Sustainability Statement
2025

Contents

About this report

Octapharma's 2025 Sustainability Statement outlines how sustainability is embedded across the company's strategy, governance and operations, supporting its mission to advance human life through innovative plasma-derived therapies. The report identifies ten material sustainability topics following a double materiality assessment, covering environmental, social and governance priorities. Key environmental commitments include science-based climate targets, aiming to reduce absolute greenhouse gas emissions by 63% by 2035 and 90% by 2050, while improving energy efficiency, responsible water management, resource use and chemical safety. Social priorities focus on employee engagement, plasma donor experience, patient access to treatment, quality of life, and support for local communities. The report highlights continued investment in responsible business practices, quality management, ethical conduct and stakeholder engagement, demonstrating how sustainability contributes to long-term resilience, innovation and value creation while delivering safe, effective therapies to patients worldwide.

Click links that begin with this symbol to be directed to further information outside of this report.

This symbol indicates that more detailed information is available in the Sustainability Data chapter.

As a family-owned company, Octapharma maintains a long-term perspective on everything we do. We see it as our responsibility to act not only for today, but for generations to come.

Tobias Marguerre
Deputy Chairman, Octapharma Group

Business model and value chain

Octapharma is one of the world's largest human protein product manufacturers. We research, develop, and manufacture medicines sourced from human plasma and human cell lines in three therapeutic areas: Critical care, Haematology, and Immunotherapy.

About Octapharma

Family-owned since being established in 1983, Octapharma is a global healthcare company headquartered in Lachen, Switzerland. Our products are available in 117 countries and reach hundreds of thousands of patients every year.

€3.64 bn
Sales

€577 m
Operating income

117
countries served

200+
plasma donation centres in the USA and Germany

35
sales locations

A global team of **11,126** employees

- Octapharma Global HQ
- Octapharma Plasma, Inc,
- 5 Production sites
- 7 preclinical & clinical R&D sites

A focus on three therapeutic areas

Our prescription medicines treat a broad range of conditions across three therapeutic areas. We constantly adapt and innovate our product portfolio to discover and develop new treatments.

Haematology

Our medicines replace the missing or defective coagulation factor to control or prevent bleeding in people with rare genetic bleeding disorders, such as haemophilia A, haemophilia B and von Willebrand disease (VWD). Factor replacement therapy is used to provide patients with the missing clotting factor they need, which enables them to lead normal lives.

Haematology products:
Nuwiq®
octanate®
octanine F®
wilate®

Used to treat:
Haemophilia A
Haemophilia B
von Willebrand disease (VWD)

Immunotherapy

We use immunoglobulin G (IgG) contained in human plasma to develop medicines that help the body's immune system fight infections or immune-mediated diseases. IgG immunotherapy is generally used to treat patients with immune deficiencies caused by a genetic defect, an underlying disease such as cancer or leukaemia, medicines that suppress the immune system, or for immunomodulation associated with certain autoimmune diseases.

Immunotherapy products:
cutaquig®
octagam®
panzyga®

Used to treat:
Primary immunodeficiencies (PIDs)
Secondary immunodeficiencies (SIDs)
Autoimmune disorders including
- Immune thrombocytopenia (ITP)
- Chronic inflammatory demyelinating polyneuropathy (CIDP)
- Dermatomyositis
- Guillain-Barré syndrome (GBS)
- Kawasaki disease

Critical care

Our therapies are used to quickly restore blood volume, normalise clotting function and prevent shock for patients under intensive care or in emergency medical situations such as sepsis or trauma.

Critical care products:
albunorm®
atenativ®
octaplasLG®
octaplasLG powder®
fibryga®
octaplex®/balfaxar®

Used to treat:
Coagulopathy
Hypovolemia
Severe bleeding during complex surgery or after trauma

Explore how advances in haemophilia care are helping people like Carl live life to the fullest.
Read more here.

Advancing human life for more than four decades

When Octapharma was founded in 1983, haemophilia patients being treated with clotting factor concentrates, such as factor VIII (FVIII), were being exposed to HIV and hepatitis.

Our company was built on the belief that haemophilia patients should receive safe, high-quality treatments. Two years later we developed the first virally inactivated factor VIII concentrate using the solvent/detergent (S/D) method — a process used to inactivate pathogens in plasma-derived medicines and plasma for transfusion. More than 40 years later, this method remains the gold standard for viral inactivation used by the plasma fractionation industry.

Today, Octapharma is one of the world's largest human protein product manufacturers, developing, producing and marketing medicines sourced from human plasma and human cell lines. Our continued growth means that more patients around the world have access to life-advancing treatments, and our determination to find new ways to help people with life-changing medical conditions is as resolute as ever.

Our business model: From donor to patient

The plasma journey from donor to patient is a stringent process that we carefully manage to ensure uncompromising product quality and patient safety.

Plasma collection

We collect more than 8 million litres of plasma annually at more than 200 company-owned plasma donation centres in the US and Germany. Each donation is labelled with a barcode, scanned for traceability, and tested for viruses. The plasma is then frozen to minus 25 degrees Celsius and prepared for shipment to our production sites in temperature-monitored trucks and shipping containers.

Plasma collected at our plasma donation centres represents the vast majority of the plasma we transform into finished products. The remainder is sourced from third parties – such as blood donation organisations or hospitals in Europe and the US. We also receive plasma from collection programmes run by governments and healthcare systems for contract manufacturing.

Research & development

Our R&D efforts focus on disease areas where there is significant need for new treatment options. We conduct pre-clinical and clinical research to identify and develop innovative treatments and ensure their safe use. Octapharma has R&D sites in Austria, Germany, Switzerland, and the US. We conduct clinical trials at various locations around the world.

Pharmaceutical production

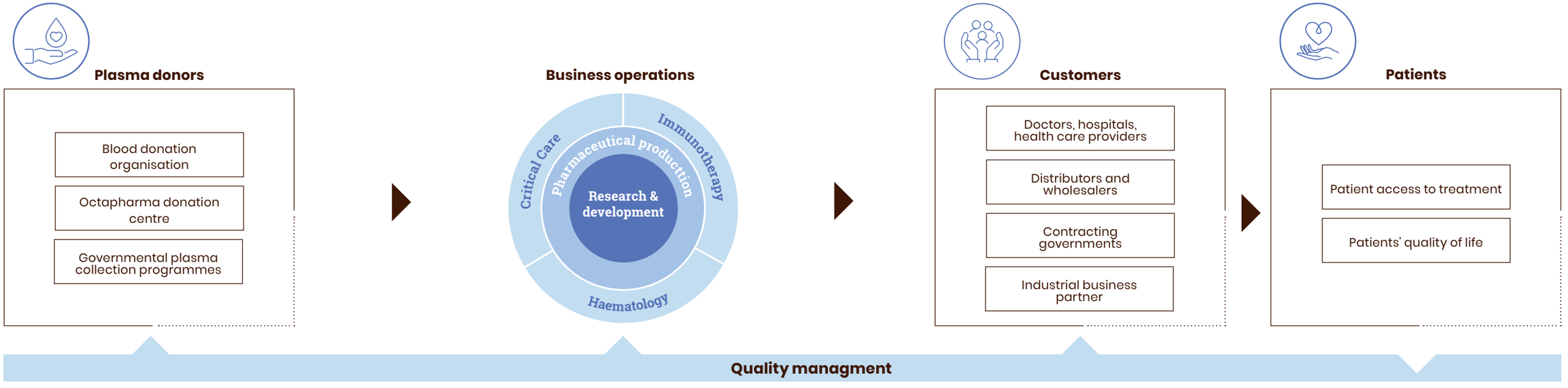
We manufacture our products at our own production facilities in Vienna, Lingolsheim, Springe, and Stockholm. Prior to production, each plasma donation undergoes single donation control (SDC). Through a biochemical process, called fractionation, plasma is separated into its various components to obtain the desired proteins for our products. Validated manufacturing steps inactivate and/or remove any infectious agents potentially present in the starting plasma pool. This process is performed under hygienic conditions in licensed facilities that are operated in compliance with Good Manufacturing Practices. The purified proteins are formulated into final products, which are visually inspected and approved based on regulatory requirements. Each batch undergoes stringent quality control and is tested to verify compliance with defined product specifications for internal release. Batches are also tested externally and released by an Official Medicine Control Laboratory, ensuring that only products meeting rigorous standards reach patients.

Distribution to customers

Following packaging, final products are shipped directly to customers or distributed via wholesalers and distribution partners. We provide our products mainly to doctors, healthcare professionals, hospitals, and pharmacies, who administer them to patients. When we manufacture products using plasma from national collection programmes, we return the finished products to the relevant healthcare system (see page 32 for more information). We also supply products to industrial customers worldwide for production, research and testing purposes. Our focus segments include gene and cell therapy, T-cell therapy, stem cell therapy, vaccines, in vitro fertilisation, drug formulation, drug carrier, medical imaging and chemical manufacturing.

Impact on patients

We have a positive impact on people's health around the world by developing, producing, and expanding access to medicines for severe and life-threatening acute and chronic diseases. Our medicines provide patients with safe, effective, convenient, and appropriate therapies to help them manage their condition and live normal lives.



Strategy

As a family-owned company, Octapharma has always maintained a long-term strategic perspective based on the belief that the decisions we make today are the foundation for our future success. A strong commitment to patients and responsible value creation are at the heart of our strategy.

Corporate strategy

The success of Octapharma is rooted in our vision to advance human life, supported by financial discipline and core values: Ownership, Integrity, Leadership, Sustainability, and Entrepreneurship. Today, Octapharma is strongly positioned in an increasingly competitive market.

Our strategic roadmap introduced in 2024 aims to build on this foundation and deliver continued long-term growth and sustainable value creation for our stakeholders. Its key areas are: enhancing and expanding our product portfolio, increasing efficiencies in plasma collection and production, expanding the accessibility of our therapies to more patients around the world, reaffirming our commitment to patients and responsible value creation, and remaining an employer of choice.

Sustainability strategy

Responsible value creation is at the core of our corporate strategy. Guided by a long-term vision to provide health solutions that advance human life, with financial discipline and core values as our foundation, we strive to support more patients worldwide while minimising our environmental impact. Hence, our sustainability strategy focuses on sustainable growth, social responsibility and environmental stewardship and resilience.

Social responsibility

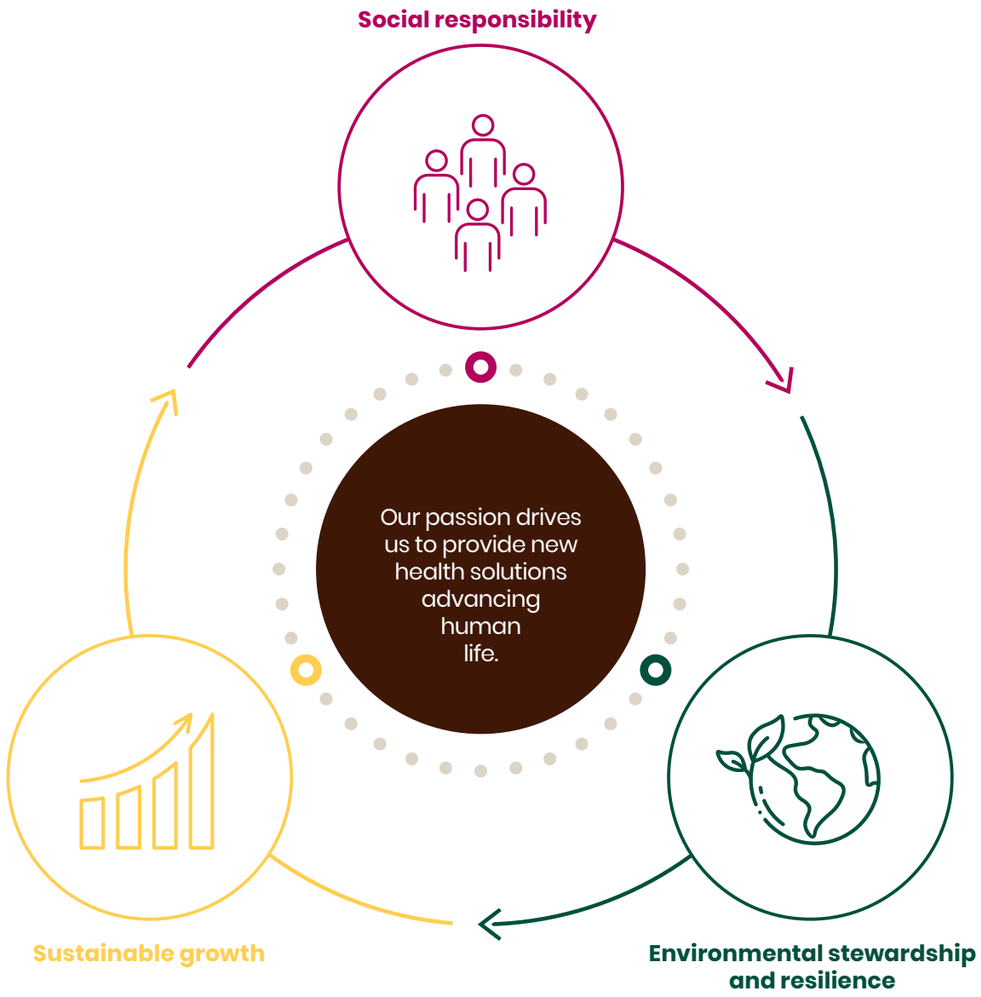
People are at the heart of our business – from our plasma donors and employees to our patients and the local communities in which we operate. They all play a key role in delivering our therapies, expanding access to treatment and improving patients' quality of life.

Environmental stewardship and resilience

We strive to minimise our environmental impact by reducing our greenhouse gas emissions, improving energy efficiency, using water responsibly, ensuring safe chemical management, and enhancing resource efficiency. We also focus on strengthening the resilience of our business to environmental risks.

Sustainable growth

We focus on long-term value creation, investing in sustainable growth to help meet the needs of more patients. Guided by integrity as one of our core values, we are committed to conducting business in a responsible, ethical and accountable manner.



Stakeholder engagement

Engaging with our stakeholders to understand their interests helps to focus our efforts on generating long-term value for both our business and our stakeholders. We engage with each key stakeholder group in different ways based on their priorities.

Employees
Octapharma has 11,126 employees around the world. Approximately 45% work in plasma donation centres and 40% in production sites.

Why we engage	What matters to them	How we engage	How we use feedback
• Attract and retain a motivated workforce that delivers high performance, productivity and innovation with high standards of ethics and integrity	• Company purpose • Financial compensation • Health and safety • Job security • Training and development opportunities • Working environment • Work-life balance	• Various channels, including but not limited to emails, face-to-face meetings, town halls, company intranet, screens on site, social media, mobile applications, performance reviews, and site-level feedback mechanisms • Group-wide employee survey every two years • Work councils or other types of employee representative groups[1] • Integrity Reporting Line, local human resources representatives or compliance officers	• Improve working conditions and processes • Strengthen our company culture and promote employee well-being • Develop our training programmes

Donors
Plasma donors are core to our business – without them we could not produce our medicines. We welcome over 170,000 donors each month across more than 200 plasma donation centres.

Why we engage	What matters to them	How we engage	How we use feedback
• Ensure a reliable supply of plasma • Encourage repeat donations	• Altruistic motivations • Donation time • Financial compensation • Quality of experience at plasma donation centres • Safety	• Direct contact at our plasma donation centres • Via a dedicated call centre • Outreach campaigns through email, a dedicated website and OctaApp, our proprietary mobile application • Social media to engage current and potential new donors	• Optimise donor health and safety • Improve the overall quality of the donor experience

1. Employees represented by work councils in Austria, France, Germany and local union clubs in Sweden. In November 2025, Octapharma got engaged in the establishment of an EWC, for which negotiations are currently underway.

Patients
Our products reach patients with a variety of life-threatening conditions in 117 countries worldwide.

Why we engage	What matters to them	How we engage	How we use feedback
• Guide our R&D, lifecycle management, marketing, and disease awareness activities • Build trust in product quality, safety, and efficacy	• Convenience of administration • Product availability • Product quality, safety, and efficacy	• Indirectly via healthcare professionals (HCPs), patient associations and patient group representatives in line with relevant in-country regulations • Directly with patients and caregivers (where permitted) • Patient advisory boards • Through disease awareness websites, and pharmacovigilance activities	• Improve product quality, ease of use, and safety • Align product development and disease awareness programmes with unmet patient needs, making our treatments more relevant and impactful

Customers
Our customers are mainly health centres, doctors, pharmacies and hospitals. We also engage in contract manufacturing and supply our products to industrial partners for R&D and other uses.

Why we engage	What matters to them	How we engage	How we use feedback
• Explain the therapeutic risks and benefits of our products • Guide our R&D, lifecycle management, marketing, and disease awareness activities. • Educate healthcare professionals about the scientific evidence behind our medicines	• Cost • Product availability • Product safety and efficacy • Reliability of product administration	• Customer service contacts • Sales representatives and medical science liaisons • Conferences, symposia and other forums to share our clinical research • Workshops, apps and online trainings • Advisory Boards	• Improve product quality and safety • Enhance our product development to reflect unmet patient needs • Tailor our educational programmes • Improve our marketing and sales activities

Suppliers
Our suppliers include providers of medical materials, technical equipment, chemicals, energy, packaging, and logistics.

