octapharma

Sustainability Statement 2024

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This page: Avery was a healthy toddler until PANS triggered severe neuropsychiatric symptoms, yet she finds comfort spending time with her mother and sister. Read the story online.

Cover: Avery spending time with her sister.

General information

Our commitment to sustainability is embedded in our strategy, business model and governance. This section outlines Octapharma's approach to managing material impacts, risks and opportunities, and describes how we integrate sustainability into our business to ensure long-term growth and value creation.

"As a family-owned company, Octapharma always maintains a long-term perspective on everything we do. The decisions we make today lay the foundation for our long-term success."

Tobias Marguerre
Deputy Chairman, Octapharma Group

Mara thrives in leadership, balancing responsibility with meaningful impact. Read the story online.

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: haematology, immunotherapy and critical care.

About Octapharma

Family-owned since being established in 1983, Octapharma is a global healthcare company headquartered in Lachen, Switzerland. Our products are available in 120 countries and reach hundreds of thousands of patients every year.

Sales

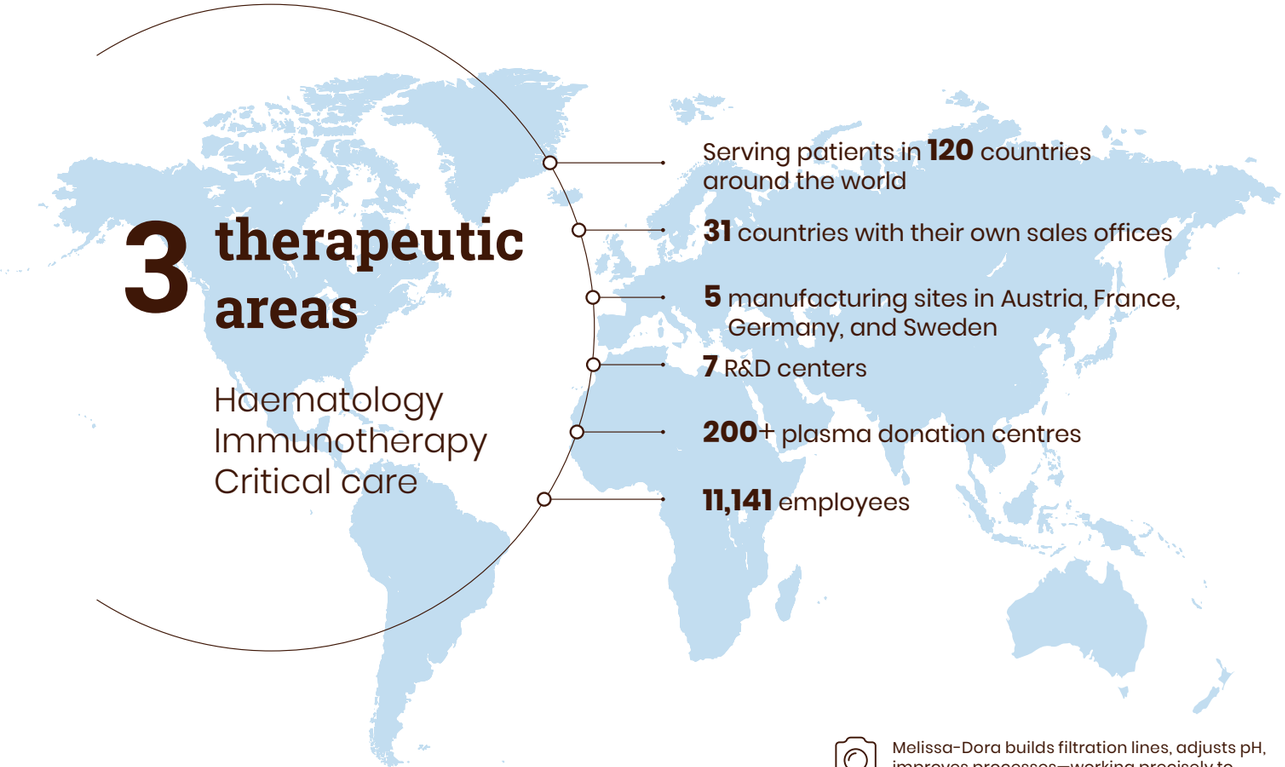
€3.47 bn

Operating income

€532 m

3 therapeutic areas

Haematology
Immunotherapy
Critical care



- Serving patients in **120** countries around the world
- **31** countries with their own sales offices
- **5** manufacturing sites in Austria, France, Germany, and Sweden
- **7** R&D centers
- **200+** plasma donation centres
- **11,141** employees

Melissa-Dora builds filtration lines, adjusts pH, improves processes—working precisely to ensure Octapharma's life-saving products reach patients safely. Read the story online.

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 hemophilia patients should receive safe, high-quality treatments. Two years later we developed the first virally inactivated FVIII 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.

