

macopharma

DESIGNED FOR LIFE

We support life

Editorial

Let's start the introduction to Macopharma with a simple question:

What is important to know about the company?

Macopharma is a 47-years old French company, family-owned, based in the North of France with a global presence, and producing strategic disposables for health care: **blood bags and filters**. Macopharma was created thanks to a strong willingness to listen to customers and satisfy them.

This is still in our DNA, these are our values:

We Move with Agility, We Anticipate to Create Value for all our stakeholders in a One Maco Spirit.

What about the purpose along these 47 years to satisfy customers' requests?

Supporting life. Indeed, **Blood is Life** and at Macopharma we support Life. Obviously, our environment has changed, the challenges are becoming bigger, and this is why we need to change, to evolve and pursue our activity to support LIFE.

3 types of changes :

- **CSR responsibilities** with a first action, removing DEHP from all our products.
- **Customers' satisfaction responsibilities** by providing complete and sustainable solutions,
BLOOD PROCESSING SOLUTIONS
- **Continuous improvement responsibilities** towards employees, customers and distributors learning from our experiences and becoming better every day.

Our mission is ambitious, but our values enabled us to achieve it along the years so I'm confident for Macopharma's bright future as we have great teams animated by the pride to support LIFE.



Caroline HERNU
Macopharma Managing Director

A photograph of a person's arm with a blood donation tube. The person is holding a red heart-shaped stress ball. In the background, there is a blood bag on a stand and a pink banner with the text 'to Ins'.

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Our Values

Be M.A.C.O. means :

- **M** for **Move with agility** : develop responsibility, question, simplify, accelerate
- **A** for **Anticipate** : Innovate, plan, be open-minded
- **C** for **Create value** : add value, make an impact, achieve results
- **O** for **One Maco** : partnership, bridge-building, self and others development

Engaged for *Life*

Our responsibility for more sustainable blood industry is defined through our 2030 ambition and related action plan. Across all of our sites and with stakeholders, we aim at protecting People, Planet and Patients through a committed Governance.

Engaged for *Learning*

We believe in collaborative approaches relying on lean management to facilitate initiatives, allow mistakes and promote root cause analysis for ongoing improvement.

Engaged for *Solutions*

Macopharma Blood processing solutions combine expertise on disposables, equipments, softwares and processing guidelines to support healthcare professionals for safer and higher quality blood components for the benefit of donors and patients.

We raise the **STANDARDS OF CARE** by providing **SUSTAINABLE PRODUCTS** and **INTEGRATED SERVICES** to assure **SAFE** and secured blood component **SOLUTIONS** to every patient in the world