Why we engage	What matters to them	How we engage	How we use feedback
• Ensure cost-effective procurement of goods and services • Reduce the risk of supply disruptions	• Longevity of contracts • Payment time • Prices paid	• Direct negotiations on contract terms • Regular business review meetings • Annual supplier performance evaluations • For major suppliers, annual updates on their business continuity plans and environmental initiatives	• Improve communication and workflows • Support business forecasting • Further strengthen long-term relationships

Regulatory agencies
The main regulatory agencies relevant to our business are the US Food and Drug Administration (FDA) and the European Medicines Agency (EMA). We also engage with other regulatory agencies around the world.

Why we engage	What matters to them	How we engage	How we use feedback
• Ensure compliance with regulatory requirements across all areas of our business • Remain informed about changes in regulations • Have access to guidance and support • Ensure that our products meet safety, efficacy, and quality requirements and can be approved for marketing and sale in each country • Maintain our license to operate	• Patient safety • Regulatory compliance • Risk management • Supply continuity • Product quality and efficacy	• Ongoing communication through meetings and workshops • Participation in development initiatives from regulatory agencies • Participation in consultations • Submissions of clinical trial data • Safety reports and manufacturing quality documentation • Submissions of documentation to support changes to registered products • Inspections and Good Manufacturing Practice (GMP) audits	• Optimise approval timelines and expedite review processes • Address non-compliance risks • Ensure patient safety • Meet efficacy and quality requirements • Adapt strategy to regulatory changes

Local communities
These are the residents, businesses and local authorities near our production and logistics and packaging sites.

Why we engage	What matters to them	How we engage	How we use feedback
• Strengthen support for our operations and maintain our licence to operate • Promote Octapharma as an employer of choice	• Air pollution • Employment • Light pollution • Noise • Traffic volume • Water use and wastewater generation	• In-person meetings, email, social media channels, phone or via the contact form on our website. • Workshops and focus groups to involve communities and local authorities in discussions about development plans at sites.	• Address local concerns and reduce impacts from our operations (e.g. traffic, noise, pollution) • Foster positive relationships • Strengthen local recruitment programmes

Double materiality assessment

We conducted a double materiality assessment to identify and prioritise our key sustainability topics, understand their strategic relevance and develop a solid basis for sound sustainability decisions and actions.

Identifying material topics

To identify potentially material topics and related impacts, risks and opportunities, we conducted industry reviews, considered the sustainability matters listed in Appendix A of ESRS 1 (2023), the rating criteria of Ecovadis, GRI Standards, and the SASB materiality map for biotechnology and pharmaceutical companies.

After identifying potential material topics, we determined associated impacts, risks and opportunities through industry reviews, internal discussions and stakeholder feedback – for example, from customers and employees.

Then, we assessed the impact and financial materiality of the identified topics and the associated impacts, risks and opportunities in a one-day workshop with key senior management representatives and selected Board members. The topics deemed material during the workshop were reviewed and approved by additional Board Members and senior managers from relevant departments.

In the final step we determined relevant ESRS disclosure requirements for our material impacts, risks and opportunities. Using Appendix A of the ESRS (2023) as a guide, we mapped our material topics to ESRS and then assessed the relevance of each disclosure requirement for our material impacts, risks, and opportunities.

The materiality assessment covered the Octapharma Group and all its subsidiaries. It considered our own operations and entire upstream and downstream value chain. We did not focus on specific activities, business relationships, geographic regions or other factors. We did not involve external experts or include consultation with affected stakeholders in the process.

Material sustainability topics

Social responsibility

- Access to treatment
- Patients' quality of life
- Plasma donation
- Employee experience
- Local communities

Environmental stewardship and resilience

- Climate change
- Resource use
- Use of chemicals
- Water

Sustainable growth

- Business ethics & integrity

> Sustainable progress begins with understanding what matters most. Our materiality assessment helps us identify priorities for meaningful action.

Manuela Huck-Wettstein
Group Director Sustainability

Impacts, risks and opportunities

As part of our double materiality assessment, we have identified material negative, positive, actual and potential impacts of our strategy and business model on people and the environment and related risks and opportunities that have or may have financial effects on our business.

As a healthcare company, social responsibility is central to our business. Our material impacts, risks and opportunities span patients' quality of life, access to treatment, employee experience, plasma donation, and local communities. Environmental impacts, risks and opportunities relate to climate change, resource use, chemical use, and water, while governance-related impacts, risks and opportunities are connected to business ethics and integrity.

Environmental impacts, risks and opportunities

Resource use			Upstream	Own operation	Downstream
Impacts	Raw material extraction, transport and disposal may affect human and ecological well-being through pollution, habitat destruction and climate change	Potential negative	●		●
Risks	Higher costs due to changes in raw materials, consumables or packaging that require changes in supply chains or production methods		●	●	
	Limits on use of new materials or adjustment of processes due to regulatory requirements		●	●	
	Limited availability of alternative materials		●	●	
	Higher costs of recycled or reusable materials		●	●	
Opportunities	Lower costs through optimising packaging, logistics and material efficiency		●	●	●
	Improved supply chain resilience and business continuity through reusing materials or closing material loops		●	●	●
	Lower costs for procurement and disposal through reusing materials or closing material loops		●		●

Water			Upstream	Own operation	Downstream
Impacts	Straining local water supplies due to using large amounts of water	Actual negative	●	●	
	Pollution may harm aquatic ecosystems, compromise water quality for human consumption and affect the health of surrounding communities	Potential negative	●	●	
	Our operations may help develop local water infrastructure and increase water availability	Potential positive	●	●	
Risks	Regulatory action from high water consumption or improper treatment of wastewater			●	
	Limits on production due to water scarcity or insufficient availability of high-quality water		●		
	Limits on production due to lack of wastewater treatment capacity				●
Opportunities	Efficiency gains and cost savings from improved management of water and wastewater			●	

Climate change			Upstream	Own operation	Downstream
Impacts	Greenhouse gas emissions from our operations	Actual negative		●	
	Indirect greenhouse gas emissions in our value chain	Actual negative	●		●
Risks	Higher costs due to volatile energy prices		●	●	
	Higher costs due to increased carbon prices		●	●	
	Supply chain or business disruptions due to volatile energy supply		●	●	
	Supply chain or business disruptions due to extreme weather patterns		●	●	
	Costly changes to operations due to current or future regulatory requirements		●	●	
Opportunities	Lower costs and increased profitability through reduced energy use			●	
	Stronger business continuity through increased climate resilience			●	
	Stronger trust and sales through meeting stakeholder expectations				●

Use of chemicals			Upstream	Own operation	Downstream
Impacts	Emissions of chemicals into the air, water or soil may affect the environment or local communities	Potential negative		●	
	Accidental spillage when handling or storing chemicals may cause pollution	Potential negative		●	
	A chemical spillage, fire or accident may affect the health and safety of employees or contractors and/or cause pollution	Potential negative		●	
	Existing soil contaminants may inadvertently spread as a result of excavation work	Potential negative		●	
Risks	Interruption of production due to difficulty finding substitutes for substances of (very high) concern		●		
	Significant financial resources and time required to substitute substances of (very high) concern		●		
	Legal liability in the event of environmental damage			●	
	Production downtimes and/or financial loss due to fires or accidents resulting from chemicals use			●	
Opportunities	Innovation in manufacturing and product development resulting from substitution of chemicals		●	●	
	Increased resilience of supply chain due to reduced reliance on substances of (very high) concern		●		

Social impacts, risks and opportunities

Access to treatment			Upstream	Own operation	Downstream
Impacts	Improved health and wellbeing of people around the world	Actual positive			●
	Limited access to healthcare hinders patients getting the treatment they need, affecting their health	Actual negative			●
Risks	Harm to reputation and business if patients cannot access treatments				●
	Harm to profitability and investment in innovation if adequate reimbursement not received				●
Opportunities	Increased access, awareness and diagnosis can create more demand for our products in new markets and support business growth				●

Patients' quality of life			Upstream	Own operation	Downstream
Impacts	Improved patient health through safe and efficacious medicines	Actual positive			●
	Improved patient health or satisfaction due to positive experience with our products and/or tailoring our products to patients needs	Actual positive			●
	Patient health and safety may be affected due to product quality or application issues	Potential negative			●
	Patient care may be affected by disruptions in raw material supply chains or in the delivery of finished products	Potential negative			●
	Very low probability of transmitting infectious diseases through plasma-derived products	Potential negative			●
Risks	Harm to our reputation or reduced product demand due to issues with the quality, safety or efficacy of our products and/or negative patient experience with our medicines				●
	Fines and/or other legal consequences in case of quality, safety or efficacy issues				●
	Higher costs from tailoring treatments to individual needs of patients			●	
Opportunities	Better clinical outcomes through improved patient experience and adherence can increase the value proposition of our products and brand			●	●
	Improved business performance by embedding patient insights and experience into R&D and product design			●	●

Employee experience			Upstream	Own operation	Downstream
Impacts	Employee well-being and satisfaction through working conditions	Actual positive		●	
	Stable employment and financial security for employees	Actual positive		●	
	Employee satisfaction and career progression through training and development	Actual positive		●	
	Employee well-being through inclusive, equitable, and diverse work environment	Actual positive		●	
	Employee private lives or work-life balance affected by shift work or other scheduling arrangements at plasma donation centres and production sites	Actual negative		●	
	Employee health and safety may be affected by workplace-related accidents or illnesses	Potential negative		●	
	Employees may be affected by stress due to operating in regulated environment with stringent quality and safety standards	Potential negative		●	
Risks	Legal issues and/or reputational damage due to deviation from regulatory-required health and safety standards			●	
	Harm to innovation and competitiveness due to failure to adequately train employees			●	
	High turnover rates and increased health costs due to poor working conditions			●	
	Increased employee turnover, loss of core competencies and legal consequences in the absence of diversity, equity, inclusion and belonging			●	
Opportunities	Strong reputation for well-being and health and safety helps to attract qualified employees and reduce employee turnover			●	
	Prioritising health and safety leads to lower insurance costs, fewer legal issues and reduced downtime			●	
	Employee training and development drives retention, performance and efficiency			●	
	Equal opportunities can increase employee loyalty and boost performance			●	

Plasma donation			Upstream	Own operation	Downstream
Impacts	Donors receive an economic benefit through reimbursement for their time	Actual positive	●	●	
	Although plasma donation is a minor medical procedure, complications such as circulatory problems may occur	Potential negative	●	●	
Risks	Harm to reputation and business performance due to failure to safeguard donor health and safety		●	●	
	Reduced availability of plasma due to decline in donor numbers		●	●	
	Harm to our reputation due to any violation of donor's rights, whether perceived or real		●	●	
	Limits on availability of plasma due to restrictions on remunerated donations in many countries		●	●	
Opportunities	Shorter donation process can improve efficiency			●	
	Positive donor experience can help to encourage repeat donations and improve business continuity through constant availability of plasma		●		
	Increased plasma donations and larger plasma volumes lead to the manufacture of more medicines		●		

Local communities			Upstream	Own operation	Downstream
Impacts	Economic benefits through employment, contributing to local businesses, and paying taxes	Actual positive		●	
	Traffic, noise or light pollution	Actual negative		●	
	Environmental pollution or industrial accidents may result from our operations	Potential negative		●	
Risks	Harm to reputation, loss of business opportunities or increased costs due to failure to adequately address the interests of local communities			●	
	Restrictions on development of our sites due to misalignment with views of local communities			●	
Opportunities	Improve our attractiveness as an employer in local communities			●	
	Support for future development plans due to good relationships with local communities			●	

Governance-related impacts, risks and opportunities

Business ethics & integrity			Upstream	Own operation	Downstream
Impacts	Stakeholder trust may increase through operating as a responsible business	Potential positive		●	
	Employees may experience a more positive work environment through a culture of ethics, integrity, transparency and accountability	Potential positive		●	
Risks	Legal disputes and/or harm to reputation and business due to failure to safeguard business ethics			●	●
Opportunities	Increased efficiency and lower costs due to improved relationships with our business partners			●	●
	Attract and retain talent due to ethical corporate culture			●	

> Patients must have confidence in our products, just as we must trust each other to ensure the quality of our work. You can't grow, professionally or personally, with people you don't trust.

Dominique Ulrich
Quality Representative II at Octapharma's Lingolsheim site

Sustainability governance

To further embed sustainability in our business, we are building a governance framework focused on promoting effective decision-making at every level of the organisation, ensuring everyone plays their part in implementing our sustainability strategy.

Board oversight

The Board has overall responsibility for the management and execution of Octapharma's business strategy, including the sustainability of our operations. A dedicated Sustainability Committee supports the Board by providing guidance on the Group's sustainability strategy and approach. As part of our ongoing efforts to strengthen sustainability governance, we are formalising the Board's sustainability-related responsibilities and clarifying the processes through which sustainability matters are considered, discussed and addressed at Board level. Currently, sustainability considerations, including climate-related matters, are not incorporated into the remuneration of Board members.

The Board's Sustainability Committee oversees and provides guidance on Octapharma's sustainability strategy and approach, reviews sustainability performance and monitors progress towards targets. The Sustainability Committee consists of the Chief Financial Officer (CFO), the Chief Production Officer (CPO) and a Board member with commercial responsibility. Members of the Sustainability Committee or the Group Director Sustainability may request a committee meeting when deemed necessary.

The Sustainability Committee and the Board consider sustainability-related impacts, risks and opportunities in the context of Octapharma's business strategy. This includes considering potential trade-offs associated with those impacts, risks and opportunities when making decisions on major transactions and the risk management process.

Operationalising strategic direction across the organisation

The CFO meets weekly with the Group Director Sustainability to review and discuss the ongoing implementation of our sustainability strategy.

Our Group Sustainability Team, which is led by the Group Director Sustainability, coordinates the implementation of our sustainability strategy across the entire Group, and reports on Octapharma's sustainability performance.

In parallel, we are building communities along the three areas of our sustainability strategy to promote knowledge sharing and best practice exchange across our locations and to ensure implementation of our global sustainability strategy locally.

Social and environmental due diligence

We plan to formalise and further develop our social and environmental due diligence in line with the processes described in the international instruments of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises in 2026. As part of our double materiality assessment, we have already identified and assessed negative impacts connected with our own operations and our upstream and downstream value chains in 2024 (see page 11).

> Healthcare inevitably leaves an environmental footprint. Our responsibility is to reduce that footprint while continuing to deliver the medicines patients depend on.

Matt Riordan
Board Member

- Climate change
- Use of chemicals
- Water
- Resource use

Reducing our environmental impact goes hand in hand with building a more resilient business. By using energy, water and resources more efficiently, we turn sustainability into practical action and create lasting value for our company and the environment.

Olivier Clairotte
Chief Production Officer

Climate change

While we contribute to climate change by emitting greenhouse gases (GHGs), we also see the need to respond to physical and transition risks and opportunities arising from climate change. Our climate action, therefore, involves both climate change mitigation and adaptation across our value chain.

Policy and processes

Our corporate sustainability policy reflects our commitment to reducing our environmental impact. To further advance our climate-related efforts, we are developing a dedicated climate change policy that will guide our strategic response to climate change and enhance our resilience.

Goals and targets

Octapharma strengthened its long-term climate ambitions in 2025 by setting science-based climate targets for the entire Octapharma Group in line with the Science Based Targets initiative (SBTi) framework, to contribute to limiting global warming to 1.5°C.

Long-term Net-Zero target

90% reduction in absolute GHG emissions by 2050

By **2050**, Octapharma aims to reduce absolute GHG emissions from its own operations and value chain (Scope 1, Scope 2 and Scope 3) by **90%** compared to the base year 2024.

Near-term target

63% reduction in absolute GHG emissions by 2035

By **2035**, Octapharma aims to reduce absolute GHG emissions from its own operations and value chain (Scope 1, Scope 2 and Scope 3) by **63%** compared to the base year 2024.

Approach and key actions

Our approach encompasses both climate change mitigation and adaptation to enhance our business resilience against climate risks while playing our role in limiting global warming.

Climate action

To meet our climate targets, we have developed a data-driven, Group-wide roadmap to reduce emissions across our operations and value chain over the next 25 years.

Within our own operations (Scope 1 and 2), Octapharma is prioritising replacement of refrigerants, energy efficiency and expanded use of renewable electricity. Focus areas to tackle Scope 3 emissions include collaborating with key suppliers on emission-reduction plans, increasing resource efficiency through, for example, increased ethanol redistillation and enhanced recycling, shifting logistics routes from air to sea freight, reducing business flights, and promoting lower-emission commuting options for employees.

The global roadmap serves as a consistent framework for all Octapharma locations and provides a structured approach to prioritise projects based on emission reduction potential, implementation feasibility and cost–benefit considerations. Local and functional teams are now working to translate this global framework into detailed action plans. This approach ensures that our climate targets will be embedded into operational decision-making across the business.