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.

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 leukemia, a drug that suppresses the immune system, or for immunomodulation associated with certain autoimmune diseases.

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.

Haematology
key products:

Nuwiq®
octanate®
octanine F®
wilate®

Immunotherapy
key products:

cutaquiq®
octagam®
panzyga®

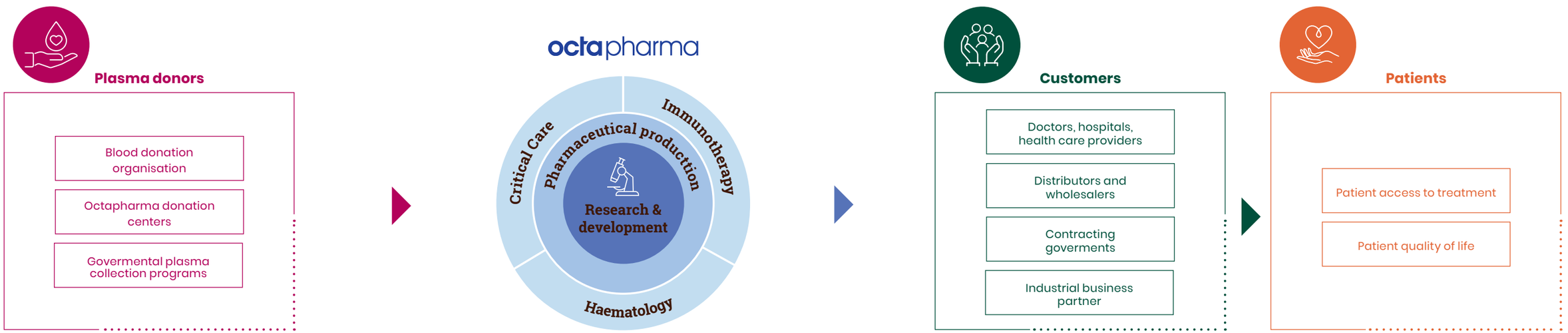
Critical care
key products:

albunorm®
atenativ®
octaplasLG®
octaplasLG powder®
fibryga®
octaplex®/balfaxar®

Isaiah's journey shows plasma donations are vital for survival. Read the story online.

Our business model: From donor to patient

The plasma journey from donor to patient is a stringent process that we carefully monitor to ensure uncompromising quality and safety. It can take up to 12 months from a plasma donation to a medicine reaching a patient.



Quality Managment

Plasma collection

Plasma can be obtained from whole blood donations or through plasmapheresis, a procedure in which a machine is used to separate plasma from blood cells which are then returned to the donor's body.

We collect more than 8 million litres of plasma annually at more than 200 company-owned plasma donation centres in the US and Germany. One donation takes between 45-75 minutes and yields between 600-1,000ml of plasma. 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 programs 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, Switzerland, US and Germany. We conduct clinical trials in various locations around the world.

Pharmaceutical production

At our production facilities in Austria, France, Germany, and Sweden, we invest in advanced technologies and adhere to strict quality protocols to ensure we deliver safe, effective and high-quality therapies to patients globally.

Each plasma donation undergoes single donation control (SDC) prior to production. Through a biochemical process, called fractionation, plasma is separated into its various components to gain the desired proteins for our products. Plasma fractionation is a process of isolating therapeutic plasma proteins. We increase the purity and efficacy of the specific protein or proteins targeted. Validated manufacturing steps inactivate and/or remove any infectious agents potentially present in the starting plasma pool. This process is performed under hygenic conditions in licensed facilities that are operated in compliance with good manufacturing practices and following quality assurance principles.

The purified proteins are formulated into final products - which are visually inspected for contamination and damage 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 processing and packaging at our manufacturing sites, 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.

In addition, we 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 (including Botulinum toxin), drug carrier, medical imaging and chemical manufacturing.

In our contract manufacturing business, we manufacture products using plasma from national collection programs and return the finished products to the relevant healthcare system (see page 29 for more information).

Impact on patients

We have a positive impact on the health of people around the world through developing, producing, and expanding access to medicines for debilitating and life-threatening acute and chronic diseases. Our medicines meet the needs of patients for safe, effective, convenient, and appropriate therapies to manage their condition - helping them to live normal lives.

Strategy

Octapharma's strategy is founded on the approach to business that has defined our company for decades, while also meeting the challenges and opportunities of our current business environment. Through our strategy, we aim for long-term growth and sustainable value creation for our stakeholders. At the heart of our strategy is a strong focus on providing patient-centred care.

Corporate 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. Our strategic roadmap introduced in 2024 aims to build on this foundation and deliver continued growth in an increasingly competitive market.