Blood is life. We support life



Move with agility

Anticipate

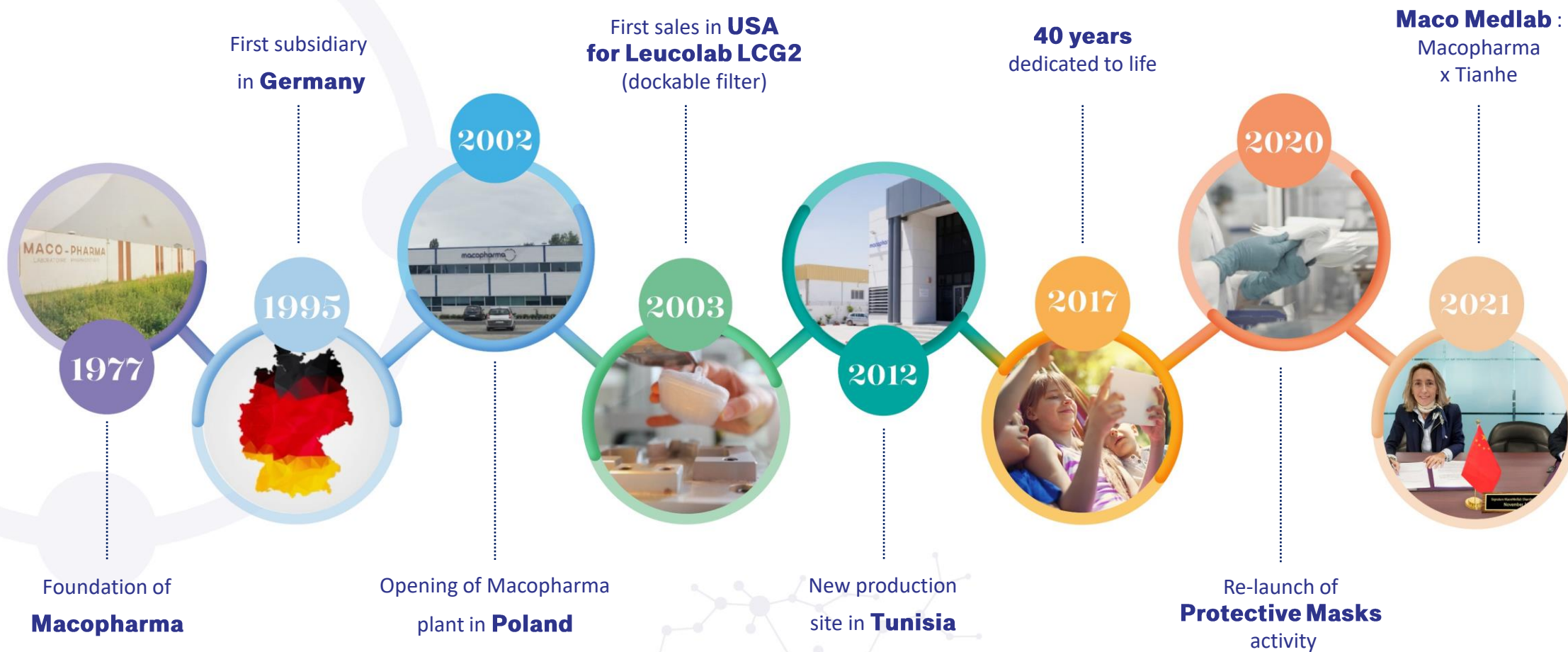
Create value

One Maco



Our history

Over the years, the men and women of Macopharma have demonstrated great agility, a capacity for inclusion and anticipation, as well as added value.



Our organization

SCIENTIFIC

Coordinated by the **Chief Pharmacist**, focuses on clinical and patient value, ensures our compliance and meets all standards.

OPERATIONS

Coordinated by the **Operations Director**, focuses on the production and supply chain of our products, operational excellence, our processes and our information systems.

5 directions

HUMAN RESSOURCES AND SUSTAINABLE TRANSFORMATION

Coordinated by the **HRD**, focusing on skills and talent development, culture and organisation, collaboration and performance approaches.

FINANCE

Coordinating with **all departments** as well as suppliers, customers and partners to oversee the company's financial management.

SALES AND MARKETING

Focuses on **sales and marketing** work, customer needs, Maco's added value.

Executive Committee



Caroline HERNU
Managing Director

“Managing a global company, a European leader in Blood Processing Solution industry is a continuity as I always had people as a key driver along my career decisions. Every day, I'm proud to see our teams' engagement to develop solutions to support life. As a mid-size family company, the closer we are to our values, the more agile we become to demonstrate our expertise. This is a chance to contribute to a meaningful industry within a human-centric company.”



Frank SCHOENFELD
Blood Processing Solutions
Director

“We aim at selling complete Blood Processing Solutions and not only products. This requires a trustful relationship with partners and customers so we can all benefit from innovative and cost-efficient solutions. Our purpose goes beyond sales as we all work to save lives while protecting our people and their jobs so they can continue to grow with Macopharma.”



Isabelle ROHAN
Head of Human Ressources and
Sustainable Transformation

“We deal with many CSR challenges and we can rely on Macopharma governance and our employees' engagement to transition to more responsibility. Our goal is to protect them not only daily with a safe environment but also to help on health and sustain Macopharma for the next decades. People, Planet and Products are the 3 axis of our CSR approach so we all work to improve our impact from a company but also a community and individual perspective.”



Thomas WIDMAIER
Head of Finance

“We are a family mid-size company with lots of agility. This is helpful to handle the sanitary crisis as well as price increase and environmental challenges. My role is to secure financial rationale across all the decisions we make thanks to a collaborative approach.”



