



macopharma

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



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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 *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.

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.

We make the best out of every drop of blood
by providing sustainable solutions
to every patient

Blood is life. We support life



Move with agility

Anticipate

Create value

One Maco



A heritage

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

First industrial production
of **blood bags**

1980

1982

First subsidiary
in **Germany**

1995

2002

First sales in **USA**
for **Leucolab LCG2**
(dockable filter)

2003

40 years dedicated
to life

2017

MacoSeal LIGHT
Launch

2022

2024

1977

Foundation of
Macopharma

First industrial
production of
leucodepletion
filters

Opening of
Macopharma plant
in **Poland**

New production
site in **Tunisia**

Maconnect
Launch

Executive Committee



Caroline HERNU
Managing Director

“Managing a global company, a European leader in Blood Processing Solutions 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 Patients 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.”



Pierre Yves D'HUYSSER
Transformation Director

“As a company, Macopharma faces daily challenges and constantly needs to reinvent itself. Improving its way of working with Operational Excellence or Preparing the future with Strategic projects and digital transformation. We have a strong dedication in offering the best solutions for our customers and for our employees.”



Jean Christophe HUSSON
Operations Director

“Participating in the Macopharma Group’s Transformation Project since the end of 2023 is a real challenge for the entire Organization and for myself. From now on, Macopharma has a Strategy. And on top of that, Macopharma has an Order Book, the Skills, the Expertise, and Values that unite the Teams : One Maco... However, Macopharma must go further by increasing standards, day after day. It’s my daily mission... Problems don’t have to be a problem... They just have to be a potential for improvement...”



Sylvain PINON
Development and
Prospective Director

“Innovation and quality of the products emerging from Macopharma are deeply rooted in our DNA, from the very beginning. Our teams work hard every day to provide customers and patients ever more effective solutions. This strategy also illustrates our determination to secure and perpetuate a human company for which all our employees invest every day to provide the very best in technology.”

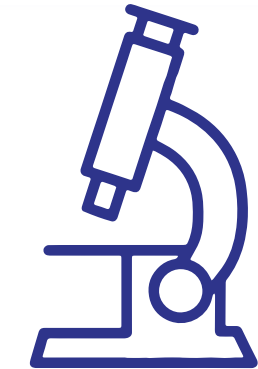
Key figures 2024

Human Resources



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

Scientific



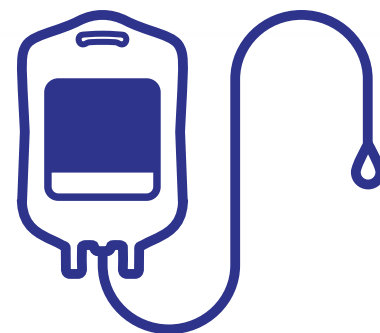
- **392** patents
- **224** brands
- **R&D investment: 4.2%** of total sales revenue

Finances

181 million €
sales revenue

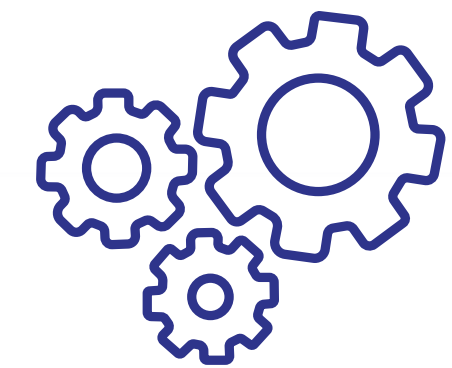


Sales



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

Production



- **3 plants:** France, Tunisia, Poland
- **19.9 million** of blood kits produced
Including **17.7 million of filters**
- **98%** European suppliers

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



Responsible consumption and production



Peace, justice and strong institutions



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

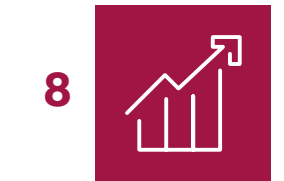
- **Equality** Female-Male in Top Management positions
- **Zero** lost-time accident
- **Keep internal** mobility at 25%



Good health and well being



Gender equality



Decent work and economic growth



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



Responsible consumption and production



Climate action



Life below water



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



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 make the best out of
every drop of blood
by providing sustainable solutions
to every patient

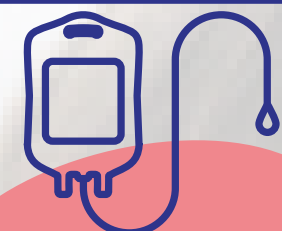
Blood is life, We support life



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.