We have several climate action initiatives in place to reduce emissions from our own operations and across our value chain (Scope 1, Scope 2, Scope 3), including:

Refrigerant replacement
We are working to prevent refrigerant leaks at our production sites and plasma donation centres in line with the European F-Gas Directive. Our approach focuses on: minimising leaks from fluorinated refrigerants where they remain in use, while transitioning to natural or lower global warming potential alternatives like ammonia or CO_2 to ensure more sustainable cooling systems.

Energy efficiency
We are improving energy efficiency through upgrading machinery and HVAC systems, installing modern heat recovery systems and heat pumps, and optimising air exchange rates in cleanrooms.

Renewable and clean electricity
We purchase 100% renewable or clean electricity for all our production sites and our packaging and logistics site in Europe. In 2025, we began transitioning our U.S. donation centres towards 100% renewable or clean electricity.

Transportation and distribution
We are continuously optimising transport routes, and reviewing how we can use sea and road transport instead of air freight when delivering our products to customers. In 2025, we started to ship products by sea to China whilst maintaining full GDP compliance. Ultimately, this will result in up to a 95% CO_2 reduction on this route. From 2025, all products transported in Europe by 24-ton and 13.6m trucks are required to use hydrotreated vegetable oil (HVO) derived entirely from waste, replacing diesel and reducing CO_2 emissions by up to 90%.

Climate-related risks

In 2025, we conducted a climate-related financial risk assessment under the Task Force for Climate-related Financial Disclosures (TCFD) framework, identifying and evaluating acute and chronic physical risks alongside transition risks and opportunities.

Physical risks

To identify and assess physical climate risks, we considered three future scenarios outlined in the Sixth Assessment Report (AR6) of the United Nations Intergovernmental Panel on Climate Change (IPCC): a low-emission scenario (SSP1-RCP2.6) aligned with limiting global warming to below 2°C; a middle-of-the-road scenario (SSP2-RCP4.5) associated with warming of approximately 2–3°C; and a high emission scenario (SSP5-RCP8.5) anticipating a temperature rise exceeding 4°C. We analysed 26 individual acute and chronic hazards, modelling them at four points in time: the baseline (2000), the short-term (2030), the medium-term (2050) and the long-term (2080). For each hazard, climate indicators were translated into six risk rating levels ranging from "not relevant" to "very high". All of Octapharma's production sites, plasma donation centres, and key warehouses were covered in the assessment.

In the baseline assessment, over 99% of the insured asset value was rated as having low or very low risk from chronic hazards, while over 97% was rated as having low or very low risk from acute hazards. Therefore, Octapharma's portfolio can be considered largely unaffected by physical climate risks. Considering the high-emission scenario, a shift towards higher exposure to physical risks is projected, with both acute and chronic risk exposure increasing in the long-term (2080). Chronic risks are predicted to be the dominant driver. In terms of exposure, the main identified hazards at our production sites and key warehouses are heat stress, water stress, changing freshwater temperatures and, to a lesser extent, heavy precipitation.

Transition risks and opportunities

To identify and assess the financial transition risks and opportunities related to climate change, we considered a future scenario in which global warming is limited to 1.5°C, with 2030 as the time horizon. This scenario is based on the Net Zero Emissions by 2050 (NZE) Scenario from the International Energy Agency (IEA)'s Global Energy and Climate Model Documentation 2025. We assessed ten potential risks in four TCFD categories (Policy & Legal, Technology, Market, and Reputation), and seven potential opportunities in five TCFD categories (Resource Efficiency, Energy Source, Product/Services, Markets and Resilience). All potential risks and opportunities were scored using a matrix that considered both likelihood and financial impact, to determine an overall risk or opportunity rating on a 5-point scale ranging from "very low" to "major". This scoring system is aligned with other risk scoring methodologies used at Octapharma. The transition risks and opportunities assessment covered the countries most relevant to Octapharma's core operations and key sales markets.

In the low-emission scenario, no material climate-related financial transition risks or opportunities were identified in the short term (2030). We have yet to assess transition risks and opportunities over the medium (2050) and long-term (2080) as well as for the middle-of-the-road and high-emission scenarios.

Financial impact from climate-related risks and opportunities

Although climate and scenario modelling provided valuable insights into potential future developments of risk exposure in key locations, quantifying the corresponding financial impacts remains a work in progress.

Management of climate-related risks and opportunities

Senior experts from across the business were involved in assessing both physical risks and transition risks and opportunities. The approach taken and the resulting insights were discussed with Octapharma's Sustainability Committee, which includes the Chief Financial Officer, the Chief Production Officer and a Sales Board Member. Our Chief Financial Officer is responsible for overseeing climate-related risk assessments and conclusions. Based on the 2025 climate-related financial risk assessment, Octapharma will further develop its approach to managing climate-related risks and opportunities. We will also integrate additional analysis and quantified financial impact assessments into strategic planning and risk management, to further strengthen our resilience and ability to adapt to climate change.

Future exposure

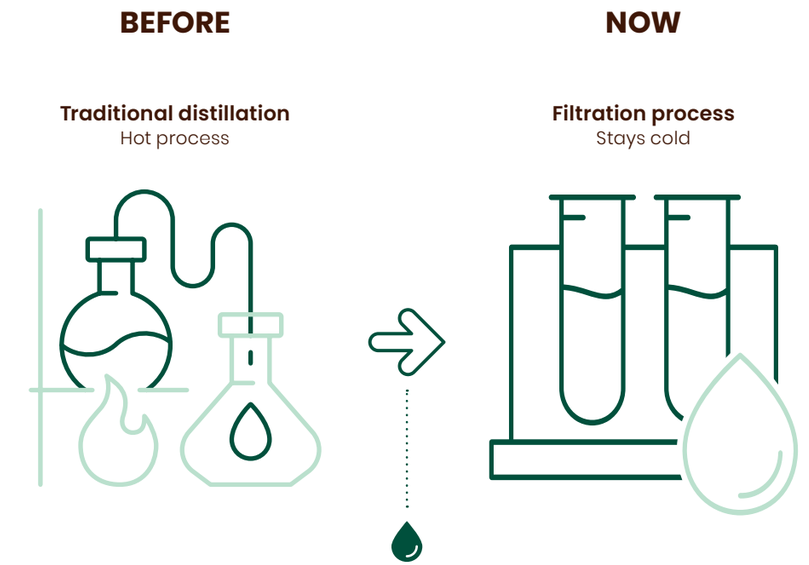
Chronic physical risks emerge as the main driver of climate risk exposure in the high-emission scenario by 2080

Baseline climate risk

97% insured asset value was assessed as having low or very low climate risk.

Energy savings through WFI process optimisation

By optimising our water for injection (WFI) production process, we have significantly reduced energy consumption. Instead of traditional distillation, we now use a filtration process that allows the water to remain cold. At our production site in Stockholm, for example, this change has resulted in a 10% reduction in total energy demand. In 2025, the same cold filtration process to produce WFI was implemented at our production site in Lingolsheim.



Instead of traditional distillation, we now use a filtration process that allows the water to remain cold.

At our production site in Stockholm, for example this change has resulted in a 10% reduction in **TOTAL ENERGY DEMAND**.

10% saved

Monitoring performance

In 2025, our total GHG emissions amounted to 427,189 tCO_2e, reflecting an increase of 12% from 2024 (381,339 tCO_2e). GHG emissions from our own operations (Scope 1 and Scope 2) amounted to 16% of our total emissions in 2025, while 84% originated from our upstream and downstream value chain (Scope 3). The majority of our Scope 3 emissions came from capital goods (33%) and purchased goods and services (27%).

Greenhouse gas emissions developed differently across the three scopes in 2025. Scope 1 emissions increased by 10%, from 35,651 tCO_2e in 2024 to 39,163 tCO_2e in 2025, primarily due to higher emissions from both fuel consumption and refrigerants. Scope 2 emissions remained relatively stable with 28,987 tCO_2e in 2024 and 29,081 tCO_2e in 2025. Scope 3 emissions increased by 13%, from 316,701 tCO_2e in 2024 to 358,945 tCO_2e in 2025. The increase was primarily driven by a sharp rise in emissions from capital goods. Emissions from purchased goods and services increased by 4%.

In 2025, clean and renewable sources accounted for 53% of total energy consumed.

See data tables on pages 39-41 for more details.

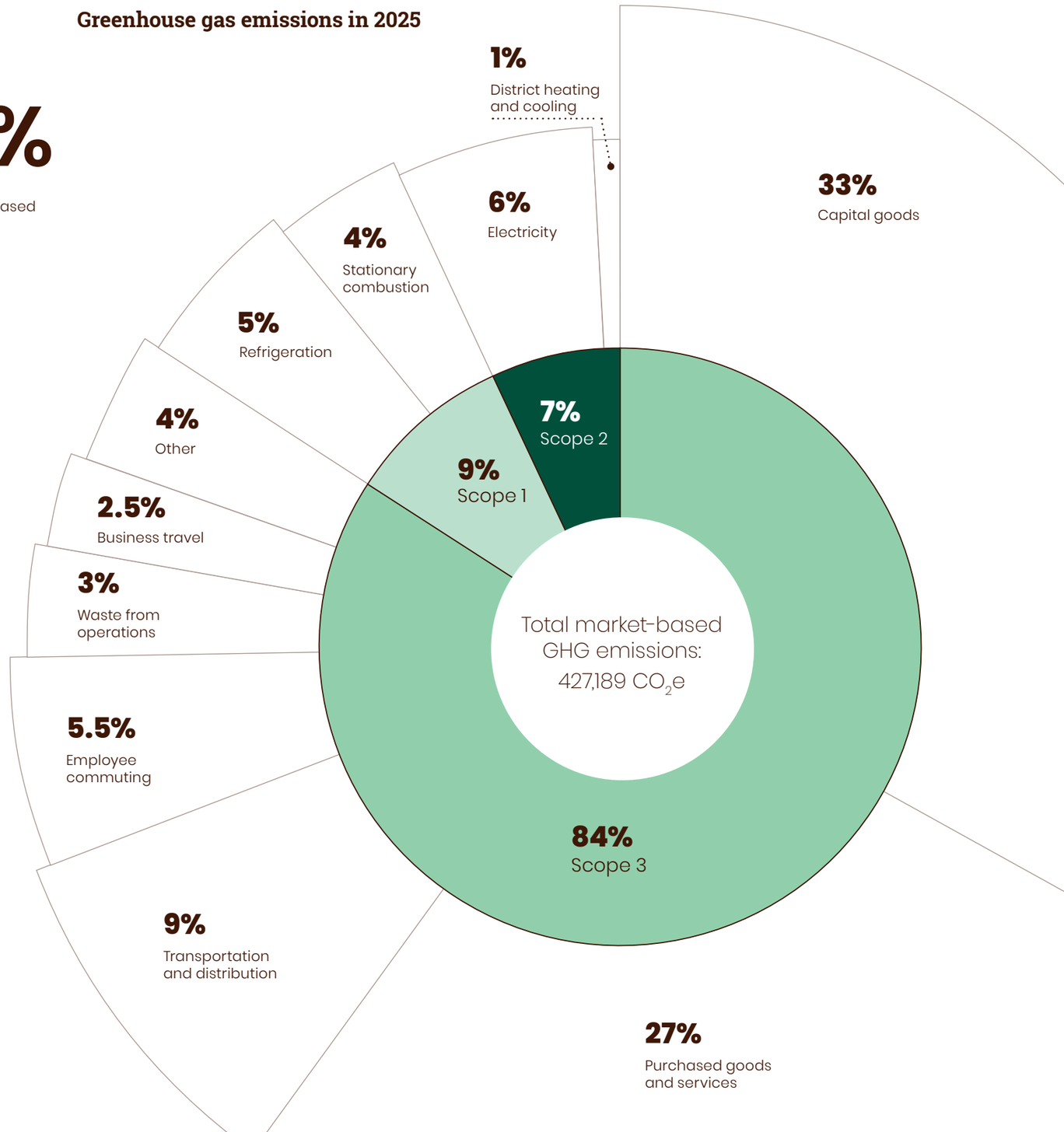
100%

renewable and clean electricity purchased by our European sites

> By rethinking how we move products, we are reducing emissions in our value chain while strengthening reliability for our customers.

Gaetan Fournier
Vice President of Supply Chain

Greenhouse gas emissions in 2025



Use of chemicals

Proper handling of chemicals is essential in pharmaceuticals for human health and safety, product quality and environmental protection. We ensure the proper handling of chemicals in our research, development and production processes.

Policy and processes

The use and handling of chemicals is highly regulated in all countries where we have manufacturing sites. Our policies and processes are designed to ensure compliance with these regulations.

All manufacturing sites have a set of local policies and standard operating procedures (SOPs) that guide the safe use of chemicals and the prevention of pollution. This includes operating instructions for each chemical substance and what to do if an incident occurs. Sites have rapid response mechanisms and countermeasures in place for any incidents that may occur. All relevant employees undertake emergency training to prepare for any incidents.

Goals and targets

We strive to prevent any potential environmental damage from the use and handling of chemicals in our operations and focus on minimising emissions. Beyond complying with legally mandated local emission limits, we do not have specific Group-level targets for the prevention and control of pollution from the use and handling of chemicals.

Approach and key actions

We design our production processes not only with efficiency and quality in mind, but also with a view to minimising our environmental impact from the use and handling of chemicals.

The introduction of a new chemical is subject to approval. This follows an assessment by the local Environment, Health and Safety teams of the substance, its safe use and the associated operating instructions.

We are phasing out the use of the chemical compound Octoxynol-9 – also known as Triton X100 – which is used in production processes for some products employing the solvent/detergent (S/D) method. The European Chemicals Agency has classified Octoxynol-9 as a Substance of Very High Concern (SVHC) due to its potential hormone-disrupting properties. Octapharma is one of the few companies granted authorisation to continue using Octoxynol-9 until the end of 2032. We are taking strict risk mitigation measures at all our sites to ensure that emissions of Octoxynol-9 into wastewater do not exceed permitted limits, and we are on track to substitute Octoxynol-9 with an alternative substance for all applicable production processes. A preliminary process performance qualification is scheduled for 2027.

We treat wastewater discharges containing chemicals at all our sites to ensure we operate within regulatory boundaries.

Monitoring performance

We closely monitor our performance in the use and handling of chemicals to ensure our emissions are within regulatory limits, with all relevant data reported to the respective authorities where necessary. Our production sites are also subject to regular external audits to verify that our operations are compliant.

In 2025, emissions to water predominantly comprised Total Organic Carbon (TOC) from production sites. This decreased 14% compared with 2024. The screening of production sites did not identify material pollution to soil or air.

See data tables on pages 42 for more details.

> Our project replacing Octoxynol-9 proved sustainable without compromising effectiveness, paving the way for environmentally friendly changes in large-scale processes.

Alma Torokoff
Process Engineer, Biopharmaceutical Production Octapharma Sweden

Water

The production of plasma-derived medicines requires large quantities of purified water, mainly for cleaning equipment and facilities. We track the water used in our operations and manage water-use efficiency, water quality and the handling of wastewater.

Policy and processes

We follow local legal requirements and internal Standard Operating Procedures (SOPs) to prevent water pollution and, if it does occur, mitigate its effects through internal escalation processes and communication with the relevant environmental authorities.

Goals and targets

We are committed to using water responsibly. We have targets to reduce both water use and wastewater at all production and packaging and logistics sites. At these sites we aim to:

- Reduce water use in relation to the amount of plasma processed in production by 20% by 2027 compared with the 2022 baseline. This corresponds to reducing water withdrawal to less than 130 m³ per tonne of plasma in 2027.
- Reduce wastewater by 30% in relation to the amount of plasma processed in production by 2027 compared with the 2022 baseline. This corresponds to reducing wastewater to less than 120 m³ per tonne of plasma in 2027.

Approach and key actions

Our approach to water encompasses water availability, quality, use, treatment and discharge. We focus on reducing overall water use, and ensure that wastewater is properly treated before discharge to protect ecosystems.

Assessment of water-related risks

Reliable access to sufficient, high-quality water is essential for resilient pharmaceutical production. To better understand and manage water-related risks, we conducted a comprehensive water risk assessment for our four production sites using data from our climate-related physical risk assessment and using the World Resource Institute's (WRI) Water Risk Atlas and the WWF Water Risk Filter to assess water availability (related to water scarcity).

The results of our 2025 assessment indicate that none of our production sites are currently located in areas affected by water stress in terms of water availability. Looking ahead to 2030, water stress risks remain low across all sites under all modelled climate scenarios, including a low-emissions 1.5°C scenario, a "middle-of-the-road" 2.5–3°C scenario, and a high-emissions scenario with warming exceeding 4°C. By 2050, the area surrounding our Springe site is projected to face a medium level of water stress risk under the "middle-of-the-road" and high-emissions scenarios, while all other locations continue to show low risk. We have yet to assess water-related risks in relation to water quality and accessibility.

