macopharma
We support life

SUSTAINABILITY REPORT 2024

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#1 THE MACOPHARMA GROUP

The Macopharma Group, founded in 1977 in Northern France, is the world's 3rd largest manufacturer of medical devices for blood treatment.

Key figures 2024

Human Resources

- **2029** employees worldwide
- **22** countries
- **44** nationalities

Sales

- **22 million** finished products
- **15** subsidiaries • **84** countries covered
- **60** distributors

Scientific

- **392** patents • **224** brands
- **R&D investment:**
4.2% of total sales revenue

Finances

181 million €
sales revenue

Production

- **3 plants:** France, Tunisia, Poland
- **19,9 million** of blood kits produced
Including **17,7 million of filters**
- **98%** European suppliers

About this report

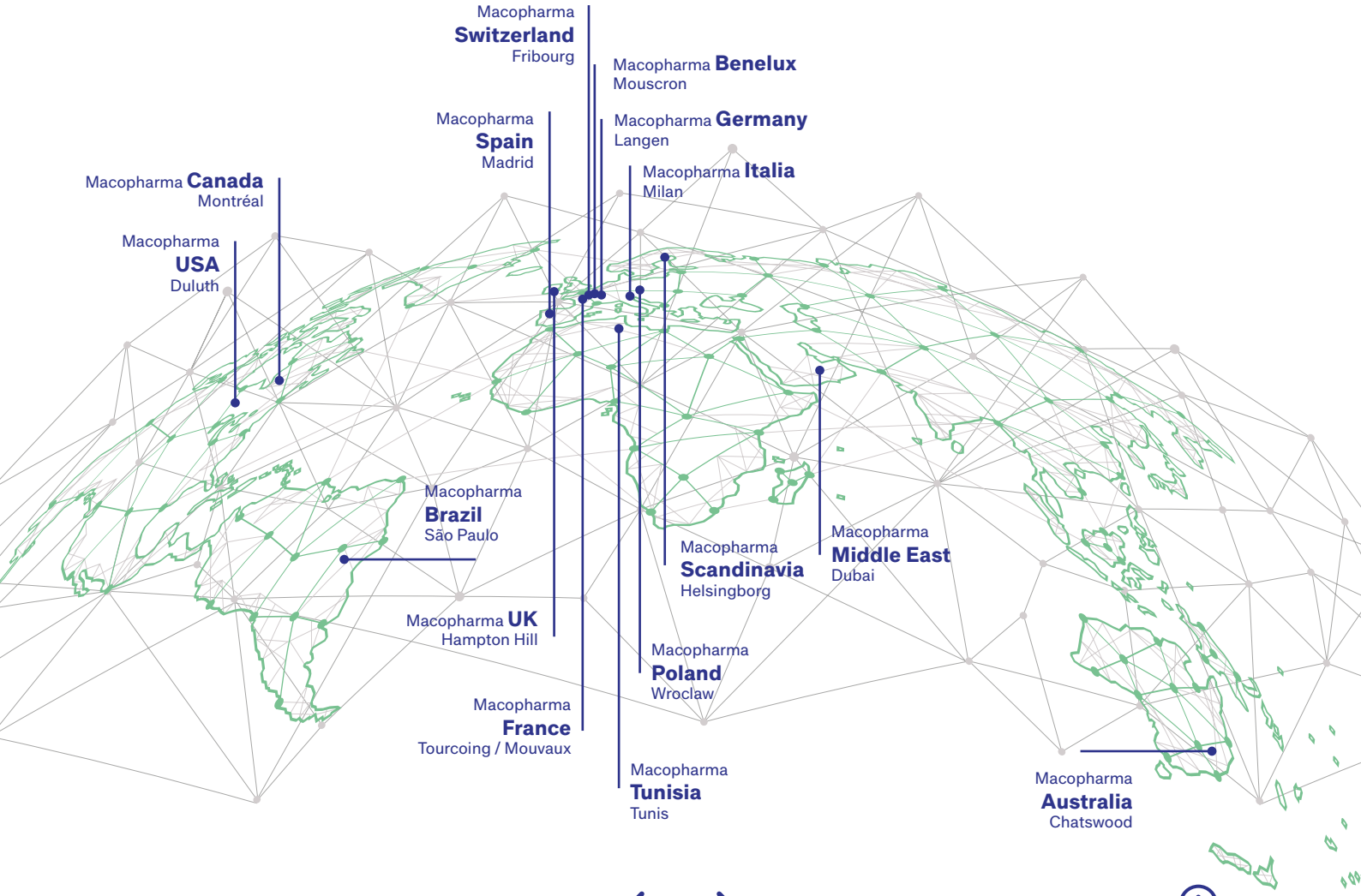
The European CSRD (Corporate Sustainability Reporting Directive), calls on companies to **increase transparency in their CSR approach and performance,** by publishing an annual report. In Macopharma's case, this requirement will be effective for the year 2028.

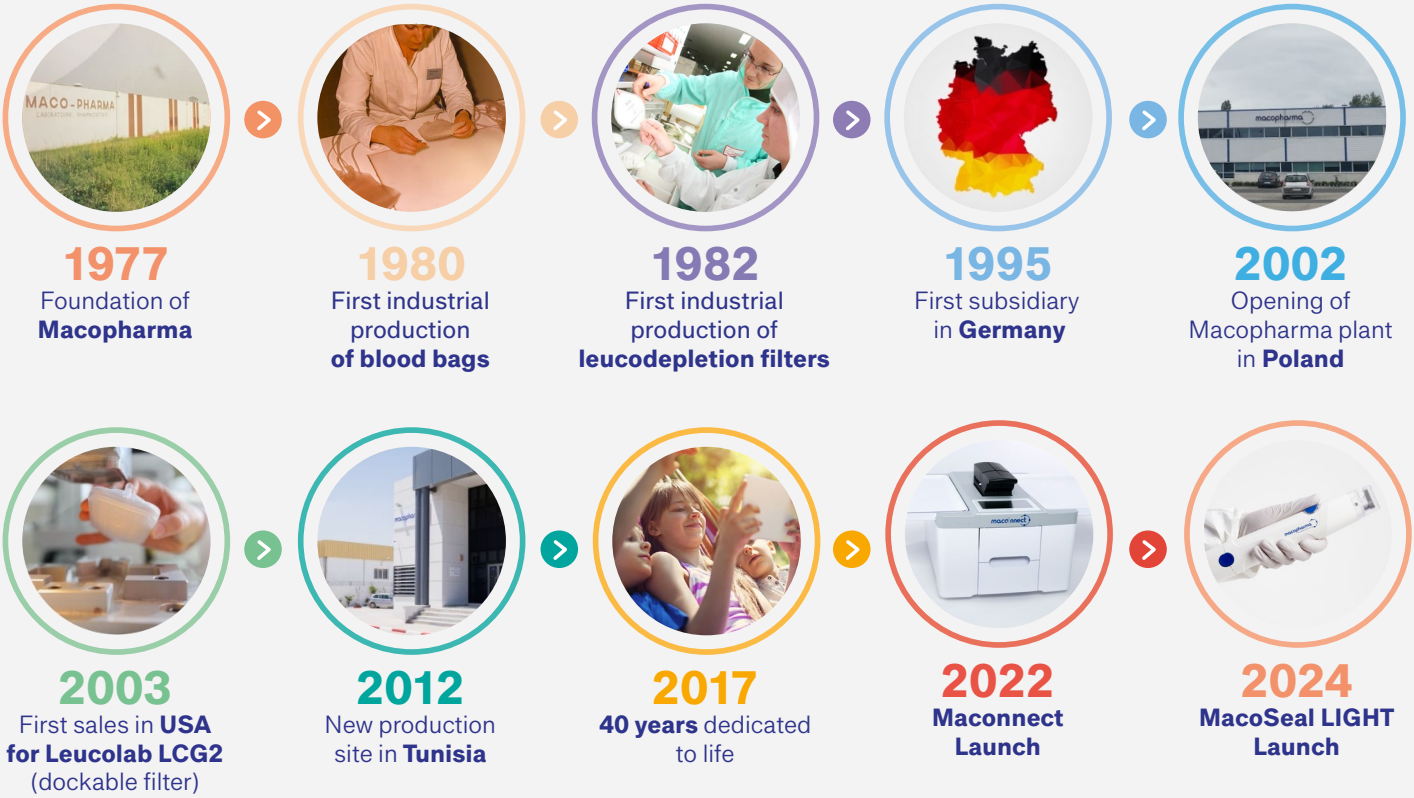
This report is therefore a **voluntary** reporting exercise that Macopharma publishes since 2024. In it, Macopharma presents **its most material** environmental, social and governance issues, as well as the responses to them. The formalism of this document seeks to respond as closely as possible to the requirements of the CSRD, in order to prepare for it by 2028.

For most indicators, it covers 100% of the consolidated scope. Where this is not the case, the scope of the indicator is specified throughout the text.

#1.1 Our business activities

Macopharma's business is focused on blood transfusion, and in particular on kits for blood collection, leukoreduction and pathogen inactivation. This is organized around **"Blood Processing Solutions" (BPS),** which represents all the stages between donor and patient, on which the company offers a range of blood processing solutions. Characterized by its expertise in medical devices, equipment, software and preparation processes, the Group's business aims to ensure the quality of blood collection and processing, to facilitate the practices of healthcare professionals and offer **safe blood components** to patients.





2024 News

- **MacoSeal Light launch**

MacoSeal Light is a cordless sealer with long battery life, a uniquely compact and lightweight design, and an intuitive sealing button for all operating configurations. The MacoSeal Light's design has been conceived to increase the machine's capabilities while optimizing ergonomics and reducing manual effort.

See also section 4.2.1.

• Ongoing operational excellence

Given Macopharma's challenges and ambitions for the coming years, the Group has chosen to transform itself methodically by launching its 5-year Operational Excellence plan. In 2024, the Hoshin Kanri method was deployed throughout the company for all group's deparments.

OPERATIONAL Excellence macopharma

• Transition to Non-DEHP:

Macopharma is continuing its drive to switch all its products to Non-DEHP in line with REACH regulations. Numerous scientific studies have enabled us to build our solution: DEHT x PAGGS-M.

See section 4.3.1

NON-DEHP macopharma We support life

• Life cycle analysis:

Macopharma continues to analyze the life cycle of its most representative products in order to assess their environmental footprint.

See section 3.4

• Global compact membership:

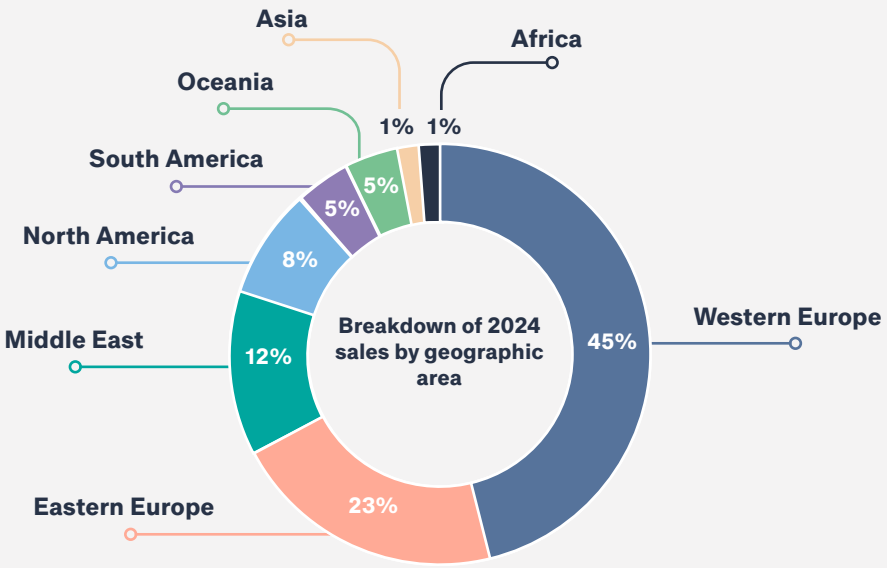
UN GLOBAL COMPACT

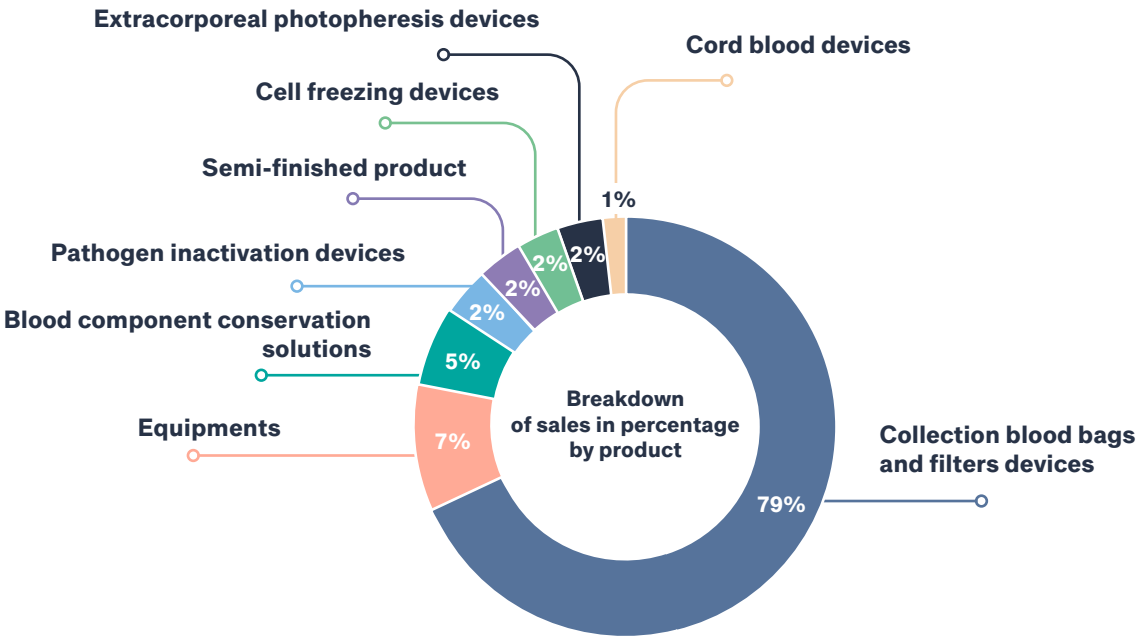
Macopharma reaffirms its CSR commitments by joining the United Nations Global Compact.

#1.2

Our markets

The Macopharma Group achieved consolidated sales of **181 million euros in 2024, in over 84 countries, through 15 sales subsidiaries and a network of over 60 distributor partners.** This makes Macopharma the world's 3rd-largest player in the field of blood-based medical devices.





Revenue models, marketing methods and distribution channels

Most of the Group's customers are **blood banks,** which may or may not be part of hospitals. The organization of the corresponding blood supply chain may be **public** (centralized or decentralized) or **private,** depending on the country, for example:

➜ **Public:**
- Centralized: France (EFS), England (NHS BT), Australia (Life Blood)
- Decentralized (regional level): Germany (DRK)

➜ **Private:** Vitalant (USA), Einstein Hospital (Brazil), Emag Ag (Germany)

Its business model operates mainly on **multi-year tenders** (4 to 5 years). 61% of its sales are generated by direct sales through the head office (France) and 15 sales subsidiaries (France, Canada, USA, Germany, Italy, Spain, Benelux, Poland, Switzerland, Middle East, Australia, Brazil, Scandinavia, UK, Tunisia). The remaining 39% of sales are made through our network of 60 distributors in over 70 countries worldwide.

#1.3

Multiple challenges and opportunities

Macopharma is driven by **its vision:** "We make the best out of every drop of blood by providing sustainable solutions to every patient". As a global player in the healthcare field, the Group faces a number of contemporary challenges and/or challenges specific to its activities.

Innovation

Our challenge

Innovation is a key differentiating factor for Macopharma. It not only enables us to provide solutions that meet our customers' needs and requirements as closely as possible, it also enables us to assume our role as a major player, pioneering and promoting ever more reliable and sustainable solutions. This culture of innovation enables us to generate new market opportunities, adapt to a constantly changing world, and increase Macopharma's positive impact on its ecosystem.

Our response

Macopharma develops a culture of innovation and guarantees its level of expertise by continuously investing in Research and Development (R&D). By 2024, this investment represented 4,2% of the turnover, with 392 active patents and 224 active trademarks.

See also section 4.2.1

Quality

Our challenge

Operating within the blood industry, Macopharma is responsible for sustaining the life and ensuring the safety of the patient, the end-user of its products. To achieve this, the company must maintain a high level of quality in the design and manufacture of its solutions.

Our response

Macopharma has set itself the objective of meeting regulatory and normative requirements in this field, while understanding and anticipating customer needs, both in terms of products and services. As a result, the company is organized around the safety of its products, and constantly monitors to ensure compliance.
Compliance with normative and regulatory requirements is the foundation of all the company's actions. Macopharma has developed a structured quality management system, which applies to all the company's audited and ISO 13485 certified sites and subsidiaries. This absolute priority goes hand in hand with a positioning that implies constant attention and anticipation of customer expectations.

