At the ♡ of our commitment
CSR
REPORT
CORPORATE SOCIAL RESPONSIBILITY
#2025
macopharma
We support life

Summary

REPORT

CORPORATE SOCIAL RESPONSIBILITY

#2025

A French company with nearly 50 years of expertise, Macopharma is the European leader and a global player in the medical device industry for blood treatment. Our CSR commitment reflects this longevity: responsible, transparent, and forward-looking.

In 2026, we are committed to providing a clear and comprehensive overview of our actions through two complementary media. This 2025 CSR Report offers a dynamic summary of our news, progress, and implementation of our roadmap. At the same time, our second Sustainability Report provides an in-depth analysis of our non-financial performance.

This document reflects our concrete commitments in the field. To learn more about certain topics or view all of our policies and certifications, please visit the dedicated section of our website.

CSR Commitments - Macopharma

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Caroline Hernu
Managing Director

Editorial

REPORT
CORPORATE SOCIAL RESPONSIBILITY
#2025

Since 2022, social responsibility has been the cornerstone of our strategy. More than just an intention, it guides our decisions to build a sustainable future.

We have consolidated our **governance** by relying on demanding standards. Our membership in the **United Nations Global Compact** for the past two years and the voluntary publication of our **CSRD** reporting reflect our commitment to transparency. This consistency is also reflected in our partner relationships: thanks to the commitment of our teams, our ethical purchasing charter has now been signed by more than 162 suppliers.

Because our performance is based on **People,** we take concrete action to promote health, inclusion, and equity. In 2025 and 2026, we are strengthening this collaborative effort through a comprehensive initiative to **improve the ergonomics of workstations** at our three plants, in close collaboration with the health and EHS divisions.

Finally, our commitment to **sustainable health** links the fate of our **Patients** to that of the **Planet.** We ensure the safety and continuity of the transfusion chain, while continuing on our path to decarbonization. With five years of carbon footprint measurement behind us, we are accelerating our eco-design efforts with a long-term vision.

This report reflects the daily commitment of all our teams. Together, we are building a responsible performance, true to our mission: *supporting life.*

MACOPHARMA *in 2025*

FINANCE

- **186 million (SALES REVENUE)**

HR

- Employees worldwide: **1 911**
- Nationalities: **48**
- Average Seniority: **10 ans**
- Internal mobility rate: **26 %**

SCIENTIFIC

- **20+** scientific posters and publications
- **278** patents
- **4%** Investment in R&D relative to total sales revenue

SALES

- **21.1** million finished goods
- **15** subsidiaries
- **84** countries
- **60** distributors
- Quality of our products rated **8.6/10***

PRODUCTION

- **20.4 million** kits produced
  Including **19.9 million** filters

CSR

- **98%** european suppliers
- **23** CSR Ambassadors
- **59%** of employees trained in CSR
- Gender ratio Top Management:
  62% (M) & **38%** (F)

*by our customers and distributors in 2024

GOVERNANCE

Steer
OUR CSR APPROACH

#01

SUSTAINABLE DEVELOPMENT GOALS

Responsible consumption and production

Peace, justice and strong institutions

Partnerships for the goals

STAKEHOLDER PERSPECTIVE:

BOARD COMMITTEE

Antoine BAULE *Chairman of the Board*

How are the maturity and effectiveness of Macopharma's 2030 CSR ambition perceived?

Macopharma's 2030 CSR ambition is built on a solid foundation, notably the development of a double materiality matrix and the formalization of a clear action plan. These elements constitute a robust methodological foundation for sustainably integrating CSR into our overall strategy.

However, the maturity and effectiveness of this ambition will be assessed based on the results achieved. Progress toward the objectives and indicators defined in the action plan is evaluated annually, allowing us to measure the actual impact of the initiative.

Which areas of impact should be considered priorities to accelerate the transformation over the next three years?

The company's mission, "We support Life," is fully aligned with social responsibility challenges. From this perspective, several areas emerge as priorities for the next three years:

- ***Environment:*** *Significantly reduce our environmental footprint to balance industrial performance with respect for natural resources.*
- ***Human Capital and Working Conditions:*** *Strengthen occupational health and safety, particularly through ergonomic improvements to workstations and the targeted automation of certain activities. This commitment is both an ethical imperative and a driver of sustainable performance.*

These areas are crucial for cementing our competitive edge and accelerating our responsible transformation.

STAKEHOLDER PERSPECTIVE:

BOARD COMMITTEE

Caroline HERNU *Managing Director*

What role is expected of managers to fully integrate CSR into corporate governance?

CSR as one of the essential components of corporate strategy.

In this context, I expect the management team to:

- ***Embody and champion CSR commitments at all levels,***
- ***Integrate CSR issues into both strategic decisions and day-to-day operations,***
- ***Ensure rigorous oversight,*** *making CSR performance a management criterion in its own right,*
- ***Mobilize and empower teams*** *to turn it into a lever for creating sustainable value.*

CSR must therefore be fully integrated into governance and the management of the transformation, while aligning with a comprehensive and coherent strategic vision.

macopharma
• PEOPLE • PLANET • PATIENT

Macopharma's CSR strategy is at the heart of our business plan. As a global healthcare player, we adopt the **"One Health"** approach: we believe that the health of our organization is linked to that of individuals, ecosystems, and the planet.

Our responsibility is all the more important given that we occupy a central position in the **transfusion chain.** We take action to ensure quality, safety, and continuity, in the interests of all patients.

This ambition is reflected in a number of key commitments:

PEOPLE AT THE HEART OF THE TRANSITION

Our transformation is based on the development, safety, and well-being of our employees, as well as on the fairness of our management practices.

A COMMITTED AND EXEMPLARY COMPANY

We are evolving our governance to ensure that every decision, from the purchase of raw materials to the actions taken by our teams, has a positive and measurable impact.

SUSTAINABLE HEALTH FOR ALL

We guarantee safe and responsible products by eliminating controversial substances and preserving ecosystems in a sustainable manner.

OUR APPROACH: *engaged for 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 compensation 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

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GOALS SUSTAINABLE DEVELOPMENT

03 GOOD HEALTH AND WELL-BEING
05 GENDER EQUALITY
08 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITY
09 INDUSTRY, INNOVATION AND INFRASTRUCTURE
17 PARTNERSHIPS TO ACHIEVE THE GOAL
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14
15 LIFE ON LAND
16 PEACE AND JUSTICE STRONG INSTITUTIONS

UN GLOBAL COMPACT

MANAGEMENT SYSTEMS THAT SUPPORT *our commitments*

At Macopharma, our CSR approach is based on **recognized international standards.** Our ISO certifications are not only a guarantee of compliance, they are also the driving force behind our continuous improvement in each of our areas of action:

Planet and People pillars: ISO 14001 et ISO 45001
All our operations at our sites in France, Poland, and Tunisia are certified to ISO 14001 and ISO 45001.

Patient pillar: ISO 13485 & ISO 22301
(Quality and Business Continuity)

L'ISO 13485 forms the basis of our quality policy, ensuring that our medical devices meet the highest safety standards.

L'ISO 22301 guarantees the resilience of our activities. As a key player in the transfusion chain, this system enables us to ensure the continuity of our services and the availability of our solutions for patients in all circumstances.

This structured organization turns our ambition into **tangible results, audited with full transparency,** to support life.

Our Sustainability REPORT (CSRD)

In 2024, Macopharma reached a key milestone by publishing **its first sustainability report** in accordance with the European **CSRD** (Corporate Sustainability Reporting Directive).

This marks a major turning point in our commitment to transparency and the management of our environmental, social, and governance **(ESG)** issues.

Although our regulatory obligations are changing (see Note below), we have chosen to continue this demanding exercise by publishing our **second sustainability report in 2025.**

By following the **ESRS** *(European Sustainability Reporting Standards)*, we are providing a comprehensive, quantified document that allows our performance to be accurately measured using concrete indicators.
This report details our actions in three fundamental areas:

Environmental impact:
reducing our carbon footprint and improving energy efficiency.

Social responsibility:
improving working conditions and promoting diversity and inclusion.

Governance:
strengthening ethics, transparency, and structural accountability.

Following recent amendments to the CSRD Directive and the update to disclosure thresholds, Macopharma is no longer required to produce a CSRD report.

***Nevertheless, we are proceeding with our decision to publish this report on a voluntary** basis effective immediately in order to ensure continued transparency for our stakeholders and to have a sustainability report aligned with European requirements.*

Our membership IN THE UN GLOBAL COMPACT

Since 2024, Macopharma has been proud to be among the signatories of the **United Nations Global Compact.** This commitment, now entering its second year, marks a lasting desire to integrate social responsibility at the heart of our international strategy.

As a member of this global network, Macopharma reaffirms its commitment every day to align its operations with **ten fundamental universal principles:**

1. **Promote and respect** the protection of international human rights law.
2. **Ensure** that we are not complicit in human rights abuses.
3. **Respect** freedom of association and recognize the right to collective bargaining.
4. **Contribute to the elimination** of all forms of forced or compulsory labor.
5. **Contribute to the effective abolition** of child labor.
6. **Contribute to the elimination** of discrimination in respect of employment and occupation.
7. **Apply** a precautionary approach to environmental challenges.
8. **Take initiatives** to promote greater environmental responsibility.
9. **Encourage** the development and diffusion of environmentally friendly technologies.
10. **Take action** against corruption in all its forms, including extortion and bribery.