Water efficiency

We closely monitor water availability and the quantity we use for production. Our work involves mapping water use in our production processes and ensuring that any new equipment uses water more efficiently. For example, we have made clean-in-place (CIP) and sterilisation in place (SIP) improvements to reduce the amounts of water used. CIP and SIP are methods to clean or sterilise equipment.

Effluents

Our sites have functional wastewater infrastructure to prevent water pollution. Wastewater passes through neutralisation tanks, where we adjust the pH before it enters the public wastewater network. Laboratories collect rinsing water in drums, which are then treated in an appropriate process to prevent water pollution. We use heat sterilisation for biologically hazardous wastewater where appropriate.

Monitoring performance

We track the volume, temperature and pH of outgoing wastewater as key indicators. Where required, the sites also measure chemical components when discharging wastewater into the public wastewater system to ensure our emissions are within regulatory limits, with all relevant data reported to the respective authorities.

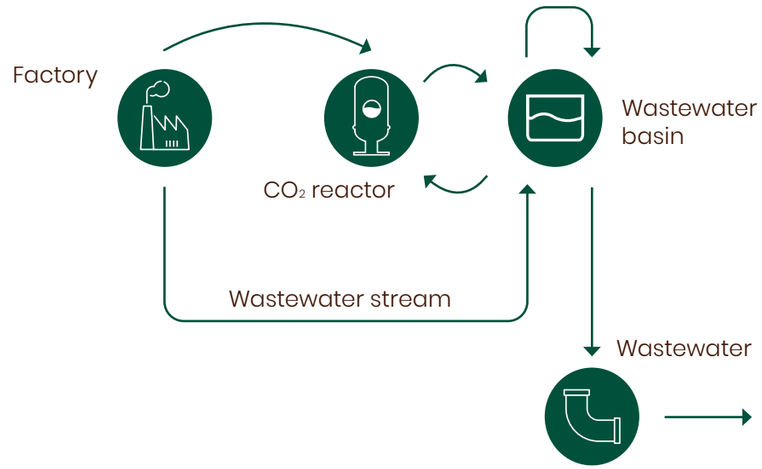
In 2025, we achieved our interim water use target of 150 m³ per tonne of plasma processed at our production sites.

Through process optimisation and change of chemicals for pH neutralisation, we were also able to reduce pollutants in effluents.

See data table on page 43 for more details.

Neutralising wastewater with CO_2

Our sites in Vienna and Springe have facilities that run flue gas from steam boilers through wastewater to neutralise effluents. This process involves capturing CO_2 from boiler fumes and using it to treat the chemical composition of the wastewater. This helps to both reduce the site's CO_2 emissions and mitigate the impact of chemical emissions on water systems.



> By using captured CO_2 to neutralise wastewater, we turn emissions into solutions, cutting our footprint and protecting the environment."

Alexander Slanina
Head of Technical Unit, Octapharma Vienna

Resource use

Efficient resource management is key to minimising waste, optimising materials, and ensuring sustainable operations. We focus on the management of resources throughout their life cycle, including the use of recycled and reusable materials, minimising waste, maximising resource efficiency, and closing material loops.

Policy and processes

Our corporate sustainability policy reflects our commitment to using advanced technologies and optimised processes to minimise our ecological footprint. We prioritise the responsible use of resources and proactively mitigate environmental and health-related risks associated with our operations.

Goals and targets

Our general goal is to enhance resource efficiency and reduce waste through increased recycling and the application of circular economy principles in key material flows such as products and packaging. We have yet to set specific targets for resource use.

Approach and key actions

We use significant amounts of materials such as ethanol, nitrogen, laboratory consumables, protective clothing, filters, glass, plastics, cardboard, and paper in the operation of plasma donation centres, and in research and development (R&D), manufacturing and distribution of our products.

We are committed to optimising resource use and integrating circular economy principles in our operations to reduce waste and improve efficiency. Our approach extends across various materials, from packaging to critical production inputs like ethanol.

Across packaging and logistics, we use long-lasting plastic pallets or recycled wooden pallets and optimise pallet use — for example, by increasing the quantity per pallet for shipments. We are also working with packaging suppliers to take a circular approach in tertiary and secondary packaging, where possible. We require that all packaging maintains a high level of product safety and meets regulatory requirements.

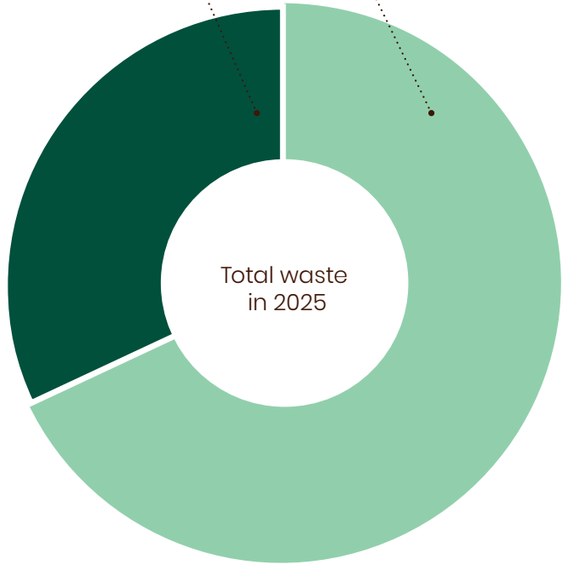
All sites adhere to regulatory requirements for waste. These include the monitoring of treatment channels for recycling and reuse and, for hazardous waste, treatment and disposal.

Monitoring performance

Our sites regularly measure and evaluate their performance on resource use.

See data table on page 44 for more details.

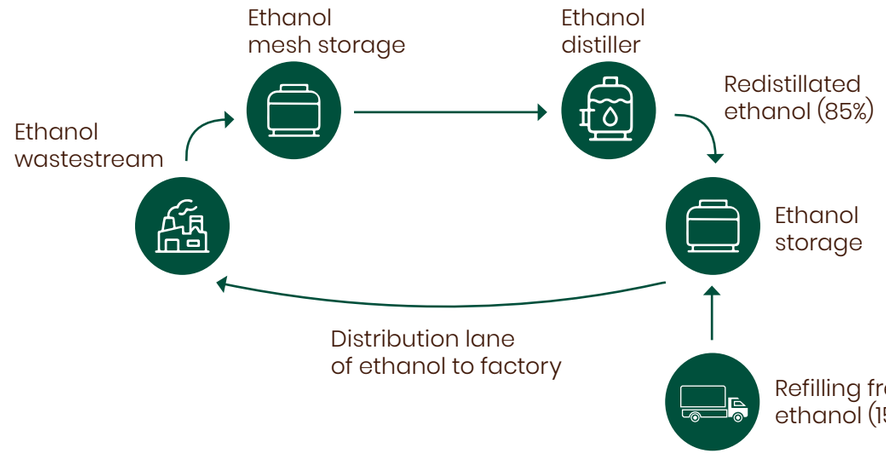
Waste



Ethanol recycling

Our sites in Vienna, Lingolsheim and Stockholm already take a circular approach to the use of ethanol through regeneration, which enables around 80-85% of ethanol to be recycled.

The regeneration process involves recovering ethanol from an ethanol-water mixture at our ethanol distillation plants. Regenerated waste ethanol is then returned to our production sites.



> By regenerating ethanol, we increase efficiency and enable up to 85% to be recycled and sustainably recirculated.

Cecilia Mikaelsson Östergren
Environmental Officer

- Employee experience
- Plasma donation
- Access to treatment
- Patients' quality of life
- Local communities

> Every organisation is shaped by the character and commitment of its people. By creating an environment where individuals can grow and contribute their best, we build a stronger company for the patients we serve.

Roger Mächler
Chief Financial Officer

Employee experience

Our success relies on attracting, developing and retaining talented people. We foster a collaborative and encouraging working environment with strong health and safety standards, offer training and development to support continuous learning and career growth, and cultivate an inclusive culture where everyone can thrive and reach their potential.

The expertise and commitment of our employees are essential for fulfilling our purpose and business strategy. In a rapidly evolving business environment, a qualified, skilled and adaptable workforce enables us to respond to changing needs, drive innovation and maintain operational excellence. By investing in learning and development, as well as employee engagement, we empower our people to perform at their best and serve patients effectively.

Working environment

We are committed to fostering a working environment where innovation flourishes, and employees feel valued, supported and empowered in order to deliver their best for patients every day.

Policy and processes

Building on the relevant labour laws and regulations in the countries in which we operate, we have developed a set of policies, standard operating procedures (SOPs) and strategies to foster a collaborative and encouraging working environment. All relevant policies and SOPs are available to all employees.

Local-level policies cover topics such as social dialogue with employees, works councils and participation rights of employees, working hours, and other topics – aligned with regulations, guidelines, and common practices in those markets.

Consultations with works councils are a legal requirement for our production sites in Austria, France, and Germany. In Sweden, we consult with local union clubs based on collective bargaining agreements.

All Octapharma employees are covered by social protection programmes in the event of sickness, unemployment, work-related accidents, acquired disabilities and maternity leave.

Goals and targets

Our goal is to encourage and promote a positive working environment with a good work-life balance.

Approach and key actions

Our approach to fostering a collaborative and encouraging working environment includes not only a secure and stable job and good working conditions, but also strong team spirit, supportive colleagues, a human, friendly and respectful culture, an open and collaborative way of working, and accessible leaders.

Welcoming new employees

Across the Group, we have a consistent approach to the onboarding of new employees. This ensures that they are welcome, understand their role, and feel included as a valuable member of the team.

Ensuring fair compensation

We have a coherent strategy for salaries and benefits, which involves applying third-party benchmarks and job architecture to determine employee pay. It also ensures equity and transparency across the organisation. All Octapharma employees are paid an adequate wage.

Offering flexible work models

Across many locations we offer flexible and reduced working hours, extended paid time off, and support employees during major life events through flexible leave arrangements. In 2025, the Springe site introduced a lifetime working time model enabling employees to accumulate time and financial credits throughout their careers. These credits can be used to take extended leave, such as a sabbatical, or to facilitate an earlier transition into retirement.

Strengthening employee well-being and resilience

To support employee well-being, we encourage open dialogue between employees and people leaders regarding workload and personal constraints and promote awareness of behaviours that support performance, foster resilience and adaptability to change, and prevent stress. Stress management, resilience and burnout prevention are also part of local leadership development programmes. At our Stockholm site, for example, people leaders are equipped with tools to regularly assess well-being and identify individuals who may be at risk at an early stage. Octapharma also collaborates with external providers and platforms, including the Fürstenberg Institut in Germany, MAVIE in Austria or Carebridge in the US, offering employees free and confidential counselling, coaching, and support across all areas of life. At our Lingolsheim site, employees have access to an occupational psychologist. In addition, the site promotes team-building activities focused on mental health and hosts an annual "Quality of Work Life" week to raise awareness of well-being across the workforce.

Our global workforce

45%

of our employees work in our donation centres in the US and Germany. These include trained healthcare professionals, technicians and managers.

40%

of employees work at our production sites. These include pharmaceutical technicians as well as quality control and assurance professionals.

In R&D, we employ scientists, researchers and laboratory technicians as well as technical assistants.

Employees in our commercial operations include pharmaceutical sales representatives and experts in medical science.

Among others, corporate functions include professionals in Finance, Supply Chain, Regulatory Affairs, Engineering, Information Technology, Human Resources, and Legal.

> A workplace built on trust and respect empowers people to do their best. When our people thrive, so do innovation and patient care.

Fany Chauvel
Vice President, Human Resources

Fostering the feedback culture

In 2025, we introduced organisation-wide learning sessions on giving and receiving feedback to strengthen the effectiveness of workplace relationships and collaboration. Approximately 400 employees participated in these sessions. The learning sessions will continue to be offered in the coming years.

Recognising outstanding employees

In 2025, Octapharma also introduced new initiatives to strengthen employee recognition, including events honouring long-tenured colleagues and a pilot campaign celebrating employees who exemplify our company's values. The campaign has received around 200 applications, demonstrating strong engagement across the organisation.

Cultivating teamwork and connections

To strengthen connection and collaboration, Octapharma offers diverse team-building activities and social events that help employees build a shared sense of purpose, while providing opportunities to reinforce engagement and celebrate achievements. Tailored to local contexts, these include summer and end-of year parties, sports activities, workshops, and networking events. For example, Octapharma Plasma Germany holds employee-led 'Cleanup Days' in communities around donation centres, combining team-building with environmental protection activities.

Monitoring performance

Octapharma has received recognition that highlights our efforts to remain an employer of choice in 2025. For example, our site in Vienna continued to receive strong external recognition in 2025, achieving placements and distinctions across several rankings and awards, including "Austria's Leading Companies 2025", "Leading Employer 2025", "trend. Top Arbeitgeber 2025", a Bronze ranking in "Best Recruiters 2025", as well as honours such as the "Trainee Net Award 2025/26" and "Top Lehrbetrieb 2025/26". In addition, our packaging and logistics site in Dessau was awarded the "Großer Preis des Mittelstandes" for Saxony-Anhalt in 2025, after having already been recognised as a finalist in the previous year.

We regularly seek employee feedback through surveys to assess the working environment. In 2025, we again conducted our biennial Octapharma Global Employee Survey. The survey included questions designed to help us understand how our employees perceive team culture, trust, growth opportunities and support from leaders. It also assessed how comfortable they would be recommending Octapharma as an employer. Compared to the previous survey in 2023, most positive developments were recorded in terms of fair treatment (+0.8 points) and recognition (+0.6 points).

We also use employee turnover as a key performance indicator to understand how the working environment at Octapharma is perceived. In 2025, the voluntary employee turnover excluding plasma donation centres was 7.8%, compared with 7.5% in the previous year, approximately one percentage point below market average (source: Mercer, 2024). A 48% turnover was recorded at our plasma donation centres in the US and Germany, marking a decrease from the 57% recorded in 2024. Contributing factors include shortages of people with specialist medical skills and limited perceived career progression opportunities. In the US, efforts to reduce turnover include strengthening collaboration, training leaders in relationship and conflict management, and improving career pathways and employee training. In 2025, we actively sought feedback from employees in the donation centres to better understand the factors that influence turnover, and used these insights to further develop our action plans. At our German donation centres, the focus remains on leadership development and improving working conditions, for example, through proactive workforce planning to balance workloads.

See data tables on pages 45-51 for more details.

Health and safety

Our industry is highly regulated, with stringent quality and safety standards. Ensuring healthy and safe working conditions for our employees is critical to the success of our operations.

Policy and processes

Octapharma has local health and safety policies and procedures covering our plasma donation centres, our production sites, our R&D facilities as well as Octapharma headquarters and major sales offices. These policies are aligned to local health and safety regulations and to our internal standards.

Our local workplace accident policies mandate that in the event of an incident, we first take steps to ensure the immediate safety of all employees. All accidents are recorded and evaluated. We report workplace accidents to relevant authorities as required by local regulations. We conduct internal investigations to determine the root cause of accidents and take corrective and preventive actions and monitor their effectiveness.

Goals and targets

We aim for zero workplace accidents at all our locations as we are committed to ensuring that all employees return home safe and sound.

Approach and key actions

Our approach combines providing supportive infrastructure and equipment, implementing preventive measures, engaging employees and encouraging active and healthy lifestyles, all with the aim of embedding health and safety in everyday work across our operations.

Fostering safe and healthy workplaces

In addition to ongoing investments in workplace infrastructure and equipment to maintain safe, modern and ergonomic environments, we take a proactive approach to health and safety by implementing awareness campaigns and preventive initiatives that reinforce our health and safety culture.

Health and safety training

Employee health and safety training is mandatory at all our production sites and plasma donation centres, and office employees also receive relevant training. Safety trainings programmes integrate lessons learned and workplace experiences to enhance awareness and strengthen real-world applicability. Employees complete job-specific courses, while managers are trained to conduct supportive safety visits.

Health and safety teams

Where required by law, employees are represented on health and safety committees and may join safety teams. When feasible, they can also be trained as workplace first responders.

Creating opportunities for healthy and active lifestyles

Recognising that employee health is essential for maintaining productivity and overall well-being, we offer a range of opportunities across locations to improve physical fitness. For example, at our Vienna site, employees can benefit from an on-site OctaGym providing a variety of sports programmes, running groups participating in public running events and access to the BüroBuddy platform that provides personalised, easy-to-follow workplace exercises with regular reminders to stay active throughout the day. Employees at our Dessau site can take on-site yoga courses and are supported by the occupational physician in their preventive healthcare. At our US donation centres, the WellApp supports employees in achieving their personal wellness goals by offering personalised goal-setting and incentives, such as gift cards, to encourage engagement.

Monitoring performance

We have comprehensive health and safety monitoring and reporting systems in place to track the effectiveness of the measures taken. Health and safety teams also conduct regular site inspections across our operations to assess occupational health and safety risks and propose improvements. Since Octapharma was founded, there have been no fatal accidents or cases of ill health related to work.

See data tables on pages 45-51 for more details.

Global workforce experience

The success of Octapharma is driven by our people and the culture we build together.