See also section 4.3.1

Continuity of solutions

Our challenge

As blood products are irreplaceable in the support of countless medical procedures and the treatment of pathologies, every link in the transfusion chain is essential. Given its position in the transfusion chain, Macopharma must ensure the continuous production and distribution of its solutions. It should be noted that some customers have Macopharma as their sole supplier, and that business continuity in the delivery of its solutions is essential.

Our response

Macopharma manages its business continuity through an ISO 22301-certified management system. During 2024, the company recorded several declarations of events that could have an impact on its business continuity. The management of these events, in line with the organization set out in the business continuity plan (BCP), enabled us to contain the effects internally, without any direct impact on our customers, thanks to action and mitigation plans for potential consequences.

See also section 4.3.2

Digital security control

Our challenge

Cybersecurity is a growing challenge for all companies, a battle shared by all. The ever-changing technological environment, the interconnection of information systems and the proliferation of malicious acts are all challenges that require organizational, technical and legal responses.

Our response

Macopharma deploys a culture of security supported by tools and the involvement of everyone. Its technical and organizational tools are continuously adapted to the latest cyber-security threats. They enable us to proactively collect, analyze and monitor alerts and attack signals.
100% of connected objects are protected by security applications. In 2023, Macopharma joined the list of companies that have signed the Cyber Charter and is committed to respecting its 8 commitments. Raising employee awareness is also a key element of digital security. It is deployed both through training, the sharing of best practices, appropriate communication devices and during the annual "Cyber Security Month" highlight.

➜ 206 employees trained in cyber security in 2023 and 2024.

Corporate social responsibility

Our challenge

The world is facing profound environmental and social changes: climate change, resource management, but also expectations in terms of quality of life at work, fairness and business ethics are challenging companies to adapt their business model and strategy to ensure their sustainability.

Our response

As a company serving life, Macopharma assumes its responsibilities in 3 critical dimensions: the products and services it provides, the people it works with, and the planet it respects. In 2023, the company structured its "Ambition 2030" approach around its mission "Blood is life, we support life". The results of its actions and commitments are described throughout this report.

#1.4

Our corporate governance

In 2022, Macopharma's corporate governance was restructured in line with best practice, advocating the separation of powers between a Chairman of the Board of Directors and a Managing Director of the Executive Committee (EXCOM-GMPi).

The Chairman of the Board validates the company's strategic decisions (orientations, decisions with significant financial implications, etc.) proposed by the Executive Committee. **The Managing Director** oversees the implementation of strategic orientations, in collaboration with the Executive Committee.
The Board of Directors is made up of one woman and four men, drawn from the textile and food retailing, food processing and medical device industries. They bring their complementary expertise and experience to support Macopharma in its strategy. In 2023, this same board validated the company's "Ambition CSR 2030" approach, based on the stakeholder consultation (materiality matrix) carried out in 2022, and will monitor progress on these issues once a year.

The Executive Committee 2024 comprises two women and four men. Its members head Macopharma's functional departments, reflecting its organization. EXCOM members contributed to structuring the CSR Ambition.

Caroline HERNU
Managing Director

Frank SCHOENFELD
Blood Processing Solutions Director

Isabelle ROHAN
Head of Human Ressources and Sustainable Transformation

Thomas WIDMAIER
Head of Finance

Jean-Christophe HUSSON
Operations Director

Raouf BENYAMINA
Regulatory Affairs, Quality and Materiovigilance Director

#1.5

Our stakeholders

#2 OUR CSR APPROACH

Highlights

2022

DIAGNOSTIC
- CSR maturity audit
- First Carbon Footprint
- Stakeholder consultation

2023

CONSTRUCTION
- Deployment of CSR Ambition to 2030

ANCHORING
- HR&S team updated
- CSR Ambassadors team

OPERATIONAL
- CSR Training days
- Energy reduction plan
- Life Cycle Assessment (LCA) project
- Non-DEHP Project ongoing

DIAGNOSTIC
- Double materiality analysis

2024

ANCHORING
- CSR Progress plan (Hoshin Kanri method)

CONSTRUCTION
- Building a sustainable purchasing strategy

DIAGNOSTIC
- Double materiality analysis revaluation

CSR Approach

M.A.C.O Values

For almost 50 years, Macopharma has been building, and continues to evolve, in a complex and changing world. Against this backdrop, the Group and its employees are supported by the foundations of the company: its values, M.A.C.O.

Being M.A.C.O means :

Move with agility
Develop your creativity, your ability to step back, challenge yourself and simplify processes to facilitate change.

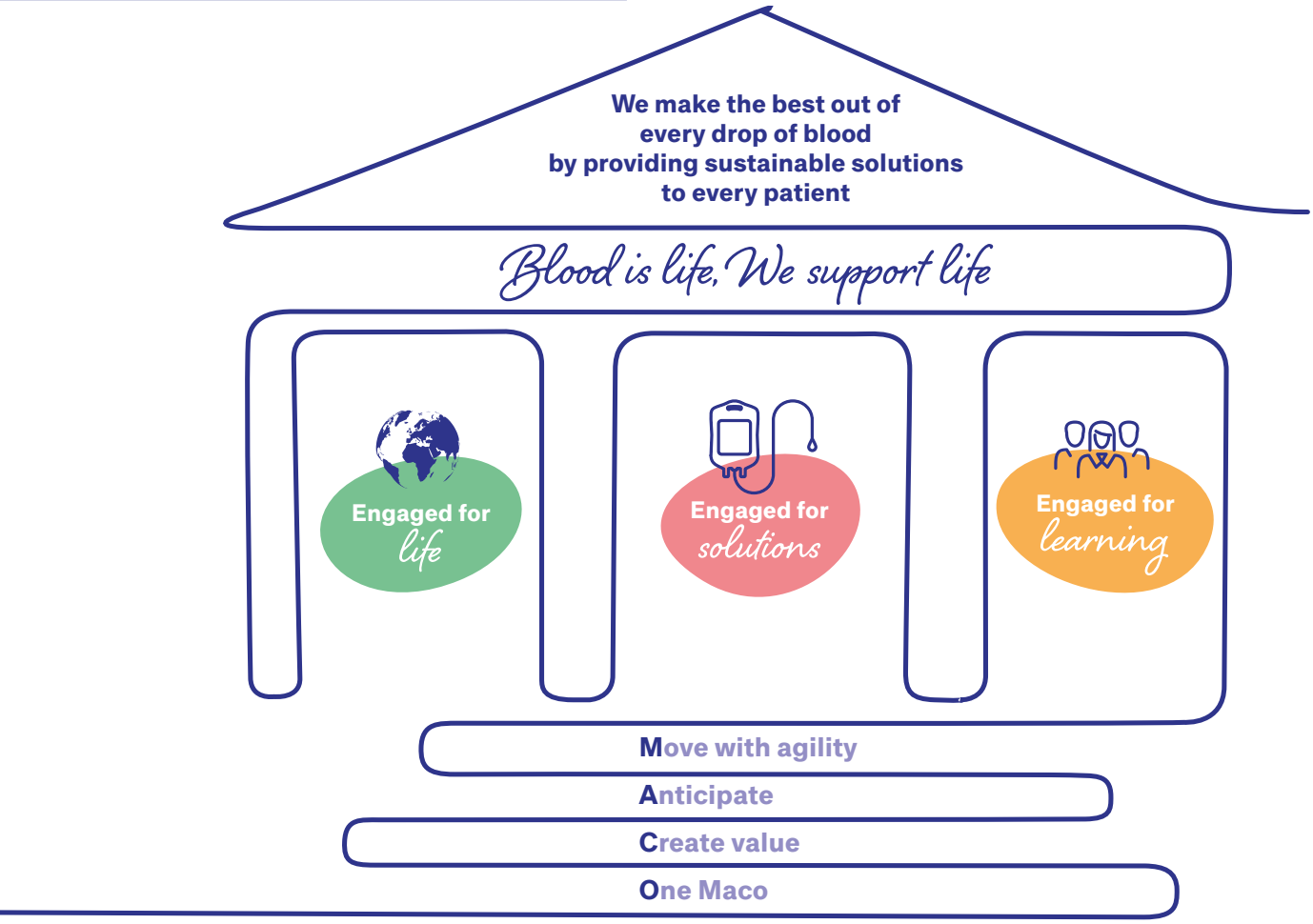
Anticipate
Be open to new things, innovate, but also analyse before acting and plan to anticipate future needs.

Create value
Act by creating value for all stakeholders, results and a positive impact to support a sustainable business model.

One Maco
Working together, showing solidarity, developing ourselves and others to achieve common goals.

These foundations support Macopharma's strategic house, with its vision and mission as its roof, and the pillars that represent its roadmap as its walls: life, solutions and learning.

Macopharma Strategic House



Engaged for life

The company's CSR approach is at the heart of this house, within the **"engaged for life"** pillar, and this through four axes: **governance, people, planet and patients.** These pillars reflect the idea that the company's health depends on the health of the men and women it works with, of the planet, of the patients and of its entire eco-system **("One Health approach").** The 2030 ambition represents the Group's medium-term CSR roadmap, **structuring its CSR orientations.** Each axis is also linked to the **UN's Sustainable Development Goals (SDGs),** concretizing Macopharma's commitment to contributing to a more sustainable world.

Finally, this ambition has been designed by taking into account the **opinions of its stakeholders,** following the prioritization of CSR issues in its materiality matrix (see section 2.2).

CSR 2030 Ambition

Governance

- **Strengthening** the management of our CSR performance through specific governance
- **Integrating CSR** issues into our decisions and processes
- **Spreading** business ethics in our relationships with all stakeholders
- **Embedding CSR** issues into our reward policy

2030 AMBITION

- **Dedicate CSR ambassadors** in our sites
- **100% of employees** to be trained on CSR
- **100% of the new conception** files / risk analysis integrate CSR stakes
- **100% of collaborators** have CSR responsibilities in their own job
- **100% of our suppliers audited** by our responsible apurchasing surveys
- **100% of managers** have CSR objectives in their bonus

12 Responsible consumption and production

16 Peace, justice and strong institutions

17 Partnerships for the goals

People

- **Ensuring** an equitable and inclusive work environment
- **Providing** a healthy and safe workplace
- **Offering** the opportunity to grow and prepare for the future

2030 AMBITION

- **Equality** Female-Male in Top Management positions
- **Zero** lost-time accident
- **Keep internal mobility** at 25%

3 Good health and well being

5 Gender equality

8 Decent work and economic growth

10 Reduced inequalities

Planet

- **Reducing** our carbon emissions to contribute to the Paris Agreement
- **Optimizing** our use of natural resources and waste management
- **Developing** sustainable products

2030 AMBITION

- **30% reduction** in the GHG emissions linked to our activities
- **30% reduction** in industrial waste
- **5% per year** of reduction in our **energy consumption**
- **100% of our range** of products covered by an **environmental life cycle analysis**

12 Responsible consumption and production

13 Climate action

14 Life below water

15 Life on land

Patient

- **Providing** healthcare products that meet the highest standards of quality and safety
- **Designing** innovative and efficient solutions to strengthen the blood transfusion chain
- **Taking** action to make our solutions available to more patients

2030 AMBITION

- **100%** of our customers converted to **non DEHP** products by 2028
- **Zero** batch recall
- **Zero** Field Safety Notice
- **1 product part** of BPS launched per year including at least one patent
- **1 new application** per year to feed the Innovation pipeline

3 Good health and well being

9 Industry, innovation and infrastructure

17 Partnerships for the goals

#2.1

Governance and implementation

System

As of 2022, **the Group's Human Resources and Sustainable Transformation Director** is responsible for **steering the approach and structuring** the Group's CSR strategy. The HR and CSR teams have been grouped under a single management team, in order to **work on cross-functional issues:** operational implementation of actions, raising employee awareness and developing "sustainable leadership".

Raising employee awareness

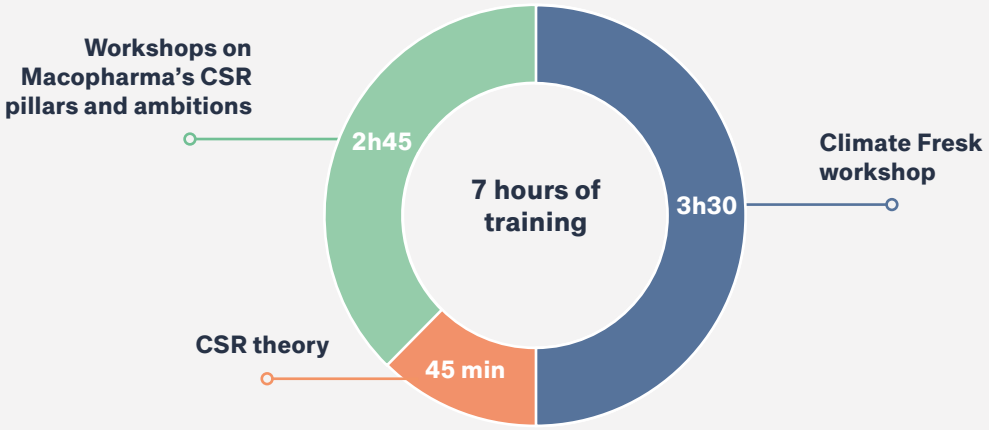
To be a sustainable and responsible company, you also need to make the people who make up the company aware of their **responsibilities.** To this end, Macopharma is working to raise its employees' awareness of the various issues, in order to inform them but also, ultimately, to **give them the means to play their part in the transition.**

Training

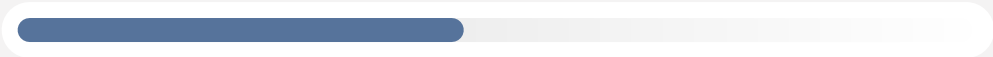
It was with this in mind that the "CSR training days" were deployed. In 2023 and 2024, each employee has taken, or will in 2025/2026, a **full day's training to understand the social, environmental and societal issues** facing Macopharma as a company, but also those facing us all as citizens.

During the day, each participant takes part in the **Climate Fresk** workshop, to discover or deepen their knowledge of the cause-effect links of **climate disruption.** The day then continues with a focus on understanding the **principles of CSR,** and how they fit into the company's actions, to better grasp Macopharma's ambition and its implications for day-to-day work.

Composition of CSR training days



→ 906 people trained in 2023 and 2024



44,6% in 2024

2030 Objective : 100% of our collaborators

CSR ambassadors

With a view to deploying this training plan, the Group has also identified CSR ambassadors **at its production sites and subsidiaries.** Having all volunteered to join the program, the team of ambassadors comprises **27 people,** including 16 women and 11 men. 17 of them belong to the French site, 4 to the Polish site, 5 to the Tunisian site and 1 to the German subsidiary.

Their first mission is to **lead CSR training days** (a minimum of 2 days each in 2023 and 4 in 2024), but also to act as a **communication link** in their work environment, to stimulate the flow of information and ideas.

2030 Objective :
identify CSR ambassadors at all our sites

100% of target achieved in 2023

Internal and external communication

Employee awareness is also raised through internal communications using a variety of media: posting of the company's carbon footprint and internal news, distribution of external societal news, articles in the in-house newsletter, as well as the various events described in sections 4.1.4, 4.1.6 and 4.1.7.

As far as external contacts are concerned, our actions have been promoted for several years through **the voluntary publication of a CSR report** (formerly a sustainable development report) on the company's website, a dedicated CSR web page on the latter, publications on social networks and the promotion of our CSR approach at conferences and forums.

#2.2

Materiality analysis of ESG issues[1]

Stakeholder consultation - strategic materiality analysis

To build its CSR Ambition for 2022, Macopharma carried out an in-depth analysis of its **strategic CSR challenges,** in line with the recommendations of the international GRI reference framework.

In this first stage, the working group, made up of managers and EXCOM members, identified a set of 43 issues drawn from:

- ISO 26000,
- GRI guidelines,
- the 10 principles of the Global Compact,
- OECD guidelines for multinational enterprises,
- the 17 UN Sustainable Development Goals,
- issues specific to the blood processing solutions industry,
- and DPEF regulations.

1 Environmental, Social and Governance criteria. ESG criteria are the criteria by which Macopharma reports on its CSR approach.
2 Global Reporting Initiative.

These 25 issues were then **assessed** by a panel of internal and external stakeholders, in a wide-ranging **consultation** carried out by an independent external consultancy, based on questionnaires and interviews.

Internal stakeholders: employees, EXCOM members and members of the Board of Directors (including 9 interviews).

External stakeholders: blood banks and hospitals, institutions, suppliers and subcontractors, industrial partners, members of civil society (including 30 interviews).

The 290 respondents **prioritized** the 25 issues by answering the question "From your point of view and in light of your expectations, is this issue important for Macopharma?"

This consultation enabled us to gather a large amount of qualitative information and establish a new mode of dialogue with the Group's stakeholders.

