

AT THE HEART OF OUR COMMITMENT

#CSR
Corporate Social Responsibility
REPORT
2024

macopharma
We support life



Table of contents

#02-04

- Edito
- Key figures 2024

#05-14

Governance

- Introduction
- Ethics & compliance
- Responsible purchasing
- CSR Ambassadors & trainings

#15-28

People

- Health & Safety
- Inclusion & Equity
- Grow
- Solidarities

#29-35

Patient

- Quality & Safety
- Support for healthcare professionals

#36-44

Planet

- Carbon footprint
- Circular economy
- Eco-design

A French company with over 45 years' experience, Macopharma is the European leader, and a major player on the world market, in the medical devices industry for blood treatment.

As part of its corporate social responsibility approach, Macopharma publishes its annual CSR report. This document summarizes the company's actions over the past year. In 2025, we are publishing two documents relating to our non-financial performance: this CSR report and our second Sustainability report.

This report is therefore a recap of our CSR news and progress, providing an overview of our roadmap.*

* For more details on the elements presented throughout this document, please refer to our **sustainability report** as well as our policies and certifications on our website.

Editorial

Dear employees, partners and stakeholders,

I am very proud to present Macopharma's **CSR Report 2024**. In an international context where commitment to CSR is too often called into question, I am convinced that now more than ever is the time for **action and concrete results** to meet global challenges.

You will see that for Macopharma, 2024 was once again a year of concrete progress in each of these areas.

In terms of Governance, we published our first double materiality report in September 2024, an enormous task for all our teams, but above all, an enormous source of pride because this report represents our commitment to greater transparency on all environmental and social issues. We have also strengthened our ethical and compliance processes, and launched a more structured Responsible Purchasing strategy, now integrating ESG criteria into our decisions and our relationships with our mainly European suppliers. Finally, Macopharma's membership of the United Nations Global Compact underlines our international commitment to sustainability.

About our teams (the 'People' pillar), we have continued to invest in well-being at work, inclusion and diversity, especially through our 'Living Together Week' and a particular focus on intergenerational collaboration. To bring all this to life daily, we need our 20 CSR ambassadors, but the network is growing all the time, with 8 new members in 2024. Developing in-house talent and employee commitment remain our top priorities.

In the Patient pillar, we have strengthened our contribution to transfusion safety by sharing our expertise through international educational programs. We are renewing our ISO 22301 certification to guarantee our business continuity management system, a major commitment to the availability of our

solutions for our customers and therefore for patients. And above all, to meet our commitment to ever-greater patient safety, we are continuing our project to remove DEHP from all our devices.

Lastly, on **the environmental front** (the "Planet" pillar), we are committed to reducing our impact, by monitoring our carbon footprint and planning concrete actions such as responsible mobility for our employees, energy efficiency at our sites, developing circular economy partnerships with our suppliers and launching an eco-design approach.

These achievements are the fruit of the daily commitment of our employees, who are driven by the pride of belonging to a responsible company that **supports life** and integrates sustainability at the heart of all its operations a little further each year.

I therefore invite you to **read this report** out of curiosity, for the sake of information, but above all as a **demonstration of your own commitment** to a future in which the health of all - individuals and ecosystems - is preserved.



Caroline HERNU

Macopharma Managing Director



Key figures 2024

Macopharma is a French company, European leader in the blood-related medical devices industry.

Human Resources



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

Scientific



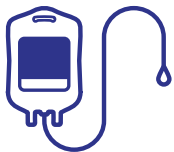
- **392** patents
- **224** brands
- **R&D investment: 4.2%** of total sales revenue

Finances

181 million €
sales revenue

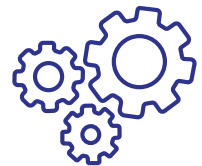


Sales



- **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

#01 DRIVE OUR CSR APPROACH

GOVERNANCE



Responsible
consumption
and production



Peace, justice
and strong
institutions



Partnerships
for the goals



Our approach : *engaged for life*

As part of the “**engaged for life**” pillar, our CSR strategy is an integral part of the company’s corporate strategy. **As a global player in the world of healthcare**, Macopharma has developed its approach around the “**One Health approach**”. This approach links the health of all organisms evolving in the same ecosystem. Therefore, the company’s health depends on the health of women and men, as well as the planet’s health and all other living beings. Macopharma’s responsibility in terms of **societal impact** is also extended by its role within the **transfusion chain**. We must ensure quality, safety and continuity, in the interests of all patients.

Its CSR ambition is based on **4 pillars**: CSR governance, people, planet and patients.

We support life

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

People

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

Planet

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

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

To find out more about our different targets, **visit our “[CSR commitments](#)” website page**

ISO-certified management systems



Our first sustainability report (CSRD)

In September 2024 Macopharma reached a milestone with the publication of its **first sustainability report** relating to the **CSRD** (Corporate Sustainability Reporting Directive) standard. This report marks a turning point in the company's commitment to transparency and environmental, social and governance (ESG) issues.

Subject to the reporting obligation for 2028, the company has chosen to **voluntarily** publish a first report in order to practice being as close as possible to compliance by 2028. In line with ESRS (European Sustainability Reporting Standards), this report is intended to be complete and quantified. You'll find a whole range of precise **indicators** to **measure the company's sustainability performance**.

The publication of this report demonstrates our commitment to aligning ourselves with European best practice in sustainability. The report covers several key aspects, including:

Environmental impact : The company details its efforts to reduce its carbon footprint, improve energy efficiency and promote the use of the circular economy.

Social responsibility : The report highlights initiatives to improve working conditions, promote diversity and inclusion, and support local communities.

Governance : The company describes the measures taken to strengthen transparency, ethics and accountability within its governance structure.



Our membership of the UN Global Compact

Macopharma is now a signatory of the United Nations Global Compact !

What does this mean ? Macopharma has made a **strong commitment** to CSR by becoming part of an **international network** that encourages companies around the world to adopt sustainable and socially responsible policies.

By joining the UN Global Compact, **the company is committed** to aligning its operations and strategies with **ten universally accepted principles** in the areas of human rights, labor standards, the environment and anti-corruption :

Businesses should support and respect the protection of internationally proclaimed human rights.

Make sure that they are not complicit in human rights abuses.

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

The elimination of all forms of forced and compulsory labor.

The effective abolition of child labor; and

The elimination of discrimination in respect of employment and occupation.

Businesses should support a precautionary approach to environmental challenges;

Undertake initiatives to promote greater environmental responsibility; and

Encourage the development and diffusion of environmentally friendly technologies.

Businesses should work against corruption in all its forms, including extortion and bribery.

Improving CSR communication

A tool to reinforce CSR communication

The CSR Tool Kit is designed to provide sales teams with the resources they need to explain the company's CSR initiatives clearly and convincingly. The company aims to integrate CSR into the sales process more fluidly and effectively. Sales teams can now :

Demonstrate the company's commitment to sustainability and social responsibility.

Strengthen customer confidence by demonstrating that the company takes its environmental and social responsibilities seriously.

This initiative reflects the company's commitment to integrating sustainability and social responsibility into all aspects of its operations.

Ethics and compliance



At Macopharma, we make it a priority to maintain **responsible governance**, guaranteeing ethics and compliance. To achieve this, we have established a number of guidelines:

Our **Code of good conduct and Ethical Charter** is the foundation of our vision of business ethics, employee protection and of the respect of our commitments to all our stakeholders.

Protecting our employees is essential to the way we operate. Thus, this same Code of good conduct prohibits all forms of discrimination, harassment or any behavior likely to undermine a person's dignity.

In compliance with the **RGPD**, we also ensure the **protection of the personal data** of our employees or third parties with whom Macopharma interacts on a daily basis.