Running events

Throughout 2025, colleagues from different countries, departments and levels of seniority took part in a range of local and international running events, including the Vienna City Marathon, Lucerne Marathon and Wings for Life World Run. These employee-led initiatives promoted health and well-being while fostering teamwork, strengthening connections and celebrating shared achievements across the organisation.

Awards and recognition

Throughout 2025, Octapharma celebrated achievements both internally and externally. The Global Excellence Awards received more than 200 nominations, recognising colleagues who exemplify our values and make a meaningful impact across the organisation. At the same time, Octapharma continued to receive external recognition for its commitment to excellence, people development and workplace culture.

Employee health and well-being

Octapharma supports employee well-being through a network of health partners, including Mavie Work in Austria, the Fürstenberg Institut in Germany and Carebridge in the US. Employees have access to free and confidential counselling, coaching and preventive health services that support both physical and mental well-being.

Training and development

Through our training and development programmes, we aim to motivate our employees, boost productivity and create a skilled, adaptable workforce that will help Octapharma to grow over the long-term.

Policy and processes

To ensure consistent standards across our organisation and in line with regulatory requirements, we maintain a set of global and local policies and SOPs governing employee training and development. These define how we provide training in specific areas or topics such as Good Manufacturing Practices (GMP), operational procedures, health and safety, data protection and cybersecurity.

The Global Leadership Development SOP summarises global programmes available to employees worldwide. These include the International Early Career Programme, the Development Centre, the Octapharma Leadership Programme and the Open Enrolment Programme in partnership with INSEAD.

The Global Succession Planning SOP helps identify key positions and create a talent pipeline. Structured development and training programmes prepare successors, ensuring business continuity and employee retention.

Goals and targets

To ensure consistent, compliant and high-quality learning experiences across our organisation, we have established two goals:

- We aim for 100% of Octapharma employees to complete all global mandatory training sessions within the prescribed timeframes.
- We commit to ensuring that all employees have access to the training and development opportunities they need to advance their skills and support their progression within the company.

Approach and key actions

Octapharma promotes a culture of continuous learning and development, based on local and global policies and supported by a company-wide learning management system. Training programmes are delivered in the field, in classrooms and online.

Enabling continuous development

We regularly assess training and development needs based on job roles, performance reviews, and evolving business goals. During annual performance reviews, people leaders and employees discuss and set development goals. Employees are encouraged to identify their training needs based on their career goals. They can request specific training and have access to mentoring opportunities to further their career development.

Ensuring role-specific competencies

In addition to regulatory training requirements, employees receive role-specific training tailored to the position and nature of their work. For example, product training is compulsory for all employees whose work involves interacting with healthcare professionals and other decision makers to promote our medicines, ensuring they have the knowledge required to perform their roles effectively and responsibly.

Investing in future talent

We support the development of young talent across locations through initiatives such as apprenticeships supervised by dedicated trainers or internships for students. With the International Early Career Programme, we offer a global development programme for high-potential career starters that focuses on building essential interpersonal and management skills and preparing them for future responsibilities as people leaders or business professionals.

Strengthening leadership capabilities

For people leaders, the Octapharma Leadership Model clarifies the interpersonal skills and behaviours expected in leadership roles. Across locations, we provide dedicated training for aspiring and recently appointed people leaders, focusing on the capabilities needed to lead teams effectively. In 2025, we piloted a new leadership programme in our US plasma donation centres, focusing on strengthening employee relations and supporting effective goal-setting and performance conversations. A broader rollout is planned for 2026 and beyond.

Leadership development for long-term success

Beyond foundational training, we offer advanced training and development opportunities for high-potential leaders to support their continued growth and Octapharma's long-term success. Our Development Centre provides an interactive environment where participants engage in practical exercises and discussions, while trained assessors observe and offer constructive feedback on strengths and development areas. In addition, through our partnership with INSEAD business school, selected high-potential employees benefit from management training delivered via open-enrolment courses as well as a customised programme, the Octapharma Leadership Journey.

Monitoring performance

To evaluate the effectiveness of our training and development programmes, we gather feedback directly from participants and through surveys and performance review meetings.

We continuously track employee progress and adjust training and development plans as needed to keep them relevant and effective. As part of this process, people leaders work closely with Human Resources to review and align their assessments of employee performance and potential, ensuring fair, consistent evaluations across the organisation. This coordinated approach strengthens talent decisions and supports targeted development. In 2025, over 80% of employees participated in a performance and career development review.

In 2025 we again achieved our goal of ensuring that 100% of our employees completed all global mandatory training sessions within the prescribed timeframe.

See data tables on pages 45-51 for more details.

Inclusive culture

We are committed to an inclusive culture that embraces diversity, rejects discrimination, and fosters equity and belonging across our global operations. This commitment includes promoting an environment where all individuals are treated with dignity, respect and professionalism. Our ambition is to cultivate a workplace where inclusivity becomes second nature.

Policy and processes

We have established a Group Policy on Diversity, Equity, Inclusion and Belonging (DEIB) to provide a consistent framework for all Octapharma entities, ensuring initiatives reflect our core values and business objectives. The policy covers fair and adequate wages, non-discrimination, gender equality, equal pay for equal work, prevention of workplace violence and harassment, diversity, and the inclusion of people with disabilities. It applies globally to all employees, including fixed term and temporary employees, and offers additional protection for particularly vulnerable groups. The Board holds ultimate responsibility for the policy, ensuring its integration into strategic decision-making and company culture, while HR teams oversee its implementation.

Our local DEIB policies align with applicable local laws and regulations in each country where we operate.

Goals and targets

To foster an inclusive culture across our organisation, we have set the following goals:

- Zero tolerance for any form of discrimination.
- Equal pay for equal work
- Uniform application of rules and transparency in our practices.

Approach and key actions

Our approach to fostering an inclusive culture spans recruitment and hiring, retention measures, career development opportunities, performance evaluation, diversity awareness, as well as transparency and communication.

Strengthening inclusive development practices

Following our review of the performance evaluation and compensation processes, we are refining our approach to training, development, mentorship, and career advancement. In 2025, our US donation centres completed the centralisation of recruiting efforts initiated in 2024, enabling a more consistent approach to hiring while strengthening a diverse talent pipeline for our roles.

Supporting employees with care responsibilities

Recognising that many employees balance their professional responsibilities with family care commitments – whether for children, supporting relatives in need of care, or assisting elderly parents – Octapharma provides targeted support for employees in these situations. For example, our Vienna site collaborates with the external platform heycare, which provides practical everyday assistance to help reduce employee stress and prevent absences and productivity loss. Our Lingolsheim site provides 25 childcare places to support parents of young children during this major life stage. In addition to statutory entitlements, employees at our US plasma donation centres receive income replacement benefits during maternity leave, as well as two weeks of paid leave for eligible parents to bond with their new child.

Promoting disability awareness and support

Our approach to supporting employees with disabilities varies by site, reflecting local contexts and legal requirements. For example, our Lingolsheim site hosts an annual "Disability Awareness Week", raising understanding of conditions such as autism and dyslexia in an engaging and interactive way, while also supporting employees who need time off to manage disabilities or chronic illnesses. At our logistics centre in Dessau, the disability representative meets regularly with the general manager and human resources to discuss individual needs and workplace requirements. In the US, a dedicated specialist partners with leaders to assess needs and ensure consistent accommodation for people with disabilities across all donation centres.

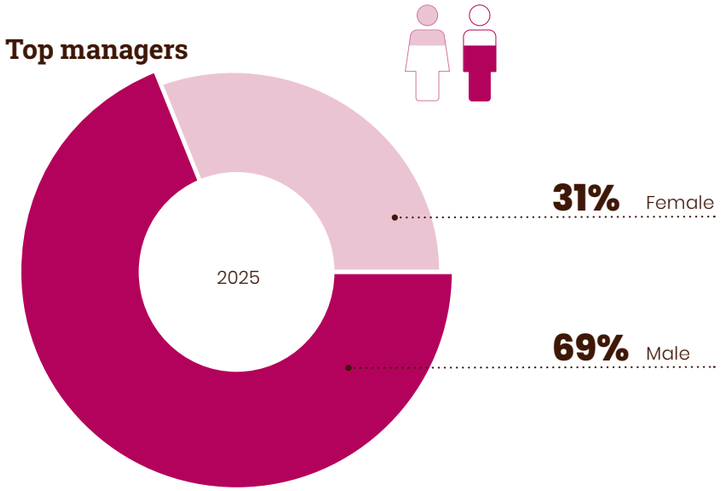
Monitoring performance

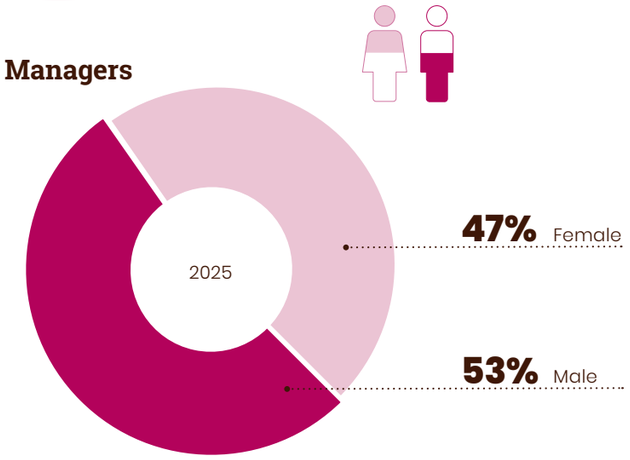
Our biannual employee survey provides insights into how included employees feel, their perceptions of representation of diverse groups at Octapharma, and their views on fair and equitable treatment at work. Results from the 2025 survey showed that employees globally value the inclusivity of our culture.

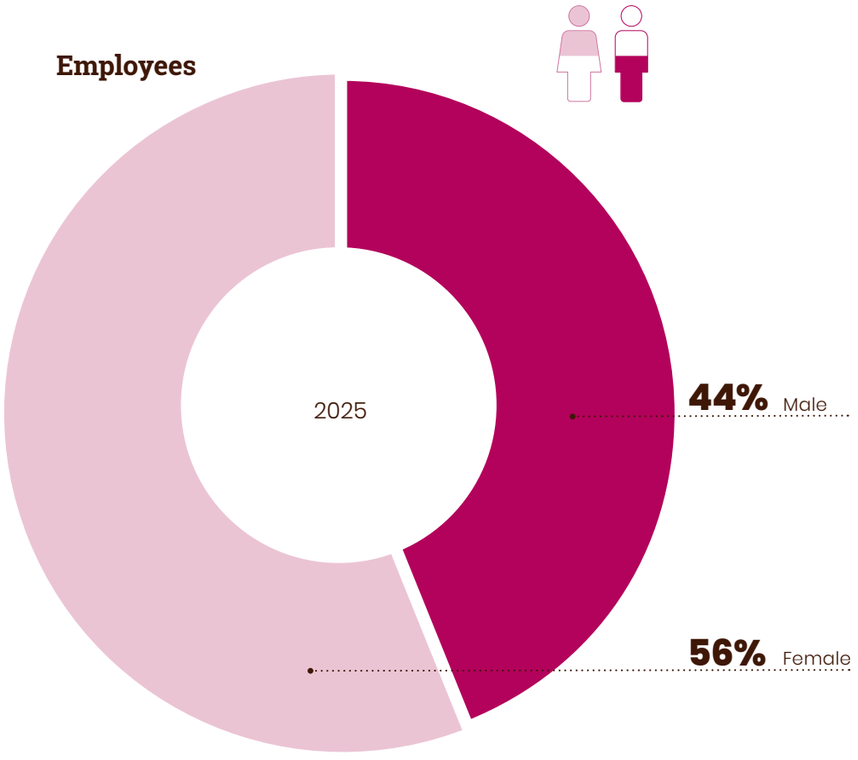
In 2025, we conducted additional listening sessions with around 1,000 employees at our US plasma donation centres to deepen employee feedback on inclusive culture, and are now translating these insights into targeted actions.

To assess the inclusivity of our company culture, we also monitor key indicators such as the proportion of women in leadership roles. Our workforce is predominantly female, with 6,230 women compared to 4,896 men working for Octapharma. Women represent 47% of all people leaders at Octapharma. Among those reporting directly to a Board member, women account for 31% of positions.

See data tables on pages 45-51 for more details.







> The best ideas emerge when every voice is heard. By fostering a culture of inclusion and belonging, we strengthen our teams and support the development of medicines and therapies that benefit patients.

Mads Andersen
Group Senior Director Transformation, Human Resources

Plasma donation

Donated plasma is the critically important resource for plasma-derived therapies used to treat millions of patients worldwide. In an environment where every drop of plasma counts, we strive to ensure the health and safety of donors, the productivity of our plasma donation centres and the quality of the donor experience.

Donor health and safety

Safeguarding the health, safety, and wellbeing of plasma donors is fundamental to our ability to provide life-saving plasma-derived medicines, and is upheld in the USA through US Food and Drug Administration (FDA) aligned quality systems, rigorous regulatory compliance, standardised procedures, and structured governance and oversight.

Policies and processes

Our policies and processes on donor health and safety applicable to our US donation centres adhere to US FDA guidelines and quality assurance processes. These policies cover the process of conducting thorough pre-donation medical exams, implementing a comprehensive quality management system, and providing employee training and education.

Goals and targets

We strive to continuously improve and optimise donor health and safety while maintaining regulatory compliance.

Approach and key actions

We use technology to tailor the process for each donor based on their physical characteristics, including height, weight and volume of red blood cells. This helps to reduce risks for the donor while enhancing pre-donation screening, reducing unnecessary deferrals and creating a more efficient donation process. We also take preventive measures using analytics to forecast potential risks or complications.

Our employees are trained to follow strict regulatory guidelines and operational requirements to ensure donors are comfortable and safe throughout the donation process. Their competency is reinforced through routine observations, periodic reassessments, and audits to confirm adherence to procedures and donor safety standards.

Monitoring performance

Internal audits and external inspections are conducted regularly, and any observations are managed through established corrective and preventive action processes with effectiveness verification. This structured approach reinforces our ongoing compliance posture and commitment to continuous improvement. During 2025, our FDA-aligned audit programme and quality oversight processes supported continued adherence to applicable regulatory requirements.

We closely monitor donor health and safety using real-time dashboards and routine trend analyses that track key indicators such as red blood cell loss or appropriate amount of plasma taken. Insights are reviewed through established quality governance processes enabling our teams to swiftly identify issues and take corrective action.

Donor experience

A positive donor experience is key to converting first-time donors into regular donors. At Octapharma, maintaining a high-quality donor experience is a top priority to ensure a reliable supply of plasma for our medicines.

Policy and processes

We have established policies, guidelines and best practices that cover key elements of donor experience. In the event of donor concerns, the matter is routed to the appropriate level of management for resolution and documented in accordance with standard operating procedures.

Goal and targets

Our goal is to encourage repeat donations by consistently delivering a good donor experience. We also have specific targets in place such as time taken to complete a donation and donor satisfaction rates.

Approach and key actions

In 2025, we continued strengthening donor engagement and convenience through expanded digital communication and structured feedback mechanisms. Donors are supported through multiple communication channels, including email outreach, website resources, social media, and our OctaApp, which facilitates information access and ongoing communication throughout the donor journey. We also offer loyalty programmes that enable donors to collect rewards when

About plasma donation

170,000+

Octapharma welcomes over 170,000 donors each month across more than 180 US plasma donation centres.

8 million litres

8 million litres of plasma are collected each year.

Up to 12 months

The time taken between plasma donation and medicine reaching a patient can be up to 12 months.

1,200 donations

1,200 plasma donations are needed to treat a patient with haemophilia A for one year.

About plasma

- Plasma is a liquid that makes up around 55% of human blood. It is comprised of water, enzymes, proteins, salts, and antibodies.
- Protein-rich plasma is important for many bodily functions, including blood clotting and immune defence.
- Plasma proteins cannot typically be manufactured synthetically, which means donations are the primary source of plasma for medical therapies for millions of people each year.

55% plasma (90% water, 10% proteins & salt)

<1% white blood cells and platelets

45% red blood cells

they reach certain thresholds, and we run a self-service portal where donors can access information such as eligibility for donation, referral details, and estimated payments.

Donor inquiries and concerns are addressed by a dedicated service function, which is closely monitored for service quality. In addition, a chatbot on our website is available to answer common donor questions at any time.

We have launched a multi-year initiative to improve the overall donation experience and support operational efficiency at our donation centres. Renovation efforts have prioritised reception areas, enhancements to improve donor comfort, and layout improvements to optimise flow. These changes were guided by operational needs and informed by donor feedback to ensure a meaningful impact.

Monitoring performance

We continuously monitor the success of our efforts to engage donors and improve the donor experience. We track a mix of quantitative and qualitative indicators. All donor concerns and complaints are tracked to ensure a timely and adequate response. Responses are kept for monitoring and auditing purposes.

Donation centre quality and productivity

Patients around the world depend on Octapharma to deliver plasma-derived therapies reliably and consistently. To prevent any disruptions that could affect the supply of plasma for our medicines, we prioritise the quality and productivity of our plasma donation centres

Policy and processes

Our comprehensive Plasma Quality Framework covers quality objectives, service and plasma quality standards, employee qualifications and training, safety and compliance, and promotes a culture of continuous improvement.