Double materiality analysis - CSRD regulation

In 2024, the Group wished to **continue this analysis work,** as part of the publication of this 2024 Sustainability Report, based on the European Sustainability Reporting Standards (ESRS) published in July 2023, and on the Double materiality conceptual guide for standard setting, published in January 2022 by EFRAG[3].

To this end, the CSR team and an external consultancy drew on the lessons learned from the 2022 consultation.

As a first step, the working group compared the results of the strategic materiality analysis with the list of ESG issues defined by the ESRS1 standard. This initial analysis was used to verify the **correspondence between the strategic CSR issues and the issues listed in the ESRS.**

Then, the members of the working group rated the materiality of each issue (IROs) according to the methodology published **by EFRAG:**

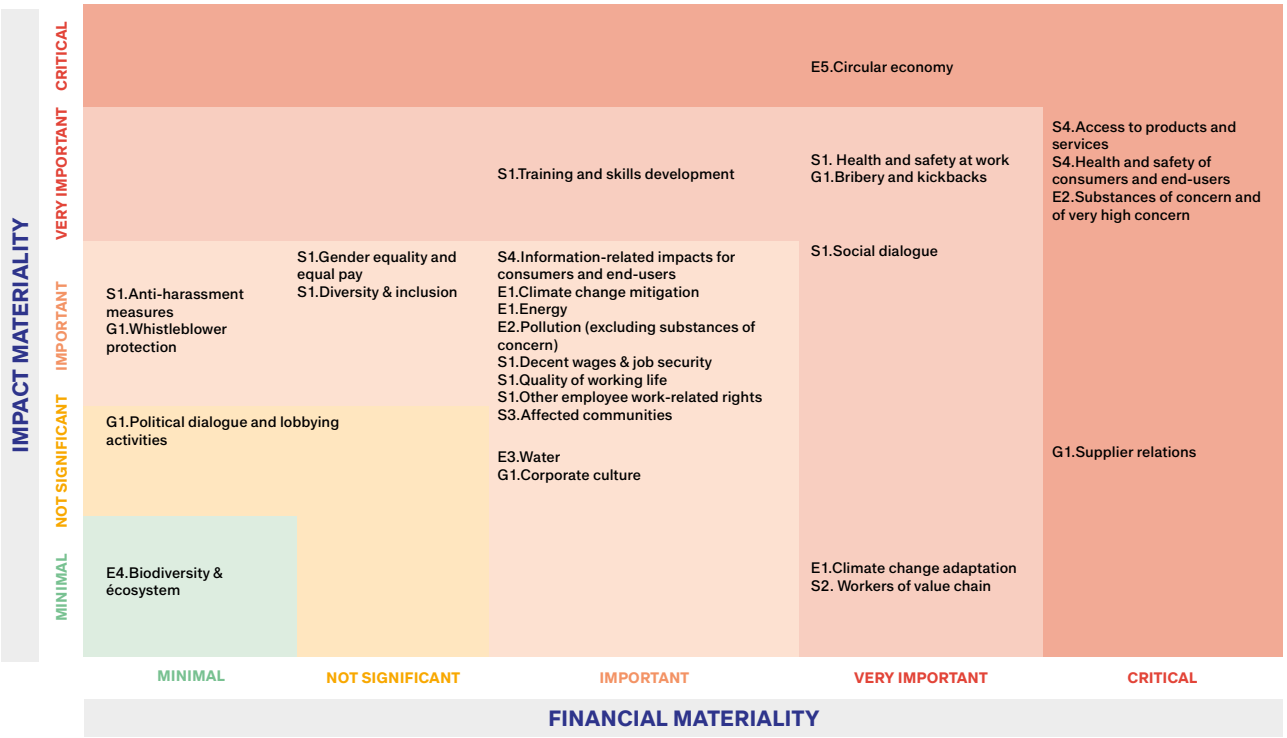
- Consideration of the **value chain** (tier 1 suppliers, customers, distributors and end-users);
- **Forward-looking approach** (short term <1 year, medium term 1 to 5 years, long term > 5 years);
- An approach consistent with **risk** analysis but enriched by **opportunity** analysis;
- **Impact materiality** assessment criteria: severity (extent, scope, possibility of remediation), probability of occurrence
  - Scoring: Critical, Very important, Important, not significant, Minimal;
- **Financial materiality** assessment criteria: importance of potential financial effects, probability of occurrence
  - Risks and opportunities scoring : Critical, Very important, Important, not significant, Minimal;

This work enable us to review the Group's CSR strategy in detail, by re-examining, for each issue, **Macopharma's actual or potential impact on third parties and the environment,** and the **risks and opportunities of the issue for the Group's financial performance.**

The result of **the rating of issues** is shown below in a **double materiality matrix.**

3 EFRAG is a European advisory group on financial and non-financial reporting, responsible for defining the application of the CSRD.

DOUBLE MATERIALITY



#3 ENVIRONMENTAL INFORMATION

The environment is an integral part of Macopharma's CSR strategy. This "planet" pillar is made up of three guidelines:

- the carbon trajectory;
- the use of natural resources and the circular economy;
- the development of sustainable products through innovation.

The "planet" pillar is steered by the **CSR Director,** with the support of the **Group's operational** and **corporate** teams. The company has formalized its approach, notably through its **HSE (Health, Safety and Environment) policy** [see appendix B] and an **ISO 14001-certified Environmental Management System (EMS).**

According to the materiality analysis, all ESRS-E standards have been identified as material, with the exception of ESRS E4 relating to biodiversity and ecosystems. As the company's activities are not directly linked to the exploitation of soil or any other ecosystem, and its waste or end-of-life products are mostly recycled or destroyed, it was decided to deal with the issue through ESRS E2, relating to pollution (see section 3.2).

#3.1 Climate change

ESRS = E1

CONTEXT AND ISSUES

Climate change is already affecting all human activities, and recent IPCC reports underline the urgency of **taking action to try to slow its effects.** More and more companies are aligning their strategies to **contribute, to the extent of their impact,** to limiting global warming to below 1.5°C, and thus collectively achieving the objectives of **the Paris Agreement.**

This decarbonization strategy largely involves **controlling greenhouse gas (GHG) emissions and energy consumption,** particularly in the industrial sector.
Climate risk management consists of a number of initiatives designed to increase the Group's **resilience** and ensure the **continuity of its operations** over the long term.

Combating climate change

Macopharma **calculated its carbon footprint for the first time** in 2022, using data from 2021, **for scopes 1, 2 and 3.** The exercise was repeated for the years 2022, 2023 and 2024. This work showed that the most significant emission items, the impact of direct purchases (raw materials) and the end-of-life of products sold (mainly single-use blood bag kits), account for more than half of the Group's carbon impact. However, the essential role played by blood bags in the transfusion chain places **heavy regulatory and health constraints** on them. In this respect, the scope for reducing their impact on the climate is currently limited. On the other hand, it should be emphasized that the severity of the Group's climate impact is not considered critical, **with a carbon intensity of around 263t CO2e /million euros of sales** for the year 2024.

Climate change could **entail several types of costs** for the company, such as: regulatory or tax costs, due to increasingly stringent climate legislation; higher energy costs. However, the Group's commitment to combating climate change enables it to **meet the growing expectations of its customers.** Climate change is becoming an increasingly important factor in calls for tender.

Adapting to climate change

The assessment of **natural risks** (floods, earthquakes, storms, etc.), which may evolve in line with climate change, is part of the company's **industrial risk mapping** (risk and business continuity register) and constitutes an input element for the **business continuity plans** of each site. Recent heat waves have increased the need for air-conditioning and could have an impact on the **availability of water,** specifically for the Tunisian site, which is taken into account in the continuity plans. As water is essential for manufacturing and sterilization processes, this represent a business continuity risk. It should also be noted that the climate could, in the long term, have consequences for **working conditions** in certain positions. Macopharma must therefore master this risk and be able to implement **adaptation measures.**

Energy management

The **Group's commitment to reducing emissions** is largely achieved through energy efficiency and energy recovery initiatives (scopes 1 & 2). These actions enable the Group to strengthen its energy autonomy and thus gain better control over the associated financial and climatic costs.

COMMITMENTS

Macopharma is committed to following a carbon trajectory in order to contribute to the global effort to combat climate change. This is illustrated by three commitments in its ambition 2030:

- Reduce our carbon emissions to contribute to the Paris Agreement
- Optimize the use of natural resources
- Develop sustainable products

[Reminder of 2030 objectives]

- 30% reduction in GHG emissions linked to our activities (scope 1 & 2), on a like-for-like basis
- 5% annual reduction in energy consumption, like-for-like
- 100% of our range of representative product is subject to an environmental life cycle analysis

ACTION PLANS

1 - Climate issues into compensation packages

Macopharma has integrated CSR issues into its bonus policy, and in particular into the remuneration of its executives. For example, COMEX members have clear CSR objectives, while plant managers have objectives linked to the energy transition plan (see page 23) or to the carbon footprint.

2 - Define a detailed carbon trajectory

Since 2022, with data from 2021 (base year), Macopharma has committed to assessing its carbon footprint each year on the 3 scopes and applying the **GHG Protocol methodology.**
In 2023, Macopharma's carbon footprint amounted to **43170 tonnes of CO2 equivalent.**

Apart from the impact of products' end-of-life, the **4 most significant emission items** are: raw materials purchases, waste (linked to production), energy consumption on scopes 1 and 2, and freight.
Raw materials have a direct impact on product end-of-life.

On this basis, in order to **reduce the company's carbon impact** on a like-for-like basis, several study projects identified and begun in 2022, have been continued into 2024:

- Deployment and implementation of the first 3-year energy consumption reduction plan (see details below).
- Systematic integration of environmental criteria (and more specifically the carbon footprint) into projects, developments and modifications. For major projects, the result of the environmental impact could be one of the decision-making criteria;
- Training and awareness-raising plan for employees on the climate fresk, actions and commitments that can be taken to reduce the carbon footprint at individual and collective level (see section 2. 1);
- Adaptation of supply chain flows to reduce the impact of freight, in conjunction with purchasing strategy and industrial organization;
- Inclusion of environmental requirements in contracts with carriers;
- Development of partnerships with certain raw materials suppliers to define common reduction targets (see section 3.4);
- Launch of eco-design projects for our products (see section 3.4).

In 2024, this work continued with the implementation of a detailed carbon trajectory, with the support of Carbone 4. This targets in greater detail :

- Plastic raw material,
- end-of-life of finished products (directly related to raw materials),
- freight (upstream and downstream),
- energy consumed on our production sites.

The aim is to continue to develop the company, which carries out an activity essential to human health, while reducing its carbon intensity.

The **80/20** analysis confirmed PVC's substantial share of our CO_2 emissions. The courses of action identified would be to reduce the volume of some of the pockets in a kit according to the end use just needed, and to substitute certain plastics with a lower CO2 emission factor.
Of course, this needs to be validated by studies and performance tests, as well as with our customers, to maintain the same level as at present.

However, given the current challenges facing the PVC DEHT project, it is difficult to project ahead to 2030. Nevertheless, the PVC DEHT project will have a positive impact on our carbon footprint of around -320 tonnes from 2029 onwards (on a constant scope/quantity basis), and will also help to improve patient health.

This means focusing on the Pareto 20%, while continuing our investigations into the decarbonization linked to: material losses during production (scraps),

- the circular economy,
- the development of partnerships with our suppliers as part of our sustainable purchasing strategy,
- reuse of automation equipment.

In the area of freight and energy, various actions have already been implemented.

As regards reductions in energy consumption, which are set out in a 3-year plan (2023/2025), by 2024 we had achieved 83% of our planned actions.

Others are still to come, such as the installation of photovoltaic panels for all our plants.

All these actions up to 2030 will reduce total CO_2 emissions by around **7,5%** compared with 2021, or **~3,500 tonnes,** with 20 million kits produced per year as a benchmark.

INDICATORS

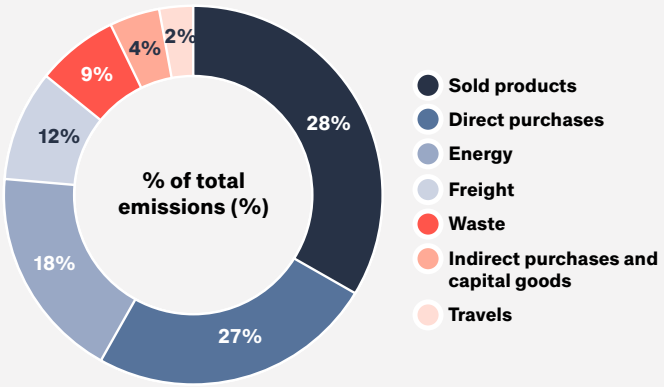
(All carbon footprint calculations since 2022 have been revised according to CO2 emission factors updated by ADEME)

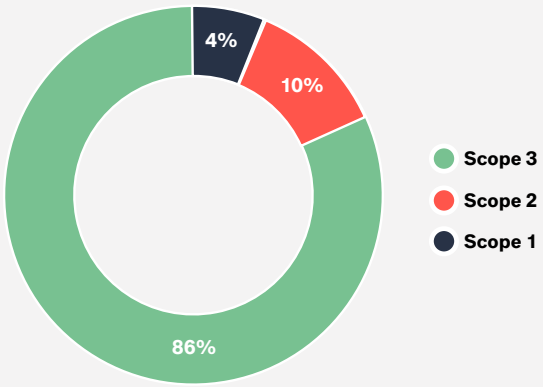
1- Carbon footprint 2024

	Tons of CO2 equivalent
Scope 1 - Gross GHG emissions	1816
Scope 2 - Gross GHG emissions (location-based)	4779
Scope 3 - Gross GHG emissions	41195
Total GHG emissions	47790
GHG emissions intensity, location-based (total GHG emissions per net revenue)	263

	Millions of euros
Net revenue	181,8
Net income used to calculate GHG intensity	181,8

Breakdown of emission sources 2024

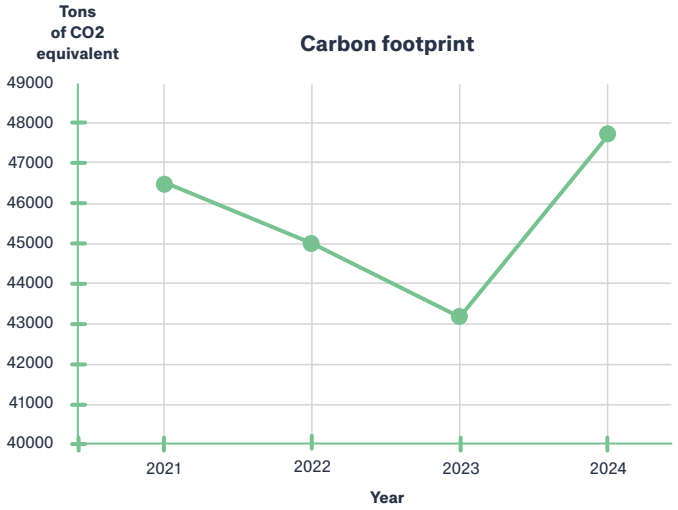


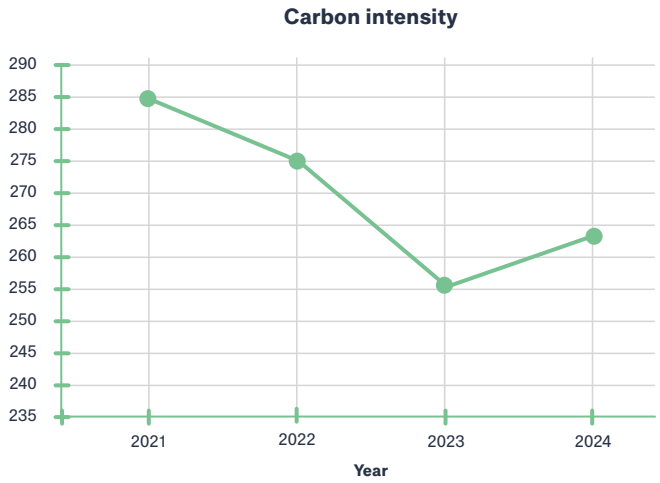


2- Emissions reduction*

	Reduction in GHG emissions (in tonnes of CO2 equivalent)	Reduction in GHG emissions (%)	Change in carbon intensity (in metric tons of CO2 equivalent/ million euros of sales)
Scope 1	-1194	-39,7	-8,51
Scope 2	-841	-15	-8,27
Scope 3	+3445	+9,1	-5,54
Total	+1410	+3	-22,32

*With 2021 as reference year





(Carbon intensity per million euros of turnover)

3 - Energy management

Since 2022, the company launched **a 3-year plan to reduce energy consumption,** following an **energy audit** of its production sites in 2021.

This 1st plan consists of:

- Recovering energy from existing production facilities and utilities;
- Implementing control systems to optimize the operation and efficiency of heating and combustion systems;
- Replacing certain equipment with less energy-intensive equipment;
- Changing the technology of lighting systems;
- Studying the feasibility of installing photovoltaic panels on production sites;
- Adapting air-conditioning systems to production activities;
- Renovating and insulating certain buildings and production areas;
- Measuring energy consumption points.