Because we attach great importance to promoting **ethically and socially responsible practices**, our Code of good conduct supports our adherence to international conventions and national legislation concerning respect for human rights. This is reinforced by our **Declaration against Modern Slavery**, which aims to combat human trafficking, forced labor and child labor, as well as respecting the principles applicable to medical research and worker protection.

With business ethics **at the heart of our concerns**, our Code also reminds us of the importance of respecting good manufacturing practices (hygiene, quality), promotion and distribution, as well as good commercial practices and free competition.

In order to guarantee the best practices in our commercial relations and the utmost transparency, Macopharma rejects corruption in all its forms and aims to set an example. To this end, our **Anti-Corruption Code** reaffirms our integrity in this respect.

Finally, our codes and declarations apply both internally, where our employees are called upon to be **vigilant and responsible**, and externally, where we demonstrate our determination to work with suppliers and distributors who are in line with our values and who comply with regulations.

As a reminder, any violation of our code of good conduct can be reported via our whistleblowing reporting platform.



A Structured and Ambitious Responsible Purchasing Strategy

This year, Macopharma has taken a key step in developing its **Responsible Purchasing strategy**.

This approach began with **training the entire purchasing team** in responsible purchasing.
Through several collaborative workshops, we defined a strategic framework structured around **three pillars**:



Planet

Aiming to reduce our environmental impact by lowering the carbon footprint of our purchases, promoting the 3Rs (reduce, reuse, and recycle), and developing eco-design.



People

Commitment to respecting human rights and the well-being of employees by working with partners who promote inclusion and social values, as well as ethical behavior.



Patient

Securing supplies to ensure the quality and availability of our products while ensuring product compliance with quality, safety, and regulatory standards.

This strategy is supported by **governance**, ensuring the alignment of purchasing objectives with the group's ESG commitments.

ESG standards will thus be included in the entire purchasing decision-making process.

Our vision is evolving, no longer limited to financial performance but also taking into account the influence of our purchases on our environment (economic, social, and environmental).

Starting in 2025, we will begin ESG evaluation of all our partners, accompanied by the company ECOVADIS.

Strengthened Commitment to *Our Partners*

We continue our efforts to build an ethical, responsible, and resilient supply chain. With a supplier panel composed of **98% European actors**, we guarantee proximity and compliance with **strict social and environmental standards**.

SUPPLIER ETHICS:

An **Ethical Purchasing charter** has been adopted, accompanied by an action plan aimed at ensuring its progressive adoption by all our partners from 2025. We also aim to establish a **monitoring system** to continuously verify that our suppliers respect the commitments made when accepting this ethics charter.

CSDD CONFORMITY:

In 2024, monitoring of our suppliers is in place in compliance with the Sapin II law. To do this, we have put nearly **365 partners** under surveillance via the Compliance Catalyst platform (compared to 80 in 2023), allowing real-time monitoring.

By integrating ESG criteria into its responsible purchasing strategy, at all stages of the purchasing process and in its relationships with its partners, Macopharma thus pursues its ambition to combine economic performance, social impact, and environmental responsibility.



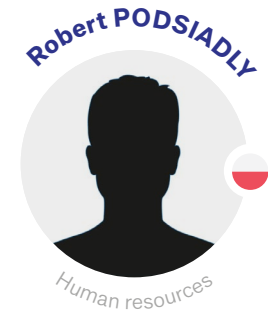


Our team of CSR ambassadors *is growing !*

In 2023 we were proud to announce the recruitment of a team of **20 CSR ambassadors at all our production sites**. This year, we're even prouder to have expanded that team with **8 new members !**

As a reminder, the role of the ambassadors is to help anchor CSR in the corporate culture. Having all **volunteered** to take part in this program, their first mission is to lead the **CSR training days** (see page 14). To this end, they have all been trained to run the **climate fresk**. Their role is also to act as communication relays within the company, enabling the sharing of ideas and best practices.

With a team of **28 CSR ambassadors**, the company aims to **promote responsible practices** and raise its members' awareness of **sustainability**.



CSR training days

In addition to the ambassador program, in 2023 “CSR training days” were launched. This training program aims to **raise employee awareness** of the social, environmental, and societal issues **facing Macopharma as a company**, but that we all **face as citizens**. It's a full day of training, combining **learning** and **collaborative games** around climate and the company's major CSR pillars: governance, people, planet and patient.

The day begins with 3 hours 30 minutes introducing the subject: the **Climate Fresk** enabling participants to understand the **cause-and-effect links between climate disruption and its consequences on our society**, to conclude with the search of **concrete solutions** together. The afternoon continues with 45 minutes of CSR theory, followed by workshops on each pillar of our CSR ambition.



906 people trained by 2023
and 2024 in France, Poland,
Tunisia and Germany



#02 PROTECT AND GROW OUR PEOPLE

PEOPLE



Good health
and well being



Gender
equality



Decent work and
economic growth



Reduced
inequalities

**Yosra
OUAROUE**
Qualitician



Can you introduce yourself?

My name is Yosra Ouarouer, and I've been working for Macopharma since May 2022 as qualitician. I'm passionate about discovering new cultures and traveling. I'm curious, creative and always looking for new experiences and opportunities to learn and grow. In short, I consider myself to be dynamic, motivated and open to new encounters and discoveries.

What does the people pillar mean to you and why is it important?

The "people" pillar focuses on the importance of individuals within an organization. It is essential because it fosters commitment, motivation, innovation and organizational culture. By valuing employees, investing in their development and creating a positive environment, an organization can improve performance, attract new talent and guarantee long-term success.

How do you see the people pillar at Macopharma?

At Macopharma, the "People" pillar is illustrated by practices aimed at fostering employee well-being (team-building, quality day...), promoting diversity and inclusion, and encouraging professional development, while supporting social initiatives and creating a respectful and collaborative work environment.

Celebrating Safety Day at Macopharma Poland

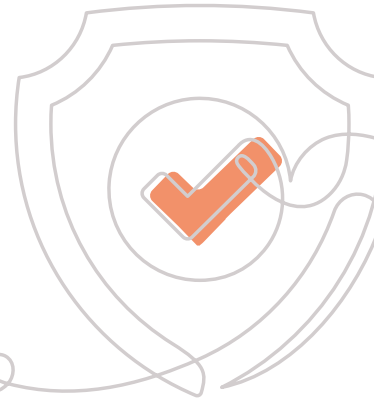
In April, to mark the **World Day for Safety and Health at Work**, Macopharma Poland celebrated “Safety Day.”

Safety Days are crucial for promoting workplace safety and ensuring employees are well prepared for emergency situations. But how can we make Safety Days truly memorable and engaging?

One innovative approach is incorporating **virtual reality (VR)** experiences. VR allows participants to immerse themselves in realistic scenarios, providing an engaging and effective **learning environment**.

Additionally, we organized a Quiz. It aimed to reinforce safety awareness among employees and test their knowledge on various workplace safety topics.

Congratulations to the winners!



Health awareness campaigns

Health is an important subject for Macopharma. Over the course of 2024, we wanted to raise awareness among our employees across our different production sites (France, Poland and Tunisia) as well as our subsidiaries. Awareness-raising took various forms.



WORLD NO TOBACCO DAY

We dedicated a day to raising employee awareness of the harmful effects of tobacco use. Several activities were organized on our sites (France, Poland and Tunisia) and remotely for our subsidiaries:

General knowledge **quiz** (online and on-site) on the theme of tobacco.

Documentation (key figures and information) available on our on-site screens, on our intranet, but also distributed by our on-site nurse.

Several **workshops** organized at our Tunisian site.