PROMOTING CSR COMMITMENT TO *our customers*

The **CSR Tool Kit** remains a key reference tool for our sales teams. Updated regularly, it supports discussions with our customers by providing specific information about the company's CSR initiatives.

In particular, this kit enables teams to:

Present the company's commitments to sustainability and social responsibility.

Meet customer expectations by providing concrete evidence of our consideration of environmental and social issues.

This initiative is part of a long-term effort to promote the integration of sustainability and social responsibility into all aspects of our operations.

RESPONSIBLE *Governance*

At Macopharma, we are committed to responsible governance based on ethics, transparency, and compliance. Our Code of Conduct forms the foundation of this commitment: it guides our practices, protects our employees, and formalizes our respect for all our stakeholders. It prohibits all forms of discrimination or harassment and ensures the protection of personal data in accordance with the GDPR.

The year 2024 was marked by a major milestone: Macopharma's accession to the United Nations Global Compact. This decision reflects our commitment to integrating the Compact's ten principles into all our activities, whether regarding human rights, labor rights, the environment, or the fight against corruption. **This commitment is being rolled out in 2025, particularly within our supply chain,** supported by the Ethical Procurement Charter and closer collaboration with our partners to ensure a high level of integrity.

Our approach to human rights is also supported by our Declaration Against Modern Slavery, which aims to prevent forced labor, human trafficking, and child labor while reaffirming our ethical standards for medical research and worker protection.

Because business ethics are essential to the trust that binds us to our customers, suppliers, and partners, **we conducted a comprehensive review of our Anti-Corruption Code of Conduct in 2025.** This update incorporates the findings of the 2024 risk mapping exercise and strengthens our rules regarding gifts and hospitality, conflicts of interest, facilitation payments, and third-party vetting. This updated framework enables us to better prevent, detect, and address corruption risks across the Group.

Also in 2025, several key policies were created or updated to strengthen our Ethics & Compliance program:

- **a strengthened Gifts & Invitations Procedure,** including strict thresholds and a mandatory registry;
- **a Conflict of Interest Procedure** clarifying sensitive situations and disclosure obligations;
- **a revised Procedure for Receiving and Handling Reports,** guaranteeing confidentiality, anonymity, independence, and protection for whistleblowers;
- **the Procurement Ethics Charter and the Sustainable Procurement Procedure,** integrating ESG criteria into all procurement processes.

Our reporting system, accessible to everyone - employees, partners, and third parties - is available via the internal platform signalement.net

Sustainable

PURCHASING STRATEGY

In an ever-changing economic world, where Macopharma faces multiple challenges, **purchasing transformation is a fundamental pillar to ensure the sustainability, competitiveness, and continuity of MACOPHARMA.**

This transformation goes beyond simple cost optimization; it is part of a global risk management approach and aligns with Macopharma's Corporate Social Responsibility (CSR), embracing the Planet, People, Patients and Governance as a foundation to ensure a: **COMMITTED TRANSFORMATION TOWARD SUSTAINABLE PURCHASING.**

From Vision in 2024 to Execution: 2025, the Year of Purchasing Ambitions

After formalizing our **Vision in 2024,** it was essential to translate this strategic trajectory into concrete and actionable objectives. The year 2025 marked a decisive turning point: it was the year in which the Purchasing team defined its ambitions with clarity, commitment, and responsibility.

Sustainable PURCHASING STRATEGY ACHIEVEMENTS 2025

THE PURCHASING CHARTER:

The charter is an important pillar to formalize a shared commitment with our partners, ensuring integrity, compliance, and social and environmental responsibility.

- **Signature targets** for 2025: 72 charters
- **Result:** 162 charters signed in 2025 out of 481 suppliers
- **Covered Turnover:** €54 million (66%)

We observe strong adherence and full alignment from our partners with the Purchasing Charter as well as with our values.

PARTNERS ASSESSMENT

Assessing the ESG maturity of our partners is a cornerstone of our transformation strategy, enabling us to define our roadmap and ambitions toward 2030.
The purchasing department therefore aims to evaluate its suppliers on 21 criteria spread over 4 areas: environment, social and human rights, ethics and responsible purchasing.

- **Assessments completed:** 245 suppliers out of 481 suppliers
- **Covered Turnover:** €33 million (41%)

Energy efficiency

Now, in collaboration with the industrialization team, we have integrated the criteria of energy efficiency into all investments processes. These criteria may be deal-breakers.

Carbon-free energy

Always with an environmental approach, 100% of our electricity purchases in France remain locally sourced and fully decarbonized.

- **This represents over 53% of the Group's total.**

REDUCING OUR CARBON FOOTPRINT

Since 2021, the Purchasing department has been involved in the calculation of carbon emissions on Macopharma's scope 3. This constitutes our first step in identifying and defining appropriate actions to reduce our impact.

In order to take concrete action on the climate, several actions have been implemented:

Sustainable mobility

As part of our environmental approach, the carbon impact of business travel in France decreased by 2.17% per kilometer traveled between 2024 and 2025.

Combined with the decrease observed between 2023 and 2024, this represents a total reduction of 10% over two years.

We also notice a slight increase in the number of kilometers traveled by train compared to air travel.
In line with our green mobility efforts, we continue to electrify our vehicle fleet.

Sustainable PURCHASING STRATEGY

In 2025, 96% of our fleet consists of hybrid and electric vehicles, compared to 75% in 2024, demonstrating an acceleration in our transition.

This transition also results in a 4% reduction in our fossil energy consumption.

Eco-Design

In close collaboration with our R&D teams, we have integrated the **Eco-design** approach at the core of our innovation processes. This model is concretely reflected in the systematic integration of environmental criteria since the drafting of technical specifications for all new sourcing and product development.

Also, we have generalized the application of the **3R principle – Reduce, Reuse, Recycle,** which consists of:

- **Reduce** the use of raw materials by rationalizing and optimizing the weight of parts from the design phase:
  - ✓Rationalization of the caps and luers range: 30% reduction in the number of references and suppliers
  - ✓New SECUVAM F: reduction of almost 50% of the part weight
- **Reuse,** in Poland we reuse more than 40% (20 Tons) of PVC from the production waste of our injected parts.
- **Recycle** by favoring materials that are compatible with existing recycling channels and by gradually integrating recycled and/or bio-based materials when technically and legally possible.

Also, for any new mold investment, we select injection technologies that eliminate production waste and significantly reduce scraps and then reduce our environmental impact.

These actions allow us to sustainably align our technical choices and purchasing decisions with a responsible approach, consistent with our environmental commitments and our long-term strategy.

ENHANCED COMMITMENT TO OUR PARTNERS

In 2025, we continue and strengthen our efforts to build a more ethical, responsible and resilient supply chain, for the benefit of our partners, our patients and our sustainable commitments.

Supplier Ethics

We also ensure a supplier network composed of 98% of European actors, providing us logistical proximity and **compliance with strict social and environmental standards.**

We have also put in place action plans with our key partners to identify and align our visions in this area, and to formalize concrete and measurable action plans.

CSDD conformity

In 2025, we expanded the monitoring of our suppliers in compliance with the requirements of the Sapin II law. To this end, we have increased the number of partners under monitoring from 365 in 2024 to 456 in 2025, compared to 80 in 2023. This evolution illustrates a gradual and structured increase in the maturity of our compliance system.

THE CSR AMBASSADOR NETWORK: *a well-established system*

In 2025, the community of **23 CSR ambassadors** continues its work across all our production sites (Poland, Tunisia, and France). This internal community remains a cornerstone in embodying and sustainably embedding a culture of social responsibility within Macopharma.

Based on volunteerism and commitment, this program is structured around key missions:

Awareness and training: our ambassadors, trained and certified to facilitate the "Climate Fresk," continue to organize and lead internal training sessions for Macopharma employees during a dedicated interactive day.

Local liaisons: they collect feedback from the field and share ideas, contribute to monitoring relevant topics, and disseminate CSR best practices directly to employees.

The longevity of this team of 23 ambassadors reflects our commitment to maintaining a positive collective momentum toward more sustainable practices. To recognize their dedication and celebrate the program's successes through 2025, our French ambassadors also participated in an immersive "Diversity Fresk" workshop to discuss its key issues and challenges.

CSR: TRAINING TO CONTINUE TRANSFORMING *sustainably*

In 2025, our internal CSR training program confirms its central place in the dissemination of a sustainable culture within Macopharma. Conducted at our industrial sites – this training co-constructed with our CSR experts and ambassadors is enriched and updated every year and continues to mobilize widely in 2025.

LA FRESQUE DU CL!MAT

Our internal CSR training has a very good track record for 2025, particularly in France with **135 Macosians trained over 11 sessions** and with 94 employees over 8 sessions in Poland. The richness of these sessions is also based on the diversity of audiences and interaction: production staff, employees and managers meet and share around the same ambition.