The five main elements of our corporate strategy are:

- **Innovation:** Strengthen our commitment to haematology, immunology and critical care by enhancing and expanding our portfolio into adjacent areas and new indications.
- **Efficiency:** Prioritise IG yield improvements and optimise plasma collection / production capacities to support future growth and increase revenues per litre.
- **Accessibility:** Expand the accessibility of our therapies to more patients around the world.
- **Responsibility:** Reaffirm Octapharma's family ownership, long-term vision and commitment to patients and responsible value creation.
- **Engagement:** Remain an employer of choice.

Sustainability strategy

Sustainability is a core component of our strategy that is reflected in each of our five strategic pillars. 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.

Our sustainability strategy has three key elements:

Sustainable growth

We invest in long-term value creation through continuous innovation and by expanding the therapeutic use of our existing products.

Our goals and aspirations include enhancing and expanding our portfolio into adjacent areas and new indications; and optimising plasma collection capacities and yield improvements to ensure we create maximum value from this important resource.

Social responsibility

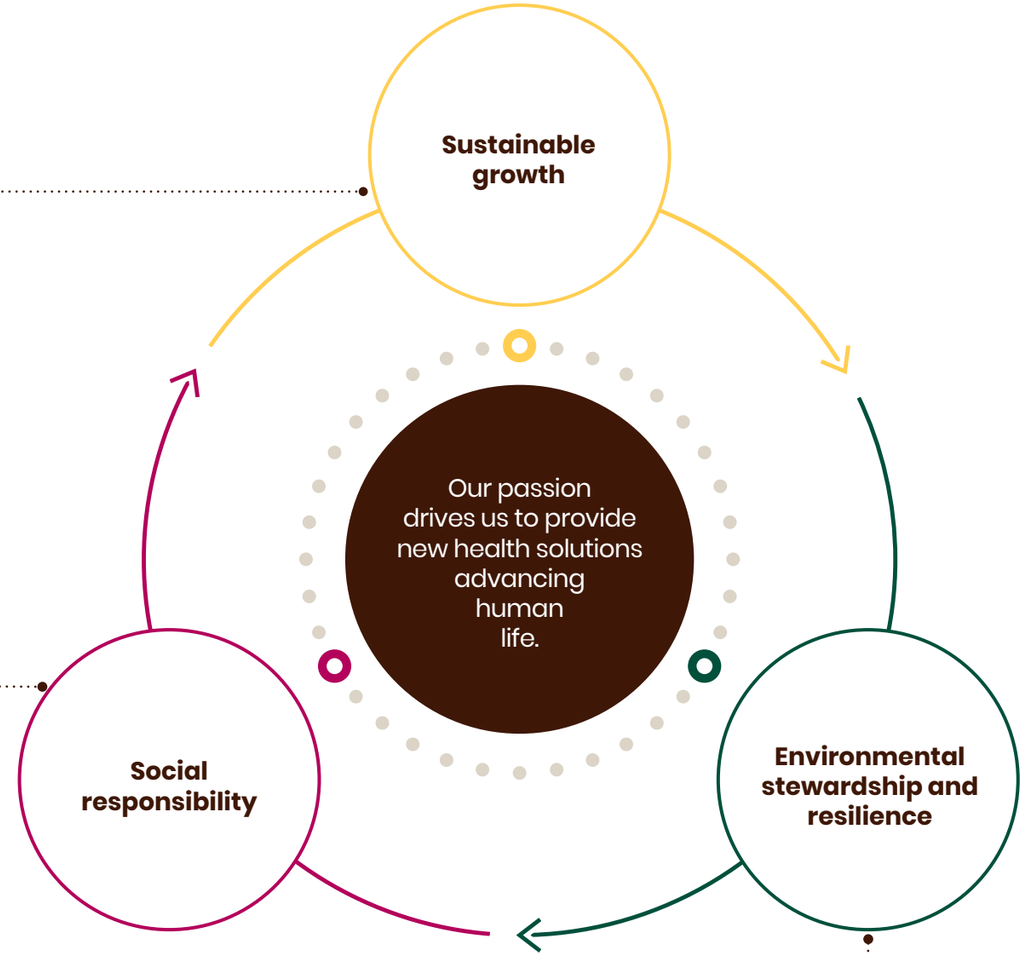
We care for employees, patients, plasma donors, and strive to be a responsible corporate citizen in the communities in which we operate.

Our goals and aspirations include ensuring that our medicines are available to as many people as possible; maintaining the highest standards of donor health and safety; encouraging repeat donations; and remaining an employer of choice in all our markets.

Environmental stewardship and resilience

We strive to minimise our environmental impact by reducing our greenhouse gas emissions, water and energy consumption and use of chemicals, while conserving natural resources. We also focus on increasing the resilience of our business to environmental risks.

Our goals and aspirations include reducing energy consumption and CO_2 emissions; limiting emissions to air, water and soil; increasing resource efficiency and reducing waste and water use.