Collaboration

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



Engaged for
learning

Efficiency

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

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 innovation,
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 EXCOM, 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 Manager



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

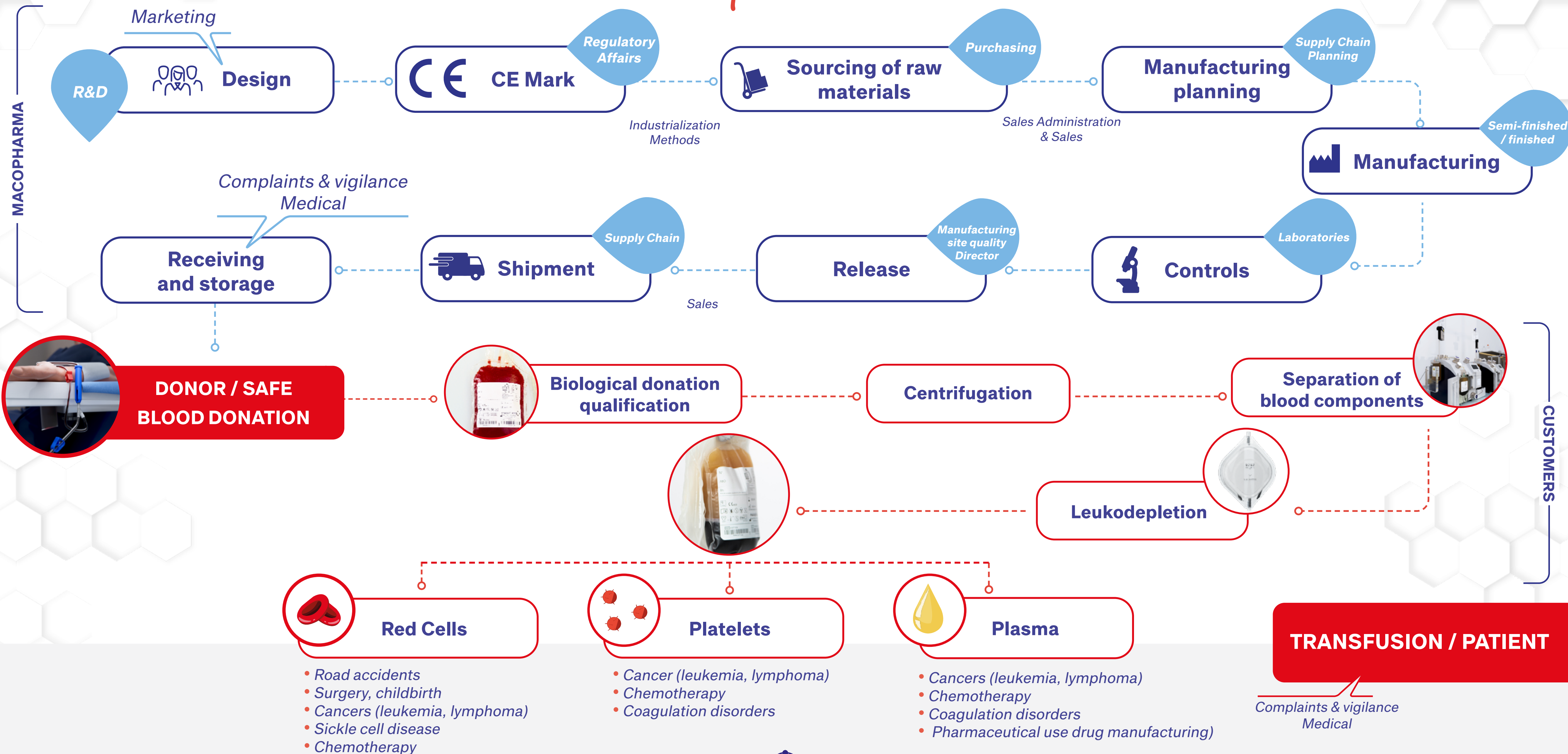
- Our employees and social partners
- Our shareholders

