	100%	03/19
LL Leipzig Landsteiner Strasse Real Estate GmbH	DE	Eurofins Real Estate LUX Holding SARL	100%	05/19
Eurofins Agroscience Services Regulatory Germany GmbH	DE	Eurofins Agroscience Services Germany Holding GmbH	100%	12/19
NovaTec Immundiagnostica GmbH	DE	Eurofins Technology and Supplies LUX Holding SARL	100%	08/18
Eurofins NSC Denmark A/S	DK	Eurofins Support Services LUX Holding SARL	100%	12/03
Eurofins Miljo A/S	DK	Eurofins Environment Denmark Holding A/S	100%	06/05
Eurofins Biopharma Product Testing Denmark A/S	DK	Eurofins Pharma Holding Denmark A/S	100%	03/06
Eurofins Steins Laboratorium A/S	DK	Eurofins Food Denmark Holding A/S	100%	07/06
Eurofins Environment Denmark Holding A/S	DK	Eurofins Environment Testing LUX Holding SARL	100%	04/07
Eurofins Food Denmark Holding A/S	DK	Eurofins Food Testing LUX Holding SARL	100%	04/07
Eurofins Product Testing Denmark A/S	DK	Eurofins Product Testing LUX Holding SARL	100%	08/08
Eurofins Genomics Europe Genotyping A/S	DK	Eurofins Genomics Holding Denmark A/S	100%	01/13
Eurofins Miljø Vand A/S	DK	Eurofins Environment Denmark Holding A/S	100%	10/13
Eurofins Genomics Holding Denmark A/S	DK	Eurofins Genomics LUX Holding SARL	100%	11/13
Eurofins Miljø Luft A/S	DK	Eurofins Environment Denmark Holding A/S	100%	08/14
Eurofins Agro Testing Denmark A/S	DK	Eurofins Food Denmark Holding A/S	100%	12/14
Eurofins Professional Scientific Services Denmark A/S	DK	Eurofins Pharma Holding Denmark A/S	100%	08/15
Eurofins Pharma Holding Denmark A/S	DK	Eurofins Pharma Services LUX Holding SARL	100%	08/15
Eurofins Genomics Denmark A/S	DK	Eurofins Genomics Holding Denmark A/S	100%	12/15
GenoSkan A/S	DK	Eurofins Genomics Holding Denmark A/S	100%	09/16
Eurofins Milk Testing Denmark A/S	DK	Eurofins Food Denmark Holding A/S	100%	01/17
Eurofins Vitamin Testing Denmark A/S	DK	Eurofins Food Denmark Holding A/S	100%	01/17
Eurofins VBM Laboratoriet A/S	DK	Eurofins Environment Denmark Holding A/S	100%	03/17
Aabybro Industrivej Real Estate A/S	DK	Eurofins Real Estate LUX Holding SARL	100%	03/17
Eurofins VBM Geo A/S	DK	Eurofins Environment Denmark Holding A/S	100%	10/18
Eurofins Environment Testing Estonia OÜ	EE	Eurofins Environment Testing Estonia Holding OÜ	100%	04/17
Eurofins Environment Testing Estonia Holding OÜ	EE	Eurofins Environment Testing LUX Holding SARL	100%	04/17
Rae Village Vana-Sutikase ja Tammi tee Real Estate OÜ	EE	Eurofins Real Estate LUX Holding SARL	100%	12/19

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Agroscience Services SL	ES	Eurofins Agrosciences Services LUX Holding SARL	100%	01/06
Eurofins BioPharma Product Testing Spain SLU	ES	Eurofins Pharma Services LUX Holding SARL	100%	01/07
Eurofins Latin American Ventures SL	ES	Eurofins International Holdings LUX SARL	100%	04/09
Eurofins Sica AgriQ SL	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	07/13
Eurofins Analisis Alimentario Holding Espana SL	ES	Eurofins Food Testing LUX Holding SARL	100%	09/13
Eurofins Sam Spain SL	ES	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	09/13
Eurofins Anàlisis Alimentario SL	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	05/14
Eurofins Analisis Alimentario Nordeste SL	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	05/14
Eurofins Agroambiental SA	ES	Eurofins Analisis Alimentario Nordeste SL	90%	05/14
Trialcamp SL	ES	Eurofins Agrosciences Services LUX Holding SARL	100%	06/15
Eurofins Product Testing Cosmetic & Personal Care Spain SL	ES	Eurofins Product Testing Holding Spain SL	100%	07/15
Eurofins Laboratorio Sarro SL	ES	Bio-Access SAS	100%	07/15
Eurofins NSC Spain SL	ES	Eurofins Support Services LUX Holding SARL	100%	01/16
Eurofins Histolog SL	ES	France Anapath Holding SAS	100%	01/16
Eurofins NDSC Food Testing Spain SL	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	04/16
Eurofins Product Testing Holding Spain SL	ES	Eurofins Product Testing LUX Holding SARL	100%	04/16
Eurofins Megalab SA	ES	Eurofins Clinical Testing Holding LUX SARL	100%	09/16
Eurofins Laboratorio Alfalab Internacional, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Ángel Mendez, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Calbo, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Bernad-Muñoz, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Análisis Clinicos Canarias, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Clínico Sanitario, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Dres. Cermeño, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Garcia Lopez, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Pilar Larraz, SL	ES	Eurofins Megalab SA	99%	09/16
Eurofins Laboratorio Recio, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Laboratorio Surlab, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Megalab Medio Ambiente, SL	ES	Eurofins Megalab SA	70%	09/16
Eurofins Laboratorio Dr. Valenzuela, SL	ES	Eurofins Megalab SA	100%	09/16
Eurofins Professional Scientific Services Spain SL	ES	Eurofins Pharma Services LUX Holding SARL	100%	01/17
Eurofins Laboratorio Virtudes SL	ES	Eurofins Megalab SA	100%	03/17
Eurofins Villapharma Research SL	ES	Eurofins Pharma Services LUX Holding SARL	100%	03/17
Eurofins Textile Testing Spain SL	ES	Eurofins Product Testing Holding Spain SL	100%	04/17
Eurofins Laboratorio Prefasi SL	ES	Eurofins Megalab SA	100%	05/17
Eurofins Laboratorio de Castilla y Leon, SL	ES	Eurofins Megalab SA	100%	05/17
Eurofins Laboratorio Medicantabria SL	ES	Eurofins Megalab SA	100%	10/17
Analclinic SA	ES	Eurofins Megalab SA	100%	11/17
Fuente Alamo de Murcia-el estrech Real Estate SL	ES	Eurofins Real Estate LUX Holding SARL	100%	12/17
Inmunologia y Genetica Aplicada SA	ES	EKA Invest SL	94%	02/18
EKA Invest SL	ES	Eurofins Technology and Supplies LUX Holding SARL	100%	02/18
Eurofins Mas Control SLU	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	03/18
Eurofins Agroscience Services Regulatory Spain SL	ES	Eurofins Agrosciences Services LUX Holding SARL	100%	04/18
Eurofins Audit&Inspection SA	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	07/18
Gestión y Auditoría Medioambiental SL	ES	Eurofins Audit&Inspection SA	100%	07/18
Eurofins Ecosur SA	ES	Eurofins Analisis Alimentario Holding Espana SL	100%	07/18
MADRID Garcia Noblejas Real Estate SLU	ES	Eurofins Real Estate LUX Holding SARL	100%	07/18
Santa Cruz Diesel Real Estate SLU	ES	Eurofins Real Estate LUX Holding SARL	100%	07/18
Eurofins LGS Megalab SL	ES	Eurofins Megalab SA	100%	07/18
Eurofins Agroscience Services Iberica Holding SL	ES	Eurofins Agrosciences Services LUX Holding SARL	100%	12/18
Eurofins LGS Megalab Analisis Veterinarios SLU	ES	Eurofins LGS Megalab SL	100%	12/18
Lorqui Castillo de Aledo SL	ES	Eurofins Real Estate LUX Holding SARL	100%	03/19
Métodos Servicios Agrícolas SL	ES	Eurofins Agroscience Services Iberica Holding SL	100%	03/19
Eurofins Environment Testing Spain Holding, SLU	ES	Eurofins Environment Testing LUX Holding SARL	100%	04/19
Eurofins GSC Spain, SLU	ES	Eurofins Support Services LUX Holding SARL	100%	04/19
Alfredo Montoro Soriano SL	ES	Analclinic SA	100%	06/19
Laboratorios Montoro Botella SL	ES	Alfredo Montoro Soriano SL	100%	06/19
Eurofins Iproma SL	ES	Eurofins Environment Testing Spain Holding, SLU	100%	07/19
Eurofins Scientific Finland Oy	FI	Eurofins Food Testing LUX Holding SARL	100%	10/07
Eurofins Viljavuuspalvelu Oy	FI	Eurofins Food Testing LUX Holding SARL	100%	12/12

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Environment Testing Finland Holding Oy	FI	Eurofins Environment Testing LUX Holding SARL	100%	01/17
Eurofins Ahma Oy	FI	Eurofins Environment Testing Finland Holding Oy	100%	02/17
Eurofins Environment Testing Finland Oy	FI	Eurofins Environment Testing Finland Holding Oy	100%	04/17
Eurofins Nab Labs Oy	FI	Eurofins Nab Labs Group Oy	100%	06/17
Eurofins Nab Labs Group Oy	FI	Eurofins Environment Testing Finland Holding Oy	100%	06/17
Eurofins Labtium Oy	FI	Eurofins Environment Testing Finland Holding Oy	100%	06/18
Eurofins Expert Services Oy	FI	Eurofins Product Testing LUX Holding SARL	100%	06/18
Oulu Nuottasaari Real Estate Oy	FI	Eurofins Real Estate LUX Holding SARL	100%	09/19
Eurofins ATS SAS	FR	Eurofins Product Testing LUX Holding SARL	100%	01/99
Eurofins Hygiène Alimentaire France Holding SAS	FR	Eurofins Hygiène Alimentaire France LUX Holding SARL	100%	01/99
Eurofins Biosciences SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/99
Eurofins Analytics France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	07/99
Eurofins Hydrologie France SAS	FR	Eurofins Hydrologie France Holding SAS	100%	01/01
Eurofins Analyses Pour Le Bâtiment Est SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	01/01
Eurofins Certification SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/03
Eurofins ADME Bioanalyses SAS	FR	Eurofins Pharma France Holding SAS	100%	10/04
Toxlab SAS	FR	Eurofins Forensics LUX Holding SARL	92%	02/05
Eurofins Genomics France SAS	FR	Eurofins Genomics LUX Holding SARL	100%	07/05
Eurofins Hydrologie France Holding SAS	FR	Eurofins Hydrologie France LUX Holding SARL	100%	07/05
Eurofins Analyses Pour L'Environnement France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	07/05
IFEG SAS	FR	Eurofins Forensics LUX Holding SARL	75%	11/05
Eurofins Laboratoire De Microbiologie De L'Est SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	01/06
Eurofins Optimed SAS	FR	Eurofins Pharma France Holding SAS	100%	01/06
Eurofins Agroscience Services France SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	01/06
Eurofins Agroscience Services SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	01/06
Eurofins Pharma Quality Control SAS	FR	Eurofins Pharma France Holding SAS	100%	01/06
Eurofins Pharma France Holding SAS	FR	Eurofins Pharma Services France LUX Holding SARL	100%	06/06
Eurofins Cervac Sud SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	10/06
Eurofins NSC Finance France SAS	FR	Eurofins Support Services LUX Holding SARL	100%	10/06
Eurofins Laboratoires De Microbiologie Ouest SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	10/06
Eurofins SAM Field France SAS	FR	Eurofins Sensory Holding France SAS	100%	10/06
Eurofins Food Chemistry Testing France Holding SAS	FR	Eurofins Food Chemistry Testing France LUX Holding SARL	100%	09/07
Eurofins Optimed Lyon SAS	FR	Eurofins Pharma France Holding SAS	100%	09/07
Eurofins NSC IT Infrastructure France SAS	FR	Eurofins Support Services LUX Holding SARL	100%	12/07
Chemtox SAS	FR	Eurofins Forensics LUX Holding SARL	99%	01/08
Eurofins Hydrologie Centre Est SAS	FR	Eurofins Hydrologie France Holding SAS	100%	04/08
Eurofins Laboratoire Centre SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/10
Eurofins Laboratoire Nord SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/10
Eurofins GSC France SAS	FR	Eurofins Support Services LUX Holding SARL	100%	07/10
Eurofins Consulting Agroalimentaire SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/10
Eurofins NDSC IT Solution Food France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	08/10
Eurofins NDSC Environnement France SAS	FR	Eurofins NDSC Environnement France Holding SAS	100%	08/10
Eurofins Analyses Pour Le bâtiment France Holding SAS	FR	Eurofins Analyses pour la Construction France LUX Holding SARL	100%	08/10
Eurofins Analyses pour le Bâtiment France SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	09/10
Eurofins NSC Développement France SAS	FR	Eurofins Support Services LUX Holding SARL	100%	10/10
Eurofins Analyses Environnementales Pour Les Industriels France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France LUX Holding SARL	100%	10/10

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Agroscience Services Chem SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	12/10
Eurofins Analyses pour le Bâtiment Nord SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	12/10
Eurofins Analyses pour le Bâtiment Ouest SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	12/10
Eurofins Analyses pour le Bâtiment Sud Est SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	12/10
Eurofins Analyses pour le Bâtiment Ile de France SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	12/10
Eurofins Analyses des Matériaux et Combustibles France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	12/10
Eurofins Hydrologie Est SAS	FR	Eurofins Hydrologie France SAS	100%	11/11
Eurofins Hydrologie Nord SAS	FR	Eurofins Hydrologie France Holding SAS	100%	11/11
LCAM SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	11/11
Eurofins Hydrologie Ile De France SAS	FR	Eurofins Hydrologie France Holding SAS	100%	11/11
Eurofins Asbestos Testing Europe SAS	FR	Eurofins Industrial Testing LUX SARL	100%	11/11
Eurofins IPL Hydrologie SAS	FR	Eurofins Water Testing LUX SARL	100%	11/11
Eurofins Hydrologie Sud SAS	FR	Eurofins Hydrologie France Holding SAS	100%	11/11
Eurofins Laboratoire Contaminants Sud SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	12/11
Eurofins Laboratoire De Pathologie Végétale SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	12/11
Eurofins NDSCE Support France SAS	FR	Eurofins NDSC Environnement France Holding SAS	100%	01/12
Eurofins DSC Forensics SAS	FR	Eurofins Forensics LUX Holding SARL	100%	02/12
Eurofins Hydrologie Ouest SAS	FR	Eurofins Hydrologie France Holding SAS	100%	02/12
Eurofins Analyses d'Amiante Paris SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	02/12
Eurofins Analyses de l'Air Paris SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	02/12
Eurofins Expertises Environnementales SAS	FR	Eurofins Expertises France Holding SAS	100%	04/12
Eurofins NDSC Environnement France Holding SAS	FR	Eurofins Environment Testing LUX Holding SARL	100%	05/12
Eurofins GSC CADET SAS	FR	Eurofins Support Services LUX Holding SARL	100%	11/12
Eurofins Pharma Products Testing France Management SAS	FR	Eurofins Pharma France Holding SAS	100%	12/12
Eurofins Pharma Products Engineering SAS	FR	Eurofins Pharma France Holding SAS	100%	12/12
Eurofins Environnement Logistique France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	12/12
Eurofins Agrosciences Services France Holding SAS	FR	Eurofins Agrosciences Services LUX Holding SARL	100%	12/12
EVGS SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	51%	12/12
Eurofins Cerep SA	FR	Eurofins Discovery Services LUX Holding SARL	96%	03/13
Eurofins Mitox Fopse SARL	FR	Eurofins Mitox BV	100%	07/13
Eurofins Analyses Pour Le bâtiment Sud-Ouest SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	09/13
Eurofins IDmyk SAS	FR	Eurofins Pharma France Holding SAS	100%	01/14
Eurofins NSC HR France SAS	FR	Eurofins Support Services LUX Holding SARL	100%	07/14
Eurofins Prélèvement pour le Bâtiment France Holding SAS	FR	Eurofins Analyses pour l'Environnement France LUX Holding SARL	100%	08/14
Eurofins Analyses Pour Le Bâtiment Sud SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	08/14
Eurofins Prélèvement pour le Bâtiment Est SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	09/14
Eurofins Prélèvement pour le Bâtiment Île-de-France SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	09/14
Eurofins prélèvement Pour Le bâtiment Nord SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	09/14
Eurofins prélèvement Pour Le bâtiment Sud-Est SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	09/14
Eurofins prélèvement Pour Le bâtiment France SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	10/14
Eurofins prélèvement Pour Le bâtiment Ouest SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	10/14
Eurofins NDSC Hydrologie France SAS	FR	Eurofins Hydrologie France Holding SAS	100%	11/14
SCI Vennecy Les Esses Galerne	FR	Eurofins Real Estate LUX Holding SARL	100%	11/14
Eurofins Product Testing France Holding SAS	FR	Eurofins Product Testing LUX Holding SARL	100%	12/14
Eurofins NDSC Microbiologie Alimentaire France SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	12/14