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 11,141 employees around the world. Approximately 50% 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 programs

Donors
Plasma donors are core to our business – without them we could not produce our medicines. We have over 145,000 donors each year 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. Production sites in France, Germany, and Sweden have employee representation in local supervisory boards, as required by law. We do not have an agreement with employees for representation by a European Works Council (EWC), a Societas Europaea (SE) Works Council or by a Societas Cooperativa Europaea (SCE) Works Council. At the Group level, employees are represented by the Group Vice President Human Resources in administrative and management bodies.

Patients
Our products reach patients with a variety of life-threatening conditions in 120 countries worldwide.

Why we engage	What matters to them	How we engage	How we use feedback
• Guide our R&D, life-cycle 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, life-cycle 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 • 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 initiatiatives 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	• Optimize 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 our first double materiality assessment in 2022, and further refined it in 2023 and 2024. We set out 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 and considered the sustainability matters listed in Appendix A of ESRS 1. We also considered the rating criteria of Ecovadis, relevant GRI Standards, and the SASB materiality map for biotechnology and pharmaceutical companies.

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

When identifying the impacts, risks and opportunities, we considered the impacts of Octapharma's own operations and value chain. We also considered the link between our impacts and dependencies and any risks and opportunities that may arise.

The next step was to assess the impact and financial materiality of the identified sustainability topics and the associated impacts, risks and opportunities in a one-day workshop with key top management representatives and selected Board Members.

In the third step, the sustainability topics assessed to be material during the workshop were reviewed and approved by additional Board Members, as well as by members of senior management from relevant functions.

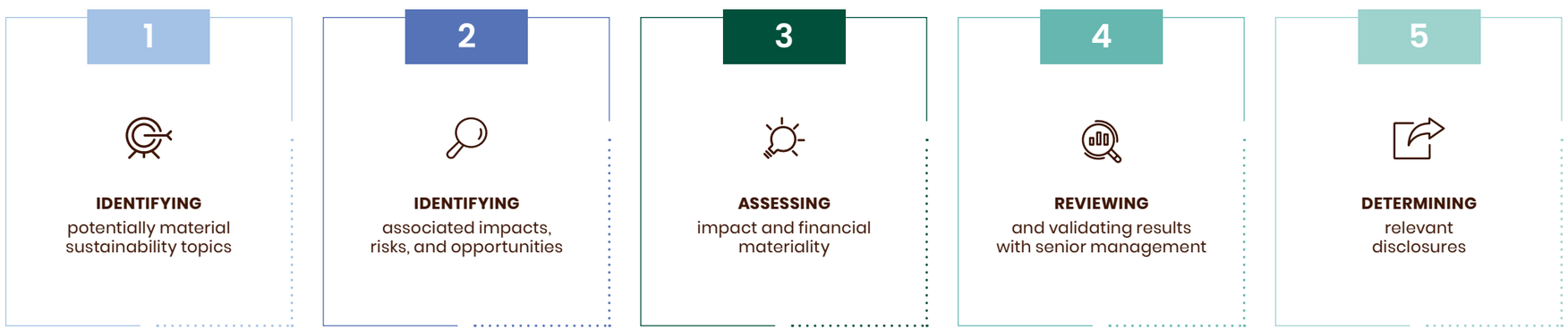
The final step was to determine relevant ESRS disclosure requirements for our material impacts, risks and opportunities. Using Appendix A of the ESRS as a guide, we mapped our material topics to ESRS and then assessed the relevance of each disclosure requirement for our material impacts, risks, and opportunities.

The process of identifying, assessing and managing impacts and risks is yet to be integrated into our overall risk management process. Therefore, it is not currently being used to evaluate the overall risk profile and risk management processes. The identification, assessment and management of opportunities has not yet been integrated into our overall management process.

The materiality assessment covered the Octapharma Group and all its subsidiaries. It considered our own operations and entire upstream and downstream value chain. It did not focus on specific activities, business relationships, geographic regions or other factors.

The process did not involve external experts or include consultation with affected stakeholders. We plan to include this step in an upcoming materiality assessment.

Our double materiality assessment process



Material sustainability topics

Environmental topics

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

Social topics

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

Governance topics

- Business ethics & integrity

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 the next step, we plan to further analyse the current and anticipated effects of the identified material impacts, risks and opportunities on our business model, value chain, strategy and decision-making processes, and how we will respond to them. We are yet to assess the financial effects, our resilience and capacity to manage the impacts and risks, and our capacity to capitalise on the opportunities.

Environmental impacts, risks and opportunities

Octapharma is committed to reducing its environmental footprint while ensuring long-term business resilience. Our environmental impact spans climate change, resource use, chemical use, and water. We face regulatory and operational risks but also see opportunities for efficiency gains, innovation and stronger stakeholder trust through improved environmental performance.