PINK OCTOBER AND MOVEMBER

On a global point of view, we organized a **webinar** on both subjects with a coach and former radio manipulator. Participants were able to revisit preconceived ideas, questions to ask and best practices to identify and prevent the onset of male and female cancers. Two in-house **photo competitions** were also held to raise funds for two charities (one photo equals €1 donated to the chosen charity):

“Pink October”: the **photo competition** was organized throughout October in partnership with “Octobre Rose En Nord”. Our employees were invited to take photos of themselves with a pink object (ribbon, clothing, hat, etc.), alone or in a group. All profits were donated to the “Mon Bonnet Rose” association for its “La Maison Rêvée” project. Thanks to our employees, a total of €500 was raised.

Movember: a **photo competition** was held throughout November in aid of the MOVEMBER association. Men were invited to adorn themselves with their most beautiful mustaches, and women were not to be outdone with a kit of fake mustaches to make your own! Thanks to the mobilization of our employees, 500 euros were donated to the association.



Living Together Week

For the 2nd year running, Macopharma organized “Living Together Week” at all its production sites, a week dedicated to inclusion and diversity.



As a reminder, Macopharma has made a commitment in its CSR ambition to **ensure a fair and inclusive working environment for all**. That's why the company has organized a variety of activities, both digital and face-to-face, on themes that have a similar focus on the **different sources of discrimination**.

The week opened with a webinar on the role of **humor in the workplace**, entitled “Laughter in the workplace – are jokes canceled?”

In France, a number of activities were carried out, including quizzes, an exercise to “measure the diversity of your inner circle”, a video game focusing on **racist microaggressions**, and playlets on the themes of **sexism** and **DYS disorders** (dyslexia, dysorthographia, etc.).

To further raise awareness of DYS disorders, a workshop was held on the subject, and flyers were distributed to staff. Last but not least, the traditional “**handicafé**” gave our employees the opportunity to exchange ideas with disabled workers from the Jemmapes workshops.

In Poland, several workshops were organized on **inclusive communication and language**, as well as a snack prepared by **Café Rownik**, whose specialty is working with people with disabilities.

Finally, in Tunisia, children with special needs had the opportunity to visit the site. **Theater** sessions on the theme of “integration within diversity” and sessions with **psychologists** on the theme of “all different, all the same” were organized. Employees were also able to share their **regional cultures** through traditional dress and dishes. Finally, the company welcomed the national center for the **promotion of organ transplants**, which, in the presence of doctors, theologians and transplant patients, gave an account of the difficulties and constraints of daily life. They expressed their desire to raise awareness of their cause, and invited Macopharma employees to encourage the company to take steps to welcome transplant patients into the workplace.



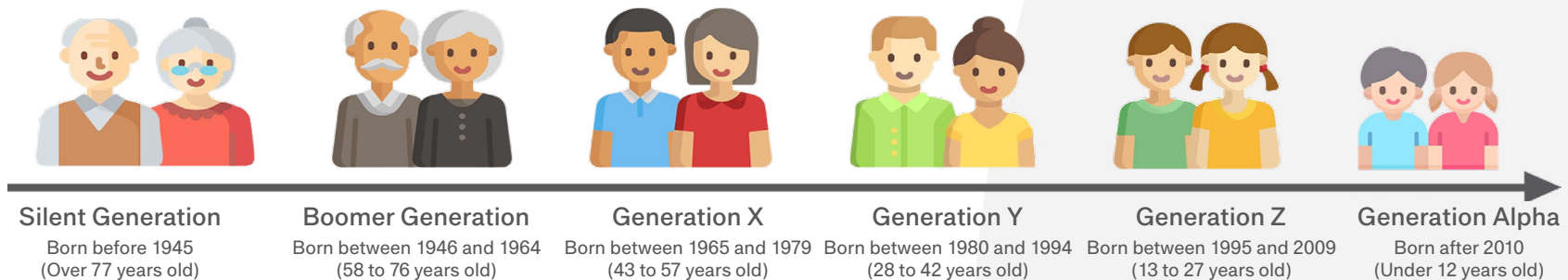
Towards a more inclusive collaboration: the intergenerational lens

The generational diversity that has been entrenched in companies and notably Macopharma leaves no room for doubt: inclusion is and will be a **major challenge to ensure efficient and sustainable collaborative practices**. To cite just 2 studies: in 2024, the unemployment rate for 15-24 year-old – in the OECD – was on average more than 2.5 times higher than that of the over 25s (*Oecd.org*) and the main source of discrimination in hiring among people over 50 remains age (*HelloWorkplace*). Faced with this observation, cultivating the conditions for a more inclusive collaboration is a necessary and **beneficial social innovation!** Indeed, it has been shown that companies that are more equitable and inclusive have a much higher economic and financial performance than others: around 15% by focusing on gender equality and equity and up to 35% through the impact of ethnic diversity. (*McKinsey survey, 2020*).

What initiative should be deployed for 2024 to support Macopharma's transformation, while capitalizing on the richness of our **'Engaged for life'** DNA? The intergenerational angle seemed to be the perfect way to set in motion the generational singularities intrinsic to Maco

and thus **support the evolution of our operating methods towards more inclusive methods**. We have therefore set up a program of training workshops for our CSR Managers and Ambassadors in order to **raise their awareness of the challenges and opportunities of intergenerational collaboration**. The co-construction of these tailor-made workshops with the consulting and training organization Posit!f was itself the result of an agile test and learn approach in three stages: design and preparation – pilot and constructive feedback – and iterative deployment. With a better understanding of the impacts and expectations of each generation in the professional environment, nearly **50 participants** in 2024 were able to understand different methods of collective intelligence to stimulate creativity and the identification of solutions by limiting the **impact of natural cognitive biases**.

Thanks to these concrete initiatives that contribute to notching the key success factors of our operational excellence, Macopharma's teams demonstrate once again that being an **'Engaged for Learning'** company allows us to combine organizational and social performance.





Work-study programs at Macopharma: *a springboard for the future*

At Macopharma, we firmly believe that work-study is an invaluable opportunity to train tomorrow's talent. With this in mind, we have created the Students Community, with a strong and engaging new visual identity.

In 2024, we demonstrated our determination to develop work-study programs, with a graduating class of over 30 students, 4 of whom continued their adventure after their experience at Macopharma.

| | | 2023 | 2024 |
|-------------------------------------------|-------------|------|------|
| Apprenticeship | Number | 24 | 29 |
| | Average Age | 24 | 24 |
| | Male (M) | 12 | 12 |
| | Female (F) | 12 | 17 |
| Professionalization Contract | Number | 4 | 2 |
| | Average Age | 26 | 25 |
| | Male (H) | 1 | 2 |
| | Female (F) | 3 | 0 |
| Interns (excluding discovery internships) | Number | 16 | 7 |
| | Average Age | 24 | 24 |
| | Male (H) | 9 | 4 |
| | Female (F) | 7 | 3 |

Events dedicated to integration and development

To reinforce the feeling of belonging and encourage exchanges, we want to create a friendly and inspiring environment for our work-study students. We want to offer them a tailor-made career path, with a series of events designed especially for them :

Integration breakfast : A convivial moment to welcome our new work-study students, introduce them to the DNA of Macopharma's work-study program and meet their peers.

Continuous feedback : via satisfaction questionnaires, to gather the expectations and needs of work-study students, in order to adapt the schedule accordingly.

Afterwork : Informal events outside working hours to strengthen links between work-study students and other company staff.

Team building : Team-building activities to foster group spirit and collective intelligence. Working together towards a common goal, proposing areas for improvement and action plans.



In 2025, we want to further strengthen the community spirit. We'll also be offering personal development workshops to help alternates acquire new skills and prepare for their future careers.

