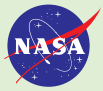


The pandemic caused by COVID-19 has significantly affected AlgaEnergy, as well as all companies and, in particular, SMEs. In times of crisis, innovation suffers more, and forecasts and budgets become short-term. At AlgaEnergy, we have always had a long-term vision, and we are convinced that only through innovation -which many times arises out of necessity-, we will be able to get ahead stronger and generate a more prosperous country, a more sustainable development and a better world. In this sense, we flatly refuse to be governed by pessimism, on the contrary, so we have put in place a series of measures so that this crisis does not stop us. Here are some of them, which we share in the hope that we can inspire other innovative SMEs:



The necessary security measures have been implemented and all kinds of protective material have been made available to our team to minimize the risks of possible contagion in our facilities: supply of FFP2 masks, supply of hydroalcoholic gels, installation of environmental disinfection equipment with ActivePure® technology to protect the work environments of harmful airborne and surface pollutants (the ActivePure® Technology decontaminates SARS-COV-2 in air and surfaces, verified and certified by the FDA), installation of partitions, etc.



A procedure against COVID has also been developed and distributed that collects all the necessary information to be taken into account by the team, including the modification and adaptation of rest shifts to avoid crowds, capacity in workspaces, or the completion of forms by external personnel who need to access our facilities, among others. In addition, facility disinfection services and tests (antigens, PCR and serological tests) are contracted to our personnel on a regular basis or when the situation so requires.



Likewise, a COVID Committee has been created that is in charge of studying each potential case of COVID infection, implementing the necessary security measures and carrying out the appropriate follow-ups, all in real time. Weekly communications from this committee are sent to all the people who make up the team, in order to remind them of the need to comply with all the necessary security measures, both inside and outside our facilities.



We reject the alternative of carrying out layoffs (ERTE) that would affect the personnel whose activity has been further reduced. At AlgaEnergy, the first thing is the people, each and every one of the people who work in the company. Our human team constitutes the main asset of our company; We are all in the same boat and we all have the same ideal: to contribute to overcoming the serious situation generated - at a global level, in all areas of life - by the pandemic.



For all staff who can carry out their work from home, this possibility has been provided, even before the decree of a state of alarm, having been enabled with all the necessary resources. This situation will continue until we consider that it is safe to return to the offices, at which time we will also apply the most guaranteed security measures.



Additional measures have been implemented to stimulate teleworkers and to generate optimism in the difficult context in which we have had to live, such as: virtual coffee that was daily during the harshest months of confinement and later weekly, offer of online courses for promoting health, offering professional emotional support, putting together participatory videos, etc. Although in a different way, confinement undoubtedly affects everyone on a mental level, especially one that has been so long.



During the first months of the pandemic, business lines considered non-essential were paralyzed. However, our production staff, in Cádiz and Madrid, and which is related to the agri-food chain, has continued with their activity as they are considered essential, taking all security measures and equipping the staff with all the necessary PPE (masks, gloves, glasses, overalls, face shields, hats, etc.).



Staff who cannot telework and who, nevertheless, go daily to carry out their production work taking a risk, have been rewarded for their exemplary performance through a system of regulated, transparent and equal productivity bonuses for all, regardless of their category and contract.



Staff who may be on sick leave due to COVID-19 infection have 100% of their salary insured. Likewise, personnel who are not on leave but who must be quarantined due to having been in contact with a positive person, will remain at their home and, likewise, will receive their full salary.



We are collaborating with the authorities in those actions to help the most exposed or disadvantaged, through donations in kind of microalgae products that can generate a positive social impact (biostimulants to improve the productivity of farmers, nutritional supplements that strengthen the immune system for healthcare personnel, etc.).



Last but not least, as a company with a strong R + D + i component, at AlgaEnergy we have just approved an intense R + D + i plan for the next 4 years, which implies considerable efforts invested in the development and use of the immense potential of microalgae related to health:

- AlgaEnergy has already obtained positive results in a clinical trial carried out by the University Hospital of La Paz (Madrid) with different types of microalgae produced by AlgaEnergy, carried out with a group of chronic patients with Metabolic Syndrome (obesity, high blood pressure, fatty liver, etc.), in which it was confirmed that the intake of a few grams daily of these microalgae rapidly improves the predictive factors of cardiovascular risk, reducing blood pressure and lipid profile and decreasing the serological values of low-density lipoproteins (LDL-C) and triglycerides, also generating a reduction in the body weight. In view of these results, AlgaEnergy will extend these clinical trials with the aim of generating more information and consistency, and putting natural, sustainable, innovative and effective solutions on the market that can contribute to improving the health of society.
- However, in the current context, and having studied and confirmed the antiviral potential of microalgae for decades, AlgaEnergy and several universities have proposed a joint project to the Government to verify, through in vitro tests, the potential inhibitory activity of some extracts of microalgae on the entry protein of the coronavirus in epithelial cells.

The pandemic affects us all, but, together, we can stop it. At AlgaEnergy we are convinced of this, so we will contribute with everything within our reach. If we all maintain this proactive attitude, we will overcome this situation more quickly and with more guarantees of success.