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins CEBAT SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	04/15
Eurofins Environment Testing France Australia Holding SAS	FR	Eurofins Environment Testing LUX Holding SARL	100%	06/15
Eurofins Evic Product Testing France SAS	FR	Eurofins Product Testing France Holding SAS	100%	07/15
Eurofins Hygiène Hospitalière Sud SAS	FR	Eurofins Expertises France Holding SAS	100%	07/15
France Anapath Holding SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	07/15
Bio-Access SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	07/15
Eurofins Labazur Provence SELAS	FR	Eurofins Laboratorio Sarro SL	100%	07/15
Eurofins Labazur Guyane SELAS	FR	Eurofins Labazur Provence SELAS	100%	07/15
Eurofins Labazur Nice SELAS	FR	Eurofins Labazur Provence SELAS	100%	07/15
Eurofins Labazur Rhone-Alpes SELAS	FR	Eurofins Labazur Provence SELAS	100%	07/15
Eurofins Labazur Bretagne SELAS	FR	Eurofins Labazur Provence SELAS	100%	07/15
Eurofins Labazur Alpes-Sud Var SELAS	FR	Eurofins Labazur Provence SELAS	100%	07/15
SCI du Val d'Ouest	FR	Eurofins Real Estate LUX Holding SARL	100%	10/15
Eurofins Biologie Spécialisée SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	10/15
Eurofins Biomnis SELAS	FR	Eurofins Biomnis Ireland Limited	100%	10/15
Eurofins Biomnis Sample Library SAS	FR	Eurofins Biologie Spécialisée SAS	100%	10/15
Eurofins CBM69 SELAS	FR	Eurofins Labazur Provence SELAS	100%	10/15
Eurofins CEF SELAS	FR	Eurofins Bio Lab SELAS	100%	10/15
Eurofins Bioffice SELAS	FR	Eurofins Labazur Provence SELAS	100%	10/15
Biosphere GIE	FR	Biomnis SELAS	100%	10/15
Eurofins Prélèvement pour le Bâtiment Sud-Ouest SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	10/15
Biomnis Empreintes Genetiques SAS	FR	Eurofins Forensics LUX Holding SARL	100%	10/15
Eurofins Hydrobiologie France SAS	FR	Eurofins Expertises France Holding SAS	100%	10/15
Eurofins Hydrologie Sud Ouest SAS	FR	Eurofins Hydrologie France Holding SAS	100%	11/15
Phyliae SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	11/15
Eurofins Galys SAS	FR	Eurofins Food Chemistry Testing France LUX Holding SARL	100%	12/15
SCI Garlin Bearn	FR	Eurofins Real Estate LUX Holding SARL	100%	12/15
Eurofins Biotech Germande SAS	FR	Eurofins Hydrologie France Holding SAS	100%	01/16
AgroAnalyses SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	05/16
Eurofins LCDI SAS	FR	Eurofins Hydrologie France Holding SAS	100%	07/16
SCI Lentilly Aqueduc	FR	Eurofins Real Estate LUX Holding SARL	100%	11/16
Eurofins Pathologie SELAS	FR	Eurofins Histolog SL	100%	04/17
Eurofins Labazur Ilab SELAS	FR	Eurofins Labazur Nice SELAS	100%	04/17
Eurofins NDSC Alimentaire France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	08/17
Eurofins Biologie moléculaire France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	08/17
Eurofins Laboratoire Nutrition Animale France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	08/17
Eurofins NDSC SAM France SAS	FR	Eurofins Sensory Holding France SAS	100%	08/17
Eurofins NDSC Chimie Alimentaire France SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	08/17
France Anapath Management SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	09/17
Eurofins Expertises France Holding SAS	FR	Eurofins Analyses Environnementales pour les Industriels France LUX Holding SARL	100%	09/17
Eurofins Analyses Pour Le bâtiment Ile De France Sud SAS	FR	Eurofins Analyses pour le bâtiment France Holding SAS	100%	09/17
Eurofins NDSC Pollution France SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	09/17
Eurofins Agroscience Services Seeds France SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	09/17
Eurofins SAM Sensory And Marketing France SAS	FR	Eurofins Sensory Holding France SAS	100%	09/17
Amatsiaquitaine SAS	FR	Eurofins Pharma France Holding SAS	100%	09/17
Amatsigroup SAS	FR	Eurofins Pharma France Holding SAS	100%	09/17
Immobiliere Amatsi SAS	FR	Eurofins Real Estate LUX Holding SARL	100%	09/17
Disposable Lab SAS	FR	Eurofins Pharma France Holding SAS	100%	09/17
Eurofins Product Testing 2 France Holding SAS	FR	Eurofins Product Testing LUX Holding SARL	100%	10/17
Eurofins Agroscience Services Regulatory France SAS	FR	Eurofins Agrosciences Services France Holding SAS	100%	10/17
Eurofins Amatsi Analytics SAS	FR	Eurofins Pharma France Holding SAS	100%	10/17

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins NSC Clinical Diagnostics France GIE	FR	Biomnis SELAS	100%	11/17
Evans Analytical Group SAS	FR	Eurofins EAG Materials Science, LLC	100%	12/17
ISHA Chimie Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	01/18
Eurofins LEA SAS	FR	Eurofins Hydrologie France Holding SAS	100%	04/18
Eurofins Lanagram SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	04/18
Eurofins Eichrom Radioactivité SAS	FR	Eurofins Expertises France Holding SAS	100%	04/18
SCI Bruz Bastié	FR	Eurofins Real Estate LUX Holding SARL	100%	04/18
Eurofins Eichrom Amiante SAS	FR	Eurofins Expertises France Holding SAS	100%	04/18
Eurofins Bactup SAS	FR	Eurofins Pharma France Holding SAS	100%	05/18
Eurofins 3 Ohms SAS	FR	Eurofins Product Testing France Holding SAS	100%	07/18
Eurofins Laboratoire De Bromatologie Ouest Et Bretagne SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	07/18
Eurofins Bio Lab SELAS	FR	Eurofins Biologie Médicale Ile de France SAS	100%	07/18
Eurofins Biologie Médicale Ile de France SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	07/18
SCI Rosporden Renan	FR	Eurofins Real Estate LUX Holding SARL	100%	10/18
Eurofins Biologie Medicale Sud-ouest SAS	FR	Eurofins Clinical Testing Services France LUX Holding SARL	100%	10/18
Interlab SELAS	FR	Eurofins Labazur Provence SELAS	100%	10/18
Eurofins Laboratoire Dermscan SAS	FR	Eurofins Product Testing 2 France Holding SAS	100%	11/18
Alpa Alimentaire Holding France SAS	FR	Eurofins Water Testing LUX SARL	100%	11/18
ACP Hygiene Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	11/18
Alpa Hygiene Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	11/18
Alpa Microbiologie Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	11/18
Alpa Chimie Alimentaire SAS	FR	Alpa Alimentaire Holding France SAS	100%	11/18
SCI LENTILLY PARC D'ACTIVITE	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
Alpa Chimies Hydrologie SAS	FR	Eurofins Hydrologie Normandie	100%	12/18
Eurofins Prélèvement pour le Bâtiment Nord Est SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	12/18
ESL prélèvement SAS	FR	Eurofins Prélèvement pour le Bâtiment France Holding SAS	100%	12/18
Eurofins NDSC Audit Et Consulting France SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	12/18
SCI 2 Laponie Les Ulis	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Eurofins New 3	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
Alpa Environnement Holding France SAS	FR	Eurofins Water Testing LUX SARL	100%	12/18
SCI Loos Palissy	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Martillac Newton	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Saint Augustin Paillard	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Maxeville Cuenot	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Saint Gely Vautes	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
SCI Idron Mazerolles	FR	Eurofins Real Estate LUX Holding SARL	100%	12/18
Eurofins Expertise Microbiologique France SAS	FR	Eurofins Expertises France Holding SAS	100%	12/18
Eurofins Hydrologie Normandie SAS	FR	Eurofins Hydrologie France Holding SAS	100%	12/18
Eurofins Dispositifs au Contact de l'Eau France SAS	FR	Eurofins Expertises France Holding SAS	100%	12/18
Eurofins DSC Product Testing SAS	FR	Eurofins Product Testing LUX Holding SARL	100%	12/18
Alpa Support Services SAS	FR	Alpa Environnement Holding France SAS	100%	12/18
Alpabio Prestations SAS	FR	Alpa Environnement Holding France SAS	100%	12/18
Alpabio SAS	FR	Alpa Environnement Holding France SAS	100%	12/18
Eurofins NDSC Expertises France SAS	FR	Eurofins Expertises France Holding SAS	100%	01/19
Eurofins Sensory Holding France SAS	FR	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	01/19
Eurofins Analyses de l'Air SAS	FR	Eurofins Analyses Environnementales pour les Industriels France SAS	100%	02/19
Eurofins New Chimie 2019 SAS	FR	Eurofins Food Chemistry Testing France Holding SAS	100%	02/19
Eurofins Clinical Trial Supplies France SAS	FR	Eurofins Pharma France Holding SAS	100%	02/19
Eurofins Laboratoire de Microbiologie Sud SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	02/19
Eurofins Discovery Products France SAS	FR	Eurofins Discovery Services LUX Holding SARL	100%	03/19
SAM Sensory And Marketing Nord Sud SAS	FR	Eurofins Sensory Holding France SAS	100%	12/19
GeneScan Technologies France SAS	FR	Eurofins Technology and Supplies LUX Holding SARL	100%	12/19
Eurofins Newco 2020 4 SAS	FR	Eurofins NSC Finance France SAS	100%	12/19
Eurofins Newco 2020 5 SAS	FR	Eurofins NSC Finance France SAS	100%	12/19
Eurofins Microbiologie des Eaux Ouest SAS	FR	Eurofins Hygiène Alimentaire France Holding SAS	100%	12/19
Eurofins Assurance France SAS	FR	Eurofins Product Testing LUX Holding SARL	100%	12/19
Kopilica Real Estate d.o.o.	HR	Eurofins Real Estate LUX Holding SARL	100%	09/19
Eurofins Croatiakontrola d.o.o.	HR	Eurofins Food Testing LUX Holding SARL	99%	09/19

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Karlovacka Real Estate d.o.o	HR	Eurofins Real Estate LUX Holding SARL	100%	09/19
Mljekarski Real Estate d.o.o.	HR	Eurofins Real Estate LUX Holding SARL	100%	12/19
Eurofins Agroscience Services Kft.	HU	Eurofins Agrosciences Services LUX Holding SARL	100%	09/07
EUROFINS ND Service Center Hungary Kft.	HU	Eurofins Food Testing LUX Holding SARL	100%	08/16
Eurofins Technologies Hungary Kft.	HU	Eurofins Technology and Supplies LUX Holding SARL	100%	05/17
Eurofins Food Testing Hungary Holding Kft.	HU	Eurofins Food Testing LUX Holding SARL	100%	10/17
Gyula Henyei 5 utca Real Estate Kft.	HU	Eurofins Real Estate LUX Holding SARL	100%	10/17
Gyula Henyei Miklós utca 52 Real Estate Kft.	HU	Eurofins Real Estate LUX Holding SARL	100%	11/17
BELM Petőfi utca 45 Real Estate Kft.	HU	Eurofins Real Estate LUX Holding SARL	100%	11/17
SZE Keselyűsi 9 Real Estate Kft.	HU	Eurofins Real Estate LUX Holding SARL	100%	11/17
Eurofins Minerag Kft.	HU	Eurofins Food Testing Hungary Holding Kft.	100%	12/17
Eurofins Food Analytica Kft.	HU	Eurofins Food Testing Hungary Holding Kft.	100%	01/18
Eurofins ÖkoLabor Kft.	HU	Eurofins Environment Testing Hungary Holding Kft.	100%	01/18
Eurofins Environment Testing Hungary Holding Kft.	HU	Eurofins Environment Testing Hungary Holding Kft	100%	07/18
Eurofins KVI-PLUSZ Környezetvédelmi Vizsgáló Iroda Kft.	HU	Eurofins Environment Testing Hungary Holding Kft.	100%	07/18
BUD Foti 56 Real Estate Kft.	HU	Eurofins Real Estate LUX Holding SARL	100%	08/18
Eurofins Clinical Testing Hungary Holding Kft.	HU	Eurofins Clinical Testing Holding LUX SARL	100%	08/18
Eurofins NSC Hungary Kft.	HU	Eurofins Support Services LUX Holding SARL	100%	09/18
Eurofins Scientific (Ireland) Limited	IE	Eurofins GSC LUX SARL	100%	05/03
Eurofins Food Testing Ireland Limited	IE	Eurofins Food Testing LUX Holding SARL	100%	04/09
Eurofins Pharma Ireland Holding Limited	IE	Eurofins Pharma Services LUX Holding SARL	100%	02/11
Eurofins BioPharma Product Testing Ireland Limited	IE	Eurofins Pharma Ireland Holding Limited	100%	04/11
Eurofins Biomnis Ireland Limited	IE	Eurofins Biologie Spécialisée SAS	100%	10/15
Eurofins Lablink Limited	IE	Eurofins Biomnis Ireland Limited	100%	10/15
Clogherane Real Estate Investment Limited	IE	Eurofins Real Estate LUX Holding SARL	100%	11/15
Eurofins Professional Scientific Services Ireland Limited	IE	Eurofins Pharma Ireland Holding Limited	100%	07/16
Medical Consultants Pathology Holdings Limited	IE	Eurofins Biomnis Ireland Limited	100%	01/17
Eurofins MC Pathology Limited	IE	Medical Consultants Pathology Holdings Limited	100%	01/17
Environmental Laboratory Services Limited	IE	Eurofins Environment Testing LUX Holding SARL	100%	07/17
Eurofins Scientific Services Ireland Limited	IE	Eurofins GSC LUX SARL	100%	10/17
City Analysts Limited	IE	Eurofins Environmental Testing Ireland Holding Limited	100%	02/18
Eurofins Environmental Testing Ireland Holding Limited	IE	Eurofins Environment Testing LUX Holding SARL	100%	03/18
Gynae-Screen Limited	IE	Eurofins Biomnis Ireland Limited	100%	05/18
Eurofins NSC Ireland Limited	IE	Eurofins Support Services LUX Holding SARL	100%	01/19
Cork Real Estate Investment Limited	IE	Eurofins Real Estate LUX Holding SARL	100%	12/19
Eurofins Genomics India Pvt Ltd.	IN	Eurofins Genomics LUX Holding SARL	100%	01/05
Eurofins Analytical Services India Pvt Ltd.	IN	Eurofins Food Testing LUX Holding SARL	100%	05/09
Eurofins Pharma Services India Pvt Ltd.	IN	Eurofins Pharma Services LUX Holding SARL	100%	01/11
Eurofins IT Solutions India Pvt Ltd.	IN	Eurofins Support Services LUX Holding SARL	100%	02/12
Eurofins Resources India Pvt Ltd.	IN	Eurofins Real Estate LUX Holding SARL	100%	03/12
Eurofins AgroScience Services Ltd.	IN	Eurofins Agrosciences Services LUX Holding SARL	100%	10/13
Eurofins Clinical Genetics India Pvt Ltd.	IN	Eurofins Genomics LUX Holding SARL	100%	12/15
Eurofins Product Testing India Pvt Ltd.	IN	Eurofins Product Testing LUX Holding SARL	100%	10/16
Eurofins Advinus Limited Ltd.	IN	Eurofins Real Estate LUX Holding SARL	100%	10/17
Spectro Analytical Labs Ltd.	IN	Eurofins Environment Testing LUX Holding SARL	100%	11/17
Eurofins NSC India Pvt Ltd.	IN	Eurofins Support Services LUX Holding SARL	100%	04/18
Amar Immunodiagnostics Pvt Ltd.	IN	Eurofins Technology and Supplies LUX Holding SARL	100%	12/18
Asia Quality Management India Pvt Ltd.	IN	AQM HK Ltd.	77%	06/19
Eurofins Advinus BioPharma Services India Pvt Ltd.	IN	Eurofins Pharma Services LUX Holding SARL	100%	12/19
Eurofins Agroscience Services Srl	IT	Eurofins Agrosciences Services LUX Holding SARL	100%	02/04
Eurofins Food & Feed Testing Italia Holding Srl	IT	Eurofins Food Testing LUX Holding SARL	100%	07/06
Eurofins Chemical Control Srl	IT	Eurofins Food & Feed Testing Italia Holding Srl	100%	09/06
Eurofins Biolab Srl	IT	Eurofins Pharma Services Italia Holding Srl	100%	01/07
Eurofins SAM sensory and marketing Italy Srl	IT	Eurofins Food & Feed Testing Italia Holding Srl	100%	06/07
Eurofins Environment Testing Italy Srl	IT	Eurofins Environment Testing LUX Holding SARL	100%	06/08
Eurofins Product Testing Italy Srl	IT	Eurofins Product Testing Italia Holding Srl	100%	10/08