A strong commitment to CSR

We are convinced that work-study programs are a powerful lever for promoting equal opportunity and encouraging diversity within our company. By investing in the training of our work-study students, we actively contribute to their professional development and to the sustainable growth of our company.

We are proud of the initiatives we have put in place to support our work-study students, and we are committed to continuing to develop this dynamic and inspiring community. Together, we're building Macopharma's future.

Training for Internal Trainers 2024:

A never ending learning story!

After an initial class of **six trainers** in 2023 and a new certification format, 2024 saw the emergence of a new generation of six internal trainers, **experts in quality, project management and marketing**. Fully embodying the 'Engaged for Learning' pillar of our Macopharma Strategic House, this program highlights the latter's competence and transmission internally. Recognition of this internal commitment is an essential component of the **learning culture** at Macopharma, as well as of the continuous development of employees at all stages of their life within the company.

#Engaged for learning

This "training of trainers" is accompanied by precise **pedagogical objectives**, enabling occasional trainers to:

- Define the role of trainer and identify its limits,
- Integrate the learning pattern of the participants into their training design and thus adapt to it as a facilitator,
- Structure and facilitate a training sequence, from start to finish, regardless of the topic,
- Manage the hazards and special cases that may arise during a session,
- Identify strengths and areas for improvement as a training facilitator.

On the program: **3 days immersed** in the role of a trainer for a real certification baptism. This training allows the winners, all highly motivated, to acquire or perfect new skills in the design and facilitation of training modules. On a voluntary basis, with a pronounced appetite for transmission, the participants first followed two days of training to discover the teaching method and, above all, to put it into practice. Finally, the course ends on a third day with the conducting, in front of a jury, of a thematic training module of their composition in real conditions.

The success of this program would not have been possible without the support of the participants' managers, the investment of the Management and the Training department and, of course, the inspiring facilitation of Patricia DESMET (*Tremplin RH*).

Now that the first stone of the **Community of Trainers** has been laid, it remains to maintain and cultivate the flame of this learning community so that it may fly the colors of the transmission of knowledge and skills, the cornerstone of our Continuous Improvement, loud and clear. Thanks again for their investment and congratulations to them!



From motivation to internal mobility: a compass for employee engagement!



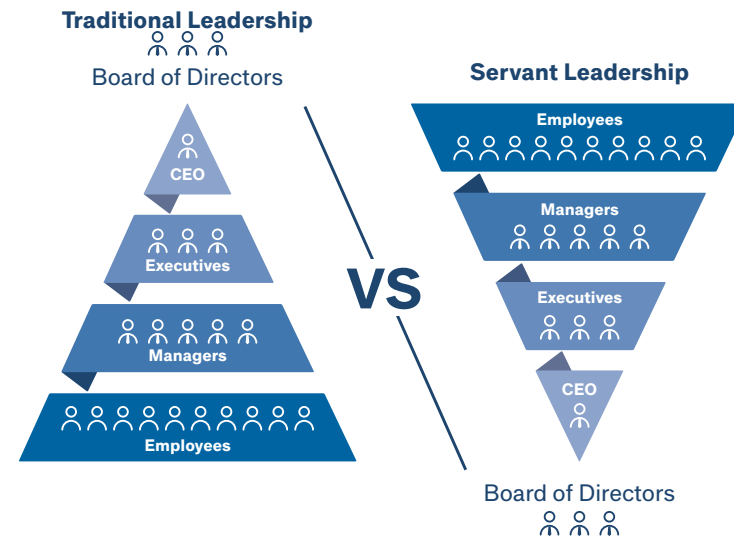
What motivates employees today? How can we overcome the challenge of employee engagement in an economic context where tensions on the labor market are exacerbated and where the shadow of “*silent resignation*” hangs over companies? In its 2024 State of the *Global Workplace* report, Gallup demonstrates once again that commitment cannot be decreed: only 23% of employees globally say they are committed, and in France it’s even barely 7%. And this non-commitment or disengagement weighs both on the world economy (shortfall of 9% of global GDP), and on companies: decline in well-being at work, significant stress levels (in more than 40%) or employees who are very attentive to market opportunities (more than 50% in watch or active search).

Faced with these observations, there is no miracle recipe at Macopharma, but above all no wait-and-see attitude in the face of the challenge of employee engagement. To deal with the effects, we must first **identify the causes**, because we can only improve what we can measure. Also, in order to better identify and qualify what drives our employees, we have proactively developed and strengthened our rituals and processes.

The launch of our **operational excellence** approach is the foundation of a **new managerial culture**, in which operational employees in contact with the field once again become our priority internal customers. This reversal of the pyramid in the guise of **Servant Leadership** is accompanied by many collective rituals that give back the hand and

voice to the contributors in the management of performance. In parallel with these collective routines, our various individual managerial rituals have been enriched with a new highlight in 2024: the Motivation Review. This new managerial campaign, first launched this year to the executive employees of the entire group (nearly 350 people), is a new key step in supporting employee engagement.

It provides the framework for reflection and a succession of exchanges on the topic of individual motivational levers. Following a training course co-constructed with the Moortgat training agency and deployed by the Training department to more than **100 managers**, the motivation reviews took place in the last quarter of 2024 with all executives, with completion rates of more than 97%.



80%



Among the 10 levers questioned, first prioritized and then evaluated, it is unequivocally that the interest of the job comes in first place, followed by work/life balance and global compensation. Satisfaction levels are also positive; rated on average from 3 to more than 4 out of 5, they suggest opportunities to capitalize on a solid base, to prepare for the future. The task is then entrusted to managers, with their teams and the support of the organization, to work on the support and satisfaction of these motivations in the individual and collective interest of the organization and its social performance.

But this tool is not the only lever used, as we renewed our 3rd edition of the **Employee Engagement Survey** in 2024. This new survey is once again a successful event this year, with an excellent mobilization of **80%** of the respondents! Available in 5 languages, this survey has been synthesized and targeted in 2024 on our major transformation challenges as well as on the main expectations of the 2023 survey. Through 8 key themes this year, the 16 questions asked were an opportunity to collect, anonymously, the pulse of collective commitment and pride in belonging to the company. While this pride in belonging, the company's

vision and the meaning given to missions remain driving forces for the Group, the challenges of recognition and trust are still at the heart of the feelings shared by employees. Once again, the analysis of participation and verbatims shared in open-ended questions underlines employees' attachment to the company's project and demonstrates that everyone is committed to contributing to a positive transformation.

This desire to contribute is also very present at Macopharma in one of the cornerstones of the company's dynamic: **internal mobility.**

Our ambition remains strong: to maintain internal mobility rates of more than 25%. The bet has been met again in 2024 with nearly **30%** of Management and TAM positions filled internally. Macopharma thus demonstrates its ability to cultivate expertise, promote talent and support the employability of employees through the development of their knowledge, know-how and interpersonal skills. As a clear refusal to give in to the sirens of disengagement, in 2025 we will continue to give employees the means to manage their careers and to contribute to forging the sustainable success of the organization.

In 2024, *we saved 615 lives!*



2024 marked the fourth Blood Donor Day, organized on the occasion of World Blood Donor Day across our production sites (France, Tunisia and Poland) and subsidiaries.

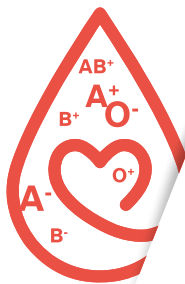
Thanks to the mobilization of all our employees, we were able to collect 205 blood bags worldwide - **from Tunisia to Poland, not forgetting the Nordic countries!**

Thanks to these 205 donations, 615 lives can be saved!

Global :

- **205 donations** this year
- **88 donors in France** (including 8 first-time donors!)
- **86 donations in Tunisia**
- **30 donations in Poland** (including 2 first-time donors!)
- **1 donation in the rest of the world** (subsidiaries)

Together, we can make a difference!