Since the launch of the program, **more than 1100 people have been trained** at our **various sites and subsidiaries.** With 57% of the group's employees trained by the end of 2025, we remain fully aligned with our trajectory towards **100% of our Macosians trained by 2030.**

The quality of the system is based on a rigorous approach: anticipated organization logistics, encouraged and monitored participation, on-the-spot evaluations and quizzes of achievements allow us to achieve **an average satisfaction of more than 9/10 in 2025,** a result that reflects the remarkable commitment of our volunteer ambassadors.

#ENGAGED FOR LIFE !

This sustained momentum reflects our clear direction and our desire to accelerate internal CSR awareness despite a 2-speed international context on the subject. **For 2026, several structuring projects are already underway:** improving the logistics of the sessions, strengthening interactivity through gamification and simplifying the understanding of sometimes complex issues for more accessibility and inclusion. A remarkable collective journey firmly focused on the future.

PEOPLE

Protect

AND SUPPORT THE GROWTH OF OUR EMPLOYEES

#02

SUSTAINABLE DEVELOPMENT GOALS

- Good health and well being
- Gender equality
- Decent work and economic growth
- Reduced inequalities

WORK-STUDY STUDENTS

How do you perceive Macopharma's commitment to CSR in your daily life as a work-study student? Is there an action or gesture that has particularly marked you?

Hadrien NORMAND,
CSR Coordinator

What strikes me the most is that Macopharma does not wait for regulations to be imposed on it before reacting in terms of CSR. A very concrete example for me is that we have chosen to voluntarily respond to the European regulations of the CSRD when we do not have the legal obligation to do so. As I work on it on a daily basis, I can see that it is a real choice of transparency and not just a European constraint. For me, this shows Macopharma's sincere commitment to CSR.

Guillaume LAOUADI,
Assistant Project Manager

Addressing Corporate Social Responsibility Issues means taking this dimension into account in a systematic way in the management of projects within Macopharma. For example, for one of the two projects to which I contribute, the issues of the circular economy of computer equipment and energy consumption analysis have been integrated into the Project Charter.

WORK-STUDY STUDENTS HIRED

When you arrive as a new employee, how do you perceive Macopharma's CSR commitments? What surprised you the most or made you want to get involved?

Anna SZYMANIAK,

Site Planning & Scheduling Manager

As a new employee, I see Macopharma's CSR commitments as integrated into the company's operations. People and life are really placed at the center of priorities. The actions carried out on a daily basis, in particular thanks to CSR representatives and initiatives such as the Climate Fresk, show that the approach is not only theoretical, but well anchored in the site's practices. What struck me the most was the collective desire to reduce our impact on people and the environment, illustrated by structuring projects such as the transition to non-DEHT. I also appreciate the importance given to the well-being of employees.

WORK-STUDY STUDENTS HIRED

When you arrive as a new employee, how do you perceive Macopharma's CSR commitments? What surprised you the most or made you want to get involved?

Mathilda HABER,

Corporate Transport Coordinator

During my work-study program, I mentioned the desire to become a CSR ambassador, something that was heard and applied. I was very happy to see that Macopharma was already involved in these steps. We work with "CSR" in mind, which is important for the future generation.

Nina GHESTEM,

External Communication Coordinator

Being in the communications department, I worked closely with the CSR department during the implementation of the strategy, so I was quickly made aware. I have noticed a real desire to integrate CSR at the heart of the company, even on the most challenging aspects at the industry level. While being aware that we cannot be perfect: remain realistic.

Safety Days 2025:

A SHARED CULTURE OF PREVENTION ACROSS FRANCE, TUNISIA, AND POLAND

In 2025, Macopharma took a significant step forward in its occupational health and safety policy with **the launch of "Safety Days."** This new initiative, rolled out at our sites in **France, Tunisia,** and **Poland,** aims to strengthen our culture of prevention through immersive and educational experiences.

In France, at the Mouvaux and Tourcoing sites, employees participated in two major workshops. The first, focused on road risks, used a rollover car to demonstrate the vital importance of seat belts and raise awareness about the dangers of alcohol and inattention. The second focused on slips and falls, the most common workplace accidents. These activities transformed awareness-raising into a vivid and memorable learning experience.

In Tunisia, technological innovation was put to work for safety. The site organized virtual reality (VR) simulation sessions, allowing teamsto immerse themselves in risky situations without any real danger.
These workshops, held across all shifts (morning, afternoon, and night), were followed by interactive quizzes with live score displays, fostering a positive competitive spirit around best practices.

Safety Days 2025: A SHARED CULTURE OF PREVENTION ACROSS FRANCE, TUNISIA, AND POLAND

In Poland, in Wroclaw, the approach was comprehensive, combining workplace safety and well-being. In addition to specific ergonomics workshops for production and office teams, the program included dietary consultations, relaxing massages, and a mobile bicycle repair service to encourage safe, eco-friendly mobility. Experts (physiotherapist, dieticians) were on hand to provide individual support to employees.

This initiative illustrates Macopharma's commitment to a comprehensive prevention approach.
Whether it concerns industrial risks, road safety, or physical health, we reaffirm that safety is a shared responsibility, everywhere and at all times.

EHS / HEALTH PLAN: *2025 assessment*

Work-related accidents

Accidents recorded in 2025:

- **0 serious accidents** for all Group activities
- **11** Lost Time Accidents **(LTA)**
- **11** non-stop accidents
- 72 first aid treatment

The breakdown of lost-time accidents is as follows

- Production site in Tunisia - Maco MD: only 1 LTA in December 2025.

Since February 26, 2024, the Maco MD site had not recorded any LTA, i.e. 644 days without LTA.

- Production site in Poland - MPP

3 LTA in 2025: no improvement on 2024 with the same number of LTA.

- Maco France
  - **Corporate / automation team:** 0 LTA.
  - **Tourcoing production site - MACO 1:** 6 LTA. No improvement on 2024 with the same number of LTA.

- Subsidiaries :
  - **1 LTA:** for the subsidiary in Switzerland (0 in 2024)

EHS / HEALTH PLAN: *2025 assessment*

Overall, the situation has not improved compared with 2024, with 1 LTA more for the subsidiaries.
The frequency rate for LTA FI1* is **3.47** and for ASA FI2 is **6.94.**
(* FI1 = number of LTA x 1000000 / number of hours worked - FI2 same formula but LTA+ASA)

To reverse this trend and reduce the number of accidents, we have decided to strengthen the on-the-ground efforts of all teams to advance our safety culture by implementing the following principles::

- Respect safety instructions at all times
- Use the means of prevention and protection provided for our safety
- Behave responsibly
- Respect the 5S organization
- Act to eliminate risk situations and near-accidents by systematically reporting them
- Suggest improvements
- Intervene with colleagues who behave dangerously or inappropriately.
- Remain focused while working in workshops and departments, as well as in common areas and on staircases.

EHS 2025 progress plans

As part of our ISO 14001 and ISO 45001-certified EHS management systems, all our sites and activities are governed by an EHS progress plan covering the following areas:

- Management and governance
- 0 accident and prevention program
- Risk management
- Training and awareness
- Emergency management
- Communication program
- Management of external services
- Regulatory watch and regulation

These EHS progress plans, built on a principle of continuous improvement, are monitored on a monthly basis and were **more than 90%** completed in 2025 with all our teams.

Health and ergonomics plan

As part of our 2025 EHS progress plan, we have reached a key milestone by launching a comprehensive program of detailed ergonomic assessments across all our production sites: in Poland, Tunisia and France.
Driven by a shared ambition, a Health & Ergonomics Plan is now being rolled out for all our production staff. This program is jointly managed by the Health Department and the EHS managers at each site, ensuring an expert approach that is closely aligned with on-the-ground realities. The fundamental objective of this initiative is twofold: to define concrete action plans to drive the continuous improvement of our working conditions and to reduce, or even eliminate, the risks of occupational illnesses.

Health and Ergonomics Plan for Sites in Poland and Tunisia

This project was piloted by the EHS managers of the 2 sites.
The aim of these ergonomic analyses is to define action plans **to further improve working conditions and reduce, or even eliminate, the risk of occupational illness.**

The action plans were drawn up with the teams concerned, systematically focusing on the following areas:

- Adapting the physical organization of the workspace to the components present on the workstation
- Review of the dimensional aspects of the workstation
- Modification of movements to reduce physical constraints (repetitive movements, twisting, bending, extreme amplitudes, etc.).
- Installation of material aids to limit manual handling, for example.
- Training and support for new work practices

A number of “simple” improvement actions were implemented by the end of 2025, and an action plan for each workstation has therefore been scheduled in the EHS progress plans for 2026.

Tourcoing Site Health and Ergonomics Plan – 2025 Action Summary

Below are the actions implemented in 2025 following ergonomic studies conducted during the year, in previous years, and as a result of the following the renewal project:

- Review of workstation dimensions for the production of flexible filters in Workshop No. 2, incorporating the MP gripping area
- Improvement of rigid filter production workstations with a dedicated task force
- Auto Machine 8: standardization of practices across all teams and limitation of exposure time to 4 hours
- Training of representatives in warm-up exercises
- Implementation of warm-up exercises at the start of the shift in the Assembly/Boxing/MIAM workshops
- Renewal of a packing line with the integration of ergonomic criteria into the specifications for workstation layout
- Training of industrialization/Process engineering teams in ergonomics project management during machine design/retrofit projects

All these actions are part of a detailed plan that is monitored monthly.
It is also reviewed during regular meetings with the CSSCT (Safety, Health and Condition of Work Commission).