This action plan, steered by the CSR Director, is carried out in collaboration with the utilities, general services, plant managers and industrial management teams.

Thanks to this energy reduction plan, the company estimates that it could achieve a **15% reduction in energy consumption** over 3 years, on a like-for-like basis.

By the end of 2024, 83% of the actions planned for the various sites had been carried out.

In addition to this 3-year energy-saving plan, in 2024 the company studied other actions to be deployed in the future, in order to contribute to its 2030 carbon trajectory (see page 20).

INDICATORS

Consumption in 2024 :

	MWh
Total energy consumption (electricity) related to company operations	20540
Total gas consumption	9424
Total energy consumption from renewable sources	0
Percentage of renewable sources in total energy consumption	0
Renewable energy* production	67,7

*Source of the photovoltaic panels installed on the Polish site

3 - Travel policy

Although travel is not the most significant factor in the company's carbon footprint, it has nonetheless seized the challenge by introducing consistent practices to ultimately minimize its impact on the environment, control its environmental and financial costs and disseminate a culture of best practice.

To this end, our travel policy has been reviewed. The first recommendation is to **avoid physical travel** by making maximum use of audio, video and web-conferencing tools, and to travel only when **demonstrably necessary.**

In addition, modes of transport with the lowest impact, such as the train, but also economy class travel, which has a smaller footprint than travel categorized in higher classes, are strongly encouraged.

With this in mind, the rules are defined as follows:

For air travel:

Domestic flights: Train is still the strongly recommended option. Flying is still possible:
- if the train journey takes more than 5 hours;
- if flying is the only option;
- for extreme emergencies and with the approval of the immediate superior.

International flights: class of carriage is determined as follows:
- Short-haul: (0 to 6 hrs): economy class;
- Medium-haul: (6 to 10 hrs): premium class is authorized;
- Long-haul: (> to 10 hrs): premium class must be considered, otherwise business class is authorized.

Train travel:

We strongly recommend train travel.

Finally, a new booking platform has been deployed, to standardize the process and optimize **data collection.** Thanks to this new tool, the company can monitor the carbon footprint of employee travel in real time.

#3.2 Fight against pollution

ESRS = E2

Pollution of air, water, soil, living organisms and food resources

CONTEXT AND ISSUES

Whether the risk is to the air or to terrestrial or aquatic ecosystems, **controlling environmental impacts** is at the heart of every industrial process. Macopharma has put in place appropriate policies and measures for activities generating these risks, at each site level.

In particular, bag **manufacturing processes** require the use and handling of plastic raw materials and chemicals. However, the plastics used are in solid form (film reels, granules and powders), generating **limited and controlled pollution risks.** In addition, all processes take place indoors, and chemicals are stored under containment. Atmospheric emissions come mainly from natural gas combustion units, and other emissions are **treated beforehand.**

The production of single-use plastic medical devices generates waste during manufacture and at the end of their life. Plastic waste is a major cause of pollution worldwide, and has a particular impact on biodiversity. Although the use of single-use medical devices in the transfusion chain is highly regulated, the Group is making efforts to **limit their impact.** All these measures are described in section 3.4 - Circular economy and waste management.

POLICY AND ACTION PLAN

Throughout its production process, Macopharma is careful to ensure the safety of its processes in order to **minimize the impact of its activities on air, water, soil and biodiversity.** This is illustrated by **regular analysis of industrial risks,** monitoring of water discharges and compliance with <0.1% thresholds, with all 3 production sites connected to local wastewater treatment plants. In addition, **the ISO 14001-certified environmental management system** ensures continuous improvement in the control of environmental impacts.

INDICATORS AND RESULTS

Atmospheric emissions, which are mainly due to combustion activities using natural gas (heating and production processes), are included in the carbon footprint (scope 1).

With regard to indirect atmospheric emissions from chillers, in 2023 the company recorded minor fugitive losses of 0kg of R407C, 7kg of R410A, 0,55kg of R134 and 4kg of R410 for all its production sites. These losses are then included in the company's carbon footprint.

Substances of concern, of very high concern, microplastics

CONTEXT AND CHALLENGES

The materials used by Macopharma are mainly plastics such as PVC, polypropylene and polycarbonate. These materials are produced and distributed by large specialized companies. Macopharma generally has no influence on the production of these materials. Nevertheless, **the Group pays constant attention** to the use of substances defined as being of concern or very high concern by REACH regulations, and seeks to minimize their impact.
The elimination of substances of high and very high concern, as well as microplastics, from Macopharma's products is a specific and ongoing focus of attention, at the heart of its business model.

Through its role in the transfusion chain, the Group has always been committed to **protecting the health of users.** In this way, it contributes to public policies aimed at eliminating the most toxic chemical substances for people and the environment, notably DEHP (see section 4.3.1 S4 - Consumers and end-users - Health and safety). The increasing complexity and rapid evolution of regulations in this area call for considerable expertise. The challenge is also to respond to changing calls for tender and societal expectations. A large part of Macopharma's R&D efforts is dedicated to the search for **alternative solutions.** Risk is controlled upstream by **monitoring regulations** to identify substances that could one day be subject to restrictions, and thus anticipate their substitution. The risk is also controlled by constant, regulated monitoring of the presence of microplastics in blood bags.

POLICY

Macopharma is committed to **respecting and anticipating regulations** concerning the management of substances of concern and microplastics in its products, which can have an impact on the environment and the health of its users. This is reflected in the monitoring and implementation of REACH regulations, assiduous regulatory watch and strong investment in research and development. Macopharma ensures that the composition of its products meets the requirements of current European regulations (see section 4.3.1).

Objective:
100% of customers converted to DEHP-free products by 2028

INDICATORS

We have 1321 tons of DEHP in 2024
Source of DEHP in 2024:

- In our PVC waste -> 32% DEHP = 324 tons
- In our finished products = 996 tons

#3.3

Water and marine resources

ESRS = E3

CONTEXT AND ISSUES

The water used in Macopharma processes is drinking water. This water is pre-treated (softened, osmosed and distilled). It is used in the preparation of anti-coagulant and preservative solutions, and for steam production to sterilize finished products and process equipment. However, **water consumption remains moderate.** Macopharma's sites are not located in areas subject to water stress, with the exception of the Tunisian site.
Water consumption represents a **small amount of purchases,** so an increase in the price of water would have a moderate financial impact at Group level. Nevertheless, the Group remains vigilant about its water supplies, as global warming could lead to administrative restrictions and, in extreme cases, disruptions to production. The "essential" nature of the Group's products significantly reduces this risk.

POLICY AND ACTION PLANS

The risk posed by the **water supply** to the company's activities is taken into account in **business continuity** risk analyses. In this context, access to water is monitored at all sites. In view of the need to **adapt to ongoing climate change,** the company is studying operational solutions to **reduce the quantities of drinking water consumed** (installation of pressure reducers, leakage control, etc.) and to change usage principles (such as the addition of a water storage tank in Tunisia, to compensate for the water cuts that can occur in the region during difficult climatic conditions). Our cooling circuits are closed-loop.

A study is also underway at the Tunisian site to **collect and store rainwater** for use in the upkeep of green spaces and some outdoor cleaning operations.

INDICATORS

Consumption for 2024:

	Water cubic meters
Total water consumption	49799
Total water consumed in high-risk areas	22108
Recycled and reused water	Not measured
Stored water	33
Changes in water storage	0
Share of measurement obtained from direct measurements	100%
Water intensity ratio	273,85

* per million euros
Reference income: 181,8 million euros

#3.4
Circular economy and waste management

ESRS = E5 (circular economy)

ESRS = E2 (waste production)

CONTEXT AND ISSUES

The transfusion chain uses **single-use** plastic medical devices (transfusion kits). They play an essential role in health protection, **guaranteeing the integrity of the products collected.** However, at the end of their life cycle, as they are classified as biological waste with infectious risks, they generate large volumes of plastic waste, as well as used needles whose end-of-life is highly regulated. The processes involved (notably the separation of blood compounds and their preservation) leave little scope for substituting plastic with another container.

As this is a **highly regulated activity,** the use of recycled plastic in the manufacture of products is complex, and could only be applied to certain components that have no contact with blood during use.

Used transfusion kits become infectious waste, which **must be incinerated or decontaminated before being crushed** and landfilled. In this sense, the company's room for maneuver lies in its **management of the plastic waste generated during the kit manufacturing process.** In addition, a small proportion of Macopharma's waste falls within the scope of the WEEE directive (Waste Electrical and Electronic Equipment), essentially waste from **industrial processes and from equipment** put on the market (after-sales and end-of-life). The industrial risk concerns the monitoring and anticipation of regulations on the nature of the materials used, and the possible rise in the price of plastics, which is highly correlated with the price of hydrocarbons.

The search for recycling solutions for end-of-life kits would enable Macopharma to distinguish itself commercially, in a business that is still immature and sensitive on the subject. Solutions require constant innovation.

POLICY

Macopharma is committed to **optimizing the use of resources and waste management.** The **EMS (Environmental Management System)** covering all its plants already includes a detailed waste management policy, but the company wishes to go further by setting itself the target of reducing its industrial waste by 30% by 2030, on a like-for-like basis.

Target of 30% reduction in industrial waste between 2022 and 2030
Target of 100% of products covered by a life-cycle analysis

The current waste sorting process has been in place since 2010 (in France), with the following classification by:

PVC from our various workshops (cutting, packaging, etc.) is recovered for recycling or as a secondary raw material for manufacturing PVC materials (at all 3 sites).

Polyethylene and filter media are recovered as secondary raw materials, after granulation, for recycling (French plant).

Flexible plastics, from raw materials packaging (RM), primary packaging losses from kits or other parcel packaging, are recovered as a secondary raw material for recycling (on all 3 sites).

Flexible paper and cardboard, from RM or other parcel packaging, is recovered as a raw material for recycling (on all 3 sites).

Non-hazardous industrial waste, similar to household and final waste, is recovered by incineration with energy recovery (French site), incinerated (Polish site) or landfilled (Tunisian site).

Infectious waste: are recovered by incineration with energy recovery (French site), incinerated (Polish site) or landfilled after detoxification and shredding (Tunisian site).

SIW (Special Industrial Waste) is :

- Recovered by incineration with energy recovery and physico-chemical treatment for the French site :
- Recovered by incineration, detoxification and physico-chemical treatment for the Polish site;
- Recovered by incineration, detoxification and physico-chemical treatment in specialized facilities in France, for the Tunisian site.

Finally, **WEEE** (Waste Electrical and Electronic Equipment) - batteries, lamps, printed circuit boards, electronic components - are recovered through reuse or recycling at the French and Polish sites.

ACTION PLANS

1 - Partnerships to reduce industrial waste

Since 2022, Macopharma has been working in partnership with one of its PVC suppliers, Renolit, to reduce their respective environmental impacts.

Several actions were undertaken in 2023:

Return of raw material packaging: For the French site, the improvement in the volume of returns to suppliers of packaging for PVC reels and other components continued. This action has been effective since 2024 on the Polish site. For the Tunisian site, this action was not deemed feasible in view of the environmental and financial impacts generated. However, the packaging return process was implemented at the end of the year for the Polish site.

Optimization of PVC reel size: Given the PVC film losses generated by frequent reel changes during the production process, the switch from 300m to 725m reels more than halved the associated losses. The use of 725m PVC coils is already in use at the French site for the pouch production machines in the welding workshop. This change has been studied for the welding workshop at the Polish site, requiring adaptations to handling operations and delivery practices, and has been in effect since the beginning of 2024.

Recycling PVC film waste from our machine cutting of our bags: As mentioned above, PVC film waste is currently recycled by specialized companies as a secondary raw material for the manufacture of various materials and equipment. Macopharma's ambition, with its partner Renolit, is to be able to recover this material and re-inject it into the production process.

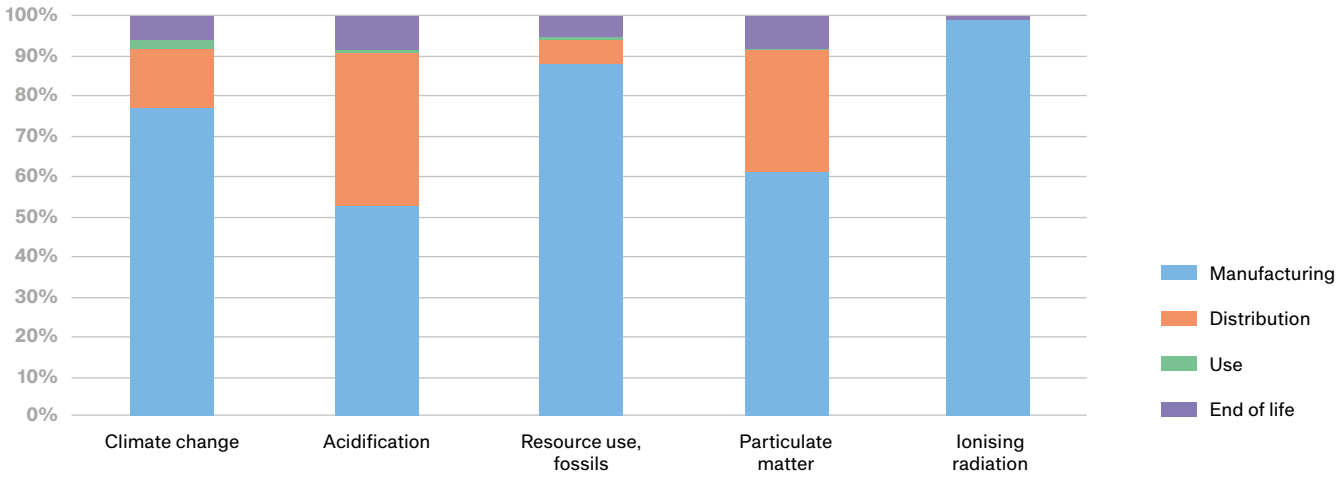
2 - Product lifecycle analysis

In order to optimize its use of resources and waste management, and potentially reduce its carbon footprint, Macopharma aims to cover 100% of its representative product range with an LCA (Life Cycle Assessment) by 2030.

This approach was initiated in 2023. For this first exercise, the company has chosen to target two products: a blood transfusion kit (RQT74AB) and an illumination machine with its associated bag. This kit irepresents 20% of the production of blood bag range. To carry out this exercise, the company is accompanied by Bureau Veritas. The working group was able to organize an initial workshop, structure data collection and map data for the blood transfusion kit.

Once all the data had been collected, Bureau Veritas was able to analyze it and produce an LCA report. This enables us to analyze the main environmental impacts of products, and thus identify eco-design opportunities.

Impact indicators	Unit	Total	Manufacturing	Distribution	Use	End of life
Climate change	kg CO2 eq.	1,20E+00	9,30E-01	1,70E-01	3,17E-02	6,92E-02
Ozone depletion	kg CFC-11 eq.	2,14E-07	2,07E-07	1,10E-09	2,41E-10	6,01E-09
Acidification	mol H+ eq.	6,93E-03	3,64E-03	2,71E-03	3,86E-05	5,48E-04
Eutrophication, freshwate	kg P eq.	2,51E-05	2,47E-05	2,38E-07	9,01E-09	8,81E-08
Eutrophication, marine	kg N eq.	1,40E-03	6,36E-04	6,16E-04	9,19E-06	1,39E-04
Eutrophication, terrestrial	mol N eq.	1,65E-02	7,74E-03	6,78E-03	1,21E-04	1,84E-03
Photochemical ozone formation - human health	kg NMVOC eq.	4,50E-03	2,34E-03	1,75E-03	2,61E-05	3,89E-04
Resource use, minerals and metals	kg SB eq.	2,28E-06	2,24E-06	2,28E-08	1,38E-09	1,02E-08
Resource use, fossils	MJ	2,81E+01	2,48E+01	1,97E+00	1,31E-01	1,25E +00
Water use	m3 eq.	8,86E-01	8,77E-01	2,64E-03	3,06E-04	6,38E-03
Particulate matter	Disease occurence	4,79E-08	2,95E-08	1,44E-08	2,70E-10	3,67E-09
Ionising radiation, human health	kBg U235 eq.	6,56E+00	6,53E+00	6,80E-03	2,52E-03	2,35E-02
Ecotoxicity, freshwater	CTUe	1,50E+01	1,01E+01	1,89E+00	1,95E-01	2,83E+00
Human toxicity, cancer	CTUh	5,71E-09	9,30E-01	1,36E-11	1,41E-12	2,26E-11
Human toxicity, non-cancer	CTUh	1,06E-08	9,31E-09	3,01E-10	5,25E-11	9,84E-10
Land use	No dimension	3,72E-01	3,70E-01	4,56E-04	1,21E-04	1,84E-03



Eco-design projects

The company places innovation at the heart of its business model (see section 4.2.1), as it can be an opportunity to respond to environmental issues. For example, a project to reduce the mass of some of its components would reduce the quantity of waste and the environmental impact generated by its products, both during the manufacturing process and at the end of their life.