**BLOOD
DONOR
DAY** by
macopharma

*Blood is life,
we support life!*



Our Solidarity actions in 2024

Global

RED CROSS PARTNERSHIP

Our partnership with the Red Cross continued this year: following the floods which devastated Valencia and other provinces in the Levante region (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.

France

SPECIAL OLYMPICS:

Promoting the practice of sports for people with disabilities, Special Olympics is an organization dedicated to the development through sport of people living with a mental handicap. Special Olympics France organizes solidarity races, in order to finance sport and **health programs for the benefit of its athletes with mental disabilities**.

Macopharma therefore decided to register 4 teams (15 runners) to take part and mobilize for this cause which is so close to our hearts. For the registration of the runners, Macopharma has made a donation of 3200€ to Special Olympics.



Our Solidarity actions in 2024

maco

LES PAPILLONS BLANCS OF LILLE, BriocheS Campaign

The association Les Papillons Blancs de Lille was founded by parents of children with mental disabilities. It was created to **fight against the isolation of families, to defend and participate in the creation of support solutions. It welcomes, supports and reunites families.**

A bun sale organized for the benefit of the association, allowed us to collect 2140€ (483 buns sold) from our employees, for a total donation of 2640 € thanks to the contribution of Macopharma. In 2024, this donation made it possible to finance premises that will house our shared housing for people with disabilities.

HONEY SALE FOR THE SECOURS POPULAIRE

In our CSR approach, we installed in 2019 **several beehives on our production site** in Tourcoing (France) to **develop biodiversity** and **protect bees** in partnership with the company BEECITY.

Since then, every year, a production of Macopharma Honey is made and sold to our employees.

In 2024, 413,5 euros have been collected. The amount of this sale was donated to Secours populaire français to support them and their actions!

THE EUROTANDEM

Macopharma was one of the sponsors of Eurotandem 2024 edition.

The idea? 30 students set off on a two-week, 4,500 km tour of France, half of it on tandem! All in aid of a noble cause: **blood donation.**

Everywhere it went, the Eurotandem raised awareness and booked appointments with the public. The students used the EFS* “Don de sang” application to collect appointments or, as a second option, collected a pledge which enabled the contact details of the potential future donor to be registered with the EFS.



Our Solidarity actions in 2024



POLAND

In 2024, our company organized two significant **running events to show solidarity and support for foundations**. These events not only promoted health and wellness among employees but also raised substantial funds for a noble cause.

Company Run: Held in May, 12th edition of the Company Run, saw 25 participants from Macopharma Poland company and over 12,500 participants from over 500 Wrocław companies. Over the 12th edition of the Corporate Run for children in need, over PLN 2,500,000 has been collected.

Wings for Life World Run: There is no specific distance here. In Wings for Life World Run, you are chased by a moving “finish line” - the Chase Car.

You can run as far and as fast as you want. Once he overtakes you, you'll finish the race! At exactly the same time, people from all over the world are running, walking and riding in wheelchairs with you. Wherever they want. Whether with the App or in Flag Runs in given countries.

Together we run for those who cannot. We are running to help find a treatment for spinal cord injuries. 100% of entry fees and all donations go directly **to spinal cord research to scientists**.

#03

SOLUTIONS TO MAKE
**THE BEST OUT
OF EVERY DROP
OF BLOOD**

— PATIENT



Good health
and well being



Industry,
innovation and
infrastructure



Partnerships
for the goals

Aleksandra
KRZYŻANOWSKI
Quality Specialist/ Pharmacist



Can you introduce yourself ?

My name is Aleksandra Krzyżanowski and I'm working in Quality Control Department as an Quality Specialist/ Pharmacist in Maco Poland for 10 years now.

What does the patient pillar mean to you and why is it important ?

In healthcare, **patient-centered care** is often considered a fundamental pillar, ensuring that treatments like **blood transfusions** are safe, effective and continuous.

Patient safety is the most important together with the **health security, ethical and equitable access** so there shouldn't be any discrimination or financial barriers when it comes to receiving the right medical help.

For me as an empathic and quality oriented person I always wanted to work in the medical field and have an impact on improving the quality of human life.

How do you see the patient pillar at Macopharma ?

I'm really glad that, in Macopharma, we decided to have "Patient" as a separate pillar which indicates the high importance of our patient's health and safety.

Together as a company, we need to prioritize ensuring a stable and safe blood supply, propose innovative solutions which could change standards of the patient's life and make it available to as many people as possible.



Non DEHP transition: beginning of customers' validations of products

Macopharma has a promise: **We support life**, this is a commitment. We therefore support the **REACH* regulation** banning DEHP (a CMR plasticizer) not only for our duty of compliance, but above all to **reinforce the safety and quality of our products** throughout the blood value chain.

In 2021, Macopharma has therefore decided to **completely ban DEHP** from all its products marketed in Europe and worldwide by 2028, 2 years earlier than required by the regulation. For several years now, our teams have been working hard to prepare the transition of all our DEHP products, such as our blood collection range, to a **DEHT/PAGGS-M** alternative, which combines **safety and quality** for all our offerings.

In 2024, several advances have been made:

- The rationalization of our references to **reduce stocks and waste**, made possible by the optimization of new product designs.
- The manufacture of the **first DEHT samples** and the launch of the **first studies and validation phases**.
- **Raising awareness of the benefits** of this transition by **publishing study results** and **speaking at conferences** (ISBT, DGTI), not forgetting the organization of webinars and seminars with our **distributor partners**.
- Developing recommendations for **optimizing protocols** and training in-house teams in these **best practices** to ensure higher-quality components (Best Practices Group).

The company is investing heavily in this transition in terms of both budget and scientific resources, **70%** of them are **dedicated to the MDR-NON DEHP project**.

So, after our commitment and the decision on our solution, **2024 saw the first results from Macopharma's new DEHT/PAGGS-M offering**. Indeed, our efforts have enabled us to take the first step in this change by obtaining the first CE certification, in particular for one of our class III medical devices. We are continuing with this product phase in parallel with the registration phase, to make gradual progress towards our 2028 deadline.

* Registration, Evaluation, Authorisation and Restriction of Chemicals

Quality week

For the first time and hope not the last, this year Quality departments, from headquarters and production sites, invited all Maco employees to celebrate World Quality Days that took place from 12th up to 15th of November. As a reminder, the world theme in 2024 of the campaign was: “Quality: from Compliance to Performance”.

In four localization sites (France-Maco1 and Maco3, Poland Tunisia) as well on-line, Quality team proposed many different activities.

One of the hits of the event was a **wheel of fortune with a quiz**, where participants could assess their knowledge of quality issues. By correctly answering questions related to everyday challenges at work, attractive prizes could be won, which further motivated active participation.

As part of the laboratory experiments, participants had the opportunity to conduct experiments such as verifying the level of bacteria on their hands before and after washing them with soapy water. This was an excellent way to illustrate the importance of hygiene in production processes and everyday work.

Also, a unique activity was organized - **a coffee machine qualification**, which showed in an interesting way how validation processes work in our company. This simple but meaningful exercise helped to better understand the importance of ensuring quality at every stage of production.

To conclude Quality Week, we invite employees to take part in a survey designed to understand any blocking points in our Quality Management System (QMS) and evaluate internal satisfaction with our QMS.

All the attractions prepared were met with great interest and the willingness to take part in the activities was remarkably high. The Quality Days turned out to be an excellent opportunity to integrate employees, expand their knowledge and have fun all in one.



We would like to thank everyone who took part in the Quality Days for their involvement, activity and time spent together.

Separate thanks to all the people involved in the organization of this event, you did an excellent job.