By 2025, **74%** of the actions had been completed.

These actions improve working conditions and the quality of life at work for our production employees.

Health AWARENESS CAMPAIGNS

Because health is the foundation of our mission, **Macopharma annually deploys structured awareness campaigns** across all production sites and subsidiaries, from France and Tunisia to Poland. In 2025, our prevention strategy focused on three major public health issues, combining digital information with on-the-ground initiatives.

As part of **World No Tobacco Day,** we mobilized our teams to address the risks associated with smoking. This day provided an opportunity to share educational content and key figures through our internal screens and intranet. Additionally specific workshops were organized at our Tunisian site to provide practical support to volunteering employees.

The Group's commitment was also evident during the **Pink October and Movember** campaigns. To break taboos and promote screening for male and female cancers, an internal photo contest united our employees around the symbolic colors of pink and blue. This participatory approach, supported by the continuous display of prevention infographics, placed health at the center of our internal dialogue while strengthening team cohesion across the globe.

This prevention dynamic reached a milestone at our **Maco MD site in Tunisia,** where a day dedicated to women's health was organized. Following an awareness session led by Dr. Faten Taktak on the importance of early diagnosis and risk factors, a concrete screening campaign was implemented. The massive participation in this initiative, enabling **more than 100 female employees** to receive a preventive examination, demonstrates the relevance of our local actions and our active role as a health advocate within our communities.

LIVING TOGETHER WEEK: *taking action for inclusion*

In June 2025, Macopharma held its **"Living Together Week"** for the third consecutive year. Rolled out across all our sites and subsidiaries, this annual event is part of our ambition to guarantee a fair and inclusive working environment for all employees.

The objective of this initiative is twofold:

Raise awareness of the different sources of discrimination in order to prevent inappropriate behavior.

Reaffirm the company's position in favor of a healthy working environment that respects everyone's diversity.

The 2025 edition also provided an opportunity to address new health-related topics with the support of healthcare professionals. These initiatives demonstrate how deeply rooted inclusion is in management practices.

Watch the video summary of the week's highlights.

ACTING FOR EQUITY AND INCLUSION:

A SUSTAINABLE COMMITMENT *at the heart of our People ambition*

Ensuring a work environment that is fair, inclusive and representative of the diversity of the teams fully illustrates our CSR People ambition. In 2025, Macopharma consolidates its equity foundations and strengthens its inclusion approach, with a clear priority: **Progress towards gender equality at all levels of the organization, including senior management positions,** where the distribution reaches **62% men and 38% women in 2025.**

Our ambition is based on a conviction: fairness is not decreed, it is steered. Thus, **monthly KPIs,** accessible to our managers via our HR dashboard, allow **us to objectify** our practices. They support our decisions: salary policy, M/F gap analysis, review of motivation levers, or monitoring of the distribution of promotions during Talent Reviews. These efforts contribute to improving our **Professional Equality Index,** which has risen from **85 to 87/100** in 2025

Beyond the measure, we are taking concrete action in 2025 by **renewing our Equality Agreement and strengthening several** strong commitments:

- **In favor of more diversified and objective mobility and recruitment,** the reduction of biases via skills and the elimination of potential discrimination.
- Deployment of **corrective and preventive actions** based on deviations.
- **Animation and deciphering** our remuneration policy and its trends via a dozen service presentations.
- Support for **a good work/life balance :** teleworking agreement, sick children's days, nursery network partnership, systematic support on return from maternity or paternity leave...
- **QWLC programs, ergonomic health plan** to promote personal development and sustainable well-being.

- Holding of a **Diversity Fresco for our CSR ambassadors,** an immersive and fun workshop to explore biases, understand individual experiences and strengthen the culture of living together.

These structuring actions embody our determination to change our practices to build a fair, respectful and inclusive environment for all.

WORK-STUDY PROGRAM 2025:

SUPPORTING, PROFESSIONALIZING & *retaining our future talents*

In 2025, Macopharma confirmed its commitment to work-study programs, a key lever for attracting, training and integrating the talents of tomorrow. This year, **17 work-study students** contributed to the company project, within the teams.

The work-study program is renewing its status as a real springboard to employment: out of **8 contract endings in mid-2025, 4 work-study students continued** the Macopharma adventure (2 on fixed-term contracts and 2 on permanent contracts), testifying to the quality of the course offered and the development of these skills internally.

2025 is the embodiment of a work-study experience enriched by several structuring initiatives:

- **A team building dedicated to the «post-work-study period»** allowed young talents to prepare for their entry into the job market through practical workshops — mock interviews, CV analysis and advice on job search.

		2023	2024
Apprenticeship	**Number**	**29**	**15***
	Average age	24	23
	Gender M	12	7
	Gender W	17	8
Professionalization contract	**Number**	**2**	**2**
	Average age	25	36
	Gender M	2	1
	Gender W	0	1
Intern (excluding discovery internships)	**Number**	**7**	**5**
	Average age	24	24
	Gender M	4	2
	Gender W	3	3

* at the start of the 2025 promotion to add the 8 ends of contract mid-2025)

WORK-STUDY PROGRAM 2025: SUPPORTING, PROFESSIONALIZING & *retaining our future talents*

- At the same time, a **structured tutor/work-study assessment,** organized in July, made it possible to identify the needs, points for improvement and expectations of each one. These exchanges inspired the creation of a **work-study guide,** which has become a reference tool to support integration and clarify the pathway.

- The welcome of newcomers has also been reinforced thanks to the **revisited integration breakfast,** designed to **encourage exchanges** and facilitate the **discovery** of Maco by the work-study students. A **unifying dynamic** confirmed by a **friendly autumn** afterwork.

- On the tutors' side, a **tutoring training,** provided in November, by an external organization, made it possible to harmonize practices and professionalize the support.

To encourage an immersive understanding of the internal ecosystem, Macopharma will also deploy **interdepartmental presentations,** led by and for work-study students for the benefit of business discovery, the enhancement of their missions and the construction of the network.

2026 will be a continuation of this dynamic of actions, with the strengthening of the work-study community and the support of tutors. Macopharma thus confirms its ambition to offer a structured, inclusive and skills-oriented work-study experience — faithful to its

#ENGAGED FOR LEARNING
COMMITMENT.

WORK-STUDY PROGRAM 2025: SUPPORTING, PROFESSIONALIZING & *retaining our future talents*

WORK-STUDY STUDENTS

What experience or situation, during your work-study program, has allowed you to progress the most and to contribute concretely to the company?

Ijlal TAGHRITI,
Design work-study student

The experience that made me progress the most during my work-study program was my participation in the **implementation of a software dedicated to product risk management.** *This project gave me a better understanding of how risks are identified and tracked throughout the lifecycle of a medical device, while contributing to digitalization and process improvement within the company.*

Margaux WARCHOL,
Marketing work-study student

Since joining the Marketing team in September, I have had the opportunity to work on **the transition to MDR NDEHP,** *a strategic project for Macopharma. This experience allowed me to quickly acquire knowledge of the different products, in particular by participating in the creation of the associated documentation. It has also allowed me to collaborate with multiple departments, which has helped me gain a better understanding of how the company works as a whole and how different teams work together to complete a project.*

WORK-STUDY PROGRAM 2025: SUPPORTING, PROFESSIONALIZING & *retaining our future talents*

POST APPRENTICESHIP

What made the difference in your choice to stay at Macopharma at the end of your work-study program, and how did you experience taking up your position?

Anna SZYMANIAK,

Site Planning and Scheduling Manager

*In the choice to stay at Macopharma; What made the difference [...] was really **mutual trust** that I built with my manager, my team and the employees. I also felt that I was aligned with Maco's values, to the point that I really **anchored them in my way of working.** Finally, you quickly feel integrated into the **One Maco,** and that makes all the difference. »*

*Macopharma gives young people leaving school the opportunity to **have positions of responsibility.** [Being] able to make decisions and propose solutions - even in the face of situations that are more or less easy to solve - is a real sign of trust, and it makes you want to get involved. »*

***In terms of integration and professional posture,** I have always been surrounded by caring colleagues, ready to help and look for solutions with me. I also learned to **say no** when certain subjects did not fall within my scope.*

WORK-STUDY PROGRAM 2025: SUPPORTING, PROFESSIONALIZING & *retaining our future talents*

POST APPRENTICESHIP

What made the difference in your choice to stay at Macopharma at the end of your work-study program, and how did you experience taking up your position?

Mathilda HABER,
Corporate Transport Coordinator

My desire to continue my career at Macopharma was explained by the understanding within the team, and generally the understanding between all the departments. I learned for 2 years from my Supply Chain colleagues, and I continue to learn every day, which is a real driving force for me. Also, I never forget that what we do every day is to help patients.