3 - Supporting healthcare professionals in the responsible management of end-of-life kits

As previously stated, used kits must be incinerated or autoclaved before shredding. The instructions for use (for MDR kits) have been revised in the form of logos: they inform healthcare professionals that an unused kit, and any part of the single-use equipment, can be separated and sent for recycling. It also specifies what is to become of the various elements of the kit (to be disposed of, recycled or treated according to the procedure for biohazardous waste).

INDICATORS

Composition of products sold (transfusion kit):

Rate of recyclable content in products	0%*
Rate of recyclable content in product packaging	100%**

*if used
** if recycling channel exists in country of use

Waste generated in 2024:

	Quantity (in tons)
Total waste generated	1 799
Non-recycled waste	169*
Percentage of waste not recycled	9%
Total hazardous waste	94
Total radioactive waste	0

*recycling by energy recovery taken into account.
Data from carbon footprint calculation.

Hazardous waste:

	Quantity (in tons)
Hazardous waste directed to disposal	93,96
Hazardous waste directed to disposal by incineration	93,16
Hazardous waste directed to disposal by landfilling	0,66
Hazardous waste directed to disposal by other disposal operations	0,13
Hazardous waste diverted from disposal	0
Hazardous waste diverted from disposal due to preparation for reuse	0
Hazardous waste diverted from disposal due to recycling	0
Hazardous waste diverted from disposal due to other recovery operations	0

Non-hazardous waste (PVC, paper, cardboard, etc.):

	Quantity (in tons)
Total non-hazardous waste diverted from disposal	1 216
Non-hazardous waste diverted from disposal due to preparation for reuse	0
Non-hazardous waste diverted from disposal due to recycling	1 216
Non-hazardous waste diverted from disposal due to other recovery operations	0
Total non-hazardous waste directed to disposal	476
Non-hazardous waste directed to disposal by incineration	402
Non-hazardous waste directed to disposal by landfilling	75
Total non-hazardous waste	1692

#4 SOCIAL AND SOCIETAL INFORMATION

#4.1 Our employees

macopharma • PEOPLE • PLANET • PATIENT

Organization/governance

Social issues are **the responsibility of the Director of Human Resources and Sustainable Transformation** (HRD), a **member of the Executive Committee.**
Each production plant has a **local team** responsible for managing human resources (HR) policy and social issues. Subsidiaries and Corporate teams are served by an HR team based at Group headquarters.
The company has a number of tools at its managers' disposal, notably digital ones, to ensure the reliability and standardization of processes. For example, each manager has access to HR software for monitoring leave, annual interviews, annual training assessments, potential assessments, talent reviews and salary reviews.

HR policies

HR policy is structured around 4 points, managed at corporate level:

- salary policy, which organizes compensation and benefits (see section 4.1.8);
- recruitment policy (see section 4.1.6);
- skills development policy (see section 4.1.3);
- and occupational health and safety policy (see section 4.1.4).

Engagement

In order to assess the commitment of its employees, Macopharma has renewed its **"Your Voice"** survey in 2024 (after the first edition in 2020 and a second in 2023).

Following the 2023 survey, the teams suggested concrete actions that could be taken at local level or across the Group as a whole:

- 160 concrete levers identified at local level
- 40 Group-wide initiatives

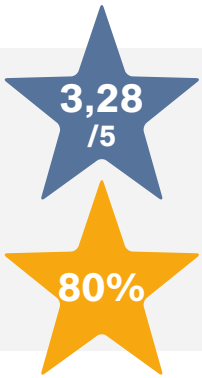
In 2024, the survey addressed to **all Group employees** (seniority of over 6 months), in 5 languages, this barometer once again gave employees the opportunity to have their say, anonymously, through **8 key themes,** grouped into 16 questions (open or to be evaluated): management, company strategy, work environment, sense of belonging, collaboration, trust, well-being at work, recognition.

INDICATORS

Participation

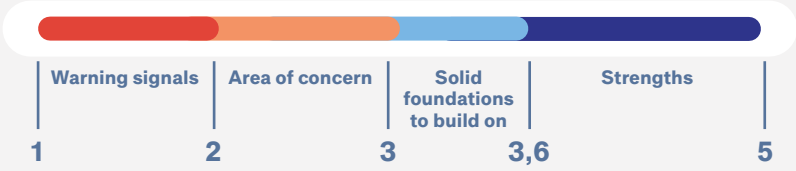
Total	
Number of respondents	1475 answers
Participation rate	80%
Distribution of respondents	
Graded employees	20%
Employees & technicians	14%
Workers	66%

Global result :



SCORE ENGAGEMENT

PARTICIPATION RATE
1475 replies



This survey is a key moment for mobilizing and uniting teams, identifying Macopharma's strengths as well as areas for improvement, in order to guide the company in **monitoring and steering** its action plans.

This approach is part of a commitment to listening to Macopharma teams, which translates into: continuous **interaction with employees,** the development of a feedback culture, recognition, but also **empowerment** of everyone in the face of these challenges.

#4.1.1

Overview of our employees

Number of employees by gender (Group) :

Number of employees :	FRANCE	TUNISIA	POLAND	SUBSIDIARIES	GROUP
Women	486	652	429	39	1606
Men	245	85	86	65	481
Total	731	737	515	104	2087

Average number of employees :	FRANCE	TUNISIA	POLAND	SUBSIDIARIES	GROUP
Women	498,4	666,4	438,2	40,5	1643,5
Men	238,8	88,2	88,3	64	479,3

	FRANCE		TUNISIA		POLAND		SUBSIDIARIES		GROUP	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Number of non-employees in own workforce	46	77	0	0	1	33	1	3	48	113
Number of non-employees in own workforce - self-employed people	21	12	0	0	1	0	0	0	22	12

	FRANCE		SUBSIDIARIES		GROUP	
	Men	Women	Men	Women	Men	Women
Gender distribution in number of employees (head count) at top management level (GMPi)	3	2	1	0	4	2
Gender distribution in percentage of employees at top management level	75%	25%	100%	0%	67%	33%

Age distribution (percentage) :

	FRANCE		TUNISIA		POLAND		SUBSIDIARIES	
	Men	Women	Men	Women	Men	Women	Men	Women
Distribution of employees (head count) under 30 years old	17	11	19	34	33	8	6	8
Distribution of employees (head count) between 30 and 50 years old	62	59	75	61	57	64	42	46
Distribution of employees (head count) over 50 years old	21	30	6	5	11	28	52	46

#4.1.2

Social dialogue and collective bargaining

ESRS = S1

CONTEXT AND CHALLENGES

Macopharma strives **to maintain a constructive social dialogue** with all its social partners, at both plant and corporate level. This organization enables employee representatives to negotiate, consult each other and management on social and company issues.

POLICIES

Social dialogue

Macopharma has a **policy of social dialogue at all its production sites.** This is structured in France, Tunisia and Poland, in accordance with **national legislation.** Depending on the country, issues such as wages, social protection, safety, working conditions and the negotiation of new agreements are discussed with the social partners. **Wage negotiations** are held annually at each site.

Expression meetings are also organized, so that employees can pass on information or questions to management.

Social works

Each site is also involved in social works, through which a continuum of actions is implemented each year, and has a dedicated budget. Management is committed to ensuring that each site has a budget enabling it to develop **access to sport and culture,** and to provide **economic support** in certain situations.

INDICATORS

	Collective Bargaining Corevage		Social dialogue
	Employees - EEA (for countries with > 50 empl. representing > 10% total empl.)	Employees - Non-EEA (estimate for regions with > 50 empl. Representing > 10% total empl)	Workplace representation (EEA only) (for countries with > 50 empl. Representing >10% empl)
Coverage rate			
80-100%	France/Poland	Tunisia	France/Poland/Tunisia

#4.1.3

Training and professional development

ESRS = S2

CONTEXT AND ISSUES

Expanding internationally and with the need to **master skills,** Macopharma is committed to offering its employees the opportunity to grow and prepare for the future. This commitment is reflected in an ambitious **skills development plan.** Continuous skills acquisition is an asset for developing employees' **autonomy, employability and quality of life at work.** Learning is at the heart of the employee experience. It enables us to support career paths and respond to individual development aspirations. Skills development also helps to ensure the company's performance by nurturing its **#engagedForLearning** pillar, and to adapt to a changing world and evolving professions.

Finally, at Macopharma, training and career development are key retention issues. Investing in employee development helps to ensure that resources are well matched to the Group's needs, in a job market that is under pressure for certain specific positions.

[Reminder 2030 Ambition]

Objective is an internal mobility greater than 25 %

POLICY

Macopharma bases its skills development policy on the 70-20-10 model, linking 3 inseparable aspects of learning:

- Experiential (70%): learning by doing
- Social learning (20%): learning from peers
- Training (10%)

The **skills development plan** is deployed throughout the year and enriched by **"HR Timing"** highlights. Between January and April, several tools and processes are deployed to **monitor, evaluate and feed employee development.**
The calendar opens with **Annual Reviews** (Annual Business Reviews [ABR] and Professional interviews [PI]) and **Potential Assessments.** These are followed by the Talent Review exercise. Lastly, two campaigns - respectively 1) to evaluate last year's Objectives and associated Bonuses, and 2) to set Objectives and Bonuses for the current year - complete the annual performance cycle.

The annual review (AR), between the employee and his/her manager, enables :

- A qualitative assessment of the year as a whole; and for the employee, feedback from his or her manager on the way he or she has performed in the job;
- An assessment of the associated business skills and behavioral competencies (or of the Leadership Model culture for executives);
- In the PI section, a definition of the employee's development priorities and training needs.

This interview can be quarterly for certain functions and countries: Production in Tunisia and Poland, for example, which makes it possible to smooth out monitoring on a more regular and operational basis.

The Annual Review is also an opportunity to revise the employee's mission statement, if necessary.

The evaluation of potential (and performance) is carried out by the manager via a dedicated process and form, for all Group managers, in addition to the Annual Interview, with a view to Talent Reviews.

Finally, the **Talent Review** is a non-mandatory annual exercise during which all potential assessments are adjusted and calibrated by management and the HR team. Feedback from the Talent Review assessments and associated arguments are then shared by the manager with his or her teams.

ACTION PLANS

In addition to assessing individual needs, each year the company defines strategic priorities which are then translated into targeted or collective development plans. These can be illustrated through actions to promote experiential learning, training or social learning.

Experiential learning

In order to encourage experiential learning, which accounts for 70% of learning dynamics according to Macopharma's policy, the company is implementing several actions.

A communication campaign is launched at the start of each HR Timing program to **raise managers' awareness** of the different learning models and the different sources of employee development. The campaign emphasizes the importance for managers of proposing enriching assignments and situations in which their teams can experiment and learn by doing.

Thanks to the Talent Review exercise, the company works to identify and support the **development of potential employees,** with targeted actions and customized development plans to help them progress and/or enhance their potential (for example, recruiting and managing a work-study student). This exercise also enables the company to work on succession plans, as well as on training programs for talent/potential and experts (high performers).

Social learning

Social learning consists of interactive learning, by peers and thanks to all the parties involved, we speak of **mentoring, feedback, networking or transmission by peers.**

Examples include the **"digital workplace"** program, through which **"**digital ambassadors**"** (identified among employees) disseminate culture and best practices on Microsoft 365 tools; or the **"skills transmission"** program, which enables production operators to progress to the position of line conductor, through a customized training program. This transfer of skills will enable a dynamic sharing, safeguarding and learning process on the job. It takes the form of pedagogical interaction between a **"**knower**"** (in-house staff: technical expert, process and improvement engineers, maintenance technician, machine operator, project/methods engineer) and several learners, resulting in the acquisition of skills and the emergence of new work practices.

➜ 10 digital ambassadors
➜ 511 employees sensitized to better use of digital tools between 2023 and 2024

Training

Macopharma's training policy comprises **three phases:** initial staff training, on-the-job training and ongoing training. Training can take the form of face-to-face, e-learning or hybrid training. Training courses are developed, monitored and managed by the HR department, in collaboration with the department concerned when a specific field is involved (quality, HSE, etc.), or with managers.

The training policy has a number of objectives:

- To enable all employees to familiarize themselves with the standards they need to follow in the course of their work;
- To consolidate individual and collective performance in the workplace (short term);
- To facilitate and support the company's development (medium and long term);
- To assist and support the company's Human Resources.

These objectives are reflected in a new employee **welcome program,** and annually in training initiatives included in a skills development plan, which serves as the basis for implementing annual orientations.

A. Initial training

To ensure that all employees have a **common grounding,** each newcomer is given a day's **"**induction training**"**, which is compulsory for access to the workstation.
This training includes at least :

- General information on the company;
- Information on the products manufactured;
- Quality training (Good Manufacturing Practices - GMP) with assessment;
- **"**Health Safety Environment**"** (HSE) training with assessment and distribution of a booklet covering safety and environmental rules (led by the HSE department), as well as a section on the Business Continuity Plan (BCP);
- A site visit.

At the same time, a **"**DM (Medical Devices) Culture**"** training course, with assessment, is carried out via e-learning for those with access to the platform, or face-to-face for others.
Finally, for new employees with access to the e-learning platform, modules are developed according to their position and the needs identified in advance by the manager.

B. On-the-job training

For all new employees, a specific **induction program** (adapted to the employee's mission) can be set up by his or her manager.
If the position is subject to a Significant Environmental Aspect (SEA), then training is provided on the operational control of this aspect. If the position is not subject to an SEA, awareness-raising is provided on the importance of compliance with environmental policy, the site's main SEAs, the actual or potential environmental impacts of the site's activities, the role of each employee in the Environmental Management System (EMS), and the consequences of any deviations from established procedures.

TOP 5 OF MOST ATTENDED TRAININGS:

Security / HSE | **CSR** | **Quality & Regulatory** | **Management** | **Personal development**

C. Ongoing training

Finally, training continues throughout an employee's career. This involves training courses set up according to the skills development plan, the specific needs of the employee (at his/her request or identified by his/her manager) or the company's strategic orientations. These training courses can take a variety of formats: face-to-face, distance or e-learning, run in-house or by external trainers, synchronously or asynchronously. Hybrid formats have also become increasingly popular, as they are more flexible and agile.

Examples of continuing training courses:

➜ Product quality training:
All personnel required to enter production and storage areas or control laboratories, as well as any other person whose activities could present an influence on product quality, must receive repeated training on the concepts of quality and good manufacturing practices, as well as specific requirements for product manufacture. This training must be renewed annually (campaign training).

➜ Self-access training:
In parallel with the actions set out above, Macopharma is pursuing its commitment to ongoing proactive training: through the use of the Grow@Maco self-directed personal development platform (via partner Edflex), on which employees access self-access content, in a variety of formats (MOOCs, articles, podcasts, etc.) and on a variety of subjects (management, CSR, project management, excel, etc.).

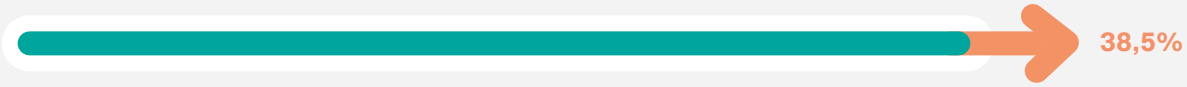
INDICATORS

	FRANCE		TUNISIA		POLAND		SUBSIDIARIES	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage of employees participating in regular performance and career development reviews	85,4	82,5	1,3	2,8	39,6	14,6	95,3	91,4

Calculated according to the actual validation of the workflow (Manager validation) for the 2023 annual performance reviews for the following scopes: Graded employees, employees and technicians (Group) and Workers (France). The performance review for workers (CSP) in Poland and Tunisia is carried out according to a different process with variable recurrence, this indicator is not available for this scope in 2023.

➜ Internal mobility rate[4]: **38,5%**

[Reminder ambition 2030]



Maintain an internal mobility rate of 25%

4 Functional mobility excluding workers. Ratio of total positions taken by internal employees versus total open positions.

#4.1.4 Health and safety

ESRS = S1

CONTEXT AND CHALLENGES

Ensuring a **safe and healthy working environment** for its employees is one of Macopharma's ongoing concerns and responsibilities, whether in terms of **physical or mental health risks, workplace safety** or **personal data security.** On our production sites, physical risks are concentrated on jobs involving repetitive movements, which require the prevention of musculoskeletal disorders (MSD).

Other occupational exposures are related to the use of machines, equipment, chemicals, biological products, risks associated with the pace of work, etc.

These exposures are assessed, and the ratings are included in the **company's single documents.** The associated action plans are included by type of exposure in the **HSE progress plans,** in order to reduce the impact on health.

Compliance with the most stringent **health and safety standards guides** the organization of HSE teams in order to reduce accidentology and related absenteeism. These standards include a broad prevention component, and follow a **continuous improvement approach,** particularly in countries where regulations are less stringent.

Finally, with regard to **personal data management,** the Group's business does not involve the processing of patient data. It is therefore not a specific issue. However, Macopharma is concerned by the societal issue of personal data protection and cybersecurity, as is any company.