Raouf BENYAMINA
Regulatory Affairs, Quality and
Materiovigilance
Director

“We consider it both a privilege and a responsibility to be a major actor in the blood industry because whatever happens in this ever rapidly evolving world, humanity will always need access to blood. My role is to make sure the solutions we provide are not only safe, but also qualitative in a way that preserves our agility towards blood banks.”



Sabine BOUTONNET
Operational Excellence and Digital
Transformation Director

“The human dimension of Macopharma is aligned with the values I daily defend. We engage to a sustainable transformation which fully resonates with Macopharma's mission to support life.”



Sergio PIZZOFRERATO
Head of Manufacturing

“All companies can afford the best processes and the smartest technologies, but what makes the difference is the team. Having talented employees and working together in an inspiring environment is the key to success !”

Key Figures 2022



People

- **2166** Employees • **26** countries • **42** nationalities •
- **822** France • **565** Poland • **659** Tunisia •



- **22 millions+** of finished products sold
- **15 millions** of semi-finished products sold •
- **16 subsidiaries** • **70 distributors** •

Sales



- **229 employees** dedicated to scientific activities.
- **R&D investment** • In 2022 **4,3%** of total turnover
- **319** active patents in portfolio • **267** active trademarks



Finances

163 millions €
in **2022**



Production



PLANTS

3 sites :

- France
- Poland
- Tunisia

KITS VOLUME



- **20 millions** kits produced
Including **16 400 000 filters**



CERTIFICATIONS

- **ISO14001** : environmental management system
- **ISO 45001** : occupational health and safety management system
- **ISO 22301** : security and resilience – Business continuity management
- **ISO 13485** : Medical Device Quality Management

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 purchasing surveys
- **100% of managers** have CSR objectives in their bonus

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Responsible consumption and production

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Peace, justice and strong institutions

17



Partnerships for the goals

People

- **Ensuring** a 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%

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 a environmental life cycle analysis

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

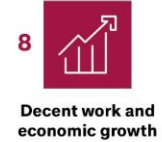
- **100%** of our customers converted to non DEHP products by 2028
- **Zero** batch recall
- **Zero** Field Safety Notice
- **1 product part** of BPS launched per year including at least on patent
- **1 new application** per year to feed the Innovation pipeline



Good health and well being



Gender equality



Decent work and economic growth



Reduced inequalities



Responsible consumption and production



Climate action



Life below water



Life on land



Good health and well being



Industry, innovation and infrastructure



Partnerships for the goals

Health, Safety and Environment Policy

Macopharma, as part of its daily operations, will not only undertake to comply with the applicable HSE regulations to which it is subject, but will also strive to go above and beyond its Legal and Regulatory obligations to constantly improve and become a benchmark in this area.

Macopharma undertakes as part of its sustainable development policy to :

Integrate the HSE criteria into the life cycle of our new products from the design stage in order to mitigate any potential impacts.

Optimise the consumption of natural resources relating to our activities, recognise our ultimate losses and prevent accidental pollution.

Involve our employees in the development of our HSE culture through a consultative and participatory approach.

Reduce and control the exposure of our staff to internal risks or external risks in order to reduce impact on their health.

Select and assess our external stakeholders and partners according to our HSE requirements.

Train and raise the awareness of our staff and external stakeholders, in order to develop best practices for the prevention of accidents, damage to health and damage to the environment.

Raise the awareness of users of our products on the preferred channels for the end-of-life of our products.

Communicate and take into account the challenges of our stakeholders in relation to our activities namely, our staff, our customers, our external stakeholders, our suppliers, our supervisory authorities etc.

The Management team undertakes to implement the necessary measures for the continuous improvement of the HSE Management System.



Legal and Regulatory Obligations

To re-establish trust between pharmaceutical companies and patients by proposing efficient control of benefits provided to healthcare professionals.

THE AIM ?



1. Framework for benefits

Order no. 2017-49 of January 19, 2017 relating to benefits offered by persons manufacturing or marketing healthcare products or services.