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				●

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		●		●

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		●		

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			●	

"By continuously reducing our energy consumption and at the same time moving to renewable energy, we can continue to reduce our environmental footprint."

Johan Lindgren
Head of Corporate Technical Organisation

Social impacts, risks and opportunities

As a healthcare company, social sustainability is central to our business. Our impact extends from patient health and access to treatment to employee well-being and plasma donation. We recognize both risks and opportunities in ensuring high-quality care, fostering inclusivity, and maintaining strong relationships with donors and local communities.

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			●	●

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				●

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 paid 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			●	

"One of the things I appreciate most about Octapharma Plasma is its focus on donor care."

Charles, Donor
Read the story online.

Governance-related impacts, risks and opportunities

Integrity and responsible business conduct are fundamental to our success. We build stakeholder trust through acting in an ethical manner with integrity. While ethical breaches pose reputational and legal risks, ethical behaviour fosters a strong corporate culture and builds long-term trust in our company.

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			●	

"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

Our colleagues performing single donation control at our production sit in Springe, Germany.

Business ethics & integrity as keys to success

Beyond our core values – ownership, integrity, leadership, sustainability, and entrepreneurship – we aspire to create a culture in which our employees feel inspired.

Integrity is not something that you can just claim, but rather something that takes years to build through consistent action and honesty with those who depend on our products throughout their lives. It is the backbone to developing sustainable business and patient relationships that can last many years. Underlying this notion are both transparency and honesty, without which no relationship can last long. When there are market supply disruptions, we at Octapharma have always been very transparent with our partners to protect them and their patients. It is this openness, this integrity, and the trust that comes with it, which makes us able to work with our distributor and end-user accounts in creative ways to ensure that patients still receive their therapies during times of supply disruption.

Louis Dicriscio
Senior Vice President, Finance and Operations, Octapharma USA, Inc.

Read more about our values online.

Sustainability governance

Strong governance is vital to embedding sustainability within our company. Our governance framework is designed to promote effective decision-making at every level of the organisation and ensure everyone at Octapharma plays their part in implementing our sustainability strategy.

The Board has overall responsibility for the management and execution of our business strategy, including the sustainability of our business operations.

We are currently formalising the Board's responsibilities for sustainability. In parallel, we are working to further strengthen our sustainability governance structure, including confirming the body or individuals responsible for assessing sustainability impacts, risks and opportunities. We are also clarifying how the Board will be informed about sustainability matters and identify sustainability topics to be addressed.

The Board's Sustainability Committee oversees and provides guidance on the company's sustainability strategy and approach. It reviews sustainability performance as well as emerging sustainability trends and regulations. The Sustainability Committee consists of the Chief Financial Officer (CFO), Chief Production Officer (CPO) and a Board Member with commercial responsibility.

The CFO meets weekly with the Group Sustainability Director to receive updates on material impacts, risks and opportunities, due diligence and implementation of our policies, actions, metrics and targets. Updates to our sustainability strategy, actions and progress are reported at Board and budget meetings. Sustainability Committee members can request a meeting on sustainability matters when deemed necessary.

Our Sustainability Steering Group is responsible for the strategic direction, alignment and coordination of our sustainability efforts across different business units and locations. The meeting is chaired by the Group Sustainability Director who reports directly to the CFO. Steering Group's members are drawn from relevant internal functions to ensure endorsement and ownership across the company. Members review our sustainability strategy and project portfolio and monitor our performance and progress against our overall strategy.

Our Group Sustainability Team - which is led by Group Sustainability Director - coordinates the implementation of our sustainability strategy. The team manages and coordinates sustainability initiatives, and reports on Octapharma's sustainability performance. It is guided by the Sustainability Steering Group and the Sustainability Committee.

We are also building four sustainability communities across the company to promote sustainable action in Environmental Sustainability, Employee Experience, Social Responsibility, and Ethics and Integrity. Their role is to share knowledge and best practice across our locations and coordinate with the Group Sustainability Team to implement our sustainability strategy locally.