See you next year!



Business continuity: 2024 review



Renewal of our ISO 22301 version 2019 certification with no major or minor non-conformity (see article below).

4 event sheets on business continuity :

- Failure of one critical piece of equipment out of 2 for the treatment of laser marking fumes in the PVC bag production workshop at the Tourcoing site,
- Insolvency of the logistics company responsible for storing products distributed in the UK,
- Incorrect customs declarations by logistics provider in Tunisia (currently being processed),
- The description of the 4th sheet will be based on the results in 2025, as a survey is currently underway.

Corrective actions have been taken for all these files, and have been partially implemented for the latest declaration.

Some figures :

- ✓ **87%** completion of business continuity management system improvement plan.
- ✓ **0** delivery disruptions for our customers and an average compliance rate of 87% for the safety stocks of our key customers (contracts with continuity clauses).
- ✓ DEHT project + new packaging under MDR : the project is monitored with indicators that are included in our business continuity dashboard. **Deadlines are being met.**

- ✓ Securing our critical raw materials : a 5-year action plan has been drawn up, with indicators for meeting deadlines.

67% of the plan was respected because unplanned notifications had to be processed.

- The plan was updated at the beginning of 2025 to incorporate changes made by our suppliers and critical indirect purchases.
- By 2028, over 80% of our critical PMs should be secured.

- ✓ IT security: 2024 IT security improvement plan 83% complete.

- ✓ Qualification of the additional steam production boiler in Poland, which will operate on a routine basis, and maintenance of the current boiler as a back-up.

- ✓ Installation of a smoke extraction system for the assembly and cartoning workshops at the Polish site (action taken following an exercise).

- ✓ Installation of an automatic inert gas extinguishing system in the event of fire in the electrical distribution cabinets of the automatic filter production machine at the Tourcoing site.

- ✓ A successful business continuity exercise with IT teams, incorporating an emergency communication process.

- ✓ The internal and external communication plan, including the CSR 2024 report.

Our business continuity management system ensures our own business continuity, that of our customers and, above all, that of patients.



ISO 22301 certification successfully renewed

The renewal audit for our ISO 22301 certification was carried out by Socotec Certification International from June 17 to 20, 2024.

The audit covered all activities within the Blood Processing Solutions scope.

The results are as follows :

- 0 major and 0 minor non-conformity
- 1 observation
- 8 areas for improvement
- 10 strong points

Detailed results below :

✓ **1 observation for the Polish site:** temporary measures taken during and after a disturbance are not systematically documented.

✓ 8 areas for improvement :

1. Adapt business continuity indicators to the company's processes, with team awareness raising and display in the OBEYA room in Poland.
2. Smoke extraction work (audit observation 2023) will be carried out in August 2024 during the technical shutdown.
3. Progress in monitoring completed risk register actions in Poland to be finalized for remaining actions.
4. Finalize the critical spare parts inventory project for the Tourcoing site.

5. Integrate business continuity selection criteria into the supply chain transport department.

6. Add a monitoring indicator for critical parts in automation. This is already very well monitored.

7. The reporting platform could be communicated to operators.

8. Clearly define the effectiveness criteria for the actions implemented.

Observations and areas for improvement will be taken into account in an action plan designed to further improve our business continuity management system.

Here are the key strengths :

- Good monitoring of maintenance: establishment of a list of critical machines, management and monitoring of spare parts.
- Good management of the plant in Poland, and implementation of business continuity investments such as the installation of a new steam production boiler.
- Good traceability and follow-up of events for the site in Tunisia with the commissioning of the new methylene blue line.
- Training process and presentation to the CDU by the Tunisia site manager: initial training, presentation of business continuity

documentation in addition to training on arrival of employees.

- Training course for “drivers” following machine upgrades: introduction of automated filtering machine, internal upgrades, skills management for the Tourcoing site.
- Improvement of the intranet, which is now more ergonomic for employees, with information on business continuity, and support for employees in the use of communication frames.
- Monitoring of raw materials and action plan to 2028 to improve the security of products critical to business continuity.
- Effective system for protecting IT processes and data: back-up, backup systems, awareness-raising, resilience development following crisis management in 2021.

General audit conclusions :

The Business Continuity Management system is applied and used as a real management and continuous improvement tool for operational staff and stakeholders.

Process and management reviews are comprehensive and enable us to assess the system's effectiveness.

The audited system is considered mature and efficient.

International Conference on Transfusion Medicine

The Latin American region has made significant progress in transfusion safety, but it still faces great challenges. In response, Macopharma launched its first **regional courses in transfusion medicine for healthcare professionals in Latin America and the Caribbean** in 2023, 2024 and now 2025.

Each year, more than **8 Internationally recognized blood bank experts** participated, sharing their knowledge, best practices, and experiences. Bringing together so many experts from different countries was a valuable **opportunity to expand and update the region's scientific and technical knowledge** understanding of safe blood transfusions.

The workshop, held annually, **attracted over 400 participants from 12 countries** and it was developed to facilitate dialogue between attendees and speakers through a **live session format held across four dates**. Each session featured two specialists, fostering collaboration and knowledge to promote best practices in transfusion medicine aligned with the region's healthcare development priorities.

Key topics covered in the course included the management of complications related to **blood donation**, strategies to optimize **red cells preservation**, **platelet recovery** techniques and transfusion safety with **leukoreduced components**. Additionally, **blood management** in disaster situations, the importance of maintaining an efficient **cold chain** and the basic principles of **hemovigilance**.

Overall, these sessions provided an excellent opportunity to train numerous of specialists, reinforcing best practices in transfusion medicine. Furthermore, it is expected to guide future plans and initiatives in technological advancements related to Transfusion Medicine in the region. **Macopharma remains committed to continuing education efforts in this field to further enhance transfusion safety and medical expertise in Latin America.**



#04

PRESERVE OUR ENVIRONMENT

PLANET



Responsible
consumption
and production



Climate
action



Life below
water



Life on land



Can you introduce yourself ?

My name is Sébastien BILLIARD, I'm 45 and I have 2 children. I've been working for Macopharma for 15 years. I've evolved within the company. I joined as a maintenance technician, then technical team leader. I went on to become a process engineer in the utilities department, and now I'm in charge of general services. I'm multi-site, so I'm at M1 (Tourcoing) early on, at M3 (Mouvaux) early on, or at UTT (another building in Tourcoing).

What does the planet pillar mean to you and why is it important ?

For me, the planet pillar represents a structure that is respectful of nature and its environment, and we owe it to ourselves to make this effort.

It's important to do what hasn't yet been done, which is to limit our impact on the planet. That's the legacy we're leaving to future generations.

How do you see the planet pillar at Macopharma ?

At Macopharma, the planet pillar focuses on reducing carbon emissions. In all cases, this is becoming a government obligation.

It also means reducing our consumption of resources, by insulating our premises (roofs, walls, windows), finding solutions to use less water (rainwater harvesting, reducing water in toilet cisterns, etc.) or switching the whole building to LED lighting, for example.

Sébastien
BILLIARD
Charge of general services





Carbon footprint 2024

Macopharma has been calculating its carbon footprint since 2022, with data for the year 2021 for scopes 1,2 and 3 and using the GHC (Green House Gas emissions) method :

- **Scopes 1 and 2:** CO₂ emissions from manufacturing plants and vehicle fleet.
- **Scope 3:** concerns CO₂ emissions from raw materials, end-of-life of finished products, freight, travel and indirect purchases, IT etc.

Upstream activities

Upstream Scope 3



Upstream freight



Travel

Business travel
Commuting employees



Capital & leased assets
(fixed assets: building, vehicles, IT equipment...)