HSE (Health, Safety, Environment)

POLICY

In its day-to-day operations, Macopharma is committed not only to complying with the applicable HSE regulations to which it is subject, but also to **going beyond its legal and regulatory obligations** to constantly improve and become a benchmark in this field.

Macopharma's commitments to employee health and safety are set out in its **HSE policy** (see appendix B).

All Macopharma sites are **certified** and follow an occupational **health and safety management system** in compliance with **ISO 45001.**

ACTION PLANS

a) Prevention campaigns Training

- Face-to-face HSE training for new recruits, training and regulatory approvals (forklift driving, electrical approvals, autoclave operation, etc.), e-learning materials.
- HSE "job-specific" training: on the control of chemical risks (ACD and CMR), biological risks, HF risks, electrical risks, risks associated with working at height, etc.
- Safety flash: dissemination of information on accidental events, if possible, as soon as they occur at other sites.
- Safety challenges with prizes: a challenge is organized each year between the various departments to reward good behavior and those who have achieved 0 work-related accidents.

- The company is also working on the behavioral factor, which is often the cause of accidents, in order to prevent inappropriate behavior in relation to safety instructions. These behavioral aspects are assessed with staff during scheduled inspections and field audits.
- Establishment of a process for declaring near-accident situations, accessible to all, in order to act as early as possible on risky situations to avoid accidents

b) Work on ergonomics

In order to reduce the risk of MSD on workstations subject to repetitive movements, **post rotations** have been set up, in workshops allowing such logistics, for our 3 plants.

In France, an **ergonomic study** was carried out by the Occupational Health Department, followed by **an action plan** which was defined at the end of 2021, with deployment scheduled between 2022 and 2025. The action plan, containing several projects such as ergonomic layout of workstations, handling aids, review of processes and training of engineering teams in ergonomics.

c) Workstations

In order to **anticipate potential safety risks,** a risk sheet is drawn up for each workstation, enabling each employee to be trained in the risks intrinsic to his or her position and, above all, to communicate good prevention practices.

Workstations have collective prevention and protection means. 100% of equipment and machines are **inspected by an approved body** to **ensure full compliance** before being made available to our employees. These checks are also repeated whenever any modification or work is carried out on safety loops. Technical teams regularly test these safety devices as part of preventive plans.

d) Audits

Internal behavioral audits planned or unannounced visits, and discussions with operators are organized to check that knowledge of general safety instructions specific to the position is maintained, and to identify any need for additional training or equipment.

e) Communication with teams

In order to **encourage exchanges with teams,** and facilitate the flow of information, regular meetings are organized in all plants. Team meetings are held every day before the start of each shift. A process of **"**tier meetings**"** has been set up as follows:

- Tier 1: Operator feedback on equipment, safety, quality and deadlines.
- Tier 2: information that goes up to team level.
- Tier 3: information that goes up to the plant management committee.
- Tier 4: information that goes up to the corporate organization (potential inter-site impact). These take place 3 times a week.

INDICATORS

Health and safety results 2024	FRANCE	TUNISIA	POLAND	SUBSIDIARIES
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognised standards or guidelines	100	100	100	100
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	0	0	0	0
Number of fatalities as result of work-related injuries and work-related ill health of other workers working on undertaking's sites	0	0	0	0
Number of recordable work-related accidents for own workforce	14	1	4	0
Rate of recordable work-related accidents for own workforce	12,08	0,79	3,73	0
Number of cases of recordable work-related ill health of employees	16	7	0	0
Number of days lost to work-related injuries and fatalities from work-related accidents. work-related ill health and fatalities from ill health related to employees	4804	5	90	0

Personal data protection

The Group complies with the obligations set by the **General Data Protection Regulation (GDPR),** guaranteeing the protection of the data of its employees, customers or partners.
To achieve this, the system includes a **DPO (Data Privacy Officer),** ensuring **compliance with all GDPR obligations** as well as **system security,** and a **compliance program.**

The compliance program, audited in 2022, is applied throughout the Group's perimeter and thus goes beyond simple regulatory compliance. It is based on the **"**privacy by design**"** model and includes :

- A charter for the use of tools signed by all employees;
- Reviewing and updating the register of processing activities;
- Mapping personal data flows;
- Performing impact analyses on processing operations that have had changes in scope;
- Training and raising employee awareness of the GDPR.

INDICATORS

➜ 965 people trained in RGPD between 2021 and 2024

#4.1.5

Quality of life at work

ESRS = S1

CONTEXT AND ISSUES

Quality of life at work is a set of factors whose perception largely depends on the profile of employees. Depending on their age, family situation, ambitions and working environment, they have different expectations in terms of working hours, flexibility and the possibility of teleworking for example.

A deterioration in working conditions could have repercussions on the attractiveness of the company and increase absenteeism. In Macopharma's case, the requirement for continuity of operations means precise operating procedures and reduced flexibility for production jobs, which account for 80% of the workforce.

Conversely, a work-life balance policy promotes **well-being at work.**

The subject of work-life balance is also addressed during annual performance reviews (see section 4.1.3).

ACTION PLANS

1 - Organization of telecommuting for tertiary positions

In line with contemporary changes in working patterns, Macopharma has been offering its employees the possibility of teleworking since 2020 (2022 for Tunisia and 2023 for Poland). This applies to employees on permanent contracts, whether full-time or part-time, with a length of service in the company equal to or greater than the trial period. Full-time employees have 2 days' teleworking per week, part-time employees 1 day. In the case of subsidiaries, these are mainly sales positions.

2 – Supporting parents

Macopharma invests 70,000 euros a year and partners with childcare facilities to reserve places for employees at its French sites who need childcare.

Family-related leave, the company is careful to comply with the legal requirements of each country.

INDICATORS

	FRANCE	TUNISIA	POLAND	SUBSIDIARIES
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave	31%	5,4%	9,11%	3%

#4.1.6

Equity, equal opportunity, inclusion

ESRS = S2

CONTEXT AND ISSUES

In its ambition to 2030, Macopharma is committed to **ensuring a fair and inclusive working environment** for its employees. This means creating an environment in which everyone **benefits from the same treatment and opportunities,** in an equitable manner, regardless of gender, age, disability, ethnic or social origins, career path, etc. The company believes in diversity to enrich its ways of working, stimulate collaboration and carry its **#OneMaco** value.

Historically, Macopharma has been working for many years on its policy of employing **people with disabilities,** enabling it to make progress in this area every year and to be recognized by its local partners. Access to employment and job retention for people with disabilities are very important factors for autonomy and social inclusion.

2030 Objective :
Gender equality in top management positions

POLICY

Macopharma's diversity and inclusion policy is characterized by a determination to ensure that all employees and candidates benefit from the same opportunities in an equitable manner. This commitment is embodied in the company's **"Ethics Charter and Code of Conduct".**

Macopharma is proud of its employees, their expertise, their daily involvement and their diversity.

It is thanks to this diversity of talents, energies, cultures and knowledge that Macopharma has evolved over the years and is able to strengthen its identity, innovation, image and competitiveness. This is why Macopharma is committed to :

- Valuing and developing the motivation and performance of its employees;
- Promoting the exchange and creation of new ideas;
- Creating a spirit of initiative;
- Developing communication and transparency.

Various measures are taken to guarantee the professional development of each and every employee in a fair and equitable manner with regard to, for example:

- Professional equity between men and women;
- Work-life balance;
- Employability of people with disabilities.

Our corporate culture is designed to give everyone a chance:

- During the recruitment process;
- For access to trainings;
- In the internal mobility process.

ACTION PLANS

1 - Promoting gender equity and parity

Macopharma has deployed a business-specific reference system to allocate salaries for new hires and promotions according to objective criteria, taking into account the position and local conditions. The monitoring of pay equity criteria, such as the individual social report or the professional equality index in France, enables any anomalies to be identified.

In 2023, the company also wished to go beyond its legal obligations by launching the monitoring of pay equity, for equal skills, at Group level with **the implementation of this index within its other sites,** starting with Poland and with the aim of extending it geographically in the future.

2 - Employment and integration of people with disabilities

For some 17 years now, Macopharma has been developing an active disability policy to recruit, retain and raise awareness among all staff. This policy has enabled us to increase the proportion of people with any type of disability from 3.8% in 2008 to 8.96% in 2024. The efforts made to enable them to carry out their jobs are illustrated by the fact that 30% of positions have been adapted.

This policy is illustrated in particular by the active work of a disability officer for the French sites.

3 - Raising awareness

After more than 10 years of organizing a week-long event to promote the employment of people with disabilities, in 2023 Macopharma has decided to extend awareness-raising to the following theme: intergenerational issues, racism, gender, culture, gender equality and sexual orientation.

In November, for the first time, we organized the **"Week of Living Together",** with several activities taking place throughout the week, both face-to-face and digitally, in order to reach the entire group.In June 2024, the company repeated the experience with a second edition.

Cross-functional diversity initiatives : quizzes, comedy sketches, theater, webinars and more.

Among the targeted actions :

- About disability, in France, a focus on dys disorders (dyslexia, dysorthographia etc.) and the traditional "handicafé". In Poland, a snack prepared by Café Rownik, which specializes in working with people with disabilities. In Tunisia, children with special needs had the opportunity to visit the company.
- Various games and workshops on: the cultural diversity of teams, racist microaggressions, inclusive communication and language, promoting organ transplants.

4 - Develop recruitment based on potential, personality and soft skills

Faced with the competitive challenges of recruiting and retaining talent, in order to limit the cognitive biases that can be present during a recruitment process, and with the aim of identifying behavioral information independent of the CV, Macopharma launched a new tool in 2022 with partner AssessFirst. Deployed for all technicians, employees and grated employees recruitment in France and in our sales subsidiaries, it consists of an asynchronous phase of 3 online personality tests: Behavior - Motivation - Reasoning. These tests are carried out on internal and external candidates. They complement and improve the recruitment process by assessing the candidate's potential and behavioural skills.

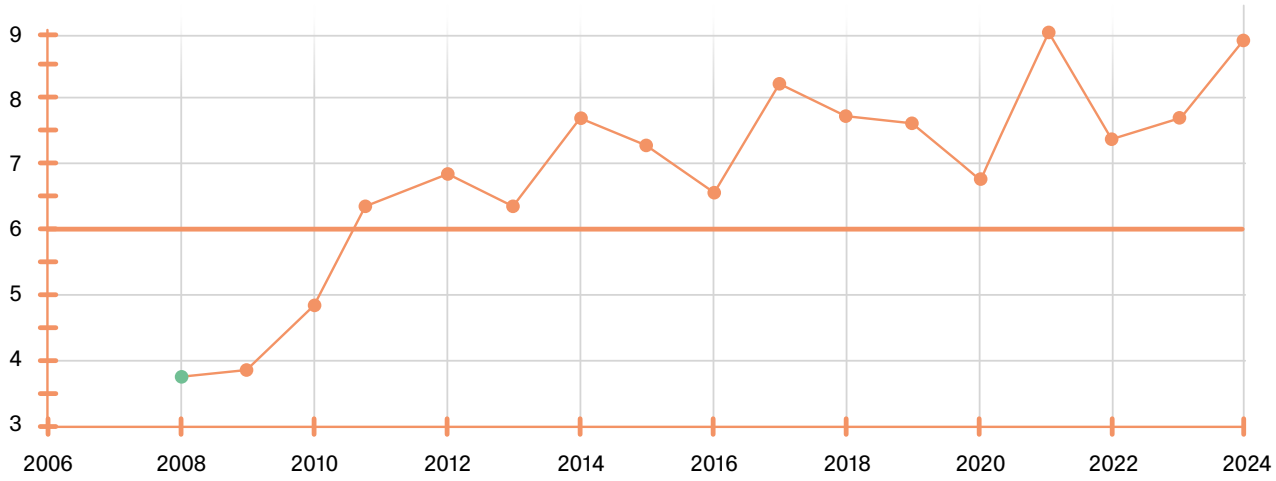
5 - Working with vulnerable populations

Since 2022, Macopharma has been committed, particularly at its French site, to helping people who are far from employment, find their way back into the world of work. In partnership with Eurasanté, a training, integration and return-to-work pathway has been set up, accessible to all types of jobseekers, young graduates with diplomas, as well as employees coming from Plan for safeguarding employment (PSE) or undergoing retraining.

INDICATORS

Disabilities:	FRANCE	TUNISIA	POLAND	SUBSIDIARIES
Percentage of persons with disabilities among employees	8,96	0	0,008	1

Rate trends of persons with disabilities for France



#4.1.7

Fight against harassment and discrimination

ESRS = S2

CONTEXT AND ISSUES

In line with its commitment to inclusion, fairness and well-being in the workplace, Macopharma is committed to upholding the highest standards in terms of **respect for human rights and the fight against discrimination of any kind.** Employees must be able to report any form of discrimination, harassment or unethical behavior, without fear of direct or indirect sanction, as long as the report is made in good faith.

POLICY

Macopharma is committed to **protecting and respecting the people it works with,** in line with its **Ethical charter and Code of good conduct:** any form of discrimination on the grounds of origin, skin color, disability, trade union membership, religious beliefs, maternity, seniority, military service, gender, age or any other characteristic is **prohibited.** Similarly, any behavior that undermines a **person's dignity,** creates an intimidating, hostile or offensive environment, or unjustifiably interferes with a person's individual performance, is prohibited; in particular, any act of harassment, whatever its form.

ACTION PLANS

1 - Whistleblowing and whistleblower protection system

In accordance with the **Sapin II law** (Law no. 2016-1691), a **whistleblowing platform** was set up in August 2020 to enable anyone, internal or external, to report any inappropriate or illegal behavior within the company, without fear of reprisal. Employees can report any behavior or situation that goes against company policy and contrary to the general interest that they have witnessed: misdemeanors and crimes, environmental as well as personal harm, discrimination, harassment, fraud or any other violation of the law. Alerts are received by the ethics referents and are treated confidentially and anonymously. Depending on the seriousness of the alert, various measures may be taken. An investigation may be set up with the assistance of internal or external experts for the purposes of verifying or processing the alert. In more serious cases, the alert may lead to disciplinary proceedings, the filing of a complaint or other corrective action. experts to verify or process the alert. In more serious cases, the alert may lead to disciplinary proceedings, the filing of a complaint or other corrective actions.

2 - Warning rights

In accordance with current French legislation, employees have the right to alert, as well as the right to alert the CSE. For the French site, the alert rights are as follows:

- **Employees' right to alert**
The French Labor Code defines the right to alert as a situation where employees have reasonable cause to believe that there is a serious and imminent danger to their lives or health.

- **CSE's (economic and social committee) right to alert**
In the event that a member of the CSE observes an infringement of people's rights, physical or mental health, or individual freedoms, he or she must immediately inform the employer. The employer then investigates the matter (without delay) with the CSE member and takes the necessary measures.

For the Tunisian site, administrative procedures are carried out by the HR manager, and then managed in accordance with national legislation in force. For the Polish site, the HR manager may also be called upon to manage alerts.

3 - Sexual harassment referents

In order to **prevent, act on and combat sexist behaviour and sexual harassment in the workplace,** employers must appoint one or two people to whom employees can report inappropriate behaviour. Macopharma has since named to appoint **2 referents** on its French site: an employee representative and an employer representative. Each of these representatives has received training in sexist and sexual harassment, enabling them to recognize the signs and know how to react. As a result, they can act as whistleblowers, and in the event of harassment, a committee can be set up and the CSE can be called in.

4 - Raising employee awareness

The Living Together Week event (see section 4.1.6), organized in November 2023 and june 2024, in favor of diversity and inclusion, also aimed to prevent discrimination by working on the various cognitive biases, behaviors that can harm everyone's well-being, as well as to remind people of Macopharma's anti-discrimination policy.

#4.1.8

Fair, adequate and attractive wages

ESRS = S1 | ESRS = S2

CONTEXT AND ISSUES

Fair compensation for employees is a key element of a responsible company, and is particularly important in the current inflationary climate. It is also an important element of attractiveness, motivation and **recognition of the work performed.** It includes not only **salaries,** but also a set of social protection and welfare measures that take into account regulations, constraints and the local situation of each site.

Macopharma also believes that all employees, regardless of gender, should receive **equal pay for equal work.** Any difference in salary must be justified by objective criteria such as grade, job profile, skills, etc.

POLICY AND ACTION PLANS

At Macopharma, our salary policy is **consistent with the type of position held and the economic context of the country concerned.** To achieve this, the company uses salary scales defined by collective bargaining agreements and market analyses in all the countries where it operates.

All the Group's employees (excluding the workers category) are also subject to the **salary review** process, which follows on from the appraisals and talent reviews (see section 4.1.3), and through which managers and the HR team steer salary increases. The HR team allocates a budget to each manager, who is then responsible for :

- Making decisions in line with employee appraisals;
- Ensuring that salaries are positioned in relation to the market;
- Providing systematic feedback to employees after salary reviews.