Nina GHESTEM,
External Communication Coordinator

I already felt fully integrated into the team like any other employee. The missions were consistent with what I wanted to do. Gradual assumption of responsibility... plus very early on, my manager told me about the desire to recruit before my work-study program ended, so we had already discussed a lot about my future prospects at Macopharma. So, my start was very fluid.

SKILLS: TRANSMITTING, SHARING & PROGRESSING:

FOCUS ON TWO 2025 DYNAMICS *for skills development*

In 2025, Macopharma took a new step forward in its internal skills ambition through two structuring approaches: **Skills Transmission (TFC®** by Implicit**)** and **Co-development (CoDev).** Led by internal facilitators trained by external organizations (*Implicit* for **TFC®** and **Purpl'**& for **CoDev**), these approaches are based on a common foundation: the conviction that our collective development grows from the sharing of expertise, experiences and professional postures.

SKILLS: TRANSMITTING, SHARING & PROGRESSING: FOCUS ON TWO 2025 DYNAMICS *for skills development*

TFC®: perpetuating our critical know-how and ensuring intergenerational relay

The challenge is to secure and pass on our **technical expertise,** our business know-how and certain key **industrial processes.** In 2025, two programs have been deployed, focused on automation, management of our equipment and internal manufacturing processes.

Structured methodology:

1. **Process diagnosis & expertise**
2. **Transmission scenarios**
3. **Formalization plan**
4. **Transmission tracking**
5. **Review & capitalization**

The objective is twofold: **to detect and formalize the implicit,** often invisible but essential in practices, and then to transmit these skills to the new generations. This represents a significant investment for Macopharma on both the expert and learner sides, and it guarantees **business continuity** and the preservation of valuable know-how for the future.

CoDev: learning together to better solve, collaborate and innovate

With **12 facilitators trained in 2025,** CoDev has established itself as a real lever for transversal and collaborative learning among peers. It allows individual issues to be explored collectively for the benefit of the group.

A proven approach over the year:

- Workshops during the **Maco2030 managerial seminar,**
- Sessions integrated into **team seminars** (Quality Assurance, Transformation, Project Managers),
- Resolution of Training operational challenges within an **HR functional group,**
- **Employer brand** initiative via our school relations, to promote an inclusive sharing of student experiences.

In this way, CoDev contributes to **better collaboration, better living together** and nurturing **positive postures in the service of others.**

EMPLOYEE ENGAGEMENT SURVEY (EES): *2025, from action to piloting!*

In 2025, Macopharma confirms its ambition: **to make listening to employees a concrete driver of continuous improvement.** After the Your Voice survey in December 2024, a **new structured process for monitoring action plans was deployed,** allowing for regular, transparent and accountable collective management.

2025 marks a turning point: local initiatives monitored as well as reinforced communication to promote the concrete solutions deployed in all departments.

A collective dynamic driven by the monthly OBEYA monitoring

Each month, an **indicator for monitoring the EES action plans** was shared within the OBEYA Group and HR departments. This ensures a **common understanding of progress, facilitates decision-making** and **guarantees regular management.**

1. Simplify to gain efficiency

The teams targeted the reduction of irritants and the optimization of processes:

- Elimination of an irritant thanks to precise IT specifications; **creation of PowerBI KPIs** generating **significant time savings.**
- Harmonization of practices and standardization of tools to **reduce administrative burden.**

These initiatives are fully in line with the company's **operational excellence** approach and already highlighted in the 2024 CSR Report.

Three major axes at the heart of the 2025 actions

EMPLOYEE ENGAGEMENT SURVEY (EES): *2025, from action to piloting!*

2. Strengthen the link and internal communication

Several departments have worked to improve cohesion, the flow of information and transparency:

- Organization of unifying events, inter-site seminars and launch of collective rituals (including **Top45**).
- Deployment of the **Quality Gazette** and the Top45 to streamline decisions and make actions more visible.

These actions echo the "People" commitments of the 2024 CSR Report, particularly around **collaboration, transparency** and **QWL.**

3. Innovate to accelerate

Innovation is at the heart of improvement approaches:

- Working group to **speed up labeling times** and facilitate time to market.
- **Optimization of project planning processes:** better anticipation, increased visibility and simplification of steps for teams.

These projects support the vision presented in the 2024 CSR Report: an **innovative, responsible company focused on sustainable performance.**

Over the course of the year, EES initiatives were disseminated through **targeted communications to showcase human contributions and concrete results.**

The objective: to support the **recognition** of teams, encourage the **sharing** process, and make EES an important lever for **transformation.**

Finally, **two HR KPIs** for 2025 - **internal mobility at 26%** and a **confirmed drop in employee turnover** - corroborate a positive dynamic as well as a strengthened commitment of employees.

And now?

The year 2026 will be synonymous with consolidation and deepening, in order to evaluate **the efficiency** of the process deployed and to validate, during the next survey scheduled for June 2026, its **benefits** through **measurable progress.**

IN 2025, *we saved 432 lives!*

In 2025, Macopharma celebrated the fifth edition of **Blood Donor Day,** organized on World Blood Donor Day. This annual initiative brings together our production sites and subsidiaries around a cause that is central to our identity.

Thanks to the solidarity and commitment of our employees around the world, **144 blood bags** were collected, saving **432 lives.**

144 donations this year

52 donations in France (including 3 first-time donors!)

57 donations in Tunisia

30 donations in Poland

5 donations in the rest of the world (subsidiaries)

This edition highlights the ability of our employees, from Tunisia to Poland to Canada, to unite around a common mission.

By supporting blood donation, Macopharma reaffirms its role *as a committed player for life!*

BLOOD DONOR DAY by macopharma

Patronage and Solidarity: A COMMITMENT DRIVEN BY OUR EMPLOYEES

At Macopharma, solidarity is expressed through concrete and collective actions. In 2025, the commitment of our employees enabled us to support essential causes on an international scale, in perfect harmony with our mission, *"We support life."*

Launched in 2024, the **Solidarities Committee** now ensures the sustainability and relevance of our social commitments. Its role is to analyze projects submitted by employees through a transparent selection process. This structure guarantees that every resource allocated supports initiatives aligned with our core values. In 2025, **100% of the projects supported** came from internal proposals.

The year 2025 saw a truly global mobilization, with **18 associations supported** in **6 key countries** (France, Poland, Tunisia, the United States, the United Kingdom, and Switzerland).

Our partners close to our hearts

From Poland to the United States, discover those we have helped this year:

- **In France:** We support organizations with a variety of missions, such as the Lille University Hospital Endowment Fund, Mon Bonnet Rose, À Portée d'Elles, Laurette Fugain, Special Olympics, Sport dans la Ville, Handicaché and Papillons Blancs de Lille. We are also renewing our support for **Eurotandem** for the third year.
- **In Poland:** Our commitment is particularly dynamic with support for the associations Stowarzyszenie ULTRAKREW, Fundacją „Biegaj dla Zdrowia", Fundacja Everest, Fundacja PBR, Fundacja w biegu, Fundacja Krok do Natury, Wings for Life, and Stowarzyszenie Kilometry Pomocy.
- **In Tunisia:** We are continuing our local action alongside the ARC EN CIEL Association.
- **Internationally:** Our solidarity extends to the AABB Foundation (United States), Zoé4life (Switzerland), and Shooting Star Children's Hospices (United Kingdom).

This diversity of partnerships illustrates our desire to be a socially responsible player in every region where we operate.

PATIENT

Solutions

TO MAKE THE BEST OUT OF EVERY DROP OF BLOOD

#03

SUSTAINABLE DEVELOPMENT GOALS

- Good health and well being
- Industry, innovation and infrastructure
- Partnerships for the goals

STAKEHOLDERS

ADHEX COMPAGNY

Can you tell us how your collaboration with Macopharma began and how it has evolved, particularly in terms of responsibility and commitment?

A historic and strategic partnership

A lasting relationship of trust: *"We've been partners for some time now (2009), so we've had a relationship for over 15 years. We're a pretty reliable partner for Macopharma.*

From customer-supplier relationship to building a partnership

Integration for reliability: *"We have the advantage of being 100% integrated, which means we can be quite reliable for Macopharma, since we also do coating, cutting, converting and printing."*

In-depth mutual knowledge: *"We deliver weekly to Macopharma's three sites. We are well integrated and know each other very well. Beyond the contractual relationship, it's a real partnership."*

About: Adhex is an industrial group specializing in cutting-edge adhesive technologies. Leveraging the expertise of its teams and a fully integrated production facility - from coating to printing, including converting -Adhex develops customized solutions that combine advanced technology, performance, and reliability for its strategic partners.

adhex Decoration & Industrial Marking

Resilience and operational commitment

This long-term partnership has resulted in a robust supply chain.
Prioritization and business continuity: *"We have withstood crises over the last few years without any disruption at Macopharma. We have always prioritized Macopharma given the importance of the partnership and the criticality of the product."*
Supporting growth: *"We have been able to keep pace with increases in volume precisely because we have had a dedicated workshop (we call it the Maco workshop) which has enabled us to absorb these increases in power."*

CSR at the heart of the value chain

Transparency and ethics: *"Adhex was one of the first to sign the Macopharma Supplier Ethics Charter. We also share the Ecovadis assessment, which provides full transparency on results and ongoing action plans."*
Extended responsibility: *"We ourselves (Adhex) have a CSR approach that we transfer to our own suppliers to secure our supply chain, both ethically and in terms of developments. This is a full illustration of the CSR approach along the value chain."*
Eco-design and carbon optimization: *"We worked together to switch from Teslin to polypropylene. By switching from US sourcing to Europe sourcing, there is also a real "carbon gain" behind it. We also switched to a smaller label size to optimize the material."*
Circular economy: *"We have set up a take-back system for plastic mandrels at our site in Poland. We can reuse these bins up to 50 times. So we don't waste plastic unnecessarily.*

Close collaboration beyond regulatory compliance

Anticipation of standards: *"Thanks to the regulatory watch we've set up, we're able to exchange ideas with Macopharma on these subjects, so that we can deal with them together, as with ink changes, for example. The aim is to work together to advance the qualification of materials that comply with new regulatory standards."*

STAKEHOLDERS

EUROTANDEM

Can you tell us how your collaboration with Macopharma began and how it has evolved, particularly in terms of responsibility and commitment?