Goals and targets

We have a comprehensive set of goals and targets that align with our business objectives and regulatory requirements. For example, we ensure 100% of donors meet US FDA-mandated health and eligibility criteria before donating in our US centres. We also aim to provide repeat donors with a timely donation experience and ensure the prompt testing of collected samples. In addition, we have donation centre capacity utilisation targets that we aim to achieve by optimising the number of employees in relation to donors during peak and off-peak times.

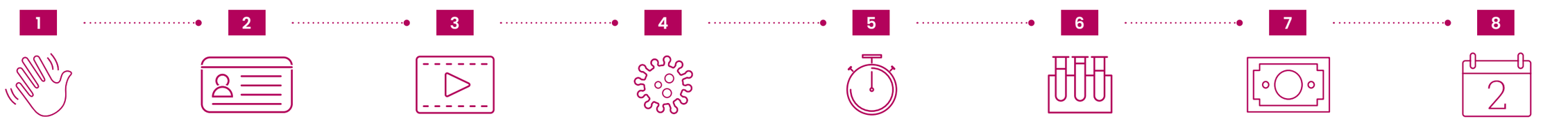
Approach and key actions

In 2025, we further advanced initiatives to enhance the quality, efficiency and productivity of our donation centres to increase the volume of plasma available to produce our medicines. We do this by continuously training and developing our employees, investing in technology, improving equipment, streamlining operational procedures, standardising practices, and automating processes– all without compromising the quality of service and maintaining regulatory compliance.

Monitoring performance

Performance is monitored through quality benchmarks, internal and external audits, and specific operational key performance indicators, with improvements managed through established continuous improvement and quality governance processes.

The plasma donation process at a glance[1]



1. Refers to the donation process at our US plasma donation centres

Access to treatment

Expanding reliable access to high-quality treatments for people worldwide is at the core of our business strategy. This involves ensuring our products are available and affordable while supporting early and accurate diagnosis of diseases.

Improving diagnosis

Early and accurate diagnosis enables patients to access the medicines they need while easing the impact of diseases on both individuals and healthcare systems. We collaborate with medical experts to support the early identification and management of conditions such as bleeding disorders, acquired coagulation disorders, autoimmune diseases and immunodeficiencies.

Policy and processes

We follow robust ethical guidelines and industry standards to ensure our efforts to improve diagnosis are conducted responsibly (see Business Ethics & Integrity on page 37).

Goals and targets

Our overarching goal is to decrease delays between symptom onset and diagnosis by helping healthcare professionals identify people at risk of disease.

In Haematology, we aim to improve the timely and accurate diagnosis of rare bleeding disorders, which are often under- and mis-diagnosed, by enabling better differentiation between conditions with similar presentations and promoting the use of appropriate diagnostic tools and assessment methods.

In Immunotherapy, we aim to raise awareness of the importance of measuring immunoglobin G (IgG) levels to identify patients at risk of more severe or frequent infections, because the increasing use of targeted immunotherapies can lead to antibody deficiencies, making patients more vulnerable to infections.

In Critical Care, our goal is to support the rapid recognition and effective management of acute, life-threatening conditions by providing healthcare professionals with the knowledge, tools and evidence needed to act quickly and confidently.

Approach and key actions

We focus on a comprehensive approach to continuously improve diagnosis, combining targeted research and development, education and training for healthcare professionals, and efforts to raise disease awareness and understanding.

Research and development

Across our therapeutic areas, we integrate key diagnostic considerations into clinical trial design. This includes the use of biomarkers and relevant laboratory parameters, refining criteria to reflect real-world diagnostic pathways, and including patient populations that are often underdiagnosed or difficult to identify in routine clinical settings. We collaborate with clinical experts and providers of diagnostic tools, and test systems to ensure our trial design follows current diagnostic standards and guidelines.

Education and training

We educate healthcare professionals about the prevalence, diagnosis, and management of rare diseases or conditions with high unmet needs. This helps to improve diagnosis rates and ensure that more patients can access appropriate care.

We participate in and organise international symposia and congresses, run workshops, offer training to healthcare professionals on the conditions treated by our products, and publish the results of our clinical research in peer-reviewed medical journals to support knowledge sharing and improve diagnostic practices.

Through the Octapharma Academy, launched in 2009, we offer an exclusive global platform for healthcare professionals worldwide to exchange knowledge and experience. Guided by the motto “Where science meets clinical practice”, the Academy combines education with interactive workshops across our three therapeutic areas. With more than 117 courses held in Europe, North America, Latin America and Southeast Asia — and over 10,000 participants — the Academy plays a key role in bridging knowledge gaps in clinical practices by fostering cross-disciplinary and cross-regional collaboration.

Our Bleeding Management Masterclasses further support knowledge sharing. The 2025 masterclass programme included interactive real case discussions, collaborative group work on treatment algorithms, and a visit to the ICU at Innsbruck University Hospital that provided participants with the opportunity to try a viscoelastic testing device and learn from a renowned expert in a personal setting.

An overlooked risk in heart surgery

Heparin is routinely used during cardiac surgery involving cardiopulmonary bypass (CPB) to prevent blood clotting. However, around one in ten patients develops heparin resistance, often due to low levels of antithrombin, a protein essential for heparin to work effectively. This can create a critical situation for clinical teams and place additional pressure on hospital resources.

To address this unmet medical need, Octapharma is sponsoring the Phase 3 ATN-108 study, which is evaluating whether intravenous antithrombin concentrate (Atenativ) can restore heparin responsiveness in patients with acquired antithrombin deficiency undergoing complex cardiac surgery.

The randomised, double-blind, placebo-controlled trial will enrol approximately 120 patients across 37 sites in 11 countries in Europe and North America. Participants receive one of two doses of antithrombin concentrate or a placebo before CPB. The primary objective is to determine whether treatment can restore and maintain heparin responsiveness without the need for rescue therapies such as fresh frozen plasma.

Following an early review of patient data, the dosing strategy was refined to optimise efficacy while maintaining safety. If successful, ATN-108 could help improve standards of care and expand access to antithrombin therapy in cardiac surgery and other critical care settings.

Read more online.

> Generating robust evidence in areas of unmet medical need is how we create the foundation for broader patient access.

Oliver Hegener
Senior Vice President, IBU Critical Care

Octapharma also offers online platforms for healthcare professionals to access information to enhance their educational and engagement activities.

Awareness programmes

Raising awareness of Haematology, Immunotherapy and Critical Care conditions is crucial to ensure patients receive appropriate diagnosis and treatment.

In Haematology, for example, we raise awareness of von Willebrand Disease (VWD), an inherited bleeding disorder that is often underdiagnosed and undertreated. Barriers to access may include social stigma and fragmented care pathways, as patients may interact with numerous specialists, creating a risk that their condition is not consistently recognised. VWDtest.com is a global online platform designed to improve awareness and diagnosis of VWD. Led by an international group of experts, VWDtest.com provides educational content and tools such as a self-assessment questionnaire that patients can share with their healthcare professionals to support timely diagnosis.

In Immunotherapy, we raise awareness by supporting patient associations, such as the International Patient Organisation for Primary Immunodeficiencies (IPOPI), the Myositis Association (TMA), Myeloma Patients Europe (MPE), and the European Patient Organisation for Dysimmune and Inflammatory Neuropathies (EPODIN). With financial help from Octapharma, IPOPI launched the Immunity Pulse podcast in 2025, enabling patients, carers, physicians, and experts to share their experiences and insights about primary immunodeficiencies (PIDs), highlighting both the scientific and human side of living with these conditions. We also maintain disease awareness websites, for example on Secondary immunodeficiencies (SIDs) in patients with haematologic malignancies and dermatomyositis.

In Critical Care, we regularly share information – such as articles, press releases, social media content and patient stories – to highlight the availability of treatments, and to increase awareness and understanding. We also communicate with healthcare professionals in person through medical experts, medical science liaisons and distributors.

Monitoring performance

We monitor our engagement with healthcare professionals to assess the effectiveness of our activities in improving diagnosis. This includes tracking interactions on digital platforms, participation in events, and engagement through scientific exchange. In the US, we also monitor direct interactions between customer-facing employees and healthcare professionals. We gather feedback through surveys, stakeholder engagement, and feedback channels to continuously improve our activities.

Online platforms for sharing knowledge

Science Hub and OneSource are digital platforms that provide healthcare professionals with access to educational content, clinical data, and scientific exchange.

Science Hub

Science Hub is a collaborative platform supporting research and knowledge exchange across immunotherapy and critical care, supporting educational initiatives and promoting scientific advancement globally. It has been used to host meetings, workshops and symposia. Science Hub has around 8,000 registered users, and more than 3,000 healthcare professionals have been trained via the platform.

8,000+
registered users on Octapharma Science Hub

3,000+
healthcare professionals trained via the platform

OneSource

OneSource provides over 6,000 registered healthcare professionals in haematology with resources, tools, and information on our therapies, supporting informed clinical decision-making.

6,000+
registered healthcare professionals

Product availability and affordability

In many countries access to essential medicines remains limited. We aim to make our products and therapies available and affordable to as many people as possible, while ensuring our capacity to innovate and grow the business.

Policy and processes

We currently do not have a global framework governing our approach to affordability and availability across markets. However, we adhere to strict ethical guidelines and industry standards in all our interactions with government officials (see Business Ethics & Integrity on page 37).

Goals and targets

We aim to expand registration and reimbursement for our medicines across geographies, balance affordability with responsible value creation, and apply fair, value-based pricing reflecting the benefits our therapies bring to patients and healthcare systems.

Approach and key actions

Our approach involves expanding our product portfolio, extending the reach of our marketed products, offering support programmes, optimising yields from every litre of plasma donated, and engaging in self-sufficiency programmes.

Expanding our product portfolio

Octapharma's R&D efforts focus on diseases where there is a significant need for better treatment options. Our R&D pipeline includes a broad range of potential medicines across three therapeutic areas, comprising new projects as well as potential new indications for existing therapies. Our clinical research departments are responsible for all our clinical trials.

Extending product reach

We expand access by increasing registrations and reimbursement applications and conducting clinical trials in multiple countries.

In 2025, key regulatory milestones in Haematology included the submission of clinical data from the WIL 33 programme to authorities in the US and Germany, supporting expanded access for patients with VWD, especially children under six.

In Critical Care, the 2025 approval by the US Food and Drug Administration (FDA) of the 2g presentation of fibryga® marks a major step in improving care for patients with acquired fibrinogen deficiency (AFD). The new format enables faster preparation and greater dosing flexibility, which is particularly important in urgent bleeding situations. It enhances the practical utility of fibryga®, which remains the first and only virus inactivated, human plasma derived fibrinogen concentrate approved for AFD in the US.

Offering support programmes

For Octapharma, supporting patients goes beyond providing therapies alone. We believe that improving outcomes also means helping patients navigate the practical and emotional challenges associated with living with a rare disease. In the US, for instance, we offer complimentary patient support programmes, such as IgCares, which supports people with primary immunodeficiency (PI), and Factor My Way, which supports people living with Haemophilia A or VWD. These programmes were developed in collaboration with patients, caregivers, advocacy organisations, nurses and healthcare professionals to ensure they are informed by the voices and lived experiences of the communities they serve. They combine education, support, and various resources to empower patients and caregivers to actively manage their health, with the ultimate goal of simplifying therapy management and improving access to care.

Key components of IgCares include educational content, insurance and reimbursement support, co-pay assistance programmes, access to Octapharma Clinical Nurse Educators and patient educators. There is a mobile app to improve day-to-day treatment management, and a platform to help patients and caregivers navigate daily life with PI. IgCares also features a recycling initiative for the responsible disposal of infusion supplies and packaging materials as well as a charitable giving option that allows members to earn points, which Octapharma converts into donations supporting PI community organisations.

Factor My Way key features include insurance navigation, reimbursement assistance, co-pay programmes, a free trial programme for new patients, direct contact with dedicated patient educators, and access to educational resources, including – for example – webinars, which enables direct interaction with experts from home. The programme places significant emphasis on community building and reducing the isolation experienced by many patients and caregivers when living with a rare bleeding disorder, helping them to feel understood, connected, and supported at every stage.

Optimising yields from every litre of plasma

We work to increase the number and yield of valuable proteins extracted from each litre of donated plasma as this directly influences our ability to manufacture more life-saving products for patients around the world depending on plasma-derived therapies for treatment. This involves making incremental, small-scale process enhancements while exploring transformative, large-scale improvements to production technologies, and expanding plasma donations to secure sufficient plasma for production.

Engaging in self-sufficiency programmes

Through our contract manufacturing business, we support countries to ensure their populations have access to safe plasma-derived medicines, using their own domestic blood or plasma donations.

In 2023, Octapharma was selected to be the exclusive supplier of plasma-derived products to the National Health Service (NHS) in England after the government lifted a longstanding ban on the use of UK plasma. In 2025, NHS patients received Octapharma medicines manufactured from UK plasma for the first time in 30 years. The annual plasma collection target of approximately 360,000 litres provides around 80% self-sufficiency for albumin and about 30% for immunoglobulin, strengthening the UK's resilience and supporting sustained access to vital medicines for patients.

Monitoring performance

Monitoring the availability of our products is key to ensuring patients have reliable access to the medicines they need. We track the number of countries where our products are available through monthly global sales reporting and through a marketing authorisation database. We also track the number of studies in specific patient groups and measure product output by volume and distribution by country. Monitoring the affordability of our treatments involves benchmarking our prices against those of our competitors where available.

Patients' quality of life

Patients are at the core of our business, and we are committed to improving their quality of life. Our primary focus is to ensure the safety and efficacy of our products while continuously improving treatment outcomes for patients.

Product quality and patient safety

Product quality and patient safety are fundamental to our business. Our comprehensive quality management system and drug safety activities enable us to provide safe, effective, and reliable treatments to patients.

Policy and processes

Octapharma's quality management system and pharmacovigilance framework are designed to comply with all relevant regulatory standards and ensure we deliver high-quality, safe medicines to patients worldwide. We follow good practice in pharmaceutical regulations and guidelines (collectively known as GxP). We comply with Good Manufacturing Practices (GMP) and Good Distribution Practices (GDP) to ensure that products are manufactured, tested, released and distributed in compliance with our own standards and regulatory requirements. Octapharma's Quality Unit – operating independently from our production units – oversees quality across all our operations to ensure compliance with GxP regulations.

Our drug safety practices adhere to Good Pharmacovigilance Practices (GVP), EU Directive 2010/84/EU, Regulation (EU) No 1235/2010 and other international drug safety regulations. These include strict requirements on the collection and evaluation of safety data, signal management, and periodic safety update reports (PSURs). We have a dedicated pharmacovigilance department responsible for monitoring drug safety.

Goals and targets

Our primary objective is to provide high quality, safe and efficacious medicines to patients worldwide. We aim to detect and manage quality issues and adverse drug reactions early by implementing robust monitoring systems. We strive to continuously enhance manufacturing and quality processes to align with evolving regulatory standards.

Approach and key actions

We fully adhere to regulations and guidelines on quality management and pharmacovigilance to ensure product quality and patient safety. Octapharma's quality system is comprised of three interdependent pillars, which are implemented at all sites across production, research and development, packing, plasma donation centres and administration:

- Quality Assurance ensures that our products are consistently produced and controlled according to defined quality standards, ensuring their safety, effectiveness and compliance with regulatory requirements. This includes implementing, monitoring and harmonising our Pharmaceutical Quality Management System (PQMS) from suppliers management to distributors management.
- Quality Plasma is responsible for ensuring a standardised workflow, from donation through to preparation for production. This includes ensuring plasma traceability, and overseeing plasma documentation and compliance.
- Quality Control uses advanced testing processes, including in-process monitoring, microbiology testing, stability assessments, and final product verification to confirm the safety and efficacy of every batch. Our Quality Control team also conducts stability studies to verify the integrity of products over their lifecycle.

In 2025, Octapharma launched a new Digital Quality Management Information System (QMIS) to harmonise quality processes and enhance operational efficiency across the Group. The platform facilitates consistent compliance and enables streamlined collaboration, integrated workflows and faster, data-driven, decision-making in all business areas. QMIS is a step towards a more connected, intelligent and scalable way of working, ultimately supporting our ability to deliver safe, high-quality therapies to patients.

For drug safety, we have established a global pharmacovigilance system to collect, track and analyse adverse events from various sources, including healthcare professionals and regulatory authorities. Individual Case Safety Reports (ICSRs) are reported to health authorities to ensure timely regulatory compliance. We conduct post-marketing surveillance to evaluate the safety and efficacy of our products beyond clinical trials. Should a safety signal be detected, an investigation is launched to determine the appropriate response, as outlined in regulatory requirements.

Monitoring performance

We monitor and assess our performance on product quality through indicators such as release times, deviations, and change control effectiveness. We conduct product quality reviews in accordance with regulatory guidelines to assess the consistency and safety of our products. We are subject to various external audits and site inspections to ensure compliance with GxP requirements.