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins NSC Italia Srl	IT	Eurofins Support Services LUX Holding SARL	100%	01/12
Eurofins Modulo Uno Srl	IT	Eurofins Product Testing Italia Holding Srl	100%	07/12
Eurofins Genomics Srl	IT	Eurofins Genomics LUX Holding SARL	100%	09/12
Eurofins Product Testing Italia Holding Srl	IT	Eurofins Product Testing LUX Holding SARL	100%	10/12
Eurofins Clinical Testing Italia Holding Srl	IT	Eurofins Clinical Testing Holding LUX SARL	100%	10/12
Eurofins Pivetti Srl	IT	Eurofins Food & Feed Testing Italia Holding Srl	100%	11/12
Eurofins Pharma Services Italia Holding Srl	IT	Eurofins Pharma Services LUX Holding SARL	100%	01/13
Padova Via Austria Real Estate Invest Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	04/14
Torino Via Cuorgnè Real Estate Invest Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	03/15
Eurofins Cosmetic & Personal Care Italy Srl	IT	Eurofins Product Testing Italia Holding Srl	100%	07/15
Eurofins Food Assurance Italia Srl	IT	Eurofins Clinical Testing Italia Holding Srl	100%	09/15
Tecna Srl	IT	Eurofins Technology and Supplies LUX Holding SARL	100%	06/16
Eurofins Professional Scientific Services Italy Srl	IT	Eurofins Pharma Services Italia Holding Srl	100%	12/16
Eurofins Genoma Group Srl	IT	Eurofins Clinical Testing Italia Holding Srl	100%	07/17
Eurofins NDSC Food Testing Italy Srl	IT	Eurofins Food & Feed Testing Italia Holding Srl	100%	02/19
Eurofins Lab Solution Srl	IT	Eurofins Product Testing Italia Holding Srl	85%	06/19
Vimodrone Via Buozzi Real Estate Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	08/19
Milano Fino Mornasco Via Tevere Real Estate Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	11/19
Cucciago Via Volta Real Estate Srl	IT	Eurofins Real Estate LUX Holding SARL	100%	11/19
Eurofins NSC Japan KK	JP	Eurofins Support Services LUX Holding SARL	100%	03/06
Eurofins Genomics KK	JP	Eurofins Genomics LUX Holding SARL	100%	12/07
Eurofins Food and Product Testing Japan KK	JP	Eurofins Food Testing LUX Holding SARL	100%	01/09
Eurofins DNA Synthesis KK	JP	Eurofins Genomics LUX Holding SARL	66%	07/11
Eurofins Nihon Kankyo KK	JP	Eurofins Environment Testing LUX Holding SARL	100%	04/12
Eurofins Nihon Soken KK	JP	Eurofins Environment Testing LUX Holding SARL	100%	07/15
Eurofins Clinical Genetics KK	JP	Eurofins Genomics KK	100%	12/15
Eurofins NDSC Food and Environment Testing Japan KK	JP	Eurofins Nihon Kankyo KK	100%	04/16
Eurofins Food Testing Japan KK Ltd.	JP	Eurofins Food Testing LUX Holding SARL	100%	08/17
Eurofins Japan Analytical Chemistry Consultants Co., Ltd.	JP	Eurofins Food Testing LUX Holding SARL	100%	08/17
Eurofins EAG Materials Science Tokyo Corporation KK	JP	Eurofins EAG Materials Science, LLC	100%	12/17
Saitama Kankyo Service KK	JP	Eurofins Environment Testing LUX Holding SARL	67%	12/17
Eurofins BioPharma Services Japan Holding KK	JP	Eurofins Pharma Services LUX Holding SARL	100%	09/18
Eurofins Analytical Science Laboratories Inc.	JP	Eurofins BioPharma Services Japan Holding KK	100%	11/18
AQM Cambodia Limited	KH	AQM HK Ltd.	80%	06/19
MET Korea, Ltd.	KR	Eurofins Product Testing LUX Holding SARL	100%	01/18
Eurofins Korea Analytic Service Co., Ltd.	KR	Eurofins Environment Testing LUX Holding SARL	100%	04/18
Eurofins Labtarna Lietuva UAB	LT	Eurofins Food Testing LUX Holding SARL	100%	11/17
Eurofins GSC LUX SARL	LU	Eurofins International Holdings LUX SARL	100%	10/06
Eurofins Food Testing LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	12/06
Eurofins Environment Testing LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	12/06
Eurofins Pharma Services LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	12/06
Eurofins Agrosciences Services LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	07/07
Eurofins Product Testing LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	04/08
Eurofins Real Estate LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	05/10
Eurofins Genomics LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	07/10
Eurofins Forensics LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	07/10
Eurofins Industrial Testing LUX SARL	LU	Eurofins Environment Testing LUX Holding SARL	100%	09/10
Eurofins International Holdings LUX SARL	LU	Eurofins Scientific S.E.	100%	12/10
Eurofins Water Testing LUX SARL	LU	Eurofins Environment Testing LUX Holding SARL	100%	10/11
Eurofins Pharma Services France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Food Chemistry Testing France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Hygiène Alimentaire France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Analyses pour la Construction France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Analyses pour l'Environnement France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Analyses Environnementales pour les Industriels France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Hydrologie France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	12/11
Eurofins Discovery Services LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	11/12
Eurofins International Support Services LUX SARL	LU	Eurofins Scientific S.E.	100%	11/12
Eurofins Special Nutrition Testing LUX Holding SARL	LU	Eurofins Food Testing LUX Holding SARL	100%	12/12
Eurofins Clinical Testing Holding LUX SARL	LU	Eurofins International Holdings LUX SARL	100%	11/14
Eurofins Clinical Testing Services France LUX Holding SARL	LU	Eurofins Scientific S.E.	100%	05/15
Eurofins Air Monitoring LUX Holding SARL	LU	Eurofins Environment Testing LUX Holding SARL	100%	02/16
Eurofins Support Services LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	04/16
Eurofins Technology and Supplies LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	05/16
Eurofins Digital Testing International LUX Holding SARL	LU	Eurofins Product Testing LUX Holding SARL	100%	05/17
Equipment Leasing Corporation LUX SARL	LU	Eurofins Scientific S.E.	100%	09/17
Alpha Services LUX SA	LU	Eurofins Scientific S.E.	100%	12/17
Eurofins Material Sciences LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	05/18
Eurofins Sensory, Consumer research and Product design LUX Holding SARL	LU	Eurofins International Holdings LUX SARL	100%	06/18
Eurofins Finance Luxembourg SARL	LU	Eurofins Scientific S.E.	100%	06/19
AgriQ Maroc SARL	MA	Eurofins Sica AgriQ SL	100%	07/13
Eurofins Agroscience Services Maroc SARL	MA	Eurofins Agrosciences Services LUX Holding SARL	90%	06/18
Eurofins Sam Sensory & Marketing Morocco SARL	MA	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	10/18
Eurofins Biomnis Maroc SARL	MA	Eurofins Clinical Testing Holding LUX SARL	100%	12/19
AQM Myanmar Company Limited	MM	AQM HK Ltd.	80%	06/19
Insight Technologies, Ltd.	MU	Eurofins Laboratoire Dermscan SAS	60%	11/18
Eurofins NM Laboratory Sdn Bhd	MY	Eurofins Environment Testing LUX Holding SARL	75%	11/15
Eurofins North Malaya Laboratory Sdn Bhd	MY	Eurofins Environment Testing LUX Holding SARL	75%	11/15
Eurofins IT Infrastructure GSC Malaysia Sdn Bhd	MY	Eurofins Support Services LUX Holding SARL	100%	01/19
Eurofins Food Testing Malaysia Sdn Bhd	MY	Eurofins Food Testing LUX Holding SARL	100%	05/19
Eurofins Food Testing Netherlands BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	10/00
Eurofins Analytico BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	04/01
Eurofins Central Laboratory BV	NL	Eurofins Pharma Services LUX Holding SARL	100%	04/01
Eurofins Environment Testing Netherlands Holding BV	NL	Eurofins Environment Testing LUX Holding SARL	100%	04/01
Eurofins Genomics BV	NL	Eurofins Scientific S.E.	100%	06/06
C-Mark BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	03/11
Eurofins NSC Netherlands BV	NL	Eurofins Support Services LUX Holding SARL	100%	05/11
Eurofins Food Testing Netherlands Holding BV	NL	Eurofins Food Testing LUX Holding SARL	100%	05/11
Eurofins Food Testing Rotterdam BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	03/12
Zandbergsestraat Graauw RE Invest BV	NL	Eurofins Real Estate LUX Holding SARL	100%	01/13
Eurofins Lab Zeeuws-Vlaanderen (LZV) BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	01/13
Eurofins Logistics Benelux BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	04/13
Eurofins Agro Testing Benelux Holding BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	07/13
AgriQ Group BV	NL	Eurofins Agro Testing Benelux Holding BV	100%	07/13
Holding BLGG BV	NL	Eurofins Agro Testing Benelux Holding BV	100%	07/13
Eurofins Agro Testing Wageningen BV	NL	Holding BLGG BV	100%	07/13
Eurofins Mitox BV	NL	Eurofins Agrosciences Services LUX Holding SARL	100%	07/13
Eurofins KBBL BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	01/14
Eurofins Omegam BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	01/14
Eurofins Food Safety Solutions BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	02/14
Duivendrecht Real Estate Invest BV	NL	Eurofins Real Estate LUX Holding SARL	100%	07/14
Eurofins Professional Scientific Services Netherlands BV	NL	Eurofins Pharma Services LUX Holding SARL	100%	09/14
Eurofins NDSC Environment Testing Benelux BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	09/14

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Heerenveen Leeuwarderstraatweg Real Estate BV	NL	Eurofins Real Estate LUX Holding SARL	100%	03/15
Proefbedrijf Gewasbescherming De Bredelaar BV	NL	Eurofins Agrosciences Services LUX Holding SARL	100%	07/15
Nieuw Biesterveld BV	NL	Eurofins Real Estate LUX Holding SARL	100%	07/15
Eurofins BioPharma Product Testing Netherlands Holding BV	NL	Eurofins Pharma Services LUX Holding SARL	100%	01/16
Eurofins Bactimm BV	NL	Eurofins BioPharma Product Testing Netherlands Holding BV	100%	01/16
Eurofins Prolepha Labs BV	NL	Eurofins BioPharma Product Testing Netherlands Holding BV	100%	01/16
Eurofins PROXY Laboratories BV	NL	Eurofins BioPharma Product Testing Netherlands Holding BV	100%	01/16
Eurofins Spinnovation Analytical BV	NL	Eurofins BioPharma Product Testing Netherlands Holding BV	100%	01/16
Den haan research laboratory for soil, water and vegetation BV	NL	Eurofins Agro Testing Benelux Holding BV	100%	04/16
Bureau de Wit BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	06/16
Barneveld Gildeweg Real Estate BV	NL	Eurofins Real Estate LUX Holding SARL	100%	08/16
Eurofins Survey Netherlands BV	NL	Eurofins Food Testing Netherlands Holding BV	100%	06/17
Heerenveen Hermes Icarus Real Estate BV	NL	Eurofins Real Estate LUX Holding SARL	100%	09/17
Eurofins Sanitas Inspections BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	11/17
Sanitas Milieukundig Adviesbureau BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	11/17
Eurofins Sanitas Testing BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	11/17
Eurofins Clinical Diagnostics Netherlands Holding BV	NL	Eurofins Clinical Testing Holding LUX SARL	100%	03/18
Eurofins Nederlands Moleculair Diagnostisch Laboratorium BV	NL	Eurofins Clinical Diagnostics Netherlands Holding BV	100%	03/18
Eurofins LCPL BV	NL	Eurofins Clinical Diagnostics Netherlands Holding BV	100%	03/18
ACMAA Groep BV	NL	Eurofins Environment Testing Netherlands Holding BV	100%	07/18
ACMAA Advies BV	NL	ACMAA Groep BV	100%	07/18
ACMAA Inspectie BV	NL	ACMAA Groep BV	100%	07/18
ACMAA Laboratoria BV	NL	ACMAA Groep BV	100%	07/18
Eurofins Cyber Security Netherlands Holding BV	NL	Eurofins Product Testing LUX Holding SARL	100%	07/18
Eurofins Cyber Security Hacking & Testing BV	NL	Eurofins Cyber Security Netherlands Holding BV	100%	07/18
Eurofins Cyber Security Assurance & Advisory Netherlands BV	NL	Eurofins Cyber Security Netherlands Holding BV	100%	07/18
Eurofins Cyber Security Products & Services BV	NL	Eurofins Cyber Security Netherlands Holding BV	100%	07/18
Eurofins Materials Science Netherlands BV	NL	Eurofins Material Sciences LUX Holding SARL	100%	12/18
eCOAST Marine Research BV	NL	Eurofins eCOAST BVBA	100%	03/19
Salux Healthcare BV	NL	Eurofins Clinical Diagnostics Netherlands Holding BV	100%	05/19
Eurofins TMFI BV	NL	Eurofins Forensics LUX Holding SARL	100%	12/19
Eurofins Environment Testing Norway AS	NO	Eurofins Environment Testing Norway Holding AS	100%	05/06
Eurofins Food Testing Norway Holding AS	NO	Eurofins Food Testing LUX Holding SARL	100%	08/07
Eurofins Environment Testing Norway Holding AS	NO	Eurofins Environment Testing LUX Holding SARL	100%	09/07
Eurofins Food & Feed Testing Norway AS	NO	Eurofins Food Testing Norway Holding AS	100%	09/07
Eurofins Norge NSC AS	NO	Eurofins Support Services LUX Holding SARL	100%	12/07
Moss Property Invest AS	NO	Eurofins Real Estate LUX Holding SARL	100%	08/14
Eurofins Agro Testing Norway AS	NO	Eurofins Food Testing Norway Holding AS	100%	08/14
Eurofins Radonlab AS	NO	Eurofins Environment Testing Norway Holding AS	100%	12/15
Penrose NZ Limited	NZ	Eurofins Real Estate LUX Holding SARL	100%	04/12
Eurofins Food Analytics NZ Limited	NZ	Eurofins Food Testing LUX Holding SARL	100%	06/12
Eurofins ELS Limited	NZ	Eurofins Australia New Zealand Holding Ltd.	100%	11/12
Eurofins Agroscience Services NZ Limited	NZ	Eurofins Agrosciences Services France Holding SAS	100%	07/13
Eurofins Agroscience Testing NZ Limited	NZ	Eurofins Agrosciences Services France Holding SAS	100%	07/13
Eurofins Bay Of Plenty Limited	NZ	Eurofins Australia New Zealand Holding Ltd.	100%	06/16
Eurofins Environment Testing NZ Limited	NZ	Eurofins Australia New Zealand Holding Ltd.	100%	03/17
Eurofins BioPharma Product Testing NZ Limited	NZ	Eurofins Australia New Zealand Holding Ltd.	100%	10/17
Wellington Port Road Real Estate Limited	NZ	Eurofins Real Estate LUX Holding SARL	100%	06/18
Eurofins Animal Health New Zealand Limited	NZ	Eurofins Agroscience Services Pty Ltd.	100%	12/18
Eurofins Scientific Services Philippines, Inc.	PH	Eurofins Food Testing LUX Holding SARL	100%	09/19