Supporting young people and education

"It can sometimes be difficult for students to find partners who are willing to commit to working with them. We appreciate that a company of Macopharma's stature takes the time to support student projects and accompany future engineers in their adventures."

Alignment of values and missions

"The partnership with Macopharma seemed obvious to us: their expertise in the blood sector is perfectly in line with Eurotandem's mission (to promote blood donation). It is a real opportunity to benefit from the support of a player whose core business resonates with our objectives."

The sustainability of the commitment

"This collaboration, which has now been going on for four years, is testament to a mutual commitment. Without this type of sponsorship, our projects simply could not see the light of day."

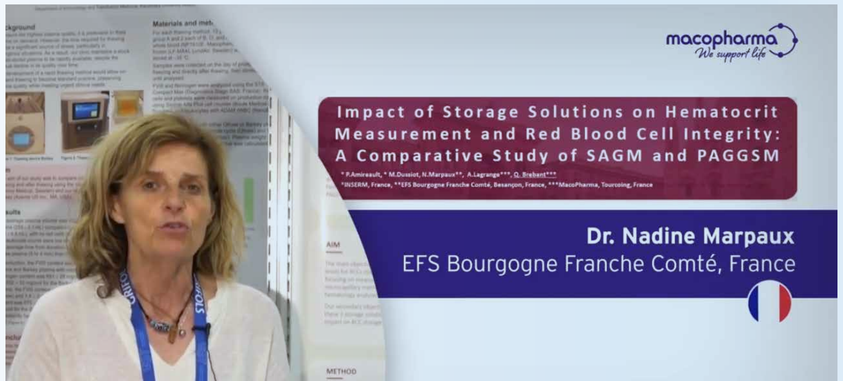
About : Organized by students at IMT Nord Europe, Eurotandem is a charity tandem bike tour across France aimed at promoting blood donation. Combining athletic challenge with public service, this student-led initiative covers hundreds of kilometers each year to raise public awareness and support the cause of patients who need it most.

Advancing Patient Safety THROUGH DEHT X PAGGSM SOLUTION

Macopharma's transition to DEHT x PAGGSM across its entire range of blood collection and processing kits represents a major strategic initiative, driven by a strong commitment to patient safety. This transformation mobilizes all functions within the organization and is structured around three key pillars: compliance with MDR and REACH requirements (CE-marking), validation by healthcare partners, and the progressive ramp-up of manufacturing capabilities.

At the heart of this project lies the ambition to provide safer transfusion solutions by replacing DEHP with alternative plasticizer (DEHT) while maintaining the quality of blood components.

MDR-DEHT PAGGSM
macopharma We support life



In 2025, **Macopharma strengthened its scientific engagement** by publishing several studies in collaboration with leading partners.

These publications build on years of research into plasticizers, additive solutions, and best practices in processing, with the shared goal of **optimizing procedures that preserve red blood cells.**

The findings were presented to the global transfusion community at **the ISBT Congress** in Milan in June 2025, during both poster sessions and symposium, and further promoted through digital channels to ensure broad accessibility and transparency.

Collaborative studies have provided robust evidence supporting the benefits of the **DEHT x PAGGSM** approach. Research conducted with **EFS and SFS partners** demonstrated that **PAGGSM outperforms the conventional SAGM solution in preserving red blood cell morphology and reducing the formation of SMEs (Storage Micro-Erythrocytes).** These improvements contribute directly to the quality of transfused blood products, reinforcing patient safety.

In parallel, studies performed with **NHSBT** confirmed that red cell concentrates produced using DEHT x PAGGSM kits **meet established quality standards,** validating the suitability of this solution for routine clinical use.

Through this comprehensive approach — combining regulatory compliance, scientific validation, and industrial excellence — Macopharma reaffirms its **commitment to innovation that prioritizes patient well-being.** By continuously improving the safety and performance of its products, the company contributes to enhancing transfusion outcomes and supporting healthcare professionals worldwide.

Quality Week

2025 EDITION

Building on the success of the previous year, the Quality departments renewed the initiative by once again inviting all Macopharma employees to celebrate World Quality Week. This 2025 edition, held under the theme *"Quality: Think Differently!"*, once again mobilized teams in France, Poland, and Tunisia.

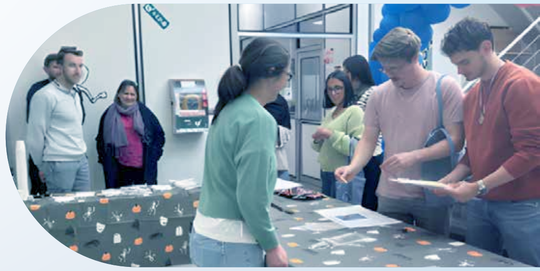
To ensure **the participation of all our employees,** activities were organized across the four Macopharma sites. This approach allowed everyone to take part fully, exchange best practices, and share a friendly moment together.

The Quality team offered a series of workshops that were **both fun, educational, and grounded in our operational reality,** helping to make key concepts tangible for all participants. Among the activities offered:

- **The "Boîte à coucou" :** A fun reminder and awareness activity focused on essential hygiene rules for blood bag production.
- **The "Zero Error Challenges":** Identification of assembly errors and proposal of corrective actions. Key message: **Small issues can create big problems!**
- **Quality Tools Riddles:** Recognition of key tools (5S, Risk Analysis, Deviations, Corrective and Preventive Actions) to ensure a robust Quality Management System.
- **A Quality Quiz:** An interactive quiz on the main quality indicators.

As in 2024, employee engagement was outstanding. Participants particularly appreciated the interactive nature of the activities and the opportunity to exchange between departments, further strengthening cohesion and the quality mindset within our company.

We warmly thank all teams for their active participation, as well as all collaborators involved in organizing this 2025 edition. Thanks to you, Quality Week continues to grow and has become an essential event in our continuous improvement journey.



BUSINESS CONTINUITY: *2025 assessment*

- **Follow-up audit N°1 for our ISO 22301 certification:** 0 major and minor non-conformities (see article below)

- **6 event files on business continuity:**

6 event files were opened in 2025.
- ✓2 concern delays in raw material deliveries
- ✓3 concern a quality problem on a raw material, a component or a finished product
- ✓1 concerns a change at a raw materials supplier, which is currently being processed.

All these files have been the subject of corrective actions which have been implemented following analyses or during crisis cells.
There has been no proven impact on customers.

- **A few figures:**

✓**95%** completion of the business continuity management system progress plan.
✓**0** disruptions to customer deliveries
✓Average safety stock level for key customers (contracts with continuity clause) at **88%.**
✓DEHT project + new packaging under MDR: the project is monitored with indicators which are included in our business continuity dashboard. **Overall, deadlines are being met.**

✓Securing our critical raw materials as part of an 8-year action plan.

→ 76% of the 2025 plan has been completed

✓IT security improvement plan 74% complete

✓Successful business continuity exercises, including communication drills.
The scenario is outlined below:

✓Assessing organizations' ability to cope with a systemic cyberattack. This exercise focused on needs related to anticipation, preparation, and training in crisis management and business continuity in the cyber domain.
It was organized on a national scale (France), "REMPAR25," targeting various functions and expertise within an organization, such as communications, production, human resources, legal professions, as well as areas ranging from digital operations to decision-making bodies.

✓Communication plan 100% implemented

Our business continuity management system has enabled us to maintain delivery to all our customers, especially our key clients.

ISO 22301 *Certification* FOLLOW-UP AUDIT N°1.

Follow-up audit N°1 for our **ISO 22301** certification was carried out by Socotec Certification International from June 3 to 5, 2025.
The sites in France (plant + corporate activities) and Tunisia were audited face-to-face, while the audit in Poland was carried out remotely.
The audit covered all **Blood Processing Solutions** activities.

The results were as follows:
✓ 0 major non-conformities and 0 minor non-conformities
✓ 1 observation
✓ 5 areas for improvement
✓ 20 strong points

The observation concerns a corrective action to be deployed in 2026, relating to an event form on the 2024 Tunisia site in connection with customs declarations by the logistics provider.
All the areas for improvement identified during the audit will be taken into account in order to continue improving our business continuity management system.