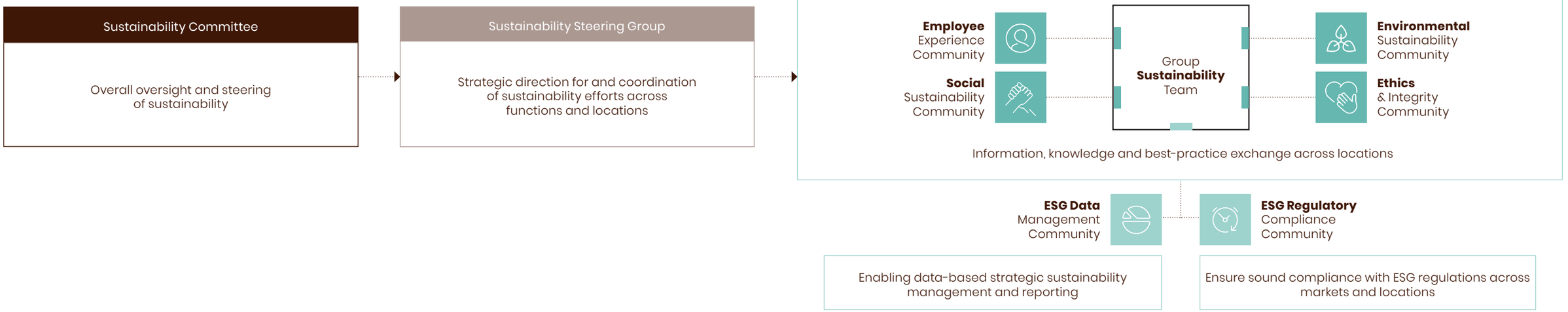
Members of the Sustainability Steering Group and the Sustainability Committee consider sustainability impacts, risks and opportunities in the context of Octapharma's business strategy. This includes considering potential trade-offs associated with those impacts, risks and opportunities when making decisions on major transactions and the risk management process. All material impacts, risks and opportunities have been addressed by the Sustainability Committee in the current reporting period. (See our material sustainability topics on page 11).

While we have established measurable targets for some of our material impacts, risks and opportunities, we are still working towards a comprehensive set of targets. We aim for the Board and senior management to be involved in the target-setting process, with the Board approving new targets. Progress against targets will then be regularly monitored against selected KPIs. Currently, sustainability considerations, including climate-related matters, are not factored into the remuneration of Board Members.

We have yet to conduct formal 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. However, we have identified and assessed negative impacts connected with our own operations and our upstream and downstream value chain as part of our materiality assessment in 2023 and 2024. (See our materiality section on page 11).

We focus on risk management and internal control processes in sustainability reporting to ensure the accuracy, completeness, and compliance of disclosed data and information. Our risk assessment approach identifies key reporting risks such as data inconsistencies, inadequate data collection processes, meeting regulatory requirements, and potential greenwashing. To mitigate these risks, we seek expert advice on data and information collection and consolidation, align with recognized reporting standards and conduct external audits. In the next reporting cycle we will also conduct internal audits and provide further training on sustainability reporting. Going forward, we will integrate findings into internal functions, enhance data governance as well as the reporting tools. While these controls strengthen reporting reliability, establishing a formalized process for reporting risk assessment outcomes to the Board remains a priority.

Sustainability governance structure



Environmental information

We strive to minimise our environmental footprint through climate action, responsible water management, resource efficiency, and safe chemical use. This section outlines Octapharma's efforts to reduce emissions and optimise resource consumption to ensure compliance with regulations, strengthen the resilience of our business and support a healthier planet.

"Prioritising the responsible use of resources allows us to optimise production, improve operational efficiency, and significantly reduce our environmental footprint."

Olivier Clairotte
Chief Production Officer

Production site employees performing fractionation. Octapharma, Springe

Climate change

While we contribute to climate change by emitting greenhouse gases (GHG), 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 currently developing a dedicated climate change policy that will guide our strategic response to climate change and enhance our resilience.

Goals and targets

We are in the process of setting science-based targets for 2030, 2035 and 2050 that are compatible with the limiting of global warming to 1.5°C in line with the Paris Agreement. Our climate targets currently in place relate to Scope 1 and Scope 2 and apply to all production facilities, packaging and logistics centres in Europe. These are:

- Reduce energy consumption in relation to the amount of plasma processed in production by 20% by 2027 compared to the 2022 baseline. This corresponds to reducing energy use to lower than 20 MWh per tonne of plasma in 2027.
- Reduce CO_2 emissions in relation to the amount of plasma processed in production by 30% by 2027 compared to the 2022 baseline. This corresponds to reducing CO_2 emissions to less than 2.0 tonnes per tonne of plasma by 2027.

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.

We are in the process of developing a global action plan to decarbonise our own operations and value chain across Scope 1, Scope 2 and Scope 3. In 2024, we identified our GHG emission hotspots as part of our first comprehensive GHG inventory based on the GHG Protocol and aligned with the standards of the Science Based Targets initiative (SBTi).

In parallel, we are already taking steps to reduce energy use and limit GHG emissions in our own operations (Scope 1 and Scope 2). Decarbonization levers include improving energy efficiency, reducing energy consumption, replacing refrigerants and transitioning to renewable and clean energy.

We are actively working to prevent refrigerant leaks at our sites and plasma donation centres in alignment with the European F-Gas Directive. Our strategy focuses on two areas: minimising leaks from existing fluorinated refrigerants and transitioning to natural alternatives like ammonia or CO_2 where feasible. Initially, we are prioritizing leak reduction in areas where fluorinated gases are still in use. At the same time, we are exploring conversions to natural refrigerants to ensure more sustainable cooling systems.