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
AQM Pakistan Limited	PK	AQM HK Ltd.	80%	06/19
Eurofins Agroscience Services Sp. z.o.o.	PL	Eurofins Agrosciences Services LUX Holding SARL	100%	01/06
Eurofins Polska Sp. z.o.o.	PL	Eurofins Food Testing LUX Holding SARL	100%	07/06
Eurofins Environment Testing Polska Sp. z.o.o.	PL	Eurofins Industrial Testing LUX SARL	100%	07/15
Eurofins GSC Finance & Administration Poland Sp. z o.o.	PL	Eurofins Support Services LUX Holding SARL	100%	02/16
Eurofins Digital Testing Polska Sp. z.o.o.	PL	Eurofins Product Testing LUX Holding SARL	100%	06/16
Eurofins Environment Services Polska Sp. z o.o.	PL	Eurofins Environment Testing LUX Holding SARL	100%	12/16
Dermscan Poland Sp. z.o.o.	PL	Eurofins Laboratoire Dermscan SAS	100%	11/18
Łódź Dubois Real Estate Sp. z o.o.	PL	Eurofins Real Estate LUX Holding SARL	100%	12/18
Eurofins Environment Testing Poland Holding Sp. z o.o.	PL	Eurofins Environment Testing LUX Holding SARL	100%	07/19
Eurofins OBIKŚ Polska Sp. z.o.o.	PL	Eurofins Environment Testing Poland Holding Sp. z o.o.	100%	09/19
Eurofins Business Services Poland Sp. z o.o.	PL	Eurofins Support Services LUX Holding SARL	100%	12/19
Eurofins GSC IT Poland Sp. z o.o.	PL	Eurofins Support Services LUX Holding SARL	100%	12/19
Malbork Al. Wojska Polskiego Real Estate Sp. z o.o.	PL	Eurofins Real Estate LUX Holding SARL	100%	12/19
Eurofins Lab Environment Testing Portugal, Unipessoal Lda.	PT	Eurofins Industrial Testing LUX SARL	100%	06/15
Sobrosa, Acácio j.a. Pereira, Real Estate, Unipessoal Lda.	PT	Eurofins Real Estate LUX Holding SARL	100%	12/18
Eurofins Food Testing Lisboa Lda.	PT	Eurofins Analisis Alimentario Holding Espana SL	100%	06/19
Eurofins Agroscience Services SRL	RO	Eurofins Agrosciences Services LUX Holding SARL	100%	08/09
Eurofins Evic Product Testing Romania SRL	RO	Eurofins Product Testing LUX Holding SARL	100%	07/15
Eurofins Food Testing SRL	RO	Eurofins Food Testing LUX Holding SARL	100%	11/16
Bucharest Preciziei Real Estate SRL	RO	Eurofins Real Estate LUX Holding SARL	100%	03/17
Eurofins Food Testing Laboratories Holding SRL	RO	Eurofins Food Testing LUX Holding SARL	100%	11/17
Eurofins Asbestos Testing SRL	RO	Eurofins Industrial Testing LUX SARL	100%	12/17
Food Analytica Laborator SRL	RO	Eurofins Food Testing Laboratories Holding SRL	100%	01/18
Eurofins Agro Testing Sweden AB	SE	Eurofins Food Testing Sweden Holding AB	100%	01/04
Eurofins Milk Testing Sweden AB	SE	Eurofins Food Testing Sweden Holding AB	100%	07/06
Eurofins Environment Testing Sweden Holding AB	SE	Eurofins Environment Testing LUX Holding SARL	100%	09/07
Eurofins Food Testing Sweden Holding AB	SE	Eurofins Food Testing LUX Holding SARL	100%	09/07
Eurofins Environment Testing Sweden AB	SE	Eurofins Environment Testing Sweden Holding AB	100%	10/07
Eurofins Food & Feed Testing Sweden AB	SE	Eurofins Food Testing Sweden Holding AB	100%	10/07
Eurofins NSC Sweden AB	SE	Eurofins Support Services LUX Holding SARL	100%	01/08
Eurofins Biopharma Product Testing Sweden AB	SE	Eurofins Pharma Services LUX Holding SARL	100%	04/11
Eurofins Pegasuslab AB	SE	Eurofins Environment Testing Sweden Holding AB	100%	06/12
Uppsala Property Invest AB	SE	Eurofins Real Estate LUX Holding SARL	100%	03/14
Eurofins Digital Testing Sweden AB	SE	Eurofins Digital Testing International LUX Holding SARL	100%	07/16
Eurofins Radon Testing Sweden AB	SE	Eurofins Environment Testing Sweden Holding AB	100%	09/16
Eurofins Genomics Sweden AB	SE	Eurofins Genomics Europe Sequencing GmbH	100%	07/17
Eurofins Water Testing Sweden AB	SE	Eurofins Environment Testing Sweden Holding AB	100%	08/17
Lidköping Sjöhagsgatan Real Estate AB	SE	Eurofins Real Estate LUX Holding SARL	100%	12/17
Eurofins Biofuel & Energy Testing Sweden AB	SE	Eurofins Environment Testing Sweden Holding AB	100%	04/18
Eurofins Central Laboratory Pte. Ltd.	SG	Eurofins Pharma Services LUX Holding SARL	100%	12/06
Eurofins Technologies Singapore Pte Ltd.	SG	Eurofins Technology and Supplies LUX Holding SARL	100%	12/15
Eurofins Mechem Pte Ltd.	SG	Eurofins Environment Testing LUX Holding SARL	100%	03/17
Eurofins EAG Materials Science Singapore, Pte Ltd.	SG	Eurofins EAG Materials Science, LLC	100%	12/17
Eurofins Food Testing Singapore Pte Ltd.	SG	Eurofins Food Testing LUX Holding SARL	100%	08/18
Eurofins Clinical Diagnostics Pte. Ltd.	SG	Eurofins Clinical Testing Holding LUX SARL	100%	08/19
Eurofins Holding za okoljske raziskave d.o.o.	SI	Eurofins Environment Testing LUX Holding SARL	100%	06/17
Eurofins ERICo Slovenia d.o.o.	SI	Eurofins Holding za okoljske raziskave d.o.o.	100%	07/17
Velenje nepremičnine d.o.o., poslovanje z nepremičninami	SI	Eurofins Real Estate LUX Holding SARL	100%	07/17
Eurofins Bel/Novamann s.r.o.	SK	Eurofins Food Testing LUX Holding SARL	100%	10/07
Eurofins NSC Central and Eastern Europe s.r.o.	SK	Eurofins Support Services LUX Holding SARL	100%	06/15

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Nové Zámky Komjatická Real Estate s.r.o.	SK	Eurofins Real Estate LUX Holding SARL	100%	10/16
Eurofins Holding Slovakia s.r.o.	SK	Eurofins Food Testing LUX Holding SARL	100%	08/19
Eurofins Food Testing Slovakia s.r.o.	SK	Eurofins Holding Slovakia s.r.o.	100%	10/19
Eurofins Product Service (Thailand) Co., Ltd.	TH	Eurofins Product Testing LUX Holding SARL	100%	07/08
Eurofins Agroscience Services Thailand Co. Ltd.	TH	Eurofins Agrosciences Services LUX Holding SARL	100%	05/16
NCAlabs Co. Ltd.	TH	TestAmerica Laboratories, Inc.	100%	11/18
Dermscan Tunisie SARL	TN	Eurofins Laboratoire Dermscan SAS	100%	11/18
Eurofins Turkey Analiz Hizmetleri Limited Şirketi	TR	Eurofins Food Testing LUX Holding SARL	100%	05/12
Eurofins İstanbul Gıda Kontrol Laboratuvarları A.S.	TR	Eurofins Food Testing LUX Holding SARL	100%	03/17
Denet Endustriyel Hizmetler Anonim Şirket A.S.	TR	Eurofins İstanbul Gıda Kontrol Laboratuvarları A.S.	100%	03/17
Eurofıns Tuketıcı Urunlerı Test Hızmetlerı A.S.	TR	Eurofins Product Testing LUX Holding SARL	100%	08/17
Ekosmyrna Analiz Gida Arastirma Hizmetleri A.S.	TR	Eurofins Food Testing Turkey Holding A.S.	100%	07/18
Eurofins Food Testing Turkey Holding A.S.	TR	Eurofins Food Testing LUX Holding SARL	100%	06/19
Asia Quality Management Kalite Kontrol Hizmetleri A.S.	TR	AQM HK Ltd.	70%	06/19
Eurofins NSC Turkey Destek Hizmetleri A.S.	TR	Eurofins Support Services LUX Holding SARL	100%	11/19
Eurofins Panlabs Taiwan Ltd.	TW	Eurofins Discovery Services LUX Holding SARL	100%	10/12
Eurofins Food and Environment Testing Holding Taiwan, Ltd.	TW	Eurofins Food Testing LUX Holding SARL	100%	03/15
Pharmacology Discovery Services Taiwan, Ltd.	TW	Eurofins Discovery Services LUX Holding SARL	100%	08/16
Eurofins Panlabs Discovery Services Taiwan, Ltd.	TW	Eurofins Discovery Services LUX Holding SARL	100%	08/16
Eurofins Food Testing Taiwan, Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	08/17
Eurofins Summit Tsiande Environmental Co., Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	01/18
Eurofins Tsing Hua Environment Testing Co., Ltd.	TW	Eurofins Food and Environment Testing Holding Taiwan, Ltd.	100%	01/18
Eurofins E&E Taiwan, Ltd.	TW	Eurofins Product Testing LUX Holding SARL	100%	01/18
Eurofins NSC Taiwan, Ltd.	TW	Eurofins Support Services LUX Holding SARL	100%	06/18
Eurofins Food Testing UK Limited	UK	Eurofins Food Testing UK Holding Limited	100%	01/04
Eurofins Genomics UK Limited	UK	Eurofins Genomics LUX Holding SARL	100%	07/05
Eurofins NSC UK Limited	UK	Eurofins Support Services LUX Holding SARL	100%	01/06
Eurofins Food Testing UK Holding Limited	UK	Eurofins Food Testing LUX Holding SARL	100%	04/07
Eurofins Agroscience Services Limited	UK	Eurofins Agrosciences Services LUX Holding SARL	100%	04/07
Eurofins Product Testing Services Limited	UK	Eurofins Product Testing LUX Holding SARL	100%	10/10
Public Analyst Scientific Services Limited	UK	Eurofins Food Testing UK Holding Limited	100%	07/11
Wolverhampton i54 Real Estate Limited	UK	Eurofins Real Estate LUX Holding SARL	100%	07/12
Eurofins Pharma Discovery Services UK Limited	UK	Eurofins Discovery Services LUX Holding SARL	100%	09/13
Eurofins Digital Product Testing UK Limited	UK	Eurofins Digital Testing International LUX Holding SARL	100%	11/14
Eurofins Water Hygiene Testing UK Limited	UK	Eurofins Food Testing UK Holding Limited	100%	10/15
Eurofins Biomnis UK Limited	UK	Eurofins Biologie Spécialisée SAS	100%	10/15
Eurofins Agro Testing UK Limited	UK	Eurofins Food Testing UK Holding Limited	100%	03/16
Eurofins Biopharma Product Testing UK Limited	UK	Eurofins Pharma Services LUX Holding SARL	100%	07/16
NDSM Limited	UK	Eurofins Agroscience Services UK Holding Limited	100%	07/16
Eurofins Agroscience Services UK Holding Limited	UK	Eurofins Agrosciences Services LUX Holding SARL	100%	07/16
Livingston Cochrane Square Real Estate Limited	UK	Eurofins Real Estate LUX Holding SARL	100%	08/16
Eurofins Food Safety Solutions Limited	UK	Eurofins Food Testing UK Holding Limited	100%	11/16
Eurofins York Limited	UK	Eurofins Product Testing LUX Holding SARL	100%	07/17
Eurofins Professional Scientific Services UK Limited	UK	Eurofins Pharma Services LUX Holding SARL	100%	09/17
Eurofins Forensic Services Limited	UK	Eurofins Forensics LUX Holding SARL	100%	10/17
Eurofins Product Testing UK Holding Limited	UK	Eurofins Product Testing LUX Holding SARL	100%	12/17
Selcia Holdings Limited	UK	Eurofins Agroscience Services UK Holding Limited	100%	12/17
Ashwood UK Limited	UK	Eurofins Food Testing UK Holding Limited	100%	12/17
Selcia Limited	UK	Eurofins Agroscience Services UK Holding Limited	100%	12/17
Eurofins E&E ETC Limited	UK	Eurofins Product Testing UK Holding Limited	100%	01/18
Eurofins E&E Hursley Limited	UK	Eurofins Product Testing UK Holding Limited	100%	02/18
Eurofins Digital Testing UK Holding Limited	UK	Eurofins Digital Testing International LUX Holding SARL	100%	03/18
Edge Testing Solutions Limited	UK	Eurofins Digital Testing UK Holding Limited	100%	04/18

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins BLC Leather Technology Centre Limited	UK	Eurofins Product Testing UK Holding Limited	90%	04/18
Eurofins Food Integrity Testing UK Limited	UK	Eurofins Food Testing LUX Holding SARL	100%	08/18
Eurofins County Pathology Limited	UK	Eurofins Clinical Testing Holding LUX SARL	100%	10/18
Eurofins Integrated Discovery UK Limited	UK	Eurofins Discovery Services LUX Holding SARL	100%	12/18
Eurofins E&E CML Limited	UK	Eurofins Product Testing UK Holding Limited	100%	02/19
Eurofins Environment Testing UK Holding Limited	UK	Eurofins Environment Testing LUX Holding SARL	100%	03/19
Chemtest Holdings Limited	UK	Eurofins Environment Testing UK Holding Limited	98%	04/19
Chemtest Limited	UK	Chemtest Holdings Limited	98%	04/19
Eurofins Clinical Diagnostic Testing UK Holding Limited	UK	Eurofins Clinical Testing Holding LUX SARL	100%	08/19
Southern Real Estate Investment UK Limited	UK	Eurofins Real Estate LUX Holding SARL	100%	08/19
Permitted Developments Investments no 9 Limited	UK	Southern Real Estate Investment UK Limited	100%	09/19
Eurofins Scientific Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	01/92
Eurofins Central Laboratory LLC	US	Eurofins Lancaster Laboratories Inc.	100%	06/06
Eurofins Agroscience Services, LLC	US	"Eurofins EAG Agroscience, LLC	100%	01/07
Eurofins Food Testing US Holdings Inc.	US	Eurofins Food Testing LUX Holding SARL	100%	04/07
Eurofins Analytical Laboratories Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	04/07
Eurofins Genomics, LLC	US	Eurofins Viracor, Inc.	100%	12/07
Eurofins Microbiology Laboratories Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	06/09
Eurofins NSC US Inc.	US	Eurofins Support Services LUX Holding SARL	100%	10/10
Eurofins Pharma US Holdings II Inc.	US	Eurofins Pharma Services LUX Holding SARL	100%	01/11
Eurofins Lancaster Laboratories Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	04/11
Eurofins DQCI, LLC	US	Eurofins Food Testing US Holdings Inc.	100%	10/11
Eurofins Air Toxics, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	01/12
Eurofins QTA Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	02/12
Eurofins Eaton Analytical, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	07/12
Eurofins Frontier Global Services, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	09/12
Eurofins Panlabs Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	10/12
Eurofins Lancaster Laboratories Environmental LLC	US	Eurofins Lancaster Laboratories Inc.	100%	01/13
Eurofins Pharma BioAnalytics Services US, Inc.	US	Eurofins Discovery Services LUX Holding SARL	100%	01/13
South Bend Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	05/14
Eurofins Calscience, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	05/14
Eurofins Viracor, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	07/14
Eurofins SF Analytical Laboratories Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	11/14
Eurofins Clinical Testing US Holdings, Inc.	US	Eurofins Clinical Testing Holding LUX SARL	100%	11/14
Boston Heart Diagnostics Corporation	US	Eurofins Clinical Testing US Holdings, Inc.	100%	01/15
Eurofins BioDiagnostics Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	02/15
Eurofins Product Testing US Inc.	US	Eurofins Product Testing LUX Holding SARL	100%	02/15
Eurofins Lancaster Laboratories Professional Scientific Services LLC	US	Eurofins Lancaster Laboratories Inc.	100%	02/15
Eurofins QC, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	04/15
Diatherix Laboratories, LLC	US	Eurofins Viracor, Inc.	100%	05/15
EGL Genetic Diagnostics LLC	US	Eurofins Viracor, Inc.	100%	06/15
Eurofins Spectrum Analytical, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	07/15
Eurofins Clinical Molecular Testing Services, LLC	US	Eurofins Viracor, Inc.	100%	09/15
Pomona 900 Corporate Drive Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	01/16
Eurofins Advantar Laboratories, Inc	US	Eurofins Pharma US Holdings II Inc.	100%	04/16
Eurofins NTD, LLC	US	Eurofins Viracor, Inc.	100%	04/16
North Kingstown (R.I.) Camp Avenue Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	05/16
Eurofins VRL, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	09/16
Lafayette Horizon Avenue Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	09/16
DeSoto Falcon Drive Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	09/16
Eurofins Clinical Diagnostic US NDSC, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	09/16
Agawam Silver Street Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	11/16
New Berlin 170th Street Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	11/16
Eurofins Ana Laboratories, LLC	US	Eurofins Lancaster Laboratories Inc.	100%	07/17
Eurofins Technologies US Holdings, Inc.	US	Eurofins Technology and Supplies LUX Holding SARL	100%	09/17
Eurofins Product Testing US Holdings, Inc.	US	Eurofins Product Testing LUX Holding SARL	100%	09/17
Eurofins DiscoverX Corporation, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	09/17
Eurofins Digital Media Services, LLC	US	Eurofins Product Testing US Holdings, Inc.	100%	10/17
Eurofins Abraxis, Inc.	US	Eurofins Technologies US Holdings, Inc.	100%	10/17
Eurofins BioPharma Product Testing Columbia, Inc.	US	Eurofins EAG Holdings, Inc.	100%	12/17
Eurofins EAG Materials Science, LLC	US	Eurofins EAG Holdings, Inc.	100%	12/17