- "Framework for benefits" e-learning module
- Procedure 100933 "Supervision of benefits"



2. Transparency decree

Law n° 2011-2012 of December 29, 2011 on the transparency of links of interest.

- Procedure 105156 "Modalités d'application du décret transparence des liens avec les acteurs de santé français".
- website : <https://www.transparence.sante.gouv.fr/>

To reinforce transparency and the fight against corruption and influence peddling with public or private players

THE AIM ?

3. SAPIN II LAW (Compliance)

- We are bound by the law.
- Penal sanctions
- Similar legislation in every country in the world.



- The Group is committed to fighting all forms of corruption wherever it operates.
- Raising awareness of at-risk teams
- Procedure 120530 "Business partner selection".

We raise the **STANDARDS OF CARE**
by providing **SUSTAINABLE PRODUCTS** and
INTEGRATED SERVICES to ensure **SAFE** and secured blood
component **SOLUTIONS** to every patient in the world

Blood is life, We support life



Engaged for
life

Safety

Raise the standard of care to ensure the best quality of life for all by providing safe products and services for patients and users.



Engaged for
solutions

Innovative solution

Listen to our customers, understand and anticipate our healthcare partner's unmet needs providing innovative solutions.



Engaged for
learning

Efficiency

Manage efficiency of all our processes and work on their continuous improvement.

Collaboration

Develop mindset, motivate and invest on people to reach high level of performance.

Move with agility

Anticipate

Create value

One Maco

*Quality
Policy*



Business Continuity

Macopharma commits to its customers, employees, shareholders, suppliers, regulatory organizations... to do its utmost to:

- **Maintain and preserve** its business ;
- **Respect its contractual** commitments ;
- **Respect applicable regulations** ;
- **Maintain company's financial situation** ;
- **Minimize any risk** of business interruption.

To do this, Macopharma has developed and continues to improve an effective Business Continuity Management System according to the **ISO 22301** referential:

- **Integrate** aspects of business continuity in the conception of its products and services ;
- **Reduce** to an acceptable level the processes which have been pointed out as critical following an analysis of impacts and risks ;
- **Train its teams** to control continuously the risks related to its processes in order to ensure its business continuity ;
- **Test its business** continuity plan by carrying out situational exercises to check its efficiency ;
- **Set up and follow up** relevant performance indicators in order to define the improvement points ;
- **Set up** a regular communication plan intended for relevant stakeholders.

Macopharma's Executive Management Commits to implement measures necessary for continuous improvement of its system of Business Continuity Management.



“*The best way to predict the future is to create it*”
(Peter Drucker - Professor, author & theoretician)

At macopharma, we believe in innovation to reach our vision to raise the standards of care. From incremental to radical and disruptive we organize with multi-disciplinary experts: our innovation committee.

Driving and encouraging innovation at Macopharma.

In 2022, we put in place a process **to organize and foster innovation at Macopharma**. We created an internal, international and multidisciplinary **Innovation Committee (IC)**. This committee is made up of 11 experienced members with complementary backgrounds and profiles to enable cross-assessment of ideas/opportunities, **taking into account the various business aspects** (marketing, R&D, business development, regulatory affairs, industrialization, automation, industrial property, medical affairs, sales, or project management).

The INNO committee's role and responsibility is **to evaluate, select and prioritize the best ideas** in line with the company's vision and strategy, as factually and objectively as possible. He must ensure traceability of ideas, process visibility, cross-functional alignment and deliver his assessments and recommendations to the **Executive Committee**. It also plays a role in

supporting, advising and assisting idea carriers and steering committees during the idea incubation process, to ensure that ideas are properly documented and analyzed.

It's a "step-by-step" approach that enables us to **gain visibility and prepare for the transition to project mode**, while reducing risks upstream of the project phase.

To date, **more than forty opportunities** have been collected and recorded, from internal sources, our various partners, our customers and external companies. Of the new ideas submitted, retained by the IC and validated by the COMEX, 6 are being incubated for further evaluation, and **3 have now entered the project pipeline**.