OTHERS

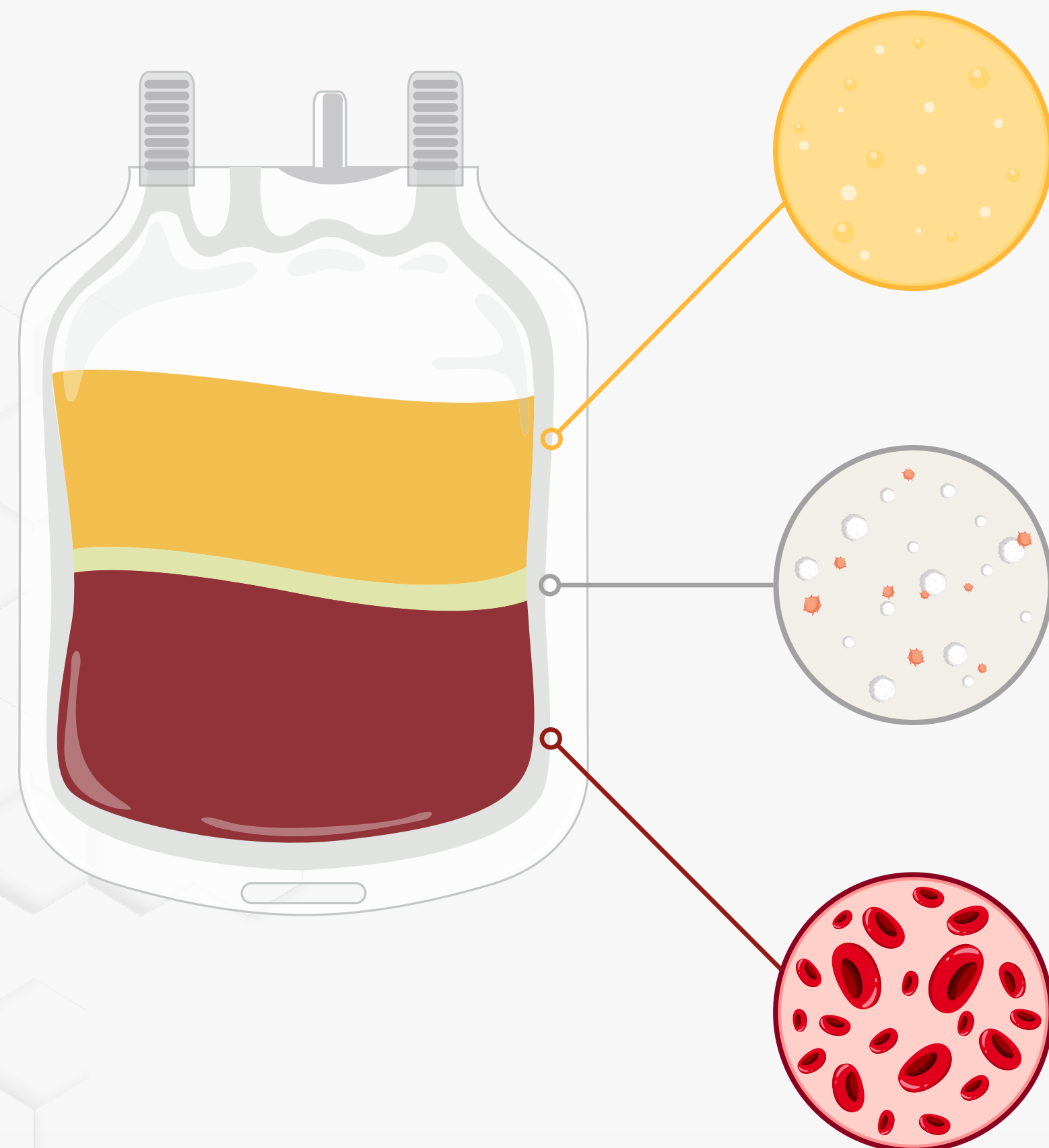
- Associations
- Media
- Key Opinon Leaders



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

45% Red blood cells

Ensure the transport of oxygen to 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