Company	Country ISO Code	Subsidiary of:	% of interest by the Group	Date of entry
Eurofins Electrical and Electronic testing NA Inc.	US	Eurofins Product Testing US Holdings, Inc.	100%	12/17
Eurofins CEI, Inc.	US	Eurofins Lancaster Laboratories Inc.	100%	01/18
Eurofins Genomics Engineering, LLC	US	Eurofins Pharma US Holdings II Inc.	100%	03/18
Eurofins Cyber Security North America, Inc.	US	Eurofins Product Testing US Holdings, Inc.	100%	04/18
Eurofins EAG Agroscience, LLC	US	Eurofins EAG Holdings, Inc.	100%	05/18
Madison Merchant Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	08/18
The National Food Lab, Inc.	US	Eurofins Sensory, Consumer Research and Product Design US Holding, Inc.	100%	08/18
Eurofins Sensory, Consumer Research and Product Design US Holding, Inc.	US	Eurofins Sensory, Consumer research and Product design LUX Holding SARL	100%	08/18
Eurofins Botanical Testing US, Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	08/18
Battle Creek 55 Hamblin Avenue Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	08/18
EAG Materials Science US Holding, Inc.	US	Eurofins Material Sciences LUX Holding SARL	100%	08/18
Nanolab Technologies Inc.	US	EAG Materials Science US Holding, Inc.	100%	08/18
Eurofins CRL Cosmetics, Inc.	US	Eurofins Product Testing US Holdings, Inc.	100%	08/18
Eurofins Food Chemistry Testing Madison, Inc.	US	Eurofins Food Testing US Holdings Inc.	100%	08/18
Environmental Sampling Supply, Inc.	US	TestAmerica Holdings, Inc.	100%	11/18
TestAmerica Environmental Services LLC	US	Eurofins Lancaster Laboratories Inc.	100%	11/18
TestAmerica Holdings, Inc.	US	TestAmerica Environmental Services LLC	100%	11/18
TestAmerica Laboratories, Inc.	US	TestAmerica Holdings, Inc.	100%	11/18
EMLab P&K LLC	US	TestAmerica Holdings, Inc.	100%	11/18
Eurofins Aerotech Built Environment Testing, Inc.	US	EMLab P&K LLC	100%	11/18
Eurofins EAG Engineering Science, LLC	US	Eurofins EAG Holdings, Inc.	100%	12/18
Blue Heron Biotech, LLC	US	Eurofins Viracor, Inc.	100%	04/19
Eurofins EAG Holdings, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	04/19
Transplant Genomics, Inc.	US	Eurofins Pharma US Holdings II Inc.	100%	05/19
J3 Resources, Inc.	US	Eurofins Lancaster Laboratories Inc.	100%	10/19
Tustin Dow Avenue Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	11/19
Pasadena Red Bluff Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	12/19
Lenexa 99th Street Real Estate, Inc.	US	Eurofins Real Estate LUX Holding SARL	100%	12/19
Eurofins Environment Testing America Holdings, Inc.	US	Eurofins Environment Testing LUX Holding SARL	100%	12/19
Eurofins DiscoverX Products, LLC	US	Eurofins DiscoverX Corporation, Inc.	100%	12/19
Eurofins GSD Holdings, Inc.	US	Eurofins Technologies US Holdings, Inc.	85%	07/18
Gold Standard Diagnostics Corp, Inc.	US	Eurofins GSD Holdings, Inc.	85%	07/18
Eurofins Sac Ky Hai Dang Company Ltd.	VN	Eurofins Food Testing LUX Holding SARL	100%	05/15
Eurofins Consumer Product Testing Vietnam Co. Ltd.	VN	Eurofins Product Testing LUX Holding SARL	100%	08/17
AQM Vietnam Limited	VN	AQM HK Ltd.	80%	06/19

Please note that for commercial confidentiality and security reasons the information provided above is not comprehensive.

5.3 Other subsidiaries undertakings

The following companies are not fully consolidated:

Company	Country ISO Code	Subsidiary of:	% of ownership	Method of consolidation
Fasmac Co. Ltd.	JP	Eurofins Genomics LUX Holding SARL	41%	Equity method
Eurofins Laboratoire Coeur de France SAEML	FR	Eurofins Hygiène Alimentaire France Holding SAS	49%	Equity method
Z.F.D. GmbH	DE	Eurofins Ökometric GmbH	33%	Equity method
Dermscan Asia co. Ltd	TH	Laboratoire Dermscan SAS	34%	Equity method
T-rex Ltd	ZA	Eurofins Agrosciences Services LUX Holding	20%	Equity method

There are no quoted prices available for the companies consolidated by equity method due to their small size (in annual revenues and assets). These five companies are not considered to be material (see Note 3.4).

Deloitte Audit
Société à responsabilité limitée
20 Boulevard de Kockelscheuer
L-1821 Luxembourg

Tel: +352 451 451
www.deloitte.lu

2 Auditor's Report on Eurofins Scientific SE's Consolidated Financial Statements

To the Shareholders of
Eurofins Scientific S.E.
23, Val Fleuri
L-1526 Luxembourg

REPORT OF THE REVISEUR D'ENTREPRISES AGREE

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Eurofins Scientific S.E. and its subsidiaries (the "Group"), which comprise the consolidated statement of financial position as at December 31, 2020, and the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at December 31, 2020, and of its consolidated financial performance and of its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) as adopted in the European Union.

Basis for Opinion

We conducted our audit in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 on the audit profession (Law of July 23, 2016) and with International Standards on Auditing (ISAs) as adopted for Luxembourg by the "*Commission de Surveillance du Secteur Financier*" (CSSF). Our responsibilities under the EU Regulation No 537/2014, the Law of July 23, 2016 and ISAs as adopted for Luxembourg by the CSSF are further described in the "Responsibilities of the *"réviseur d'entreprises agréé"* for the Audit of the Consolidated Financial Statements" section of our report. We are also independent of the Group in accordance with the International Code of Ethics for Professional Accountants, including International Independence Standards, issued by the International Ethics Standards Board for Accountants (IESBA Code) as adopted for Luxembourg by the CSSF together with the ethical requirements that are relevant to our audit of the consolidated financial statements, and have fulfilled our other ethical responsibilities under those ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Société à responsabilité limitée au capital de 360.000 €
RCS Luxembourg B 67.895
Autorisation d'établissement 10022179

© Deloitte Audit, SARL

Deloitte.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of the audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matter	How the Key Audit Matter was addressed in our audit
Impairment of Goodwill Reference is made to note 3.2 Goodwill. As at December 31, 2020, the Group's consolidated balance sheet includes 3,524.1MEUR of goodwill (41% of the total Group assets). Under IAS 36 "Impairment of Assets", the Group is required to perform at least annually an impairment test of goodwill or whenever there are indicators of impairment. The annual impairment test was significant to our audit because the assessment process involves significant management judgements and was based on assumptions that are affected by expected future market and economic conditions. Due to the size of the goodwill balance and its dependence on management judgement, we considered this area to be a key audit matter. We have pinpointed the risk to those areas that are particularly sensitive to changes in key assumptions. The key assumptions used in the preparation of the impairment test are: • The EBITDA and the revenues, which are the most sensitive assumptions • The weighted average cost of capital, operating CAPEX as well as amortization and depreciation which are also sensitive assumptions but to a more limited extent. The key assumptions and sensitivities are disclosed in note 3.2 to the consolidated financial statements.	Our audit procedures included amongst others: • Obtaining an understanding of the management's annual impairment test as well as testing the design and implementation of related relevant controls • Assessing the appropriateness of management's identification of the GCGUs based on management's reporting and organizational structure • Evaluating and benchmarking against external sources, with the assistance of our valuation specialists, the assumptions and the valuation methodologies used to determine the value in use in the annual impairment tests prepared by the Group • Challenging management's assumptions that are the most sensitive including EBITDA, revenues, weighted average cost of capital, operating CAPEX as well as amortization and depreciation. These procedures included corroborating management's judgements by comparing the assumptions to historic performance, local economic development and industry outlook • Recalculating the carrying values and calculations used in the impairment test • Assessing the sensitivity to changes of the respective assumptions on the outcome of the impairment test We also assessed the adequacy of the Group's related disclosures in note 3.2 to the consolidated financial statements.

Decentralization of operations As disclosed in the notes to the consolidated financial statements, the Group includes more than 950 subsidiaries and associates together (components) whose operations extend across approximately 50 countries in Europe, North and South America, Africa and Asia-Pacific. The range of the Group's activities is considerable while various types of activities are undertaken in almost each country. The components are also of different sizes. Components have also different • Customers, suppliers and, more generally, stakeholders; • Information systems for financial reporting and operating purposes. The level of integration of these information systems can vary considerably from one component to another, and; • Levels of maturity in terms of integration to the rest of the Group and internal controls, due to the intensive acquisitions strategy of the Group's management over the past years. The decentralized and varied natures of the Group's operations require significant oversight by Group management to monitor its activities, review component financial reporting and undertake financial consolidation. The above factors increase the size, the numbers and magnitude of risks as well as the complexity of the audit. Therefore, we considered this area to be a key audit matter.	Our audit procedures included amongst others: • Obtaining an understanding of the Group financial reporting process including adjustments performed at Group level for consolidation purposes as well as the design & implementation of related relevant controls • Obtaining a full list of components within the Group and testing the accuracy and completeness of the consolidation scope • Instructing component audit teams to perform audit procedures on the financial information prepared for consolidation purposes. Components were selected by the Group Engagement Team considering their size, location and risk level • Working with the component audit teams to understand the components, identifying risks significant to the audit of the Group and planning relevant audit procedures • Evaluating the work performed by the component audit teams for our purposes, including on site reviews of their audit files • Assessing the compliance of components selected with the Group's accounting policies • Reconciling the financial data used in the consolidation with the financial data audited by component audit teams (including the consolidation entries) • For the other components not within the Group Engagement Team scope, performing analytical procedures to deepen our understanding of these components, corroborate our scoping decisions, and address any residual risk of material misstatements
Related parties transactions on real estate leasing As disclosed in note 4.10 "Related-party transactions" to the consolidated financial statements, the company Analytical Bioventures S.C.A. and its subsidiaries, which are controlled by the Group CEO and his family, bought or built a large number of buildings leased to the Group.	Our audit procedures included amongst others: • Obtaining an understanding of the Group's related parties relationships and transactions • Obtaining an understanding of the Group's process for real estate transactions with related parties as well as the design & implementation of related relevant controls

For the year ended December 31, 2020, the consolidated lease liabilities of the Group towards Analytical Bioventures S.C.A. and its subsidiaries amounted to 171.5 MEUR. The Group's CEO, his family as well as Analytical Bioventures S.C.A. and its subsidiaries, are considered to be related parties. There is an inherent risk that transactions with these parties do not comply with the arm's length principle. Due to the number and size of the Group's transactions with these related parties for real estate leasing purposes, and the potential magnitude of the implied risk of non-compliance with the arm's length principle, we considered this area to be a key audit matter.	• Reviewing the minutes of the meetings of the Group's Corporate Governance Committee which is in charge of ensuring that real estate leases of the Group with related parties comply with the arm's length principle • Obtaining from the Group's management the exhaustive list of the Group's related parties • Sharing this list with components' auditors and requesting them: - To report to the Group Engagement Team any related party not included in this list as well as any transaction and / or relationship with related parties that was not disclosed to them as such - To report to the Group Engagement Team any event of non-compliance with the Group's policies for transactions and relationships with related parties - To identify all the component's real estate leasing transactions with related parties and test, on a sample basis, related leasing contracts for compliance with the arm's length principles • Obtaining available reports from third party experts in real estate valuation prepared in respect of the leases contracted by the Group with related parties. • Inspecting these reports and concluding whether the related contracts imply any material breach of the arm's length principle We also assessed the adequacy of the Group's related disclosures in note 4.10 to the consolidated financial statements.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information stated in the consolidated management report and the Corporate Governance Statement but does not include the consolidated financial statements and our report of the *"réviseur d'entreprises agréé"* thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated

financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report this fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and Those Charged with Governance for the consolidated financial statements

The Board of Directors is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with IFRSs as adopted in the European Union, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the *"réviseur d'entreprises agréé"* for the Audit of the consolidated financial statements

The objectives of our audit are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a report of the *"réviseur d'entreprises agréé"* that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 and with ISAs as adopted for Luxembourg by the CSSF will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 and with ISAs as adopted for Luxembourg by the CSSF, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report of the *"réviseur d'entreprises agréé"* to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report of the "réviseur d'entreprises agréé". However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our report unless law or regulation precludes public disclosure about the matter.

Deloitte.

Report on Other Legal and Regulatory Requirements

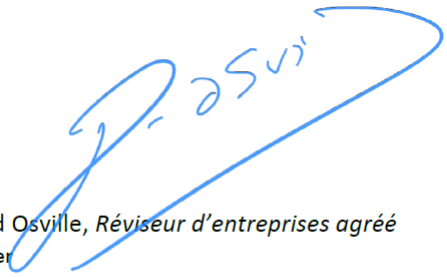
We have been appointed as *"réviseur d'entreprises agréé"* by the General Meeting of the Shareholders on June 26, 2020 and the duration of our uninterrupted engagement, including previous renewals and reappointments, is two years.

The consolidated management report is consistent with the consolidated financial statements and has been prepared in accordance with applicable legal requirements.
The accompanying Corporate Governance Statement is presented on pages 121 to 150. The information required by Article 68ter paragraph (1) letters c) and d) of the law of December 19, 2002 on the commercial and companies register and on the accounting records and annual accounts of undertakings, as amended, is consistent with the consolidated financial statements and has been prepared in accordance with applicable legal requirements.

We confirm that the audit opinion is consistent with the additional report to the audit committee.

We confirm that the prohibited non-audit services referred to in the EU Regulation N° 537/2014 were not provided and that we remained independent of the Group in conducting the audit.