Our pharmacovigilance team monitors the number of reports of adverse drug reactions. Periodic safety update reports are submitted to regulatory authorities to evaluate the benefit—risk balance of our products and identify potential safety concerns. These reports include trend analyses on adverse events, highlighting any safety concerns that require further investigation or mitigation. We also measure compliance with regulatory timelines for reporting adverse reactions.

Channels for patients to report quality and safety concerns

Patients who experience an adverse drug reaction or who have a complaint about product quality can raise health and safety questions or concerns with Octapharma through various channels, for example:

Via their doctor, who can report adverse events or safety concerns to Octapharma or via the relevant national reporting system.

Via Octapharma's pharmacovigilance department. Patients or their representatives can report adverse events or safety concerns to a local Drug Safety Officer or via a dedicated email address.

Via regulatory agency platforms such as the US FDA's MedWatch or the reporting systems of European Union member states.

Improving outcomes for patients

Patients want medicines that are effective and convenient to use. Our focus is on improving the overall treatment experience, ensuring ease of use, and making our therapies as accessible and practical as possible.

Policy and processes

In addition to upholding a robust quality management system and pharmacovigilance framework to guarantee the delivery of high-quality and safe medicines to patients worldwide (see Product quality and patient safety on page 33), we adhere to stringent ethical guidelines and industry standards to ensure our efforts to improve treatment outcomes are conducted responsibly (see Business Ethics & Integrity on page 37).

Goals and targets

Our goal is to ensure patients receive the most effective, convenient, and appropriate therapies to manage their condition. We aim to enhance the treatment experience, convenience and application and make our products easy to use.

Approach and key actions

Improving outcomes for patients is a key element in the research and development of our products and their application and our engagement with healthcare professionals. We study how patients can best use our products, as well as how to best address the risks and benefits of our treatments.

Patient-centric approach to R&D

We promote a patient-centric approach to R&D by including endpoints related to efficacy and patients' quality of life in our clinical trials. We collaborate with leading researchers and patient advocacy groups to better understand the needs of patients, the mechanisms of disease, and how new treatment approaches can improve patients' experiences and the personalisation of care.

For example, in Immunotherapy, we focus on generating high-quality clinical data to improve healthcare for people with rare diseases or in disease areas with high medical need but limited clinical evidence, for example in the field of immune-mediated necrotising myositis (IMNM).

We conduct post-approval studies with practitioners to obtain real-world data on the effectiveness and use of our treatments beyond formal clinical trial settings. These interactions help us to better understand the impact of our products on clinical outcomes for patients, informing our innovation pipeline and helping us to bring new products to market.

All Octapharma-sponsored clinical studies are registered in international trial registries such as clinical trials register.eu and clinicaltrials.gov.

Convenience of drug application

Accessible, easy to use, and practical administration is another key aspect of the patient experience with our treatments. During our clinical trials, we test different applications, protocols and diagnostic algorithms to identify the best infusion settings for different patients.

In Immunotherapy, for example, we are continuing to develop a prefilled syringe designed to allow patients to conveniently administer their medication at home, reducing the burden of treatment and removing additional handling steps to ease the application.

Another example of our commitment to providing convenient drug applications in Immunotherapy is the launch of our new flexIG mobile phone app in additional markets in 2025. The app includes instructional videos to support patients with at-home infusions, as well as a digital treatment diary that can easily be shared with doctors to improve monitoring.

As another example in Immunotherapy, the Phase 3 ProCID study confirmed the efficacy and tolerability of panzyga® for treating chronic inflammatory demyelinating polyneuropathy (CIDP). The results allowed for an update of the product information (SmPC) enabling greater flexibility in administration, including higher infusion rates according to individual patient tolerance. This enables shorter infusion times without compromising safety, improving convenience and the overall treatment experience for patients.

In Critical Care, we expanded the application of the nextaro® transfer device to include the new fibryga® 2g presentation in 2025. The device integrates key components needed to effectively and efficiently reconstitute lyophilised drugs as part of a complete self-infusion kit. nextaro® reduces dosing frequency and enables safe, efficient, and precise transfer and reconstitution of our products.

Personalisation of treatment

Tailoring medical care to meet individual's needs, preferences and lifestyle, is increasingly important to ensure that patients receive the most appropriate therapies. Personalisation can improve efficacy and tolerability, while reducing treatment burden.

In Haematology, for example, personalised treatment approaches include customised dosing and treatment regimens based on individual patient pharmacokinetics, helping optimise efficacy, reduce bleeding risk and minimise treatment burden. In 2025, we also have also collaborated with the WAPPS-Hemo group to develop a personalised treatment model for Nuwiq® based on individual patients' pharmacokinetic data.

Monitoring performance

We actively engage with patients – where permitted – and with healthcare professionals to gather feedback and continuously improve the patient experience with our treatments. We use surveys, patient advisory boards, and disease-specific quality of life questionnaires to help assess the impact of our therapies on daily life. These insights help inform our approach to product development.

> Improving patients' quality of life is not just about product efficacy, but also about their experience with our treatments.

Olaf Walter
Board Member

Patient-centred innovation

Improving patients' quality of life goes beyond developing effective therapies, We continue to invest in innovations that support personalised treatment and make therapies easier to use.

8CHECK -Free complication screening for patients with Haemophilia A
One of the most serious complications in haemophilia A management is the development of inhibitors to therapeutic factor VIII (FVIII). Awareness of F8 gene mutation status may help predict inhibitor development and support treatment decisions. Octapharma offers the 8CHECK service free of charge to haemophilia A patients, as well as to people who may be carriers of haemophilia A.

Nuwiq®
Personalised dosing enabled through individual pharmacokinetic (PK) data using the WAPPS-Hemo platform.

panzyga® - flexIG mobile app
Helps patients manage home treatment with instructional videos, a treatment diary and secure communication with healthcare professionals.

nextaro®
In 2025, the nextaro® transfer device was introduced for the new fibryga® 2g presentation. It simplifies reconstitution and supports safe, efficient, and accurate self-infusion.

Local communities

We are committed to being a trusted partner in the communities where we operate. We focus on minimising our operational impacts while strengthening community relationships and positioning Octapharma as an employer of choice.

Policy and processes

Community engagement at Octapharma is managed locally by the relevant site. Sites may have their own local policies, standard operating procedures (SOP) or guidelines for local stakeholder engagement. For example, our site in France has a dedicated Code of Conduct that is signed by all contractors to reduce noise and other forms of disruption during building construction. Our packaging and logistics site in Germany has an SOP that covers stakeholder engagement, including areas of engagement and measuring and reporting impacts.

Goals and targets

Our overall goal is to build trust through positive relationships with local communities.

- We endeavour to be a transparent and approachable company.
- We seek to minimise the impact of noise or other disruptions on residents, while aiming for minimal disruptions to our own operations.

Approach and key actions

Our approach to engaging with local communities varies by site, reflecting local contexts and needs. However, attracting talent from local communities is an important objective for all our sites. Thus, we participate at local job fairs and collaborate with local schools and universities on internships, apprenticeships and research projects.

Monitoring progress

As sites engage with local communities in different ways, the methods used to monitor progress and gather feedback also vary by site, including regular meetings, questionnaires, company website contact forms, public information events and open days where community members can interact directly with Octapharma representatives. We regularly review and adapt our local engagement approaches to meet the evolving needs of local stakeholder groups.

Our sites' community engagements

Dessau

Our packaging and logistics site in Dessau, Germany, is part of a cluster of pharmaceutical and biotechnology companies in Saxony-Anhalt. We employ around 320 people in the region, and partner with many local businesses and suppliers.

The site's community programme focuses on supporting STEM (science, technology, engineering, and mathematics) education initiatives in local schools, offering educational sessions on healthcare issues and blood donations and developing health programmes together with local healthcare institutions. The site has a local advisory council that includes representatives from stakeholder groups.

In addition to conducting regular environmental and social impact assessments, we also engage with residents and local environmental groups on sustainability and environmental protection.

In 2025, the site was awarded the "Großer Preis des Mittelstandes" for Saxony-Anhalt, after having already been recognised as a finalist in the previous year.

Springe

Our production site in Springe, Germany, contributes to local infrastructure projects, such as roads, parks and public facilities to enhance the overall quality of life for the community. The site also works with residents on environmental topics such as green energy and waste management, supports local charities and encourages employees to participate in local volunteer activities.

Stockholm

Our production site in Stockholm, Sweden, is also located in a residential area and engages with residents and other businesses to discuss ways to contribute to the local community, as well as to communicate about site development plans, noise, lights and emissions. Regular meetings are held with neighbours and the city council. The site also sponsors a local football club.

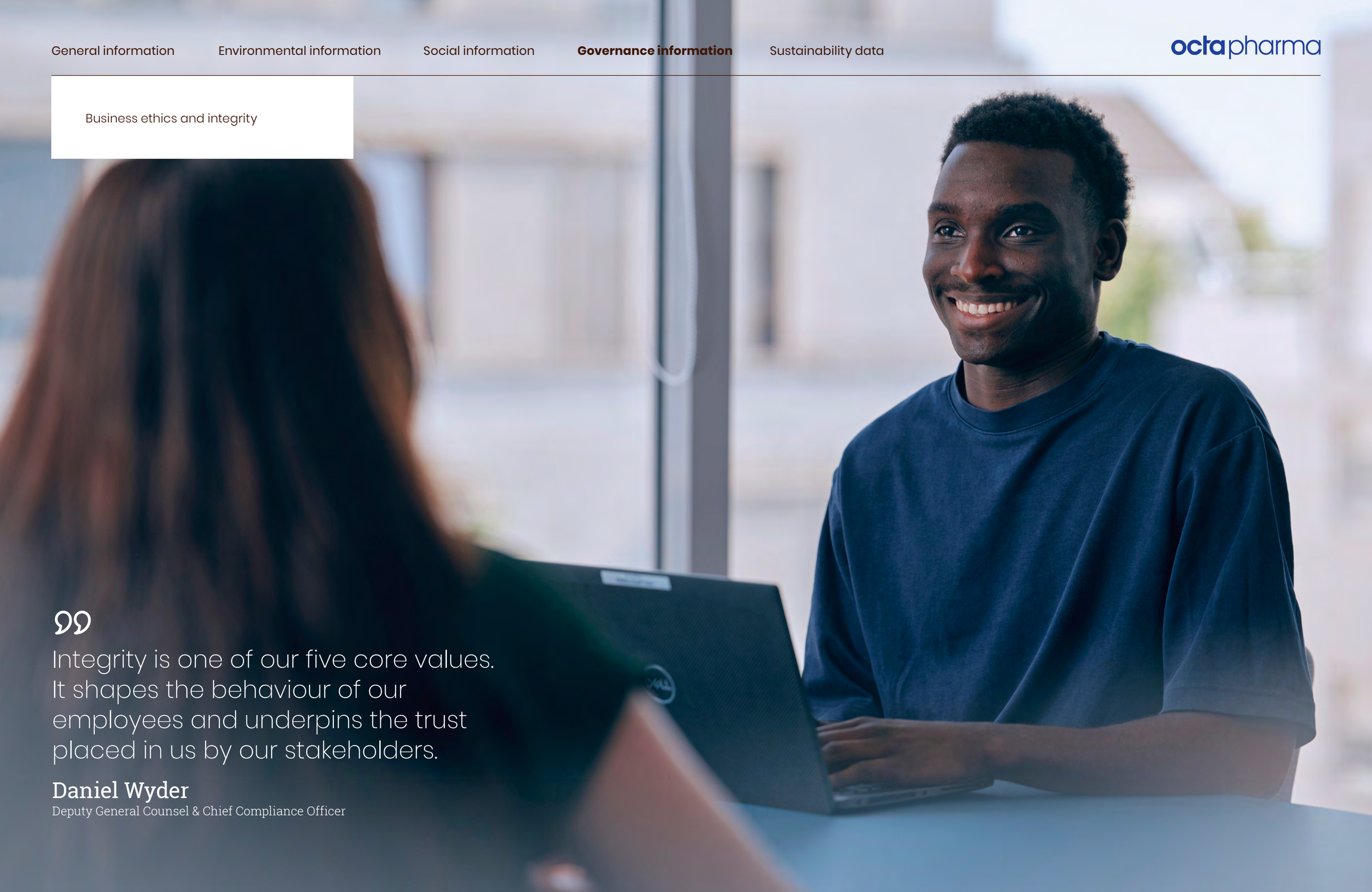
Lingolsheim

Our production site in Lingolsheim, France, is located in a residential area. We continuously work with residents and local authorities to address topics such as traffic, parking, noise, building permits and community health and safety. The site also engages with local people on blood donation projects and breast cancer awareness programmes.

Vienna

At our production site in Vienna, Austria, Octapharma regularly engages in dialogue with local residents and authorities to discuss the impacts of our operations and our development plans. The site also supports the local community by encouraging employees to use local businesses through partnership programmes, and by sponsoring a children's football club and charitable organisations. Octapharma collaborates with life science organisations and several educational institutions. Throughout the year, we organise plant visits for various groups. In 2025, Octapharma was recognised as one of Vienna's leading companies by Austria's Leading Companies, achieving third place in the large enterprise category.

Business ethics and integrity



> Integrity is one of our five core values. It shapes the behaviour of our employees and underpins the trust placed in us by our stakeholders.

Daniel Wyder
Deputy General Counsel & Chief Compliance Officer

Business ethics and integrity

Building the trust of healthcare professionals, patients, regulators, employees, plasma donors and other stakeholders is essential for our long-term success. At Octapharma, integrity is one of our core values: we aim to operate ethically, and be accountable and responsible in everything we do.

Policy and processes

Octapharma's approach to business ethics and integrity is guided by a comprehensive policy framework that defines standards, principles, commitments and expectations for responsible conduct across all our operations. This framework, consisting of both global and local policies, reflects our commitment to compliance with applicable laws and regulations, and facilitates the promotion of ethical decision-making at every level of the organisation.

Code of Conduct

The Octapharma Code of Conduct is our overarching business ethics and integrity policy. It includes guidance and information on business principles, including on corporate responsibility, information and marketing, innovation, quality, individual personal integrity, competition law, corruption and undue advantages, personal data protection, confidential information, intellectual property rights, and conflicts of interest. All employees and anyone acting on behalf of Octapharma must comply with our Code of Conduct. The Code encourages employees to speak up in good faith if they notice any violation of the Code of Conduct itself. Employees can access the Code of Conduct via our intranet. It is also introduced as part of our policy training programme.

Guide to Integrity in Business Transactions

We support employees to help them avoid conflicts of interest and to prevent, detect and deal with cases of unethical activity. Our Guide to Integrity in Business Transactions explains our policies on anti-corruption, undue benefits, gifts and offers of entertainment, expense approval processes, and appropriate due diligence on business partners. Any alleged violation of the policy is investigated promptly.

Integrity Reporting Policy

Our Integrity Reporting Policy provides guidance to Octapharma employees on how to report concerns, and explains our policy on confidentiality, helping to create conditions in which employees can speak up in good faith about potential misconduct.

Industry Guidelines and Standards

We follow robust ethical guidelines and industry standards to ensure that our marketing and sales activities are carried out responsibly. We comply with the codes of conduct of the European Federation of Pharmaceutical Industries and Associations (EFPIA) and the International Federation of Pharmaceutical Manufacturers & Associations (IFPMA). These codes set rules governing interactions with healthcare professionals and patient organisations. They aim to ensure that pharmaceutical companies provide healthcare professionals with information needed to prescribe medicines responsibly. They include guidelines on gifts and hospitality as well as on transparency in financial relationships.

Data Protection Policy

Our Data Protection Policy is aligned to data protection principles and laws. Our data protection team ensures that all Group entities follow our worldwide standards for processing and protecting personal and sensitive data with care. Octapharma's corporate data protection officer and local co-ordinators are responsible for implementing the policy.

Bioethics and Animal Welfare Policy

Our Bioethics and Animal Welfare Policy sets out our position on current and future approaches to animal research. It details our commitment and responsibility to ensure high standards of care, welfare and treatment of animals involved in research and quality control. We conduct research involving animals only after appropriate ethical considerations and review, as stipulated in the policy.

Goals and targets

We are firmly committed to being compliant with all relevant and applicable laws and regulations. We aim to achieve zero incidents of unethical behaviour among our employees, including those related to corruption and bribery.

Approach and key actions

Our approach to business ethics and integrity is built on a fit-for-purpose system of controls and practices designed to reinforce ethical behaviour in everyday business operations.

Employee training

Our Code of Conduct and Compliance Basics training course is mandatory for all employees, including new hires. Additional training on anti-corruption, anti-bribery and antitrust law is provided to potentially exposed employees as well as to the Board and senior management . Employees can access all compliance policies, guidelines, training, briefings and guidelines via the company intranet.