At our site in Vienna, Austria, steam generation from gas is the largest driver of energy consumption. The site achieved a 3% reduction in gas consumption in 2024 compared with the previous year by reducing steam consumption and making steam generation more efficient.

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, Sweden, for example, this change has resulted in a 10% reduction in total energy demand.

We are also taking steps to reduce emissions in our value chain (Scope 3). A current focus area is the transportation of our purchased goods and our final products. For example, we are optimising transport routes, requiring the use of biofuels in road transport where possible, and reviewing how we can use sea transport instead of air freight when delivering our products to customers.

We plan to conduct a climate scenario analysis that will include a resilience analysis in the coming two years. This will help us to better understand the resilience of our business to climate change and take corresponding measures including the setting of science-based GHG emission reduction targets and the creation of a decarbonisation roadmap and action plan. The decarbonisation plan will be cascaded across locations and functions. The transition to lower carbon-intensive operations requires new technologies and skills. We do not expect this to result in any closure of sites or units.

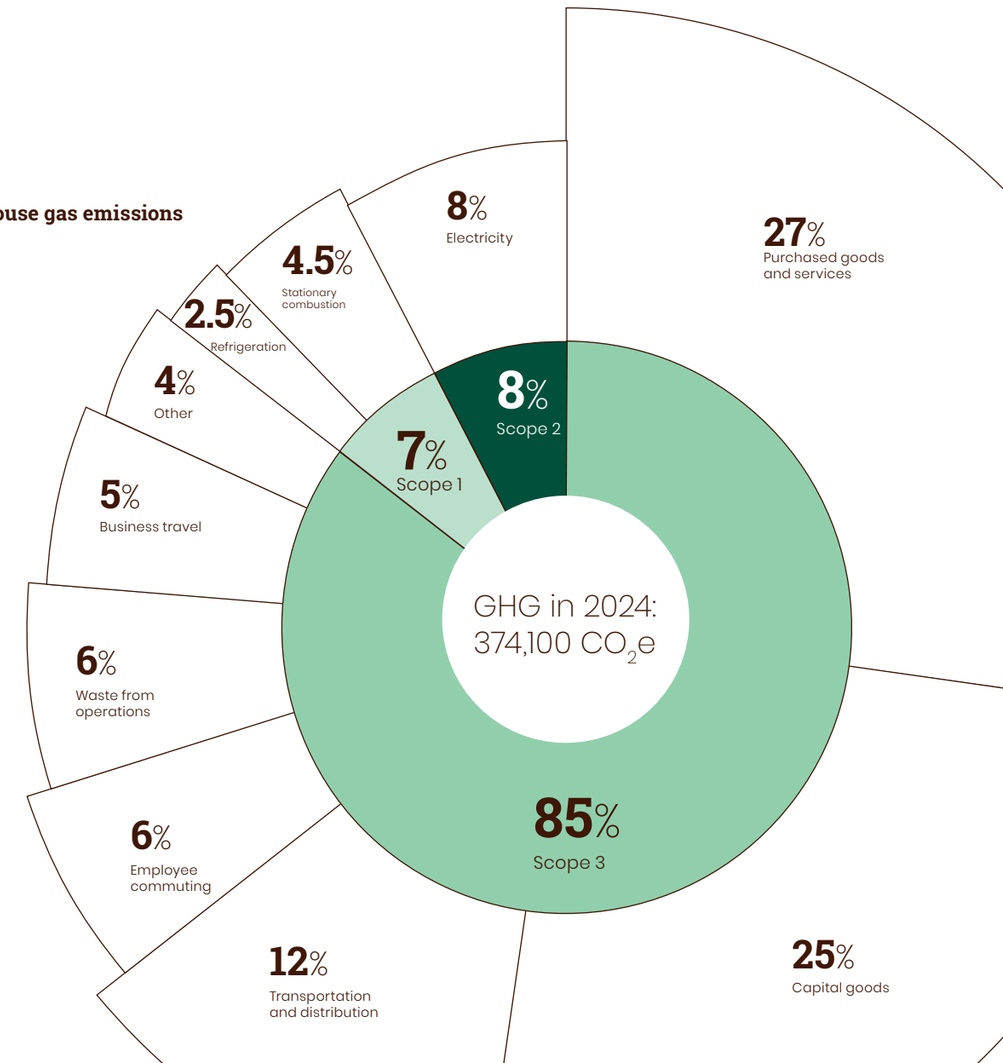
Although we have site-level investment or financing plans for mitigating or adapting to climate change, we currently do not have a Group-level plan.

Monitoring performance

GHG emissions from our own operations (Scope 1 and Scope 2) amounted to 15% of our total emissions in 2024, while 85% originated from our upstream and downstream value chain (Scope 3). The majority of our Scope 3 emissions came from purchased goods and services (27%) and capital goods (25%).