Bruno Delorme, PhD.
Innovation Pole Manager, R&D
Innovation Committee Responsible





OUR PUBLIC PARTNERS

- Municipalities
- Authorities
- Institutions
- Administration

OUR BUSINESS PARTNERS

- Customers
- Suppliers
- Scientific and industrial partners
- Banks and financial institutions

*A collaborative
approach across
our ecosystem*



OUR INTERN PARTNERS

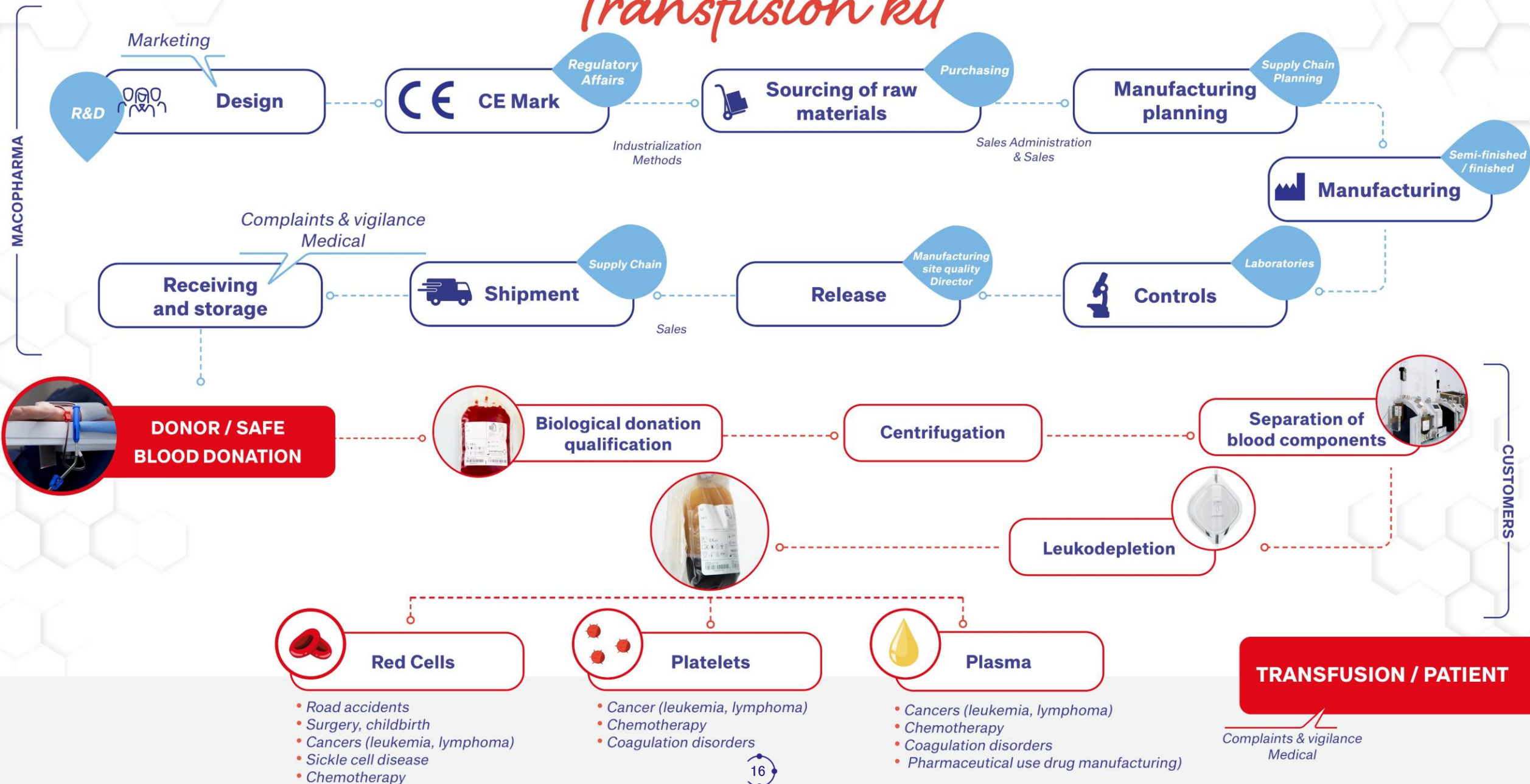
- Our employees and social partners
- Our shareholders

