

## Statement from NATUS GmbH & Co. KG on the present situation regarding coronavirus – Update 13 December 2021

Dear Sirs or Madams,

Unfortunately, the coronavirus pandemic is still bringing substantial changes to every area of our lives and having a huge impact on them. This poses an enormous challenge to our societies, to industry, and to each of us individually.

Our priority at NATUS continues to be the protection of the good health of the individuals who work here and come here day by day. This holds good for our own employees as well as our customers, suppliers and other business partners.

For a long time now, our company has been implementing all currently valid labour protection rules and ordinances in full:

- We regret to say that since 4 October 2021, in response to a further sharp rise in the number of coronavirus infections during the autumn of this year, all those who have not been vaccinated are being once again required to wear a mask to cover their faces.
- Where there are no operational reasons to the contrary, our employees are once again taking up the option of working from home.
- Direct contact between persons will be, and has been, reduced to the minimum necessary.
- Where possible, any appointments arranged will take place in the form of video or telephone conferences. As far as possible, on-site appointments on the premises of our business partners will be restricted, but we will of course continue to ensure that you are supplied with all the important information you need.
- As far as direct person-to-person contact with our business partners here in Trier is concerned – for example, in the case of factory acceptance tests – we require everyone to observe without fail the recommendations of the Robert Koch Institute regarding the rules of conduct, as well as our own in-house rules. Our employees have been specifically told to keep to these rules, and persons in authority are carrying out checks and ensuring compliance.
- For our part, since the beginning of the pandemic, we have taken various measures and laid down a number of rules of conduct, all of which have been put into effect, in order to radically reduce potential modes of infection. These include a requirement that our employees only travel individually to customers by car, and that they all observe the rules of hygiene and distancing. If at all possible, in-house and external meetings are being cancelled and held online. Seminars that are not urgently necessary are not taking place at present.

In accordance with the currently valid German Law on the Prevention and Control of Infectious Diseases, and the current Ordinance on Measures to Combat the Coronavirus issued by the *Land* of Rhineland-Palatinate, all our employees are required to prove either that they have been fully vaccinated, or that they have recovered from a coronavirus infection, or that a test they have undergone has produced a

negative result. The obligation to provide one of these three forms of proof is known in Germany as the “3G Obligation”.

This “3G Obligation” is monitored by our Works Council. Every day, before they enter company premises, employees who have not been vaccinated produce a certified test result that is negative. In addition, we at NATUS offer all our unvaccinated staff a twice-weekly rapid test that is carried out by the St. John’s Ambulance (in Germany known as the “Johanniter”), an organisation with experience and competence in this field.

These measures serve to provide additional protection to all colleagues who are present in the company on a daily basis, as well as to all customers and business partners who are on company premises.

We are very pleased to report that we continue to work as usual, with all our staff and with good capacity utilisation. The above-mentioned measures are not having a negative effect on our manufacturing processes. As things stand at present, our in-house procedures for accepting and processing orders are not being adversely affected by them either. We can see from the general situation in Germany and worldwide that this is by no means a matter of course. In part, this is due to our extremely high level of vertical integration here in Trier.

Our in-house procedures for accepting and processing orders are also not being adversely affected by the measures we have taken to contain the spread of the virus; our specialist departments are still fully functional, they are processing and operating as usual.

On the other hand, we regret to say that we are experiencing a sharp deterioration in the prompt delivery of purchased parts and materials, due to a general shortfall in supplies on a worldwide scale. Even though we are constantly in touch with our suppliers, and are trying hard to find quick solutions, the situation has changed to the extent that we have to deal with an increasing number of supply bottlenecks in countries outside Germany as well. We are working hard to establish links with new suppliers, especially for those parts and materials that are currently subject to bottlenecks. As far as possible, we have increased stock levels of critical system components to a reasonable extent.

As things stand at present, there is nothing to stop us from continuing to fill our outstanding and future orders in line with our customers’ requirements. For now, our staff members are ready, able and willing to work, and our production and storage capacities are fully guaranteed. Our service personnel are also at our disposal, should they be needed.

We are very pleased to inform you that we are still able to offer you reliable supplies of our products and services, supporting you as a competent partner through these difficult times.

Although we are all still affected by the hard times brought about by the coronavirus, we send you our very best wishes for the future.

Trier, 13th December 2021



Frank Natus  
Managing Director