The company is therefore committed to applying **a transparent salary policy** with its employees. In this way, each employee concerned by the salary review receives feedback from his or her manager on the positioning choices made.

Since 2023, for the French site, the HR team has introduced an **ISR (Individual Social Report),** a document designed to give each employee a clear, confidential and secure overview of the remuneration and benefits received over the previous year.

INDICATORS

	FRANCE	TUNISIA	POLAND	SUBSIDIARIES
Percentage of employees paid below the applicable adequate wage benchmark	0%	0%	0%	0%

#4.2

The Group's role in the transfusion chain and its ecosystem

As the issues of economic, social, cultural and civil rights of communities, as well as the rights of indigenous communities, have been identified as non-material, the points identified as material in this section are issues specific to Macopharma, relating to the impact the company seeks to have in its ecosystem with different stakeholders.

#4.2.1

Innovative and effective healthcare solutions

ESRS = S3

CONTEXT AND ISSUES

Macopharma belongs to a cutting-edge industrial sector with a **strong societal impact,** requiring continuous innovation. Research into materials and the safety and reliability of devices - essential every drop of blood to reach patients under the best possible conditions - are all areas in which innovation progresses all the faster when it is shared. Macopharma establishes **numerous partnerships** (open innovation) with its customers, the academic world and other laboratories, to develop products and services that best meet the needs of patients and healthcare professionals, while limiting its environmental impact.

Macopharma's growth has historically been driven by **product co-development.** This growth lever remains essential for the years to come. Open innovation implies the interdependence of different players, who must all invest in order to achieve industrial solutions.

REMINDER

2030 Ambition:
Design innovative and effective solutions to strengthen the transfusion chain.

2030 objectives:
- **One new application per year to feed the innovation pipeline**
- **One product part of BPS launched per year including at least on patent**

POLICY

Macopharma believes in innovation to **achieve its mission** of improving care standards. To this end, the company invests annually in Research & Development (R&D), which will represent 4,2% of sales by 2024, 392 active patents and 224 active brands.

The company is proud of a number of recent innovations (see below), but aims to stimulate these further by involving all its employees.

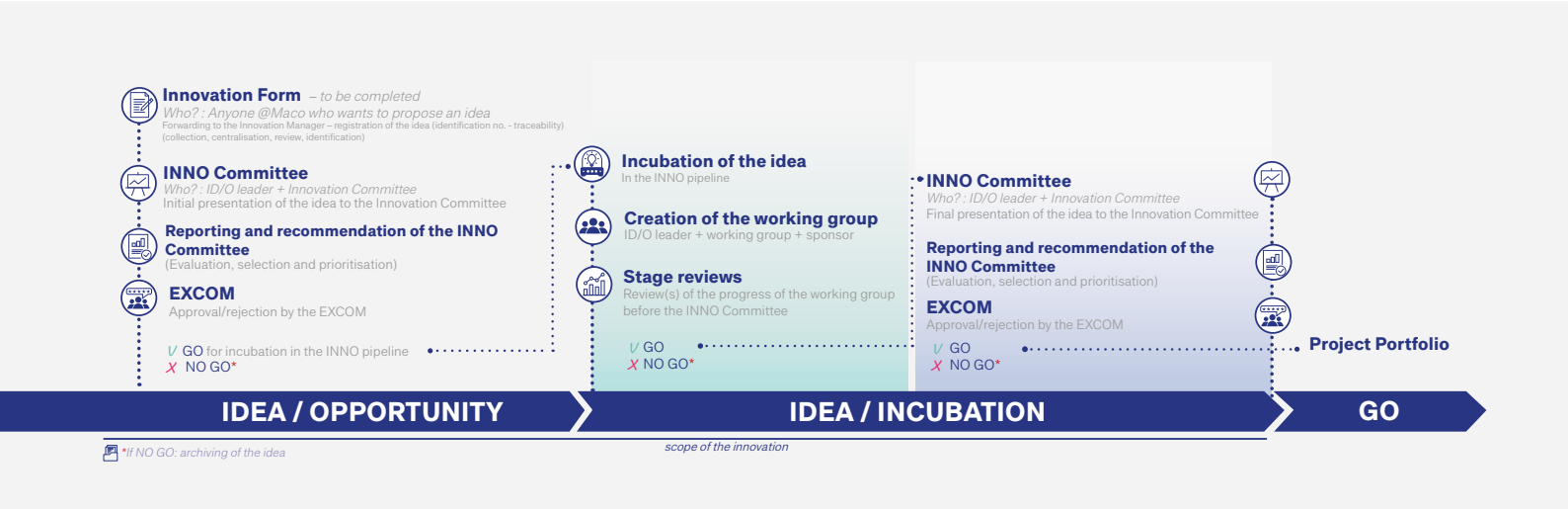
ACTION PLANS

Innovation Committee

In early 2022, a process to **drive innovation** at Macopharma was initiated. This process aims to **collect, centralize, identify, evaluate, select and prioritize ideas/opportunities** (IDOs) internally, in line with the company's strategy and with the field of medical devices and blood treatment solutions (BPS). In particular, it relies on the creation of an Innovation Committee (IC). The IC is an internal, international and multidisciplinary committee within Macopharma. It is made up of 10 experienced members with complementary profiles, to enable a cross-disciplinary assessment of received ideas, taking into account the different aspects of the business. This process also relies on the involvement of the Executive Committee to validate or invalidate the assessments and recommendations transmitted by the IC.

At 12/31/2024, of the 63 IDOs collected across the Group and assessed by the IC and EXCOM, this resulted in:

- 3 new strategic projects open (approximately 4.5% of IDOs received)
- 2 new operational projects open (approximately 3% of IDOs received)
- 1 change control open (approximately 1.5% of IDOs received)
- 6 IDOs currently in active incubation phase for further analysis before possible transition to project (approximately 9% of IDOs received)
- 6 other pre-selected IDOs awaiting incubation (approximately 9% of IDOs received)
- opening of 2 different methodologies with expert groups (approximately 3% of IDOs received



Example of a 2023 innovation: MacoSeal Light

The MacoSeal Light is Macopharma's **new cordless sealer.** The innovation lies in its **extended battery life.** Its **compact** design, **light weight** and **intuitive button** allow for a wide range of operating configurations.

The MacoSeal Light was designed to increase the device's capacity, while **optimizing ergonomics** and reducing manual effort. As a result, this innovation helps **minimize Musculoskeletal Disorders (MSD)** for its users. Its light weight facilitates handling, and its wide, flexible press button minimizes pressure on the muscles.

Examples of current projects

Non-DEHP: In order to meet its regulatory requirements and ensure the safety of its users, Macopharma is striving to implement solutions to comply with the REACH regulation banning DEHP from medical devices sold in Europe. Macopharma has made a strong commitment to ban DEHP from all its markets, and has spent over 10 years in research and development to finally find an alternative to DEHT/PAGGS-M (see section 4.3.1).

Replacing mercury lamps: a working group has been set up to look into replacing the mercury lamps used in some of our systems with LEDs.

See also: https://www.macopharma.com/innovations/

#4.2.2

Health education and support for healthcare professionals

ESRS = S3

CONTEXT AND ISSUES

Macopharma's **Blood processing solutions (BPS)** combine expertise in disposables, equipment, software and processing guidelines to help healthcare professionals obtain safer, higher-quality blood components for the benefit of donors and patients **#EngagedForSolutions.**

One of Macopharma's roles is to **collaborate with stakeholders** in the transfusion chain to improve knowledge and interest in each stage of the chain (best practices, employee awareness programs, etc.). In particular, the company supports healthcare professionals in **optimizing their practices and the use of Macopharma solutions,** as well as improving their medical knowledge for the benefit of patients.

POLICY

Macopharma's policy in this area is in line with its **"engaged for solutions"** pillar: the company offers not just products, but **"**complete solutions**"** (BPS) to help healthcare professionals optimize their practices and use of products, as well as improve their medical knowledge for the benefit of patients (co-development, education, sharing of best practices, etc.).

ACTION PLANS

1 - BPS & training - Support for healthcare professionals

This support is aimed primarily at **staff at blood banks** around the world who use Macopharma products. The aim of the BPS is to share Macopharma's expertise to guarantee safer, higher quality blood components, more efficiently, for the benefit of staff, donors and patients.

This includes training users of medical devices, equipment and software in their proper use, and sharing best practices to help teams progress in all regions of the world.

All the company's sales teams are trained to deliver the best possible expertise to customers and users.

2 - Congress and ECP academy - Health education

In a spirit of active collaboration with stakeholders, to enhance knowledge and interest in each stage of the transfusion chain, and to promote the exchange of best practices and procedures in the healthcare field, the company acts through 2 main channels:

- **Professional congresses,** in which the company regularly participates worldwide, with oral presentations, posters, workshops, informal exchanges, etc., carried out in collaboration with customers.
- **The ECP (extracorporeal photopheresis) academy,** a series of virtual events aimed at an international audience of doctors, in which the company encourages dialogue and collaboration between clinicians, researchers and other users as part of an educational initiative aimed at creating a healthcare community. Each interested party can then share their experiences, knowledge and expertise on this treatment and the potential options available to patients, which could pave the way for future advances in this field. By staying informed, sharing experiences and prioritizing patient safety, referring physicians and healthcare providers can maximize the potential of Macopharma's ECP treatment and work every day to improve patient outcomes.

In 2024, there were 119 participants in the sessions. In addition, following a satisfaction survey, the company received a very good rating of 4.5/5, covering various parameters such as teaching methods, organization, knowledge acquired, and recommandation.

#4.2.3

Commitment to local players

ESRS = S3

CONTEXT AND CHALLENGES

At each of its sites, Macopharma is committed to supporting projects initiated by local players such as associations, universities and local authorities. This contributes to the company's local presence and brand image, but also to its positive impact outside its own walls and business. This can take the form of charity work or support, both long-standing and one-off.

ACTION PLANS

In 2024, Macopharma pursued its commitment to local communities and players, continuing its historical collaborations or one-off support as described in the non-exhaustive list below:

Blood donor day: every year, the company organizes a day in partnership with the *Etablissement Français du Sang* (EFS), during which every employee is free to come and donate blood during working hours. This year, 205 blood donations were collected worldwide, saving 615 lives.

Partnerships with the Red Cross: Following the floods which devastated Valencia and other provinces in the Levante region of Spain, Macopharma organized a new fundraising campaign to help those affected by this climatic disaster. Thanks to the generosity of our employees, 450 euros were raised.

Special Olympics: Special Olympics is an organization dedicated to the self-fulfillment through sport of people living with a mental handicap. The organization, based in France, organizes solidarity races to finance sports and health programs for its mentally handicapped athletes. This year, Macopharma has decided to register 4 teams (15 runners) to take part, with a donation of €3200.

Les papillons blancs de Lille: Created to combat the isolation of families of people with disabilities, and to defend and help create support solutions, the association welcomes, supports and reunites families. A bun sale organized in aid of the association raised €2140 from employees, with a total donation of €2640 thanks to Macopharma's contribution. This donation has enabled the development of actions in favor of family caregivers, which have been underway for a number of years: occasional care structures during the week and during the vacations, as well as various actions to support caregivers and welcome disabled people.

Secours populaire: In 2019, several beehives have been installed on our Tourcoing production site (France) to develop biodiversity and protect bees in partnership with the BEECITY company. Since then, every year, a production of Macopharma honey is produced and sold to our employees. In 2024, 413.5 euros were collected. The proceeds were donated to Secours Populaire Français.

Eurotandem: Macopharma was one of the sponsors of the 2024 edition of Eurotandem, an association of 30 students undertaking a two-week, 4,500 km tour of France, half of it on tandem. All in aid of blood donation. Everywhere it went, the Eurotandem raised public awareness. The students used the EFS "Don de sang" app to collect appointments, or, as a second option, collected a pledge, which registers the contact details of potential future donors with the EFS.

Corporate Run: the 12th Corporate Run, held in May, brought together 25 participants from Macopharma Poland and over 12,500 participants from more than 500 companies in Wrocław. During the 12th Corporate Run, over PLN 2,500,000 was raised for children in need.

Wings for Life global race: Race organized to help find a cure for spinal cord injury. 100% of entry fees and all donations go directly to spinal cord injury research.

#4.3
Consumers and end-users

#4.3.1
Patient health and safety

ESRS = S4

CONTEXT AND ISSUES

One of Macopharma's primary responsibilities is to **guarantee the highest standards of quality, safety and reliability** for its products, to ensure their **perfect innocuousness.** Macopharma must ensure compliance with quality standards, the inactivation of pathogens, the dissemination of best practices, and the optimization of samples and individual components. This is illustrated by its vision to **"push back the boundaries of healthcare by providing integrated solutions to ensure the quality and safety of blood components for every patient in the world".**

The quality, safety and reliability of our products not only ensure that they are approved and remain on the market, but also guarantee the safety of the patient at the end of the chain. Should a product be defective, vigilance requires that it be withdrawn from the transfusion chain as quickly as possible. This risk is measured by the number of recalls produced each year.

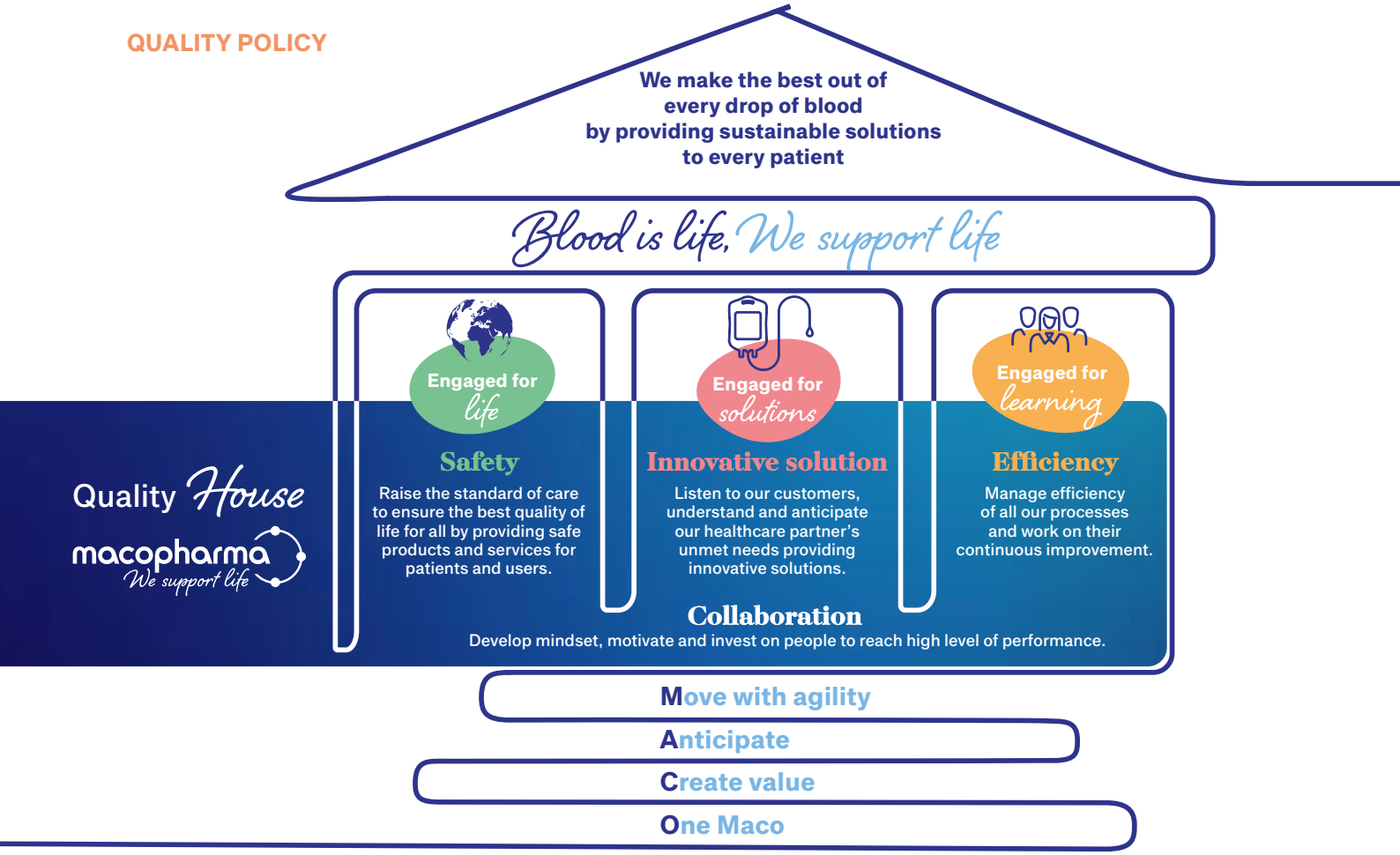
To be compliant with all regulatory processes we have materio and pharmacovigilance numbers accessible 24/7 and indicated on the websites and on the phone answering machine during off hours. On top of this, the company developed a digital platform to enable digital declaration to facilitate customers processes.