Overall conclusion from the auditor:
«The audit demonstrated the company's capacity for continuous improvement. The business continuity management system is robust, and certification is unreservedly recommended».

R&D 2025: A CULTURE OF *Collaboration* AND *Innovation*

The year 2025 underscores the importance of Research and Development at Macopharma as the driving force behind our scientific expertise. Our work is built on three pillars: international collaboration, intellectual output, and the incubation of future projects.

R&D has strengthened its ties with leading partners through the completion of **10 major clinical and technical studies.** This work was conducted jointly with the **NHSBT** (6 studies), the **Welsh Blood Center** (2 studies), and **NetCad** (2 studies). This scientific engagement has also resulted in the publication of more than **20 articles and posters,** thereby sharing our advances with the entire medical community.

Protecting our innovations remains a strategic priority to ensure the sustainability of our solutions. To date, Macopharma relies on a solid portfolio of **278 active patents.**

Beyond our current product portfolio, the year was marked by internal creativity. Of the **12 innovative ideas** presented in 2025, **7 have already entered the active incubation phase.** These projects form the foundation of our future developments and aim to offer new products or services that are increasingly tailored to the needs of our customers and patients.

LMB AND MACOPHARMA: A COMPLETE VALUE *Chain of Solutions*

The international Macopharma group (GMPi) announced in **March 2025 the acquisition of Lmb Technologie.** This strategic alliance strengthens Macopharma's range of blood component processing solutions and reinforce its presence across European, American, and Middle Eastern markets.

Founded more than 40 years ago in Germany, Lmb Technologie has specialized in blood transfusion since 1979. The company is recognized for its **high-quality equipment.** Its portfolio includes equipment and software such as **agitators, separators, welders, and related accessories,** supported by expert teams dedicated to customer service.

This alliance enables GMPi to cover the entire value chain, **combining blood kits and filtration expertise with advanced equipment technology and data management software.** The objective is to better meet the needs of blood banks while delivering reliable and innovative solutions.

The acquisition aligns with Macopharma's five-year strategy to expand its equipment offering, a segment in which Lmb is a key player. As the blood industry evolves with automation, data management, and artificial intelligence, **this partnership strengthens Macopharma's position internationally.** Expected synergies should significantly increase equipment-related revenue.

"The acquisition of Lmb is a fantastic opportunity for growth and innovation for Macopharma. I am delighted with this alliance because of its commercial and human prospects, as we share the same values and this proximity will be the foundation of our future success." states Caroline HERNU, Macopharma Managing Director.

maco lmb
Together, we support life

PLANET

Preserve
OUR ENVIRONMENT

#04

SUSTAINABLE DEVELOPMENT GOALS

- Responsible consumption and production
- Climate action
- Life below water
- Life on land

STAKEHOLDER PERSPECTIVE:

SUSTAINSOFT

SustainSoft

How would you describe your relationship with Macopharma?

*Our relationship with Macopharma is both **seamless and ambitious.** It is built on a foundation of shared values and in-depth collaboration. Our teams particularly appreciate the natural flow of these interactions, where they are constantly challenged—both intellectually and technically—to adapt to Macopharma's unique needs.*
*It is a relationship marked by admiration. Having worked with many players in the healthcare sector, we can attest that Macopharma has a highly **advanced sustainability approach.** Their commitment to pushing beyond mere compliance to achieve real impact is unique.*

In what way do you think this relationship reflects a responsible and sustainable approach?

*Our partnership with Macopharma is, by definition, rooted in a **sustainable and responsible approach** - we help them generate high-quality, auditable CSR data.*
This enables us to closely monitor Macopharma's CSR performance to enhance its impact, while also communicating reliably and credibly on the progress of the initiative and the goals set.
Furthermore, Macopharma's commitment to pursuing additional CSR certifications reinforces this proactive and serious effort to become industry leaders in sustainability.

About: SustainSoft is the ESG management and compliance solution that helps companies turn sustainability into a performance driver

2025 CARBON *Footprint*

Macopharma has been calculating its carbon footprint since 2022, using 2021 data for **Scopes 1, 2, and 3** and following the GHC (Greenhouse Gas) methodology

In 2025, we decided to use a CSR IT platform to calculate our carbon footprint.

This platform was developed in collaboration with SustainSoft, a company specializing in CSR

We took advantage of this change to analyze the accuracy of the calculation method used in previous years (the Carbone 4 method) to assess our carbon footprint and found that the calculation of Scope 3 emissions related to our finished products needed improvement.

This led us to define, for each finished product SKU (kits and semi-finished products), the weight of each component along with its associated raw material and its CO2 emission factor (ADEME).

Using this new calculation method for 2025 data, The results are shown alongside.

Emissions by GHG Protocol category

Category	in tCO2e	%
Direct purchases	12,619	29 %
Products sold	7,573	17 %
Energy	9,084	21 %
Indirect purchases and capital goods	7,068	16 %
Freight	4,091	9 %
Travel	2,056	5 %
Waste	1,256	3 %
Total	**43,747**	**100 %**

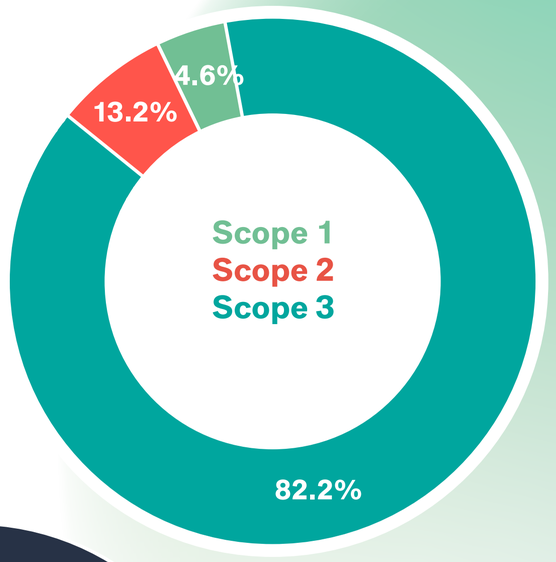
2025 CARBON *Footprint*

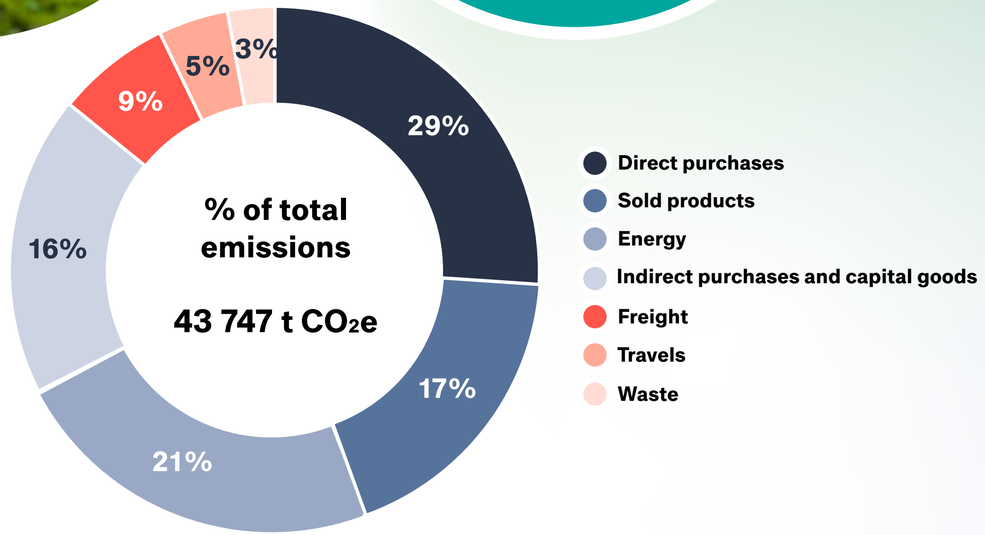
The 2025 carbon footprint is therefore **43,747 tons.**
In 2025, the carbon intensity (CI) is therefore **235.5** tons of CO2e per million euros of revenue

In 2026, we plan to recalculate carbon footprints dating back to 2021 using this new calculation method.
As a result, in this CSR report, we will not compare the 2025 results with those from 2021 (base year – Base 100).

The chart showing the breakdown by area indicates that the carbon footprint associated with the end-of-life phase of the product—which has been calculated more precisely is lower in percentage terms compared to previous years (~ -10%)

The 2025 carbon footprint is shown below with a breakdown by scope and sector.





CARBON *Pathway* TO 2030
Status & *actions* AS OF THE END OF 2025

The calculation of our 2025 Scope 3 carbon footprint has been improved in terms of accuracy.

As part of the carbon trajectory, the assessment of Scope 3 trends will therefore not be based on a comparison with our situation since 2021 (the base year)

However, for Scopes 1 and 2, the calculation methods using 2025 data have not changed and are therefore comparable to the 2021 base year.