For Deloitte Audit, *Cabinet de révision agréé*



David Osville, *Réviseur d'entreprises agréé*
Partner

March 1, 2021

3 Annual accounts

Profit and Loss Account

For the year ended 31 December 2020

EUR Millions	Notes	2020	2019
Net turnover	4.1	**0.1**	**0.4**
Other operating income	4.1	0.2	-
Raw materials and consumables		-	-0.1
Other external expenses	4.1	-6.8	-2.2
Wages and salaries		-0.9	-0.4
Social security costs		-0.3	-0.1
Staff costs	5.2	-1.2	-0.6
Value adjustments			
a) in respect of tangible and intangible fixed assets		-	-
Other operating expenses		-0.2	-0.1
Income from participating interests			
a) derived from affiliated undertakings	3.1 / 4.2	77.8	34.8
Other interest receivable and similar income	4.3		
a) derived from affiliated undertakings		35.8	101.8
b) other interest and similar income		0.5	28.8
Value adjustments in respect of financial assets and of investments held as current assets	3.1 / 3.2 / 4.4	4.9	2.7
Interest payable and similar expenses			
a) concerning affiliated undertakings		-	-
b) other interest and similar expenses	4.5	-123.5	-112.6
Tax on profit or loss	4.6	0.1	-0.4
Profit or loss for the financial year		**-12.3**	**52.4**

The accompanying notes form an integral part of the annual accounts.

Balance Sheet

EUR Millions	Notes	31 December 2020	31 December 2019
Fixed assets			
Shares in affiliated undertakings		4,507.7	4,518.6
Other loans		-	-
Financial assets	3.1	4,507.7	4,518.6
		4,507.7	**4,518.6**
Current assets			
Debtors			
Trade debtors			
a) becoming due and payable within one year		0.3	0.5
Amounts owed by affiliated undertakings	3.2		
a) becoming due and payable within one year		444.2	158.7
b) becoming due and payable after more than one year		926.8	894.5
Other debtors			
a) becoming due and payable within one year		26.7	28.0
Cash at bank and in hand / Transferable securities	3.3	5.0	1.8
		1,403.0	**1,083.8**
Prepayments	3.4	**14.0**	**13.2**
Total Assets		**5,924.7**	**5,615.3**
Capital and reserves	3.5		
Subscribed Capital		1.9	1.8
Share premium account		1,551.3	982.4
Reserves			
1. Legal reserve		0.2	0.2
2. Other reserves		0.6	0.6
Profit or loss brought forward		163.6	111.2
Profit or loss for the financial year		-12.3	52.4
		1,705.3	**1,148.6**
Provisions	3.6		
Provisions for pensions and similar obligations		0.1	0.1
Other provisions		-	-
		0.1	**0.1**
Creditors			
Non convertible loans	3.7 / 3.9		
a) becoming due and payable within one year		47.4	46.3
b) becoming due and payable after more than one year		2,882.8	2,650.0
Amounts owed to credit institutions	3.8 / 3.9		
a) becoming due and payable within one year		115.9	320.7
b) becoming due and payable after more than one year		582.0	955.0
Trade creditors	3.9		
a) becoming due and payable within one year		1.0	2.1
Amounts owed to affiliated undertakings	3.9 / 3.10		
a) becoming due and payable within one year		589.5	492.0
Other creditors	3.9		
a) Tax authorities		0.3	0.3
b) Social security authorities		0.2	0.1
c) Other creditors (becoming due and payable within one year)		-	-
		4,219.1	**4,466.5**
Deferred income	3.11	**0.2**	**0.1**
Total Capital, Reserves and Liabilities		**5,924.7**	**5,615.3**

The accompanying notes form an integral part of the annual accounts.

Notes to the annual accounts

Note 1 General information

In the annual accounts and the notes all amounts are shown in EUR millions (m) and differences of EUR +/- 0.1m are due to rounding.

Eurofins Scientific S.E. ("Eurofins" or the "Company") is the ultimate parent company of the Eurofins Group (the "Group") which owns and finances, either directly or indirectly, its subsidiaries throughout the world.

Eurofins Scientific, through its subsidiaries (hereafter referred to as "Eurofins" or "the Group") is Testing for Life. Eurofins is the global leader in food, environment, pharmaceutical and cosmetic product testing and in agroscience Contract Research Organisation services. Eurofins is one of the market leaders in certain testing and laboratory services for genomics, discovery pharmacology, forensics, advanced material sciences and in the support of clinical studies, as well as having an emerging global presence in Contract Development and Manufacturing Organisations. The Group also has a rapidly developing presence in highly specialised and molecular clinical diagnostic testing and in-vitro diagnostic products.

With over 50,000 staff across a decentralised and entrepreneurial network of more than 900 independent companies in over 50 countries and operating more than 800 laboratories, Eurofins offers a portfolio of over 200,000 analytical methods to evaluate the safety, identity, composition, authenticity, origin, traceability and purity of a wide range of products, as well as providing innovative clinical diagnostic testing services and in-vitro diagnostic products.

Eurofins Scientific S.E. is legally and commercially registered in the Grand Duchy of Luxembourg under the number B 167775.

The Company's shares are traded on Euronext Paris stock exchange under the ISIN code FR0014000MR3 (ticker ERF). The Company's headoffice is located at 23 Val Fleuri, L-1526 Luxembourg, Grand Duchy of Luxembourg.

The Company has a French branch located in Nantes, France, registered with the French Register of Commerce under the number RCS B 350 807 947. The main purpose of the branch is the management and administration of French subsidiaries.

The notes below are part of the annual accounts for the year closed the 31 December 2020 for a period of twelve months, from 1 January 2020 to 31 December 2020.

These annual accounts were authorised for issue by the Board of Directors on 24 February 2021 and will be submitted to the Shareholder's Annual General Meeting for approval.

Note 2 Significant accounting policies

The main valuation rules applied by the Company are set out below.

2.1 Basis of preparation

The annual accounts have been prepared in accordance with Luxembourg legal and regulatory requirements (Luxembourg GAAPs) under the historical cost convention, in particular the law of 19 December 2002 as amended.

The principal accounting policies and valuation rules applied in the preparation of these statutory annual accounts are set out below. These policies have been consistently applied to all accounting years presented, unless otherwise stated.

The preparation of annual accounts requires the use of certain critical accounting estimates. It also requires the Board of Directors to exercise its judgment in the process of applying the accounting policies. Changes in the assumptions may have a significant impact on the annual accounts in the period in which the assumptions changed. Management believes that the underlying assumptions are appropriate and that the annual accounts therefore present the financial position and results fairly.

The Company makes estimates and assumptions that may affect the reported amounts of assets and liabilities in the next financial years. Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations and future events that are believed to be reasonable under the circumstances.

2.2 Financial assets

Shares in affiliated undertakings

Shares in affiliated undertakings are initially recorded at acquisition cost and are valued at the lower of acquisition cost or the market value.

The market value is determined by the net equity and by a valuation according to the method of discounted cash flows.

These value adjustments are discontinued if the reasons for which the value adjustments were made have ceased to apply.

2.3 Debtors

Trade debtors and other debtors are valued at their nominal value. They are subject to value adjustments where their recovery is compromised. These value adjustments are discontinued if the reasons for which the value adjustments were made have ceased to apply.
Trade debtors include the income accrued but not invoiced nor received prior to the closing date.

2.4 Amounts owed by affiliated undertakings

Amounts owed by affiliated undertakings held as loans are valued at purchase nominal value including the expenses incidental thereto.

In the case of durable depreciation in value according to the opinion of the Board of Directors, value adjustments are made in respect of financial assets, so that they are valued at the lower figure to be attributed to them at the balance sheet date. These value adjustments are discontinued if the reasons for which the value adjustments were made have ceased to apply.

2.5 Cash at bank and in hand

Cash at bank, cash in postal cheque account, cheques and cash in hand are recorded at nominal value.

Transferable securities are valued at the lower of purchase price, including expenses incidental thereto and market value in case of quoted instruments, expressed in the currency in which the annual accounts are prepared. A value adjustment is recorded where the market value (final published value in case of quoted instrument) is lower than the purchase price. These value adjustments are discontinued if the reasons for which the value adjustments were made have ceased to apply. The market value corresponds to the latest available quote on the valuation day for transferable securities listed on a stock exchange or traded on another regulated market.

2.6 Prepayments

Prepayments are mainly related to financing activities.
The costs related to the issuance of the non convertible loans and the amounts owed to credit institutions issued are amortised over the repayment period of each respective loan.

The effective financial costs including these expenses correspond to the normal market conditions for companies with a similar risk.

2.7 Share-based compensation

The Company operates a number of equity settled, share-based compensation plans. The proceeds received net of any directly attributable transaction costs are credited to share capital (nominal value) and share premium when the rights are exercised. No expense is charged to the profit and loss account over the vesting period.

2.8 Provisions

Provisions for pensions and similar obligations

The Company participates in a retirement benefit obligation plan for the French branch. The retirement benefit obligations are measured using the aggregate cost method.
The provision recognised in the balance sheet is the present value of the defined benefit obligation at the balance sheet date. The Company recognises actuarial gains and losses in the profit or loss account.

Other provisions

Other provisions are recognised when the Company has a present legal or constructive obligation as a result of past events, it is more likely than not that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated.

2.9 Non-convertible loans

The non-convertible loans correspond to three hybrid instruments and four Eurobonds. They are recorded in the balance sheet at their nominal value increased of interest accruals.

2.10 Amounts owed to credit institutions

Debts are recorded at their reimbursement value. Where the amount repayable on account is greater than the amount received, the difference is shown as an asset and is written off over the period of the debt.

2.11 Financial instruments

At each balance sheet date, gains and losses are recognised in the profit or loss account when realised. Unrealised and realised losses are recorded in the profit and loss account of the period. Unrealised gains are not recognised in the profit and loss account of the period.

Exposure to currency exchange risk
In 2020, the Company does not hedge its foreign exchange currency exposure.

Exposure to other markets risks
The Group used non-complex or complex derivative instruments in order to hedge its potential exposure to changes in market values of certain underlying assets that may arise in the future. The assets corresponded to listed equity derivatives.

Exposure to interest rate risk
In order to hedge the Company's exposure to interest rate fluctuations particularly related to part of its 2018 Schuldschein loan, the Company has concluded hedging contracts in order to cap its floating interest rate against a fixed rate.

2.12 Trade creditors

Trade creditors are valued at their nominal value. Accrued expenses are non-invoiced charges at the closing date but related to the current period.

2.13 Deferred income

Deferred income includes services invoiced during the period, which have not been delivered at the closing date. They are related to contracts for analysis and consultancy spread over several years or covering both current and next year.

2.14 Foreign currency translation

The Company maintains its books and records in Euro (EUR).

Transactions expressed in currencies other than Euro are translated into Euro at the exchange rate effective at the time of the transaction.

Cash at bank is translated in Euros at the exchange rate effective at the balance sheet date.

Other assets and liabilities are translated separately respectively at the lower or at the higher of the value converted at the historical rate or the value determined on the basis of the exchange rates effective at the balance sheet date.

The unrealised and realised losses are recorded in the profit and loss account of the period whereas gains are accounted for when realised.

2.15 Income tax

The Company Eurofins Scientific S.E. is subject to Luxembourg income taxes and is the head of a tax unity in Luxembourg too.

The French branch of Eurofins Scientific S.E. has opted for a tax unity with the French subsidiaries controlled at more than 95% as authorized by article 223 A of the "Code Général des Impôts" in France. In the French branch, the income tax for the period recorded in the Profit and Loss account is the sum of:

- The income tax expense based on the taxable income of the French tax unity;
- The income tax expense corresponding to the indemnity to be paid at the time of exit from the tax unity of a former subsidiary whose tax losses were used during the period it was part of the tax unity;
- And any adjustments in relation to income taxes related to previous periods.

2.16 Consolidation

The Company, as the parent company of Eurofins Group, prepares consolidated financial statements, which are published in accordance to the provisions of Luxembourg law and International Financial Reporting Standards (IFRS) adopted in the Europeen Union.

Note 3 Notes related to the Balance Sheet

3.1 Financial assets

EUR Millions	Opening	Additions	Disposals/ Reduction	Closing
Cost				
Shares in affiliated undertakings	4,535.4	15.7	-32.3	4,518.8
Shares in participating interests	3.0	-	-	3.0
Other financial assets	-	-	-	-
Total	**4,538.4**	**15.7**	**-32.3**	**4,521.8**
Value adjustment				
Shares in affiliated undertakings	19.8	-	5.7	14.1
Total	**19.8**	**-**	**5.7**	**14.1**
Net book value	**4,518.6**	**15.7**	**26.6**	**4,507.7**

Additions

Capital increase was carried out in Eurofins Genomics BV during 2020 by contribution in cash and in kind for a total amount of EUR 15.7m.

Disposals/Reduction

A partial repayment of share premium was carried out in Eurofins Analyses Environnementales pour les Industriels France Lux Holding SARL for an amount of EUR 32.3m.

Value adjustment

As of 31 December 2020, depreciation on subsidiaries pertained to Eurofins Hydrologie France LUX Holding SARL for EUR 14.1m. In 2020 the Company reversed the provision related to Eurofins Product Service GmbH (EUR 5.7m).

At the balance sheet date, the Board of Directors has assessed the fair value of those financial assets and has reviewed the value adjustment if necessary. The Board of Directors concluded that no additional value adjustments should be recorded.

Shares in affiliated undertakings (information based on the Financial Statements as at 31 December 2020):

EUR Millions	Registered office	Book value of capital held		% of capital held	Net turnover	Result for the financial year	Net equity	Income from financial assets (parent company)
		Gross	Net		(Unaudited)	(Unaudited)	(Unaudited)	
Eurofins Product Service GmbH	Storkower Str. 38c, DE-15526 Reichenwalde	10.6	10.6	100%	5.2	0.6	5.5	-
Eurofins GSC Finance NV	Avenue Hermann-Debroux 48, BE-1160 Brussels	47.5	47.5	100%	-	-	287.3	-
Eurofins Genomics BV	Bergschot 71, NL-4817PA Breda	118.4	118.4	100%	-	-1.0	137.5	-
Eurofins International Holdings Lux SARL	23 Val Fleuri, Grand Duchy of Luxembourg	1,962.1	1,962.1	100%	-	7.0	2,390.9	70.0
Eurofins International Support Services Lux SARL	23 Val Fleuri, Grand Duchy of Luxembourg	-	-	100%	-	-4.7	2.6	2.6
Eurofins Clinical Testing Services France Lux SARL	23 Val Fleuri, Grand Duchy of Luxembourg	378.5	378.5	100%	-	-1.2	439.6	-
Equipment Leasing Corporation Lux SARL	2 rue Heinrich Heine L-7720 Luxembourg	0.1	0.1	100%	-	-	0.1	-
Alpha Services Lux SA	2 rue Heinrich Heine L-7720 Luxembourg	0.1	0.1	100%	-	1.7	0.3	-
Eurofins Forensics Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	56.5	56.5	100%	-	-0.1	43.3	-
Eurofins Pharma Services France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	155.7	155.7	100%	-	-	160.1	-
Eurofins Food Chemistry Testing France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	64.0	64.0	100%	-	-	63.8	-
Eurofins Hygiène Alimentaire France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	42.5	42.5	100%	-	-	43.4	-
Eurofins Analyses pour la Construction France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	41.7	41.7	100%	-	-	33.8	-
Eurofins Analyses pour l'Environnement France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	18.7	18.7	100%	-	-0.1	3.9	-
Eurofins Analyses Environnementales pour les Industriels France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	0.8	0.8	100%	-	10.0	6.9	5.2
Eurofins Hydrologie France Lux Holding SARL	23 Val Fleuri, Grand Duchy of Luxembourg	60.5	46.5	100%	-	-	46.6	-
Eurofins Finance Luxembourg SARL	23 Val Fleuri, Grand Duchy of Luxembourg	1,561.0	1,561.0	100%	-	-27.7	1,539.5	-
		4,518.8	**4,504.7**					**77.8**

3.2 Amounts owed by affiliated undertakings

EUR Millions	2020	2019
Eurofins International Holdings LUX SARL	149.3	-
Eurofins Clinical Testing Services France Lux SARL	71.6	47.3
Eurofins International Support Services Lux SARL	61.5	-
Eurofins Analyses Environnementales pour les Industriels France Lux Holding SARL	39.0	-
Eurofins GSC Finance NV	1.4	1.4
Other direct ownership[1]	36.5	26.3
Total direct ownership	359.3	75.0
Total indirect ownership	73.0	46.9
Interests due on these advances	11.8	12.5
Debtors	0.1	24.3
Total short term advances	**444.2**	**158.7**
Direct ownership[1]	20.4	20.4
Eurofins Labazur Provence SELAS	73.4	73.1
Eurofins Clinical Testing Italia Holding Srl	43.8	43.8
Eurofins Labazur Nice SELAS	36.5	36.5
Eurofins Food Testing Netherlands Holding BV	34.5	34.2
Eurofins BioPharma Services Holding Germany GmbH	13.9	14.9
St. Marien Krankenhaus Lampertheim GmbH	19.7	18.4
Eurofins MWG Holding GmbH	23.9	23.9
Eurofins Megalab SA	21.1	21.1
Eurofins Labazur Bretagne SELAS	20.7	20.6
Eurofins Product Testing Italia Holding Srl	23.4	22.2
Eurofins Bio Lab SELAS	35.6	35.0
Eurofins Food Testing Hamburg Germany Holding GmbH	23.0	23.0
Bio-Access SAS	22.5	-
Other indirect ownership[1]	514.5	507.4
Total indirect ownership	906.4	874.1
Total medium/long term advances	**926.8**	**894.5**
Total	**1,371.0**	**1,053.2**

[1] Other direct and indirect ownership short and medium/long term advances concern 296 subsidiaries of the Group as of 31 December 2020 with individual amounts inferior to EUR 20m.