COLLECTION *Solutions*



MACOLOUNGE



MACOSEAL
PS2-AS



MACOSEAL
LIGHT



MACOMIX
HM20

SEPARATION *Solutions*



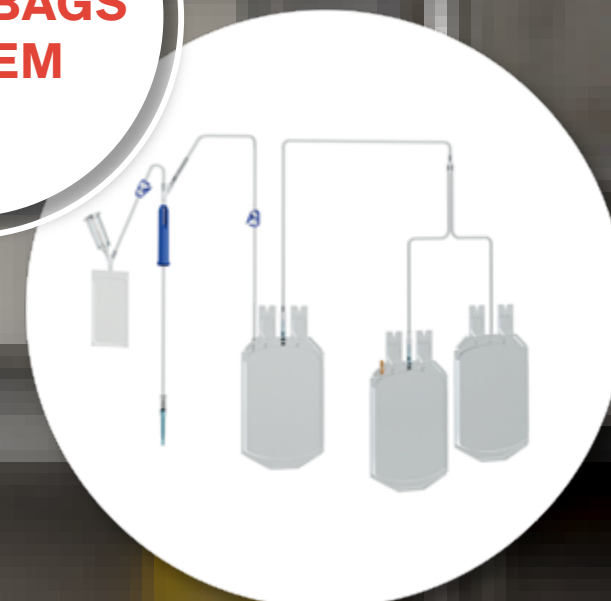
**MACOPRESS
SMARTER**



**MACOSEAL
SE160**



**BLOOD BAGS
SYSTEM**



LEUKODEPLETION *Solutions*



WHOLE
BLOOD
FILTERS



RED CELLS
FILTERS



PLASMA
FILTERS



PLATELETS *Solutions*



MACONNECT



SSP+



DOCKABLE
PLATELETS
FILTERS

PATHOGEN INACTIVATION *Solutions*



**BAGS
SYSTEM**



**MACOTRONIC
B2**

CORD BLOOD *Solutions*



COLLECTION



PROCESSING



FREEZING

BIO BANKING *Solutions*



**FREEZING
BAGS**



**MACOSEAL
TWIN EVA**

EXTRACORPOREAL PHOTOPHERESIS *Solutions*



MACOGENIC
SET

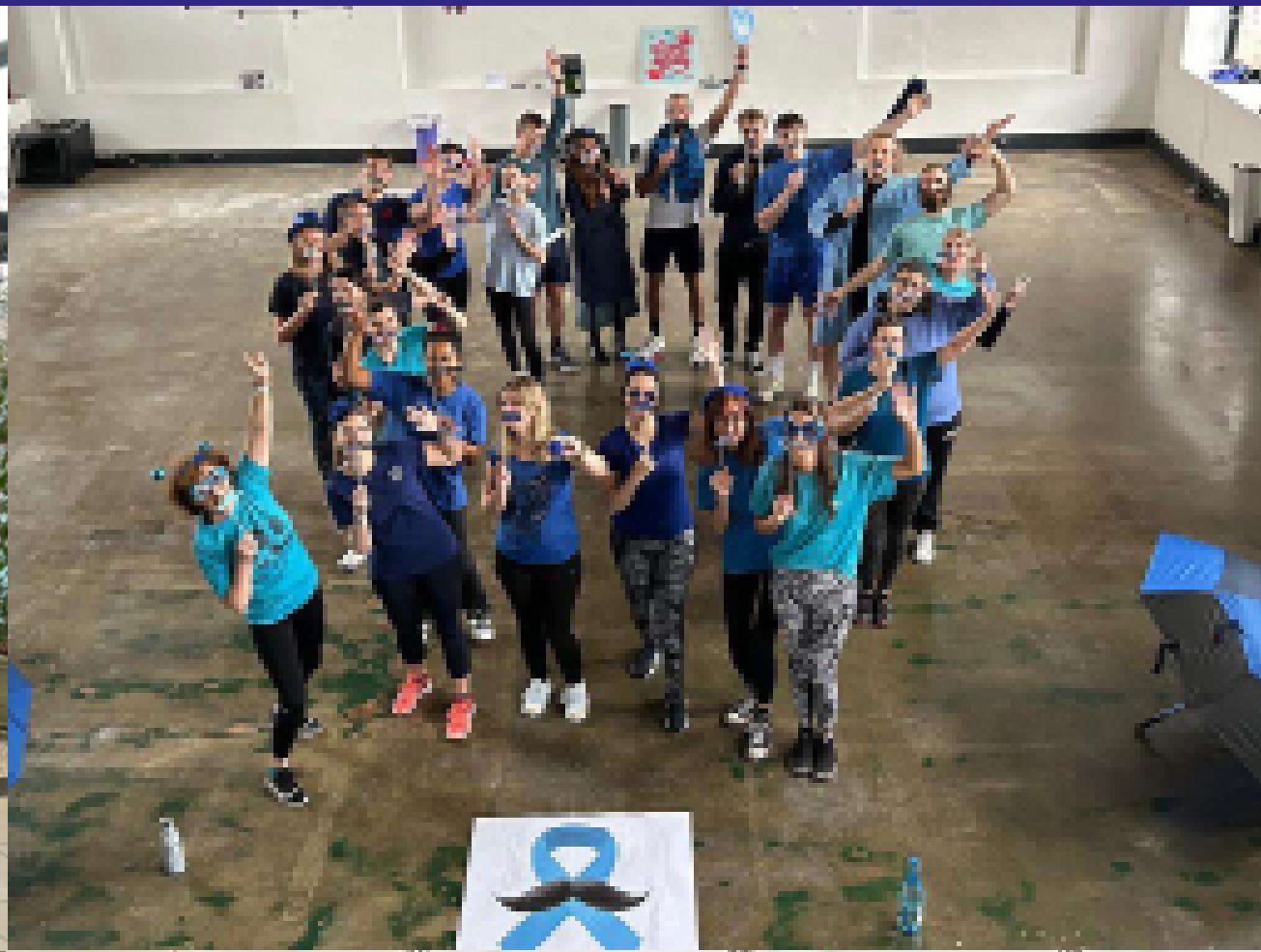


MACOGENIC
G2



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