REMINDER

2030 Ambition:
Provinding healthcare products that meet the highest standards of quality and safety.

2030 objectives:
- **100% of our customers converted to phthalate-free products by 2028**
- **Target no batch recalls**
- **Target no safety notice advisories from the field**

QUALITY POLICY



As quality is a critical factor in patient safety, it defines the titles, standards and benchmarks to be used throughout the product manufacturing and use chain, based on an assessment of risks and solutions to control their impact. This is based on an assessment of risks and solutions to control their impact.
Risks are identified, ex ante, for the design of notices, in order to achieve innocuousness.

To ensure optimal operation, Macopharma's quality approach is supported by a number of tools, structured around **an ISO 13485-certified, annually audited quality management system,** embodied in a set of daily procedures, controls and documentation. A regulatory and **standards watch** is also at the service of the deployment of studies, making it possible to secure certain effects that may be identified in the texts, thus ensuring compliance and anticipation.

One of the issues on which the Group is strongly mobilized is the replacement of plastic substances that are potentially mutagenic, carcinogenic or toxic to reproduction, as well as the question of nanomaterials or animal substances. This has an impact on the way **products are designed** and involves a major R&D and employee training effort. Macopharma also believes that quality is everyone's business, which is why every employee joining the company receives initial quality training to ensure a common base of good practices conducive to a virtuous quality system (see section 4.1.3).

ACTION PLANS

1 - NON-DEHP*

In 2021, European REACH regulations extended the ban on the use of DEHP (plasticizer) in medical devices to 2030, due to the **risk of toxicological effects for human health and the environment.** Macopharma has decided to ban DEHP from all its products, including those not sold on the European market, by 2028.

Until then, DEHP had a number of essential characteristics for the manufacture of products such as blood bags: flexibility, ease of centrifugation, sealing, transport and general handling of blood bags without risk of breakage or product loss. Macopharma has invested almost **10 years in research and development,** in order to successfully complete this crucial and complex transition, by finding an alternative that meets the highest quality standards. The company's commitment is that all its customers will switch to DEHP-free products by 2028, using DEHT/PAGGS-M (di(ethylhexyl) terephthalate/phosphate-adenine-glucose-guanosine-saline-mannitol), an optimal combined solution.
The company is also committed to raising awareness on the subject by communicating with its stakeholders at conferences, symposia, webinars or with its direct distributors.

INDICATORS

In 2024:
0 batch recalls
0 safety notice
0 major or critical non-conformities detected (quality audit results)

#4.3.2

Continuous access for the greatest number of people

ESRS = S4

CONTEXT AND ISSUES

As explained above, Macopharma has a responsibility **not to break the transfusion chain,** and to **ensure the availability of its solutions** to enable healthcare professionals to guarantee uninterrupted treatment to every patient. This is illustrated in particular by its commitment to 2030 to take action to make its solutions available to as many patients as possible, but also through its business continuity strategy and policy.

POLICY

With regard to its **business continuity policy,** Macopharma is committed to its customers, employees, shareholders, suppliers, supervisory bodies, etc., to do its utmost to:

- Maintain and perpetuate its activities;
- Respect its contractual commitments;
- Comply with applicable regulations;
- Preserve the company's financial situation;
- Minimize any risk of business interruption.

To achieve this, the company has developed, and continues to improve, **a business continuity management system,** certified to the **international standard ISO 22301,** in order to:

- Integrate business continuity aspects right from the design stage of its products and services;
- Reduce to an acceptable level the processes assessed as critical following an impact and risk analysis;
- Train and raise awareness among its teams of the need to constantly control the risks associated with its processes, in order to maintain business continuity;
- Test its business continuity plan by carrying out real-life exercises to verify its efficiency;
- Determine and monitor relevant performance indicators in order to define avenues for improvement;
- Build a regular communication plan with interested parties.

*DEHP : Di(2-ethylhexyl) phtalate

#5.1 Fighting corruption

ESRS = G1

CONTEXT AND CHALLENGES

Fighting corruption of all kinds is part of every company's responsibility. It is a cornerstone of **trust** for all our stakeholders. As the healthcare sector is particularly sensitive to **ethical issues,** any practice to the contrary would not only have a major impact on the Group, but also on its customers and partners. To this end, Macopharma is committed to **complying with current legislation,** and has an **assertive anti-corruption policy.**

POLICY

Macopharma materialized its current **"Ethical charter and Code of good conduct"** in 2016, in which it is stated that the company rejects corruption in all its forms. This charter is complemented by its **anti-bribery Code** to ensure that Macopharma's activities are conducted ethically, with integrity and aligned with the **Sapin II law.**

This Code applies to Macopharma's activities, its staff and all the entities within its economic perimeter. Macopharma wishes to associate its counterparties and share its values with them. Any violation of this Code may result in disciplinary measures and the termination of all business relations with counterparties. Macopharma makes no distinction between public and private agents with regard to corruption, which means that bribery **is not tolerated,** whatever the status of the recipient.

The company's anti-corruption policy is based on **three fundamental principles:**

- Macopharma acts with integrity ;
- Macopharma rejects all forms of corruption without exception (defined as: **"**the act of offering, proposing or promising something of value, material or non-material, in order to obtain an advantage**"**. Thus, a simple agreement between the bribe giver and the bribe taker is sufficient to characterize the offence of bribery and justify criminal prosecution);
- Macopharma ensures that its interactions with customers are transparent and ethical.

ACTION PLAN

1 - Training and awareness-raising

Anti-corruption training for the sales team, previously provided by videoconference or face-to-face, has been reinforced in 2023 by the introduction of e-learning, enabling learning to be better tracked, verified and documented.

Each employee is also made aware of ethics during **"initial training"** onboarding (see section 4.1.3).

2 - Culture of good internal practices

The company is committed to continuing to disseminate best practices internally, with, for example, the introduction of a specialized platform for processing expense claims, which enables the company's **"no gifts"** policy to be monitored and applied (this is also accompanied by an e-learning course on the subject).
In 2022 and 2023, onsite events and Digital quiz were organised around Anti-corruption day (Dec 9th) to develop the culture of compliance with all employees.

3 - Third-party audits

A procedure for auditing third parties, by means of questionnaires, in line with the work of the AFA (French Anti-Corruption Agency), has also been put in place.

4 – Whistleblowing platform

The whistleblowing platform, described in section 4.1.7, can also be used by any external or internal party to report corruption that is contrary to the company's commitments.

5 - Risk mapping

A corruption risk map, updated in 2023, identifies the main areas of risk, i.e. relations with distributors and agents, and enables us to be vigilant.

INDICATORS

➜ 228 people trained in anti-corruption between 2020 and 2024
➜ all sales staff trained in anti-gift law

#5.2

Duty of care in our value chain - responsible purchasing

ESRS = G1

CONTEXT AND ISSUES

As part of its approach to social responsibility, Macopharma affirms its desire to **involve its stakeholders** and to be a recognized **responsible partner** throughout its value chain. To achieve this, the company is keen to work with suppliers who are in line with its CSR commitments and ambitions.

This involves **rethinking its purchasing strategy,** integrating ESG structuring to assess its partners on all dimensions. However, during its preparatory work, Macopharma did not identify any value chains with critical human rights risks.

2030 Ambition:
Promote business ethics in our relations with all our stakeholders

Objective:
100% of our suppliers audited via our Responsible Purchasing surveys

Payment practices

The Group's payment practices comply with local regulations and contractual conditions. Thanks to a major digital transformation of processes, initiated in 2018, the company has been able to work on making the supplier portfolio and contract signatures more reliable, eliminating paper flows, establishing certificates of origin for logistics, etc.

Responsible purchasing strategy

POLICY & PROCESS

Macopharma expects its suppliers to **act ethically,** respecting **human rights** and the **environment,** and above all to **comply with its quality and HSE criteria.** To this end, a purchasing strategy has been in place for a number of years, and provides a framework for the selection of suppliers and the various types of contracts and partnerships.

In 2024, the company took this strategy a step further by developing a responsible purchasing strategy.

This is structured around the company's 4 CSR pillars:

- **Planet:** Aiming to reduce environmental impact by reducing the carbon footprint of purchases, promoting the 3Rs (reduce, reuse and recycle) and developing eco-design.
- **People:** Commitment to human rights and employee well-being by working with partners who promote inclusion, social values and ethical behavior.
- **Patient:** Securing supplies to guarantee the quality and availability of our products, while ensuring product compliance with quality, safety and regulatory standards.
- **Governance:** Cross-functional support for strategy to ensure that purchasing objectives are aligned with the Group's ESG commitments, including ESG standards throughout the purchasing decision-making process.

Trainings

To structure a strategy in line with best practices, the entire purchasing team received 2 full days of training in responsible purchasing.

Supplier selection

Suppliers are sourced via a **selection process** defined in accordance with financial, quality, HSE, business continuity and CSR criteria. Business continuity issues call for careful selection of suppliers, based on quality, cost, lead time, financial status and HSE, to avoid the risk of supply disruption.

In this way, the company has a **mapping of risks** in terms of business continuity and quality, in order to optimize its selection process.

An evaluation and follow-up is also carried out, by sending a questionnaire to its **"**top suppliers**"** (80 suppliers) in order to set up a rating and control risks.

An **HSE logistics charter** has been drawn up, enabling environmental criteria to be incorporated into contracts with carriers.

In terms of **quality,** the company's portfolio now complies with European regulations (PE, CMR, MDR, nanoparticles, etc.), ensuring in particular that endocrine-disruptor-free products are placed on the market, in the ultimate interest of patient safety.

As part of its **ISO 14001 management system,** the company has finally integrated environmental criteria into its contracts with major carriers. In this way, they are asked to make commitments to improve their carbon footprint, in the form of a CSR or specific report, choice of engines, eco-driving training for drivers, and so on.

Finally, in line with its responsible purchasing strategy, in 2024 the company drew up its **Supplier Ethics Charter** (see Appendix E) to ensure that its partners comply strictly with social and environmental standards. This charter will be accompanied in 2025 by an action plan designed to ensure its gradual adoption by all our partners.

ACTION PLANS

Compliance catalyst

In 2024, to reinforce its monitoring of compliance with the French Sapin II law, the company put 365 suppliers under surveillance (compared with 80 in 2023) using the Compliance catalyst platform. This enables real-time monitoring of compliance issues, thanks to an international database. Eventually, the company aims to formalize and extend this monitoring system to around 500 partners.

From 2025, the ESG assessment of all our partners will be carried out by ECOVADIS.

Green energy contracts

The company is also working on its energy mix, notably through the introduction of contracts for guaranteed energy produced in France using renewable energies. 100% of our electricity purchases are now locally sourced and totally carbon-free.

Circular economy & Supplier partnerships

The circular economy is an increasingly integrated element in the Group's purchasing approach, with work to source more and more recycled and recyclable elements, but also in a spirit of partnership with its suppliers.

Examples of joint actions that were carried out in 2023 and 2024:

- ➜ With a label supplier, optimization of cardboard packaging/optimization of pallet transport.
- ➜ Deposit system for mandrels (reels) on which labels are wound.
- ➜ With Renolit: a joint action plan to use cartons, spacers and pallets in a closed loop.

Digitalisation

The purchasing department, in collaboration with other functions, is working on the dematerialization of processes in order to comply with regulatory requirements, but also to reduce the company's impact on the climate and its waste management.

Thus, the transformation is taking place on several points: dematerialization of supplier invoices, a process on which the company is being supported, piloted by the finance functions; dematerialization of the export file (certificate of origin), for the transport logistics/customs management parts etc.; common platform for expense report management (see part 5.1); digital travel booking platform implemented since 2017 in France with the aim of rolling it out to the whole Group (see part 3.1).

Product lifecycle analysis/purchasing process relations

Lastly, purchasing is involved in the product lifecycle analysis working group (see part 3.4), notably by providing the data needed for upstream product analysis such as a **"**country mapping**"** of products.

Travel policy update

See section 3.1 Climate change.

A_ ESRS CROSS-REFERENCE TABLE

ESRS	Materiality	Related chapter
E1 – Climate change		**3.1** Climate change
Climate change mitigation	Important	**3.1** Climate change
Climate change adaptation	Very important	**3.1** Climate change
Energy	Important	**3.1** Climate change
E2 - Pollution		**3.2** Fight against pollution
Substances préoccupantes	Critique	**3.2** Fight against pollution
Hors Substances préoccupantes	Important	**3.2** Fight against pollution
E3 - Water	Important	**3.3** Water and marine resources
E4 - Biodiversity & ecosystem	Minimal/Not material	N/A
E5 - Circular economy	Critical	**3.4** Circular economy and waste management
S1 - Own workforce		**4.1** Our employees
Decent wages & job security	Important	**4.1.8** Fair, adequate and attractive wages
Social dialogue	Very important	**4.1.2** Social dialogue
Health and safety at work	Very important	**4.1.4** Health and safety
Quality of life at work	Important	**4.1.5** Quality of life at work
Gender equality and equal pay	Important	**4.1.8** Fair, adequate and attractive wages
Training and skills development	Very important	**4.1.3** Training and professional development
Diversity & inclusion	Important	**4.1.6** Equity, equal opportunity, inclusion
Anti-harassment measures	Important	**4.1.7** Fight against harassment and discrimination
Other employees work-related rights	Important	**4.1** Our employees
S2 - Workers of value chain	Very important	**5.2** Responsible purchasing
S3 - Affected communities	Important	**4.2** The Group's role in the transfusion chain and its ecosystem

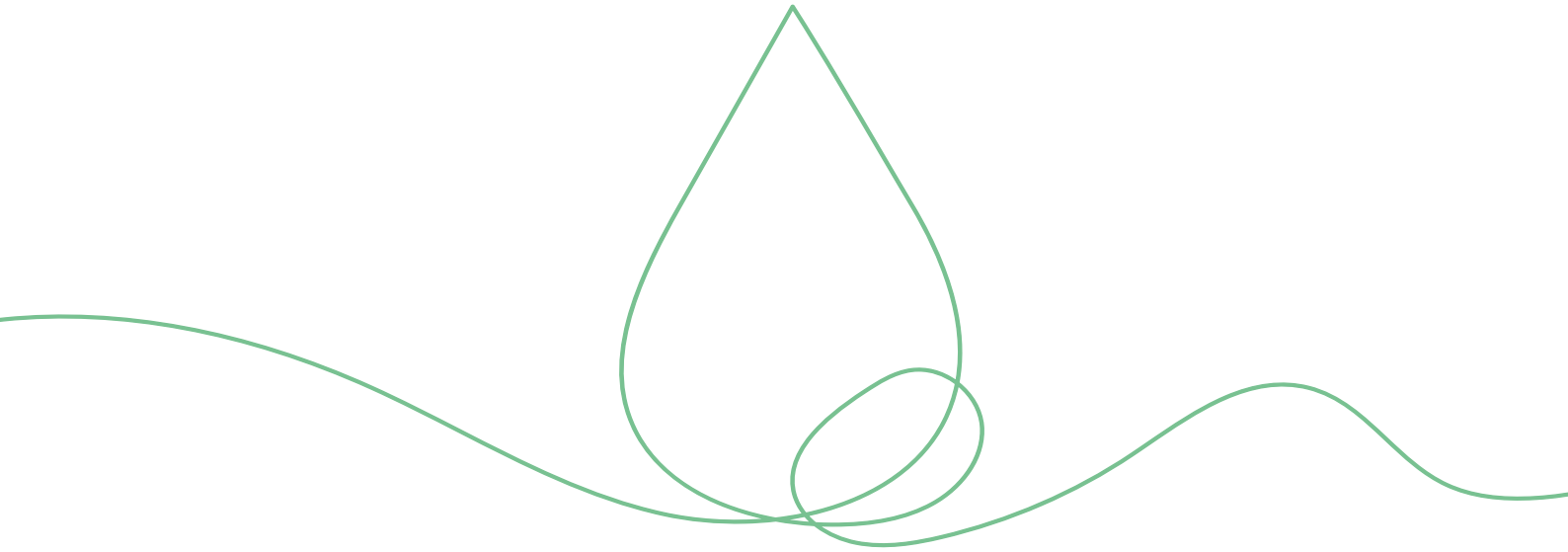
ESRS	Materiality	Related chapter
S4 - Consumers and end users		**4.3** Consumers and end-users
Information-related impacts for consumers and end-users	Important	**4.3** Consumers and end-users
Health and safety of consumers and end-users	Critical	**4.3.1** Patient health and safety
Access to products and services	Critical	**4.3.2** Continuous access for the greatest number of people
G1 - Business conduct		**5.** Business conduct
Whistleblower protection	Important	**4.1.7** Fight against harassment and discrimination
Corporate culture	Important	**5.** Business conduct
Political dialogue and lobbying activities	Not material	N/A
Supplier relations	Critique	**5.2** Responsible purchasing
Bribery and kickbacks	Very important	**5.1** Fight against corruption

B_ HSE POLICY

C_ ETHICAL CHARTER AND CODE OF CONDUCT

D_ DECLARATION AGAINST MODERN SLAVERY

E_ETHICAL PURCHASING CHARTER



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