Amounts owed by affiliated undertakings (receivables falling due within one year or less) are mainly related:

- for direct ownership, to cash advances to finance intercompany short and medium term advances to direct or indirect subsidiaries or acquisitions of subsidiaries or dividends to be received;
- for indirect ownership, to cash advances for operating purposes (e.g. capex financing).

The medium term advances have a maturity between 2 and 8 years. Interest rates are variable, based on the borrower's currency index (e.g. Euribor, Libor, etc) and a spread based on the credit quality of the borrower (illustrated by its leverage or gearing ratio).

Some intercompany loans related to building acquisitions for an aggregate amount inferior to EUR 7.2m have a maturity of 10 years or 13 years and a fixed interest rate based on local real estate financing markets conditions.

3.3 Cash at bank and in hand / Transferable securites

EUR Millions	2020	2019
Cash at bank and in hand	5.0	1.8
Short term deposits with banks	-	-
Total	**5.0**	**1.8**

Cash is owned by Eurofins Scientific S.E. in Luxemburg for EUR 4.4m and by the French branch of Eurofins Scientific S.E. for EUR 0.6m.

3.4 Prepayments

EUR Millions	2020	2019
Prepayments	14.0	13.2

EUR Millions	2020	2019
At beginning of the year	13.2	16.1
Issuance costs	6.3	2.8
Amortisation of deferred charges	-5.5	-5.7
At end of the year	**14.0**	**13.2**

Issuance costs are mainly related to Hybrid instruments, Eurobonds and Schuldschein loan outstanding (Notes 3.7 and 3.8).

The prepayments include caps for the Schuldschein loan for an amount of EUR 0.1m as of 31 December 2020 in order to hedge the Group's exposure to interest rate fluctuations particularly related to the 2018 Schuldschein loan. The Group has concluded hedging contracts in order to cap its floating interest rate against a maximum fixed rate for a total nominal amount of EUR 99m.

3.5 Capital and reserves

The movements for the year are as follows:

EUR Millions	Subs-cribed capital	Share premium	Legal reser-ve	Other reser-ves	Profit brought forward	Profit or loss for the financial year	**Total**
At beginning of the year	**1.8**	**982.4**	**0.2**	**0.6**	**111.2**	**52.4**	**1,148.6**
Allocation of previous year's profit/loss	-	-	-	-	52.4	-52.4	**-**
Dividend	-	-	-	-	-	-	**-**
Share capital and share premium increase	0.1	568.9	-	-	-	-	**569.0**
Profit or loss for the financial year	-	-	-	-	-	-12.3	**-12.3**
At end of the year	**1.9**	**1,551.3**	**0.2**	**0.6**	**163.6**	**-12.3**	**1,705.3**

Following the Extraordinary General Meeting held in November 2020, a ten-for-one stock split has been passed by the requisite majority. The existing shares with a nominal value of ten eurocent (EUR 0.10) have been cancelled and each replaced by ten new shares with a nominal value of one eurocent (EUR 0.01). The stock split became effective upon the listing on Euronext Paris of the new shares on 19 November 2020 (new ISIN: FR0014000MR3).

As of 31 December 2020, the Company's share capital is composed of 190,793,900 shares of EUR 0.01 each (versus 179,035,250 shares restated as of 31 December 2019 of EUR 0.01 each).

Subscribed capital and share premium increased by EUR 569m through:

- Exercise of stock options by employees (1,421,170 new shares have been issued);
- 294,510 new shares issued from the exercise of Eurofins 2014 BSA Leaders warrants;
- 42,970 free shares vested;
- In May 2020, Eurofins raised total gross proceeds of EUR 535 million following the issuance of 1,000,000 shares to institutional investors, at a price of EUR 535 per share (before stock split). After the ten for one stock split the issuance represents 10,000,000 new shares.

The issuance costs of capital for EUR 4.4m are recorded in the Profit and Loss Account.

The net gain of FY2019 (EUR 52.4m) has been allocated to retained earnings.

In light of the 2020 regulatory context and Covid-19 situation, the annual general meeting of shareholders approved the decision to not distribute a dividend for 2019.

Retained earnings stood at EUR 163.6m at the end of December 2020.

Detail of the Company's share capital and total number of shares outstanding:

Date	Number of Shares	Nominal value (in EUR)	Share capital (in EUR)
At beginning of the year	179,035,250	0.01	1,790,353
Shares issued	11,758,650	0.01	117,587
At end of the year	**190,793,900**	**0.01**	**1,907,939**

Stock option plans
Stock options are granted to directors and employees of the Company and of its direct and indirect subsidiaries.
Movements in the number of share options outstanding are as follows:

Share options	2020	2019
At beginning of the year	8,661,470	6,818,750
Options granted *	1,493,150	3,825,130
Options exercised	-1,421,170	-1,248,100
Options lost	-640,450	-734,310
At end of the year	**8,093,000**	**8,661,470**

* Under conditions specified in the Group 2020 remuneration report.

The weighted average share price (restated after the ten-for-one stock split) based on Eurofins share price at the date of exercise was EUR 43 for the 1,248,100 shares exercised in 2019 and was EUR 59 for the 1,421,170 shares exercised in 2020.

As at 31 December 2020, 8,093,000 stock options awarded are still outstanding. Further details can be found in "Eurofins 2020 Remuneration Report".

Free shares
Free shares are granted to directors and employees of the Company and of its direct and indirect subsidiaries.

Movements in the number of free shares outstanding are as follows:

Free shares	2020	2019
At beginning of the year	405,310	210,520
Free shares granted	104,000	238,160
Free shares lost	-29,760	-43,370
Free shares vested	-42,970	-
At end of the year	**436,580**	**405,310**

42,970 free shares had vested at the end of 2020.
As of 31 December 2020, the Company has granted 436,580 free shares with a nominal value of EUR 0.01 each (versus 405,310 free shares restated as of 31 December 2019).

2014 BSA Leaders warrants

2014 BSA Leaders Warrants	2020	2019
At beginning of the year	66,900	89,600
Warrants exercised	-29,451	-22,700
Warrants lost	-	-
At end of the year	**37,449**	**66,900**

In June 2014, the Company issued 117,820 capital-providing securities in the form of stock purchase warrants, conferring 2014 BSA Leaders Warrants' holders the right to subscribe for one share of the Company for each 2014 BSA Leaders Warrant at a fixed exercise price of EUR 281.58 between 1 July 2018 and 30 June 2022. The subscription price was set at EUR 18.15 per warrant.

During the Extraordinary General Meeting held in November 2020, the Company's shareholders approved a ten for one stock split. As a result, each 2014 BSA leaders Warrant gives the holder the right to subscribe for ten new shares of the Company at a price of EUR 281.58 per warrant.

2018 BSA Leaders warrants

2018 BSA Leaders Warrants	2020	2019
At beginning of the year	113,669	124,460
Warrants exercised	-	-
Warrants lost	-4,250	-10,791
At end of the year	**109,419**	**113,669**

In June 2018, Eurofins issued 124,460 capital-providing securities in the form of stock purchase warrants, conferring 2018 BSA Leaders Warrants' holders the right to subscribe for one share of the Company for each 2018 BSA Leaders Warrant at a fixed exercise price of EUR 529.65 between 1 June 2022 and 31 May 2026. The subscription price was set at EUR 34.36 per warrant.

During the Extraordinary General Meeting held in November 2020, the Company's shareholders approved a ten for one stock split. As a result, each 2018 BSA leaders Warrant gives the holder the right to subscribe for ten new shares of the Company at a price of EUR 529.65 per warrant.

Partial and optional acquisition price payments in Eurofins shares
At 31 December 2020, the overall number of Eurofins shares potentially deliverable is 0 share.

Class A beneficiary units
The Annual General Meeting of Shareholders held on 20 April 2017 adopted changes to the Company's Articles of Association, in particular relating to Class A beneficiary units.

As from 1 July 2017, Class A beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in article 12bis.2 of the Company's Articles of Association (ii) request to subscribe class A beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2020 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.10 per class A beneficiary unit.
Consequently, the Company's shareholder Analytical Bioventures SCA decided to pay in July 2017 a cash

contribution of EUR 640,000 equivalent to EUR 0.10 per Class A beneficiary unit.

During the Extraordinary General Meeting held in November 2020, the Company's shareholders approved a ten-for-one stock split and the resulting changes to the Articles of Association, in particular relating to Class A beneficiary units, as follows:
As from 1 July 2017, Class A beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least three consecutive years as provided for in article 12bis.2 of the Company's Articles of Association (ii) request to subscribe class A beneficiary units was sent in writing by the relevant shareholder to the Company at the latest by 30 June 2020 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.01 per class A beneficiary unit.

After the ten for one stock split, the total restated number of Class A beneficiary units decreased from 65,116,150 as of 31 December 2019 to 64,577,670 as of 31 December 2020.

Class B beneficiary units
Class B beneficiary units, which confer no right to dividends but a right to one vote, are allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least five consecutive years as provided for in article 12bis.3 of the Company's Articles of Association (ii) request to subscribe class B beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2021 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.10 per class B beneficiary unit.

In June 2016, March 2017, June 2018, May 2019 and May 2020 respectively, Analytical Bioventures SCA exercised its right to receive 1,000,000 Class B beneficiary units (5,000,000 in total) on the equivalent number of shares out of its 6,355,000 shares registered in a registered account for five consecutive years in the name of the Company's shareholder Analytical Bioventures SCA for a cash contribution of EUR 500,000 equivalent to EUR 0.10 per beneficiary unit.

During the Extraordinary General Meeting held in November 2020, the Company's shareholders approved a ten-for-one stock split and the resulting changes to the Articles of Association, in particular relating to Class B beneficiary units, as follows:
Class B beneficiary units, which confer no right to dividends but a right to one vote, can be allocated to holders of fully paid-up shares for which (i) proof is provided of registration in the name of the same shareholder for at least five consecutive years as provided for in article 12bis.3 of the Company's Articles of Association (ii) request to subscribe class B beneficiary units is sent in writing by the relevant shareholder to the Company at the latest by 30 June 2021 and (iii) subject to the Company receiving payment of a subscription price of EUR 0.01 per class B beneficiary unit.

After the ten for one stock split, the total restated number of Class B beneficiary units increased from 40,000,000 as of 31 December 2019 to 50,000,000 as of 31 December 2020.

Voting rights
Voting rights attached to shares are proportional to the capital quota they represent. Each share gives the right to one vote. However, class A and class B beneficiary units ("part bénéficiaire de catégorie A" and "part bénéficiaire de catégorie B") carrying an extra voting right each can be allotted to all fully paid-up shares fulfilling conditions as specified in previous paragraphs about Class A and Class B beneficiary units. As at 31 December 2020, a total amount of 114,577,670 class A and class B beneficiary units has been issued and the total number of voting rights amounts to 305,371,570.

Own shares
As at 31 December 2020, the Company does not own any of its own shares.

Legal reserves
The Company is required to allocate a minimum of 5% of its annual net income to a legal reserve, until this reserve equals to 10% of the subscribed share capital. This reserve may not be distributed.

3.6 Provisions

EUR Millions	Opening	Changes	Closing
Retirement benefit obligation	0.1	-	0.1
Other provisions	-	-	-
Total provisions	**0.1**	**-**	**0.1**

3.7 Non convertible loans

The non convertible loans are composed of:

EUR Millions	2020	2019
Interest due – Eurobonds and hybrids	47.4	46.3
Total - short term	**47.4**	**46.3**
Eurobonds – more than one year	1,882.8	1,650.0
Hybrid instruments	1,000.0	1,000.0
Total - more than one year	**2,882.8**	**2,650.0**

Hybrid instruments

EUR Millions	2020	2019
Nominal amount	1,000.0	1,000.0
Interest due	14.3	14.3
Total	**1,014.3**	**1,014.3**

Hybrid instrument with a first call date on 11 August 2022:

In September 2019, Eurofins raised a EUR 300m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in August and September 2022. This hybrid instrument bears a fixed annual coupon of 2.875% for the first three years, and a coupon of Euribor 3m + 605.8 bps thereafter. The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS2051471105).

Hybrid instrument with a first call date on 29 April 2023:

In April 2015, Eurofins raised a EUR 300m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in April 2023. This hybrid instrument bears a fixed annual coupon of 4.875% for the first eight years until first call, and a coupon of Euribor 3m + 701 bps thereafter. The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS1224953882).

Hybrid instrument with a first call date on 13 November 2025:

In November 2017, Eurofins raised a EUR 400m hybrid instrument. The instrument has a perpetual maturity, but is callable at par by Eurofins in November 2025. This hybrid

instrument bears a fixed annual coupon of 3.25% for the first eight years until first call; then a coupon of Euribor 3m + 266.7 bps until November 2027; then a coupon of Euribor 3m + 366.7 bps (this follows the assignment of an investment grade rating (Baa3) by Moody's in July 2020, and the confirmation by Moody's of the equity credit of this hybrid instrument). The instrument is listed on the regulated market of the Luxembourg stock exchange (ISIN XS1716945586).

On these hybrid instruments outstanding in 2020, a first distribution on hybrid capital of EUR 14.6m was paid in April (EUR 300m at 4.875%), a second one of EUR 8.6m was paid in September (EUR 300m at 2.875%) and a third one of EUR 13m was paid in November (EUR 400m at 3.25%).

Eurobonds

EUR Millions	2020	2019
Nominal amount	1,882.8	1,650.0
Interests due	33.1	32.0
Total	**1,915.9**	**1,682.0**

Eurobond due in January 2022:

In January 2015, Eurofins raised EUR 500m through its second senior unsecured Euro bond public issuance. The bonds have a seven-year maturity (due 27 January 2022) and bear an annual fixed rate of 2.25%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1174211471). The Company purchased EUR 185.8m of these bonds in May 2020 and EUR 35m in October 2020.

Eurobond due in January 2023:

In July 2015, Eurofins raised EUR 500m in its third senior unsecured Eurobond public issuance. The bonds have a seven and a half-year maturity (due 30 January 2023) and bear an annual fixed rate of 3.375%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1268496640). In May 2020, The Company purchased EUR 146.4m of these bonds.

Eurobond due in July 2024:

In July 2017, Eurofins raised EUR 650m through a senior unsecured Euro bond public issuance. The bonds have a seven-year maturity (due 25 July 2024) and bear an annual fixed rate of 2.125%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS1651444140).

Eurobond due in July 2026:

In May 2020, Eurofins raised EUR 600m through a senior unsecured Euro public bond issuance. The bonds have a 6.2-year maturity (due 17 July 2026) and bear an annual fixed rate of 3.75%. The bonds are listed on the regulated market of the Luxembourg stock exchange (ISIN XS2167595672).

The quoted value of the Company's Eurobonds as at 31 December 2020 is equal to EUR 287m for its Eurobond due in January 2022, to EUR 375m for its Eurobond due in January 2023, to EUR 691m for its Eurobond due in July 2024 and to EUR 704m for its Eurobond due in July 2026.