Purchases
(Purchase of goods and services)

Company's activities

Scopes 1 & 2



Company's car fleet



Buildings
(Fossil fuel consumption, electricity consumption, Refrigerant gas leakages)

Downstream activities

Downstream Scope 3



Downstream freight



Use of sold products



End of life
(Waste produced, sold products)

All calculations and the application of the GHG method were monitored and validated by **Carbone 4**.

When calculating the 2024 carbon footprint, we used the CO2 emission factors updated by ADEME.

Some of these have **changed**, and a new emission factor for recycled PVC has been established by ADEME.

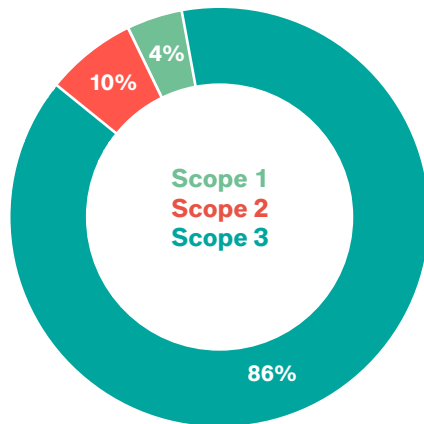
For previous years, in the absence of this CO2 emission factor, Carbone 4 made an estimate.

As this CO2 emission factor for recycled PVC has a significant impact on the waste and end-of-life areas, we had to recalculate the carbon footprints for the years 2021, 2022 and 2023.

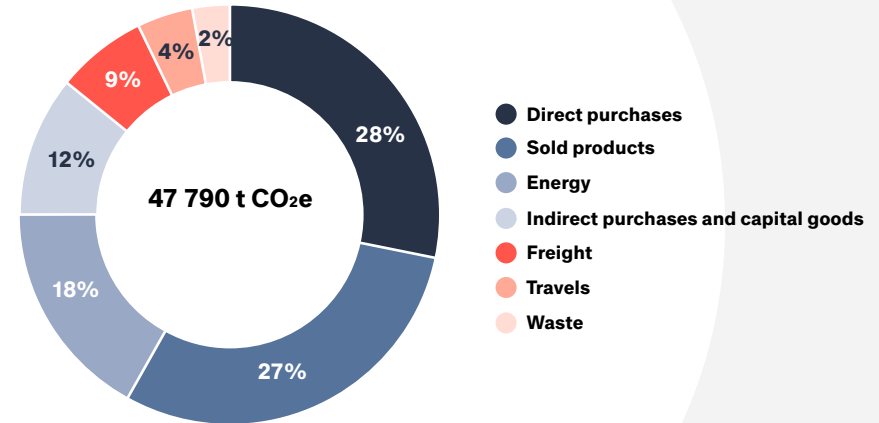
Below are the new carbon footprint values for 2021 to 2023 and 2024:

| Year | 2021 | 2022 | 2023 | 2024 |
|-------------------------------------------|---------------|---------------|---------------|---------------|
| Total emissions (tCO₂e) | 46 380 | 44 930 | 43 170 | 47 790 |

The 2024 carbon footprint is broken down by scope and area below.



% of total emissions (%)



In order to compare the evolution of carbon footprints from one year to the next, we have calculated the carbon intensity (CSRD indicator), which consists in calculating the ratio of the tonnage of carbon emitted in CO₂ e per Million € of sales.

In 2024, our carbon intensity (CI) was therefore 262.80 tonnes of CO₂ e / € million sales, a reduction of 7.8% compared with 2021.

By area of distribution of our carbon footprint (see graph % of total emissions), in 2024, the CIs have all been reduced compared with 2021 as base 100.

The only CIs that have increased concern business travel (+8.5%), linked to the impact of the COVID crisis, and direct purchases (+3%).

This reduction in CI between 2024 and 2021 is linked to the various actions we have taken to :

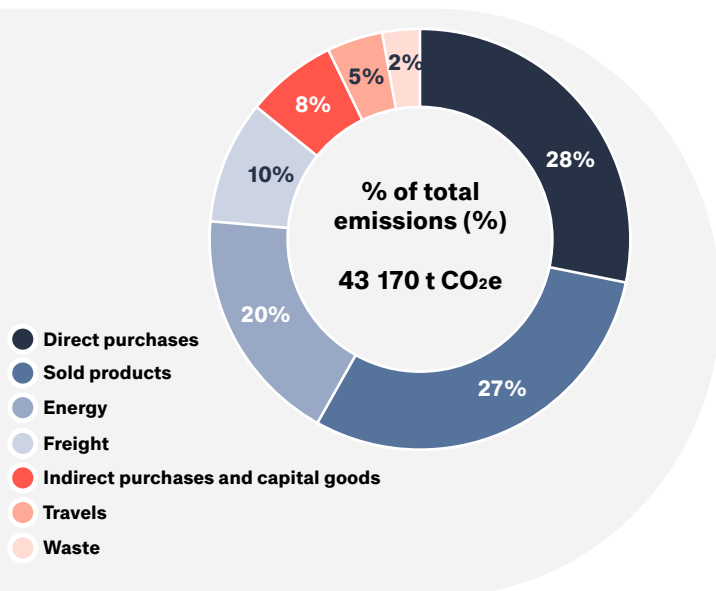
- Reduce our energy consumption (3-year plan).
- Limit our production losses (scraps) and prioritize their recovery through recycling.
- Rationalize transport between sites, to external storage areas and, for 60% of our customers, to add an extra row of cartons per pallet of transfusion kits, thus reducing transport flows of shipped products by around 8%.
- Migrating our fleet from internal combustion engines to electric or rechargeable hybrid vehicles.

Well done to all the Macopharma teams who helped achieve this result.

Carbon trajectory to 2030

In 2023, the value of our carbon footprint was **43 170* tons**, broken down as follows:

As you can see, Scope 3 is the most important, as it is for all medical device companies.



In line with **our 2024 CSR progress plan** and consistent with the objectives of the Paris Agreement, we had to identify sources of decarbonization.

With multidisciplinary working groups and the Carbone 4 Company, we studied decarbonization solutions by applying the 80/20 Pareto of CO₂ emissions, regarding :

- plastic raw materials,
- end-of-life of finished products (directly related to raw materials),
- freight (upstream and downstream),
- energy consumption at our production sites.

The **80/20** analysis confirmed PVC's substantial share of our CO₂ 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.

What's more, these studies will be integrated into other, more global projects.

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 86% 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 CO₂ emissions by around 7,5% compared with 2021, or ~3,500 tonnes, with 20 million kits produced per year as a benchmark.

Many thanks for their contribution to the :

- R&D,
- Regulatory Affairs,
- Design,
- Supply chain,
- Marketing,
- Sales,
- Purchasing,
- Production technical services,
- Production,
- Utilities,
- General Services,
- EHS.

* recalculated with updated ADEME CO₂ emission factors

Reducing Our Carbon Footprint

Responsible purchasing

Since 2021, the purchasing department has participated in calculating carbon emissions on Macopharma's scope 3. This is our first step in analysis to identify and establish appropriate actions to reduce our impact.

To act concretely for the climate, several actions have been implemented:

Responsible Mobility

The update of our travel procedure in 2023 promotes sustainable mobility and aims to reduce high carbon footprint trips.

The carbon impact of our employees' travel in France decreased by 8% per kilometer traveled between 2023 and 2024.

As part of this green mobility approach, we have renewed our vehicle fleet, with 75% of vehicles now being hybrid.

We have thus **reduced our CO₂ emissions per km by 35% since 2019** (71 g/km Class C2 instead of 110 g/km Class B in 2019) for employee travel.

Energy Efficiency

Always with an environmental logic, 100% of our electricity purchases are now locally sourced and fully decarbonized.