Below is the evolution of the Scope 1 and 2 carbon footprints

Below is the evolution of the Scope 1 and 2 carbon footprints
To account for variations in activity, we calculate carbon intensity, i.e., our carbon footprint divided by revenue (CSRD indicator)

	2021 T CO2e	2025 T CO2e	Carbon intensity 2021 T CO2e/M€	Carbon intensity 2025 T CO2e/Mio€
Scope 1	3010	2002	18.5	10.8
Scope 2	5620	5780	34.6	31.1

Revenue for 2021 = €162.655 million
Revenue for 2025 = €185.784 million

SCOPE 1

for our operations corresponds to:

- ✓ Fixed facilities: natural gas fuels for heating and the steam production process.
- ✓ Mobile facilities: fuels used by the company's vehicle fleet
- ✓ Gas leaks: refrigerant emissions from air conditioning and refrigeration systems

We have therefore achieved a **42% reduction** in Scope 1 carbon intensity since 2021 through actions implemented in these three areas:

- ✓ Building insulation and redesign of our controlled-atmosphere production rooms to reduce heat loss in winter
- ✓ Replacement of heating boilers with more efficient models (double condensation)
- ✓ Energy recovery from the steam production boiler in France
- ✓ Improved temperature management and control in our workshops
- ✓ Optimization of the management of certain air handling units based on production activity
- ✓ Transition of our vehicle fleet to hybrid or fully electric powertrains
- ✓ Significant reduction in refrigerant losses at our four sites through optimized maintenance and monitoring of the relevant systems.

SCOPE 2

covers our indirect CO2 emissions associated with purchased electricity.

The reduction in carbon intensity for Scope 2 is therefore 10% **since 2021.**

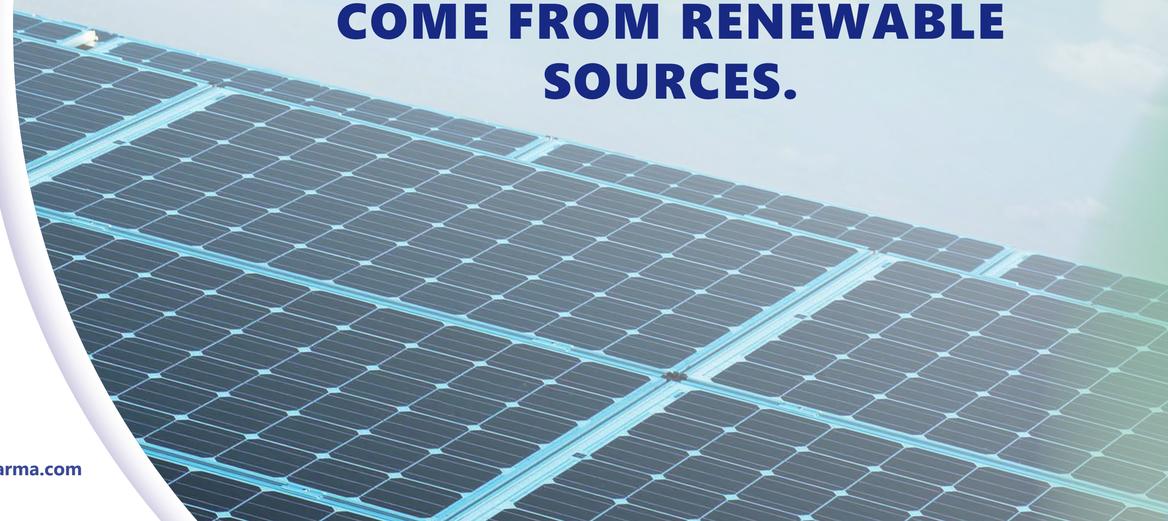
Below are a few examples that have contributed to the reduction in carbon intensity :

- ✓ Building insulation and design improvements to our controlled-atmosphere production rooms to reduce therma losses in the summer (air conditioning)
- ✓ LED lighting installed at most of our sites, equipped with motion sensors and, in some cases, combined with light sensors
- ✓ Commissioning in October of a new, more efficient, and energy-saving chilled water unit in Tunisia
- ✓ Reduction of compressed air leaks
- ✓ Management and regulation of the air conditioning systems in the facilities required for certain production units
- ✓ Adjustment of the operation of our air handling units (AHUs) during periods of no production activity

In 2025, as part of our efforts to reduce our Scope 2 carbon footprint and as a project within our 2030 roadmap, we studied and validated with our insurers the installation of photovoltaic panels for the Tunisia site, which will be installed on rooftops in **2026.**

22%

OF THE SITE'S ENERGY CONSUMPTION WILL THUS **COME FROM RENEWABLE SOURCES.**



Reduce, Reuse, Decarbonize.

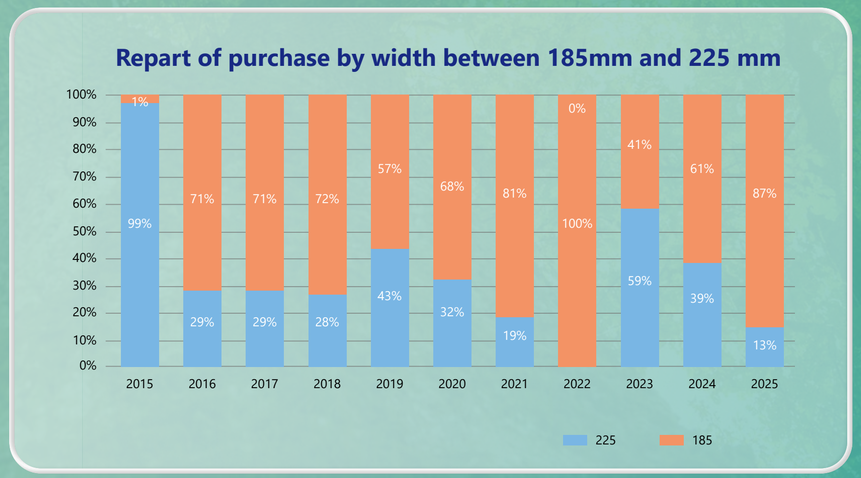
ADVANCING OUR PERFORMANCE ON FILTER MEDIA

Macopharma builds upon its responsible purchasing policy in a circularity approach based on the 3Rs: Reduce, Reuse, Recycle. This strategy leads us to rethink our consumption patterns, optimize our material flows, and work closely with our partners to limit the environmental impact of our products. The initiatives implemented on our filter media provide a concrete illustration of this approach, combining material reduction, reuse, and environmental performance.

Optimizing filter media: a driver for material and carbon reduction

Macopharma filters are composed of several layers of filter media, a material obtained through plastic extrusion (non woven). Since 2015, an optimization initiative has been implemented on one of our filter ranges. This action is fully aligned with our responsible purchasing policy and our 3R trajectory — Reduce, Reuse, Recycle — with a particular focus on reduction at the source.

In 2015, the design, procurement, industrialization and production teams, in partnership with our suppliers, adapted the width of the rolls used in the manufacturing of our filters, reducing the width from 225 mm to 185 mm — a reduction of nearly 18%. This allows us to reduce the quantity of material used without compromising product performance.



Every gram of material saved is a material that does not need to be extracted, produced, transported, transformed or destroyed.

In 2015, 99% of our purchases were made using **225 mm rolls.** In 2025, this width represents only **13% of our purchases,** for a total of 60 tons of material.

Reduce, Reuse, Decarbonise: ADVANCING OUR PERFORMANCE ON FILTER MEDIA

Over 10 years, this represents 60 tons of material saved. Using an emission factor of 1.8 kg CO_2e/kg (ADEME average), this corresponds to 117 tons of CO_2e avoided.

Reuse of mandrels

In line with our ambition to promote the 3Rs, **we have implemented a mandrel reuse system for the filter media rolls used in our production processes.**

Rather than treating mandrels as single use consumables, we have established a supplier return process that enables their direct reuse in production cycles. **We therefore favor a circular model with our partners.**

This system not only avoids the destruction of mandrels but also reduces the demand for raw materials required to manufacture new supports.

In 2025, we returned more than 10,000 mandrels. Considering that one mandrel weighs on average 300 g, this represents 3 tons of plastic diverted from waste.

This corresponds to approximately 6 tons of CO_2e avoided in 2025 thanks to this initiative.

The optimization of roll widths and the reuse of mandrels are concrete examples of how our responsible purchasing practices contribute to the company's overall performance while reducing our environmental footprint.

LCA PROJECT - ECO DESIGN : *Progress in 2025*

In 2025, Macopharma's teams continued their **Life Cycle Assessment (LCA)** of its products. With ongoing support from **Bureau Veritas,** this year we conducted environmental impact assessments using the LCA method for our SSP+ kit and VRT kit.

Why conduct an LCA?

According to the 2023 Shift Project report **"Decarbonizing Healthcare"**

For Sustainable Healthcare - Climate Impact of the French Healthcare Sector, we note that: The carbon footprint of the French healthcare sector represents approximately 49 MtCO2eq, **or 8% of the national footprint.**

Furthermore, 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 pillar of its strategy. This involves, among other things, eco-design.

LCA allows us to better understand our current position so that we can set **SMART goals for our future developments** as part of a virtuous cycle of continuous improvement. Macopharma will continue this approach with other products in 2026 and standardize this methodology across all future developments.

macopharma

We support life

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