3.8 Amounts owed to credit institutions

The amounts owed to credit institutions are detailed as follows:

EUR Millions	2020	2019
Commercial paper	15.0	317.0
Schuldschein loan 2018	329.0	550.0
Schuldschein loan 2020	350.0	-
Bilateral credit lines	-	405.0
Borrowings	**694.0**	**1,272.0**
Interests and commissions due	3.9	3.7
Total	**697.9**	**1,275.7**

Commercial paper
In September 2017, Eurofins set up a Negotiable European Commercial Paper program ("NEU CP") on the French market. The maximum amount of the program is now EUR 750m. This program is used to issue short term notes with a minimum size of EUR 0.2m and maturity of less than one year. At the end of December 2020, notes were outstanding for an amount of EUR 15m under this program.

Schuldschein loan
In July 2018, Eurofins issued a EUR 550m Schuldschein loan ("Certificate of Indebtedness"). The Schuldschein loan was structured in tranches with maturities of 4 and 7 years, with both fixed and floating interest rates. In the 4-year tranches, the fixed rate tranche was priced at a fixed rate of 1.073% per annum and the floating rate tranche at a variable rate of 6-months-Euribor (floored at 0%) plus 95bps per annum. In the 7-year tranches, the fixed rate tranche was priced at a fixed rate of 1.834% per annum and the floating rate tranche at a variable rate of 6-months-Euribor (floored at 0%) plus 130bps. In October 2020 the Company reimbursed EUR 221m of the Schuldschein loans that are maturing in July 2022 with a remaining amount of EUR 329m at the end of December 2020.

In October 2020 the Company issued a new EUR 350m Schuldschein loan ("Certificate of Indebtedness") offering a blended interest rate of 1.78% with an average maturity of 7.8 years.

This Schuldschein loan is structured in tranches of 5, 7 and 10 years, with both fixed and floating interest rates, with more than 85% of the transaction on the 7 and 10-year tenors.

Bilateral credit lines
As of end of December 2019, Eurofins had used some of its bilateral credit lines for EUR 405m.This amount has been fully paid back as of at the end of December 2020.

At year end 2020, Eurofins had used none of its bilateral credit lines. As of 31 December 2020, Eurofins had access to over EUR 1bn committed mid-term (3 to 5 years) bilateral bank credit lines in addition to those used to back commercial paper outstanding notes. None of the bilateral credit lines are maturing in 2021.

3.9 Maturity of creditors

EUR Millions	Total	Less than 1 year	From 1 to 5 years	More than 5 years
Hybrid instruments	1,014.3	14.3	-	1,000.0
Eurobonds	1,915.9	33.1	1,282.8	600.0
Borrowings	697.9	115.9	279.0	303.0
Trade creditors	1.0	1.0	-	-
Amounts owed to affiliated undertakings	589.5	589.5	-	-
Creditors for tax	0.3	0.3	-	-
Creditors for social security	0.2	0.2	-	-
Other creditors	-	-	-	-
Total	**4,219.1**	**754.3**	**1,561.8**	**1,903.0**

3.10 Amounts owed to affiliated undertakings

EUR Millions	2020	2019
Eurofins Finance Luxembourg SARL	386.3	126.2
Eurofins GSC Finance NV	177.2	177.2
Equipment Leasing Corporation LUX SARL	0.1	0.1
Eurofins International Holding Lux SARL	-	157.9
Eurofins International Support Services Lux SARL	-	1.6
Eurofins Analyses Environnementales pour les Industriels France Lux Holding SARL	-	0.9
Eurofins Analyses pour l'environnement France Lux Holding SARL	-	0.8
Total deposit from affiliates	**563.6**	**464.7**
Net amount due under the French Tax unity	25.9	27.2
Creditors	-	0.1
Total	**589.5**	**492.0**

Amounts owed to affiliated undertakings (payable within one year or less) are mainly related to cash advances, generating no interests.

3.11 Deferred income

EUR Millions	2020	2019
Deferred income	0.2	0.1
Total	**0.2**	**0.1**

Note 4 – Notes related to the Income Statement

4.1 Net turnover, other operating income and other external expenses

Net turnover is mainly generated by the sale of SNIF-NMR systems (Site-Specific Natural Isotope Fractionation-Nuclear Magnetic Resonance).

Other operating income relates to lease revenues billed to Eurofins Analytics France SAS and invoices for Group Support Services to Eurofins subsidiaries or Group Service Companies.

Other external expenses relate mainly to Group Support Services costs invoiced by Group Service Companies, audit, legal and bank fees.

4.2 Income from participating interests

Income from participating interests comes from dividends received from the Company's subsidiaries:

EUR Millions	2020	2019
Dividends (Note 3.1)	77.8	34.8
Total	**77.8**	**34.8**

4.3 Other interest receivable and similar income

EUR Millions	2020	2019
Interests derived from affiliated undertakings	35.8	101.8
Total Interests derived from affiliated undertakings (Note 3.2)	**35.8**	**101.8**

EUR Millions	2020	2019
Other interests and financial income	0.5	28.8
Financial instruments	-	-
Total other interest and similar income	**0.5**	**28.8**

Interests derived from affiliated undertakings have been generated by intercompany loans. The decrease of interests in 2020 is mainly related to the reorganisation of the internal financing of the Group as from Q3 2019 onwards centralized through Eurofins Finance Luxembourg SARL.

In 2020, other interests and financial income have been generated by gains related to Bonds repurchase (Note 3.7); in 2019 they were mainly generated by net foreign exchange gains.

4.4 Value adjustments in respect of financial assets and of investments held as current assets

Value adjustments in respect of financial assets and of investments held as current assets are composed of:

EUR Millions	2020	2019
Value adjustments of shares in affiliated undertakings (Note 3.1)	5.7	-0.1
Value adjustments of amounts owed by affiliated undertakings (Note 3.2)	-0.8	2.8
Total	**4.9**	**2.7**

4.5 – Interest payable and similar expenses

The other interest payable and similar expenses are composed of:

EUR Millions	2020	2019
Interest expenses accrued on borrowings	6.6	9.3
Bonds accrued interests	50.0	41.9
Schuldschein accrued interest expense	7.4	6.6
Hybrid instruments accrued expenses	36.3	49.1
Fair value loss on Caps Schuldschein	0.2	1.4
Amortisation of deferred charges (Note 3.4)	5.3	4.3
Other financial expenses	17.7	-
Total	**123.5**	**112.6**

In 2020, other financial expenses have been generated by net foreign exchange losses and unrealised foreign exchange losses for EUR 15.9m and by expenses related to the repurchase of Bonds and Schuldschein loan partial repayment (Notes 3.7 and 3.8).

4.6 Tax on profit or loss

In 2020, the tax income amounts to EUR 0.1m.

In 2020, the taxable income of the tax unity which is headed by Eurofins Scientific S.E. in Luxembourg is a loss of EUR 65m. As of 31 December 2020, the Company held a tax loss to be carried forward of over EUR 225m in Luxembourg.

In 2020 the taxable income of the French tax unity which is headed by the French branch of the Company is a loss of EUR 13m. As of 31 December 2020, the French tax unity headed by the French branch of the Company held a tax loss to be carried forward of over EUR 164m.

Note 5 – Other information

5.1 Related-party transactions

The Company is controlled by the company Analytical Bioventures SCA, the holding company of the Martin family. This company owns 33.3% of the Company's shares and controls 58% of its voting rights as of 31 December 2020.

Transactions with subsidiaries or with companies owning shares in Eurofins Group such as Analytical Bioventures SCA or with companies in which some members of the Company's top management have significant influence such as "International Assets Finance SARL", a subsidiary of Analytical Bioventures SCA, are not significant at the level of Eurofins Scientific S.E., except for the cash contribution mentioned in Note 3.5.

EUR Millions	2020	2019
Dividends paid to related party	-	18.4

Related party transactions with Group companies other than the Company are disclosed in the consolidated accounts

5.2 Personnel

5.2.1 Weighted average Full Time Equivalent (FTE)

In 2020, the weighted average FTE increased to 12:

	2020	2019
Executive *	12	5
Total	**12**	**5**

* Employee numbers are weighted average "Full time equivalents" (FTE) during the period.

5.2.2 Key management compensation of the Board of Directors

The aggregate compensation (including benefits) granted by the Company to the Board of Directors amounted to EUR 203K for the year 2020 (EUR 165K for the year 2019).

5.3 – Off-balance sheet commitments

5.3.1 – Detail of guarantees given related to financing:

EUR Millions	2020	2019
Guarantees given related to the financing of subsidiaries	11.9	11.4

- The Company has counter-guaranteed the Swedish insurance company "Försäkringsbolaget Pensionsgaranti" for all amounts due that this company should have to pay to the current and past employees of some Swedish companies that are indirect subsidiaries of Eurofins Scientific S.E., as part of their pension payment obligations, for a maximum amount of EUR 10.7m.

- In the scope of a EUR 1.2m public subsidy grant contract obtained in 2008 by Eurofins BioPharma Product Testing Ireland Limited, the Company gave its guarantee to the Irish governmental agency which provided the grant that it will be liable in case of Eurofins BioPharma Product Testing Ireland Limited failing to meet its contingencies related to this grant.

5.3.2 Detail of guarantees received
None.

5.4 Audit fees

Art. 65 Paragraph (1) 16° of the law of 19 December 2002 on the register of commerce and companies and the annual accounts of undertakings (the "Law") requires the disclosure of the independent auditor fees.

In conformity with the law these details have been omitted as the Company prepares consolidated accounts in which this information is disclosed and these consolidated accounts and the related Management report and auditors' report thereon have been lodged with the Luxembourg Trade Registry.

Fees incurred in connection with non-audit services rendered by the Company's statutory auditor and its controlled undertakings as defined by the Regulation (EU) N°537/2014, amounted to EUR 46K, and relate to a comfort letter for the 2020 Eurobonds issuance and agreed upon procedures services.

5.5 Post-closing events

In January 2021 the Company reimbursed an additional EUR 97m of the Schuldschein loans that are maturing in July 2022.

Deloitte Audit
Société à responsabilité limitée
20 Boulevard de Kockelscheuer
L-1821 Luxembourg

Tel: +352 451 451
www.deloitte.lu

4 Auditor's Report on Eurofins Scientific SE's Annual Accounts

To the Shareholders of

Eurofins Scientific S.E.

23, Val Fleuri

L-1526 Luxembourg

REPORT OF THE REVISEUR D'ENTREPRISES AGREE

Report on the Audit of the annual accounts

Opinion

We have audited the annual accounts of Eurofins Scientific S.E. (the "Company"), which comprise the balance sheet as at December 31, 2020, and the profit and loss account for the year then ended, and notes to the annual accounts, including a summary of significant accounting policies.

In our opinion, the accompanying annual accounts give a true and fair view of the financial position of the Company as at December 31, 2020, and of the results of its operations for the year then ended in accordance with Luxembourg legal and regulatory requirements relating to the preparation and presentation of the annual accounts.

Basis for Opinion

We conducted our audit in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 on the audit profession (Law of July 23, 2016) and with International Standards on Auditing (ISAs) as adopted for Luxembourg by the "*Commission de Surveillance du Secteur Financier*" (CSSF). Our responsibilities under the EU Regulation No 537/2014, the Law of July 23, 2016 and ISAs as adopted for Luxembourg by the CSSF are further described in the "Responsibilities of the *"réviseur d'entreprises agréé"* for the Audit of the Annual accounts" section of our report. We are also independent of the Company in accordance with the International Code of Ethics for Professional Accountants, including International Independence Standards, issued by the International Ethics Standards Board for Accountants (IESBA Code) as adopted for Luxembourg by the CSSF together with the ethical requirements that are relevant to our audit of the annual accounts, and have fulfilled our other ethical responsibilities under those ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Société à responsabilité limitée au capital de 360.000 €
RCS Luxembourg B 67.895
Autorisation d'établissement 10022179

© Deloitte Audit, SARL

Deloitte.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the annual accounts of the current period. These matters were addressed in the context of the audit of the annual accounts as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key Audit Matter	How the Key Audit Matter was addressed in our audit
Impairment of investments As disclosed in note Financial assets to the annual accounts, the Company holds investments in subsidiaries with a carrying value of 4,507,7 MEUR as of December 31, 2020 (76% of total assets). The list of the Company's subsidiaries can be found in the annual report in the note 3.1. Under the Luxembourg laws and regulations, the Company is required to annually perform an impairment test. This annual impairment test was significant to our audit because the assessment process involves significant management judgement and was based on assumptions that are affected by expected future market and economic conditions. Due to the size of the financial assets balance and its dependence on management judgement, we considered this area to be a key audit matter. We have pinpointed the risk to those areas that are particularly sensitive to changes in key assumptions. The key assumptions used in the preparation of the impairment test are: • The EBITDA and the revenues, which are the most sensitive assumptions • The weighted average cost of capital, operating CAPEX as well as amortization and depreciation which are also sensitive assumptions but to a more limited extent.	Our audit procedures included amongst others: • Obtaining an understanding of the management's annual impairment test as well as tested the design and implementation of related relevant controls • Evaluating and benchmarking against external sources, with the assistance of our valuation experts, the assumptions and the valuation methodologies used to determine the value in use in the annual impairment tests prepared by the Group • Challenging management's assumptions that are the most sensitive including EBITDA, revenues, weighted average cost of capital, operating CAPEX as well as amortization and depreciation. These procedures included corroborating management's judgements by comparing the assumptions to historic performance, local economic development and industry outlook. We also assessed the adequacy of the Company's related disclosures in note 3.1 to the annual accounts.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information stated in the annual report including the management report and the Corporate Governance Statement but does not include the annual accounts and our report of the *"réviseur d'entreprises agréé*" thereon.

Our opinion on the annual accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the annual accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the annual accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report this fact. We have nothing to report in this regard.

Responsibilities of the Board of Directors and Those Charged with Governance for the annual accounts

The Board of Directors is responsible for the preparation and fair presentation of these annual accounts in accordance with Luxembourg legal and regulatory requirements relating to the preparation and presentation of the annual accounts, and for such internal control as the Board of Directors determines is necessary to enable the preparation of annual accounts that are free from material misstatement, whether due to fraud or error.

In preparing the annual accounts the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the *"réviseur d'entreprises agréé"* for the Audit of the annual accounts

The objectives of our audit are to obtain reasonable assurance about whether the annual accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue a report of the *"réviseur d'entreprises agréé"* that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 and with ISAs as adopted for Luxembourg by the CSSF will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these *annual accounts*.

As part of an audit in accordance with the EU Regulation N° 537/2014, the Law of July 23, 2016 and with ISAs as adopted for Luxembourg by the CSSF, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the *annual accounts*, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Directors.
- Conclude on the appropriateness of the Board of Directors use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report of the *"réviseur d'entreprises agréé"* to the related disclosures in the annual accounts or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report of the *"réviseur d'entreprises agréé"*. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the annual accounts, including the disclosures, and whether the annual accounts represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the annual accounts of the current period and are therefore the key audit matters. We describe these matters in our report unless law or regulation precludes public disclosure about the matter.

Deloitte.

Report on Other Legal and Regulatory Requirements

We have been appointed as *"réviseur d'entreprises agréé"* by the General Meeting of the Shareholders on June 26, 2020 and the duration of our uninterrupted engagement, including previous renewals and reappointments, is two years.

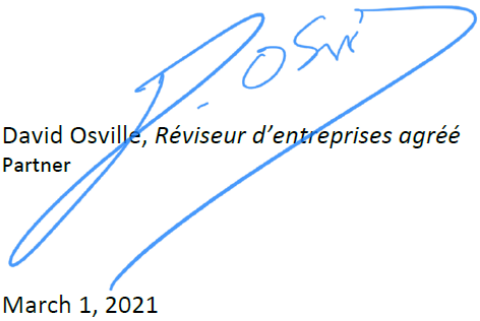
The management report is consistent with the annual accounts and has been prepared in accordance with applicable legal requirements.

The accompanying Corporate Governance Statement is presented on pages 121 to 150. The information required by Article 68ter paragraph (1) letters c) and d) of the law of December 19, 2002 on the commercial and companies register and on the accounting records and annual accounts of undertakings, as amended, is consistent with the annual accounts and has been prepared in accordance with applicable legal requirements.

We confirm that the audit opinion is consistent with the additional report to the audit committee.

We confirm that the prohibited non-audit services referred to in the EU Regulation N° 537/2014 were not provided and that we remained independent of the Company in conducting the audit.

For Deloitte Audit, *Cabinet de révision agréé*



David Osville, *Réviseur d'entreprises agréé*
Partner

March 1, 2021