Marketing and sales employees also undergo regular training, both online and in-person, on ethical marketing practices and the ethical, legal and regulatory requirements relevant to their work. We have a strict approval process for all sales and marketing materials, which requires review and sign-off from the relevant business unit, medical affairs and compliance. This ensures we comply with globally and locally applicable regulations and laws, while providing accurate and balanced information about our therapies to help healthcare professionals make informed decisions.

Reporting incidents and concerns

Employees are encouraged to raise concerns about any potential misconduct using the Integrity Line, an anonymous whistleblowing system available on our intranet and on the employee app. These concerns include complaints not only on potential ethics and integrity issues, but also health and safety, working conditions, diversity, equity and inclusion, and any other matter relevant to our company. The Octapharma Integrity Line complies with the EU's General Data Protection Regulation (GDPR) and meets regulatory requirements for whistleblower protection based on the EU Whistleblower Directive.

Employees can also raise concerns with local or functional compliance officers at each site or by email to Group compliance. In addition, they can use suggestion boxes or contact trade union or works council representatives at relevant sites. Employees in our US plasma operations can contact an Employee Relations Partner team by phone or via in-person/online meetings to address their issues and concerns.

Compliance governance

Our Compliance Committee, which includes two Board members, has overall responsibility for compliance and responsible business conduct. Members of the committee meet on an ad hoc basis to review policies and procedures, resolve compliance issues and serve as a body to review any concerns or questions raised. Our local, regional and functional compliance officers and members of the Compliance Committee form investigating committees to handle concerns raised, acting independently from management. If necessary, the Compliance Committee escalates concerns to the Board.

Global, local and functional compliance officers support employees in complying with external regulations and with our own policies. Their work includes, for example, advising on international medical regulatory affairs, sales and marketing, and procurement.

Addressing corruption and bribery risks

The functions most at risk of corruption and bribery are those that interact with vendors, healthcare providers or government authorities. These functions include International Drug Regulatory Affairs, Sales and Marketing, Procurement and Project Management.

We have procedures to prevent, detect, and address allegations or incidents of corruption or bribery. We evaluate our business partners through an online compliance management tool before we form a business relationship, and on an ongoing basis after that. Other measures include expense approval procedures, segregation of duties in financial processes, dual control of bank payments, and a business partner blacklist check as part of our due diligence.

Due diligence on modern slavery and human trafficking

Our due diligence has determined that the risk of modern slavery and human trafficking in our value chain is low. Octapharma's UK subsidiary reports transparently on our due diligence on this topic in a regular disclosure aligned to the UK's Modern Slavery Act 2015.

Monitoring performance

We track the number and type of complaints received through the Integrity Line and other channels, while monitoring the progress of each complaint to ensure consistent handling and appropriate follow-up. We also monitor performance and assess the level of employee trust in our whistleblowing channels through employee surveys, exit interviews, and feedback from trade unions and work councils. Our internal audit group periodically reviews the effectiveness of our anti-corruption and anti-bribery processes and procedures. In 2025, 100% of people working at Octapharma have been trained on anti-corruption and anti-bribery. Octapharma has not been convicted of or fined for any violations of anti-corruption or anti-bribery laws in the past decade.

0 Anti-corruption policy violations

This section is a data supplement to the information presented i n the front section of this report.

Energy consumption

	2024	**2025**
	MWh	MWh
Energy consumption from fossil sources	**127,376**	**151,437**
Fuel consumption from crude oil and petroleum products	4,833	7,802
Fuel consumption from natural gas	82,025	104,967
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	40,518	38,668
Share of fossil sources in total energy consumption (%)	*43%*	*47%*
Energy-consumption from nuclear sources	**10,318**	**10,705**
Share of consumption from nuclear sources in total energy consumption (%)	*3%*	*3%*
Energy-consumption from renewable sources	**159,141**	**163,019**
Fuel consumption from renewable sources, including biomass[1)]	1,356	750
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	157,785	162,270
Share of renewable sources in total energy consumption (%)	*54%*	*50%*
Total energy consumption	**296,835**	**325,161**

[1)] also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.

Octapharma has three relevant sectors considered 'high climate impact sectors' as defined in ESRS E1 (listed in NACE Sections A to H and Section L (as defined in Commission Delegated Regulation (EU) 2022/1288). These are Manufacturing, Construction and Real estate activities.

From these activities, Octapharma only generated revenue from Manufacturing activities in 2025 with Gross Sales amounting to EUR 3.64bn and Net Income of EUR 577m, respectively.

Greenhouse gas (GHG) emissions

	2024	**2025**
	tCO_2e	tCO_2e
Scope 1		
Gross Scope 1 GHG emissions	35,651	39,163
Scope 1 GHG emissions from regulated emission trading schemes (%)	*2.50%*	*1.61%*
Scope 2		
Gross market-based Scope 2 GHG emissions	28,987	29,081
Gross location-based Scope 2 GHG emissions	44,239	46,129
Scope 3		
Gross Scope 3 market-based GHG emissions	316,701	358,945
Purchased goods and services	111,528	116,054
Capital goods	93,515	139,401
Fuel- and energy-related activities	15,450	16,791
Upstream transportation and distribution	45,771	40,078
Waste generated in operations	15,880	12,264
Business travel	11,271	10,754
Employee commuting	23,286	23,603
Gross Scope 3 location-based GHG emissions	320,546	359,292
Total market-based GHG emissions	**381,339**	**427,189**
Total location-based GHG emissions	**400,435**	**444,584**

In 2025, the total Scope 3 market-based GHG emissions amounted to 358,945 tCO_2e, with data quality composed of 35% from primary data and 65% from other data sources. The share of primary data decreased by 5 percentage points, while reliance on other data sources increased by 5 percentage points from 2024 (316,701 tCO_2e).

Greenhouse gas (GHG) emissions by country

(market based)

	2024		**2025**	
	tCO_2e	%	tCO_2e	%
USA	124,872	33%	121,968	29%
Russia	53,145	14%	100,267	23%
Germany	53,060	14%	54,496	13%
Switzerland	49,427	13%	48,560	11%
Austria	40,790	11%	45,376	11%
Sweden	25,179	7%	28,778	7%
France	31,411	8%	23,499	6%
Other	3,455	1%	4,245	1%
Total market-based GHG emissions	**381,339**	**100%**	**427,189**	**100%**

Pollutants

	2023	2024	**2025**
Emissions to water	kg	kg	kg
Total organic carbon (TOC) (as total C or COD/3)[1]	272,219	376,904	323,328
Octylphenols and Octylphenol ethoxylates4	17	16	14
Total	**272,236**	**376,920**	**323,342**

	2025
Transfers of water pollutants to external treatment plants (Downstream value chain pollutants)	kg
Octylphenols and Octylphenol ethoxylates4[2]	8,918
Total	**8,918**

Note 1: The screening of production sites did not identify material pollution to soil or air

[1)] The pollutant emissions to water include those from the production sites in Stockholm, Vienna and Lingolsheim, whose levels exceed the threshold value specified in Annex II of Regulation (EC) No 166/2006.
[2)] Wastewater containing Octoxynol-9 (under the category Octylphenols and Octylphenol ethoxylates) is incinerated by external treatment plants

Substances of Very High Concern (SVHC)

in kg			**2025**
Total weight of SVHC used during production			**8,932**
Health hazards	Octoxynol-9		8,932
Environmental hazards			8,932
Total weight of SVHC directly released into the environment			**14**
Health hazards	Octoxynol-9		14
Environmental hazards			14

Water

in m³	2023	2024	**2025**
Water withdrawal	**6,035,826**	**6,311,162**	**7,040,089**
Water withdrawal for cooling	4,671,128	3,952,076	5,590,823
Water withdrawal other	1,364,698	2,359,086	1,449,266
Water discharge	**6,035,826**	**6,311,162**	**7,040,089**
Discharge untreated water (e.g. water used for cooling)	4,671,128	4,921,975	5,590,823
Discharge to sewage plant or other water treatment third parties	1,364,698	1,389,187	1,449,266
Water consumption	**0**	**0**	**0**
Water consumption in areas with water stress	**0**	**0**	**0**
Water recycled and reused	**0**	**0**	**0**
Water stored	**0**	**0**	**0**

Note 1: Water use encompasses all our production sites
Note 2: No production sites are located in areas with water stress

Waste

	2023		2024		**2025**	
	tonnes	%	tonnes	%	tonnes	%
Waste diverted from disposal	**5,365**	**16%**	**6,177**	**19%**	**14,203**	**40%**
Non-hazardous waste	4,612	14%	4,793	15%	8,122	23%
Recycling	4,593	14%	4,700	14%	8,054	23%
Other recovery operations[1)]	19	0%	93	0%	68	0%
Hazardous waste	752	2%	1,384	4%	6,081	17%
Recycling	752	2%	1,384	4%	6,081	17%
Waste directed to disposal	**21,557**	**66%**	**27,387**	**80%**	**21,111**	**59%**
Non-hazardous waste	14,149	43%	13,780	40%	15,873	45%
Incineration	2,222	7%	2,284	7%	2,802	8%
Landfilling	11,927	36%	11,496	33%	13,071	37%
Hazardous waste	7,408	23%	13,607	40%	5,238	15%
Incineration	7,407	23%	13,607	40%	5,036	14%
Landfilling	1	0%	0	0%	202	1%
Unknown fate of waste	**5,945**	**18%**	**489**	**1%**	**208**	**1%**
Non-hazardous waste	234	1%	358	1%	99	0%
Hazardous waste	5,711	17%	131	0%	109	0%
Total waste generated	**32,867**	**100%**	**34,053**	**100%**	**35,523**	**100%**
Non-hazardous waste	18,996	58%	18,931	56%	24,095	68%
Hazardous waste	13,871	42%	15,122	44%	11,428	32%

[1)] includes industrial composting and methanisation

Note 1: The waste generated includes that from of the production and packaging sites, as well as the plasma donation centres in the United States and Germany.
Note 2: The weight data presented in tonnes is based on estimates of the density of the respective materials or how they were compacted in a container.

Employees by region
(headcount)

	2023	2024	**2025**
North America	**6,330**	**5,172**	**4,901**
USA	6,241	5,082	4,805
Mexico	81	77	83
Canada	8	13	13
Europe	**5,536**	**5,924**	**6,178**
Germany	1,869	1,999	2,007
Austria	1,491	1,573	1,709
Sweden	1,050	1,144	1,203
France	826	851	844
Russia	73	122	159
Switzerland	118	127	140
England	13	16	18
Italy	15	15	17
Portugal	15	16	15
Spain	11	10	14
Other	55	51	52
Other regions	**42**	**45**	**47**
Total	**11,908**	**11,141**	**11,126**

Collective bargaining coverage and social dialogue
(headcount)

	2023		2024		**2025**	
	#	%	#	%	#	%
Employees covered by collective bargaining agreements	**5,004**	**42%**	**5,664**	**51%**	**5,853**	**53%**
Employees in European Economic Area working in entities with workers' representatives	**4,358**	**82%**	**4,686**	**83%**	**4,869**	**83%**

Collective bargaining coverage and social dialogue by region and country

	2025		
Coverage Rate	**Collective Bargaining Coverage**		**Social dialogue**
	Employees EEA	**Employees Non-EEA**	**Employees EEA**
0-19%	Belgium		Belgium
	Czech Republic		Czech Republic
	Finland		Finland
	Italy		Italy
	Latvia		Latvia
	Netherlands		Netherlands
	Norway		Norway
	Poland		Poland
	Portugal		Portugal
	Slovakia		Slovakia
	Slovenia		Slovenia
	Spain		Spain
		Europe, other	
		Noth America	
		Other	
20-39%	-	-	-
40-59%	-	-	-
60-79%	-	-	-
80-100%	Austria		
	France		
	Germany		
	Sweden		

Occupational health and safety

	2023		2024		**2025**	
Health and safety management system coverage						
Employees covered by health and safety management system	11,908	100%	11,141	100%	11,126	100%
Fatalities						
Fatalities from work-related injuries	0	0%	0	0%	0	0%
Fatalities from work-related ill health	0	0%	0	0%	0	0%

Turnover

(headcount)

	2023	2024	**2025**
Number of employees who have left Octapharma	**4,243**	**3,815**	**3,257**
Plasma donation	3,886	3,442	2844
Production, packaging, R&D, Sales	357	373	413
Average number of employees	**11,816**	**11,001**	**10,501**
Plasma donation	6,814	6,035	5,206
Production, packaging, R&D, Sales	5,002	4,966	5,295
Percentage of employee turnover	**36%**	**35%**	**31%**
Plasma donation	57%	57%	48%
Production, packaging, R&D, Sales	7.1%	7.5%	7.8%

Note: While the turnover for production, packaging, research and development and sales includes only permanent employees, the turnover for plasma donations also includes temporary employees.

Work-life balance

	2023		2024		**2025**	
Employees entitled to take family-related leave	-	-	-	-	**11,126**	**100%**

Training and development

		2023		2024		2025
Employees participating in regular performance and career development reviews	**7,046**	**59%**	**6,896**	**62%**	**9,017**	**81%**
Male	2,591	52%	2,595	53%	3,798	78%
Female	4,455	64%	4,301	69%	5,219	84%
Employees receiving training	-	-	**6,209**	**54%**	**11,126**	**100%**
Male	-	-	3,287	67%	4,896	100%
Female	-	-	2,922	47%	6,230	100%
Number of training hours	-	-	**188,603**	-	**448,403**	-
Male	-	-	104,337	-	239,166	-
Female	-	-	84,266	-	209,237	-
Average number of training hours per employee	-	-	**30**	-	**40**	-
Male	-	-	32	-	49	-
Female	-	-	29	-	34	-

Note 1: Employees participating in regular performance and career development reviews includes employees of all entities, except for employees in a few sales offices.
Note 2: The average number of training hours per employee includes all training hours completed by employees in all entities in our Learning Management System. Other forms of internal training and external trainings are not included.
Note 3: Employees receiving training includes all entities in 2025. Data for 2023 and 2024 does not include employees in Octapharma Plasma Inc.
Note 4: The sharp increase in Average number of training hours per employee is caused by the inclusion of data from Octapharma Plasma Inc. in 2025.

Training on corruption, bribery and antitrust law

		2023		2024		2025
Board	-	-	-	-	10	100%
Senior managers	-	-	-	-	1,673	100%
Employees receiving training	-	-	-	-	9,443	100%

Note: Senior management is defined as people with reporting lines.

Employees by gender and contractual relationship
(headcount)

	2023	2024	**2025**
All employees	**11,908**	**11,141**	**11,126**
Male	4,979	4,905	4,896
Female	6,929	6,236	6,230
Full-time employees	**10,330**	**9,758**	**9,899**
Male	4,610	4,579	4,602
Female	5,720	5,179	5,297
Part-time employees	**1,578**	**1,383**	**1,227**
Male	368	324	294
Female	1,210	1,059	933
Permanent employees	-	-	**10,625**
Male	-	-	4,627
Female	-	-	5,998
Temporary employees	-	-	**501**
Male	-	-	269
Female	-	-	232
Non-guaranteed hours employees	-	-	**16**

Leadership by gender

	2023		2024		**2025**	
	#	%	#	%	#	%
Board	**10**		**10**		**10**	
Male	10	100%	10	100%	10	100%
Female	0	0%	0	0%	0	0%
Top Management	-	-	-	-	**84**	
Male	-	-	-	-	58	69%
Female	-	-	-	-	26	31%
Management	**1,356**		**1,819**		**1,589**	
Male	736	54%	916	50.4%	831	53%
Female	620	46%	903	49.6%	758	47%

Note 1: Executive members in administrative, management and supervisory bodies corresponds to the members of the Board.

Note 2: Top management refers to people leaders who report directly to a member of the Board.

Employees with disabilities

(headcount)

	2023		2024		**2025**	
	#	%	#	%	#	%
Persons with disabilities	274	2%	221	2%	109	1%

Note: Disability is self-reported by employee; an employees can decline to report. A person with a disability is defined as someone who has a physical or mental impairment that substantially limits one or more major life activities, has a history or record of such an impairment or is perceived by others as having such an impairment.

Forward-looking statements disclaimer

This document may contain forward-looking statements, including statements regarding the company's objectives, intentions, expectations, plans and outlook in relation to non-financial matters. Such statements are based on current assumptions and information available at the time of preparation and reflect the company's present understanding and expectations.

Forward-looking statements are inherently subject to risks, uncertainties and factors beyond the company's control, which may cause actual outcomes, performance or developments to differ materially from those expressed or implied. These risks and uncertainties may relate, among other things, to regulatory developments, market conditions, environmental and social factors, and changes in applicable laws or reporting requirements.

Octapharma undertakes no obligation to update or revise any forward-looking statements, except as required by applicable European Union or national legislation. No assurance can be given that the expectations described in this document will be realised. Readers are cautioned not to place undue reliance on forward-looking statements.

Nothing in this document should be construed as a financial or profit forecast. This document is prepared for information purposes only and in accordance with applicable EU non-financial reporting requirements.

For further information on Octapharma's sustainability strategy, commitments and progress, please visit www.octapharma.com/sustainability

Publisher: Octapharma Nordic AB
Content: Octapharma Group Sustainability
Design: CROSSLINE.TV