OTHERS

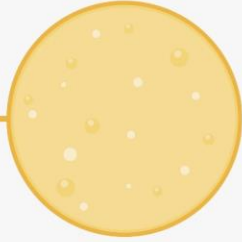
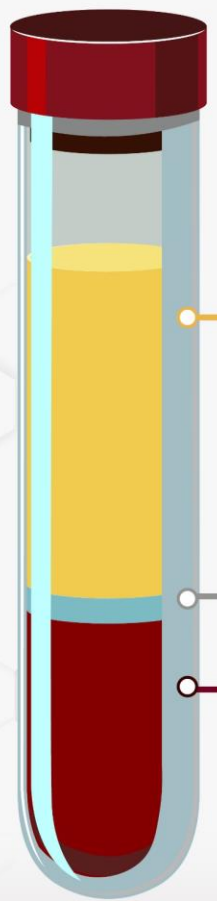
- Associations
- Media
- Key Opinon Leaders



Transfusion kit



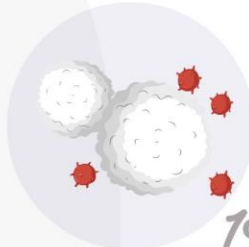
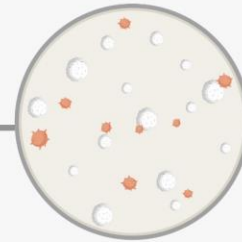
Blood Components



Plasma

Performs several functions :

- transport of blood cells and nutrients
- regulation of water and mineral salts in the body
- irrigation of tissues



White blood cells

Defend the body against external aggression (also known as leukocytes)

Platelets

Ensure blood clotting in the event of wound



Red blood cells

Ensure the transport of oxygen to the various organs

Blood Processing Solutions

It's Macopharma's expertise with disposables, equipment, software, and processing guidelines **that supports** healthcare professionals **to provide safer and higher quality blood components** in an efficient and sustainable way **for the benefit of donors and patients.**



“ Solutions to make
the best out of every
drop of blood. ”

OUR *Solutions*



TRACEABILITY,
AND COMFORT
FOR USERS

COLLECTION
SOLUTIONS

SEPARATION
SOLUTIONS

LEUKODEPLETION
SOLUTIONS

PLATELETS
SOLUTIONS

PHLEBOTOMY
SOLUTIONS

PATHOGEN
INACTIVATION
SOLUTIONS

CORD BLOOD
SOLUTIONS

BIO BANKING
SOLUTIONS

PAEDIATRIC
SOLUTIONS

TRANSFER
SOLUTIONS

EXTRACORPOREAL
PHOTOPHERESIS
SOLUTIONS





MACOLOUNGE



MACOSEAL
PS2-AS



MACOMIX
HM20

COLLECTION *Solutions*



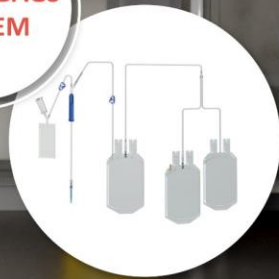
**MACOPRESS
SMARTER**



**MACOSEAL
SE160**



**BLOOD BAGS
SYSTEM**



SEPARATION *Solutions*



WHOLE BLOOD
FILTERS



RED CELLS
FILTERS



PLASMA
FILTERS

LEUKODEPLETION *Solutions*



MACONNECT



SSP+



DOCKABLE
PLATELETS
FILTERS

PLATELETS *Solutions*



BAGS SYSTEM



MACOTRONIC
B2



PATHOGEN INACTIVATION *Solutions*



COLLECTION



PROCESSING



FREEZING

CORD BLOOD
Solutions



FREEZING
BAGS



MACOSEAL
TWIN EVA

BIO BANKING *Solutions*



MACOGENIC
SET

MACOGENIC
G2

8-MOP

EXTRACORPOREAL PHOTOPHERESIS *Solutions*