Eco-development

Each initiative is designed to minimize its environmental impact and promote the use of sustainable solutions. We are committed to developing responsible alternatives and integrating circular economy practices into our purchasing processes.

A concrete eco-design action carried out in 2023, during the investment in a new mold for our circuit openers, allows a 70% reduction in material waste and a 10% reduction in the amount of plastic used in the component itself.

A review of label packaging allows us to avoid transporting 144 pallets per year, reducing 5 tCO₂ for deliveries to our sites in Poland and Tunisia.

This work will continue in 2025 to deploy it across all our references. We have implemented with some of our main suppliers the return of packaging for our raw materials to promote circular economy practices, such as the cartons of our film reels, label cores, and filter media.

Actions continue in this direction to increase the materials returned to our suppliers.



RENOLIT and MACOPHARMA: a green partnership!

In order to contribute to the **reduction of CO2 emissions**, Renolit and Macopharma have set up a **return flow of empty packaging** between our French and Polish sites and the Renolit site in the Netherlands.

These returns enable Renolit to reduce the CO2 emissions associated with the production chain of this packaging because Renolit is no longer obliged to buy packaging for each production run for Macopharma and can reuse the dividers several times, for example.

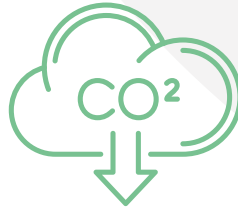
Macopharma production sites therefore collect empty packaging and wooden pallets after consumption by our production workshops.

The aim is to return as many wooden pallets, cardboard packaging and plastic dividers as possible!

In 2024, Maco France returned around 9300 plastic dividers and several dozen cardboard boxes/pallets, around **60% of annual shipments!**

For its part, Maco Poland has returned around 3,000 plastic dividers since April 2024, around **89% of shipments over the period in question!**

For example, here is the contribution of returns made by the Tourcoing site to Renolit site in the Netherlands in 2024:



Here are some examples of returned packaging

CO2 Compensation

Maco Productions



21910
KM driven

Tonnes of CO2 offset



Tree regenerated

181

M2 of land regreened

44354

17



People positively influenced

17



Liters of water saved

6573

Congratulations to all Macopharma teams
for implementing these actions that will
have an impact on the environment and the future of us all!

Product *life cycle assessment*

In 2024, Macopharma's teams launched a Life Cycle Assessment (LCA) project for its products.

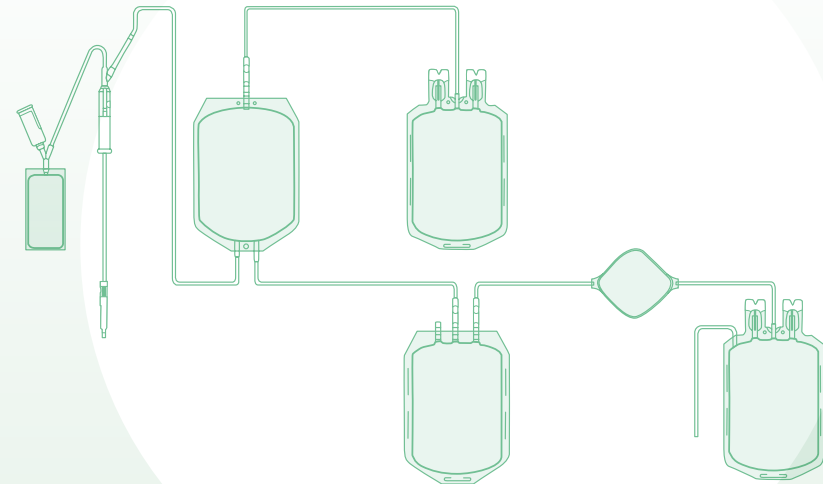
Supported by Bureau Veritas, we applied the method to one of our most representative and complete kits, as well as to our future inactivation system (Machine + Kit).

Why do an LCA ?

According to the Shift Project's 2023 report "Decarbonizing healthcare for sustainable care - Climate impact of the French healthcare sector" we note that :

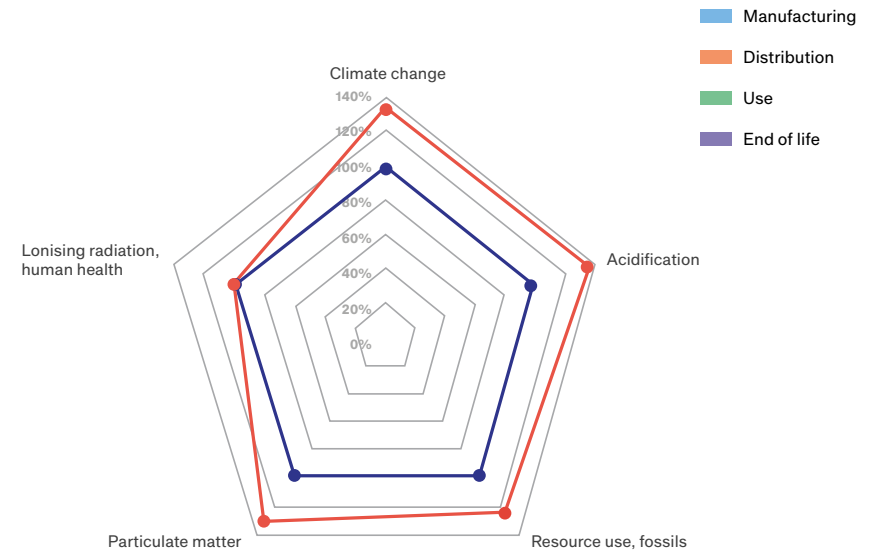
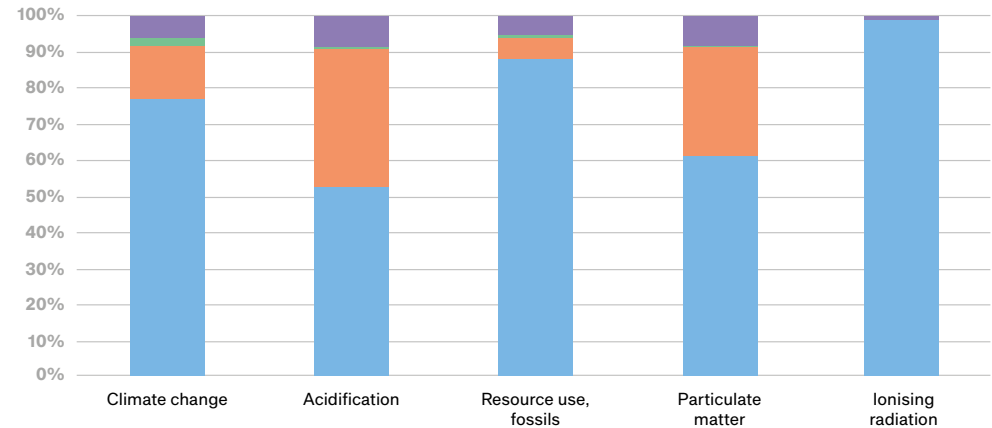
The carbon footprint of the French healthcare sector represents around 49 MtCO₂eq, or 8% of the national footprint.

Moreover, the vast majority of the carbon footprint comes from "Scope 3", 21% of which is attributed to medical devices.



For Macopharma, reducing its environmental impact is a key part of its strategy. This involves, among other things, eco-design. LCA enables us to better understand where we're starting from, so that we can set SMART objectives for our future developments as part of a virtuous process of continuous improvement.

| 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, freshwater | 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 occurrence | 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 |



Macopharma will continue this approach for other products in 2025, and standardize this methodology for all future developments.

We
support
life

A heartfelt thanks to everyone who contributed to this report !

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