In 2024, clean and renewable sources accounted for 56% of energy consumed. Our total GHG emissions amounted to 374,099 tCO_2e, reflecting an increase of 6% from 2023 (351,242 tCO_2e). While we reduced emissions in Scope 1 by 8% and in Scope 2 by 6%, emissions in Scope 3 rose by more than 8%. This was mainly due to a growth in emissions from capital goods due to the construction of a new production site and from an increase in purchased goods and services.

Greenhouse gas emissions



Use of chemicals

Proper handling of chemicals is essential in pharmaceuticals for safety, product quality and environmental protection. We ensure the proper handling of chemicals in our research, development and production processes covering water, soil and air pollutants.

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 incident that can occur. All relevant employees undertake emergency training to prepare for any incidents.

Goals and targets

We strive to prevent any potential environmental damage from our operations and focus on minimizing our emissions to air, water, and soil. Beyond complying with legally mandated 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 on the use and safety of the substance and instructions for its use. In line with regulatory obligations, we no longer introduce substances of very high concern (SVHC) .

In parallel, we are phasing out the use of 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 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 Poloxamer for all applicable production processes. A preliminary process performance qualification is scheduled for 2026.

We treat wastewater discharges containing chemicals at all our sites to ensure we operate within regulatory boundaries (see page 40 for more details).

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. Additionally, our manufacturing sites are subject to regular external audits (for example, once per year at our Stockholm site) to verify that our operations are compliant.

We recorded no major incidents or pollution deposits in 2024. Therefore, there was no associated operating expenditure or capital expenditure.

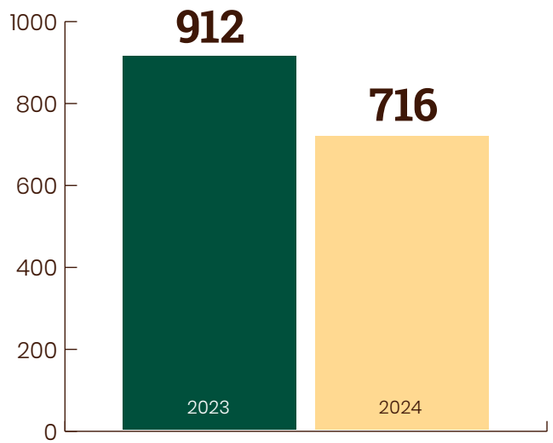
In 2024, emissions to water increased by 19%, driven mainly by higher levels of total organic carbon and chlorine compounds. This change reflected an overall growth in production volume and associated wastewater generation. In contrast, emissions to air decreased by 22%, primarily due to reduced hydrofluorocarbon releases related to improved refrigerant management.

1. For detailed emissions data, see page 40

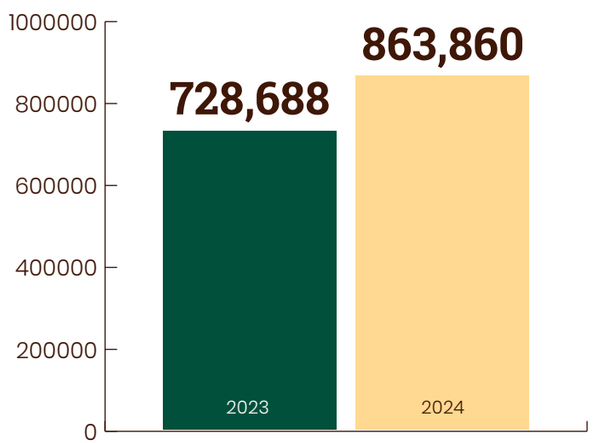
“Our project replacing Octoxynol-9 proved sustainable without compromising effectiveness - paving the way for environmentally friendly changes in large-scale processes.”

Alma Torokoff
Pharmaceutical Technician, Biopharmaceutical Production, Octapharma Sweden.
Read the story online.

Emissions into air (kg/year)[1]



Emissions into water (kg/year)[1]



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 - to mitigate its effects through internal escalation processes and communicating 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 m^3 per ton 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 m^3 per ton of plasma in 2027.

Approach and key actions

Our approach to water encompasses water use, water treatment and water discharges. We ensure that wastewater is properly treated before discharge to protect ecosystems from contamination, and we focus on reducing overall use and increasing water recycling rates.

To evaluate water-risk areas against our production sites and set a materiality threshold for this topic, we used the WWF Water Risk Filter tool. As of 2024, no production site is located in a water-stressed area and no water is sourced from a water-stressed area. In addition, using the World Resource Institute's (WRI) Water Risk Atlas tool, we determined that none of our production and packaging and logistics sites operate in high water-stressed areas.

We closely monitor water availability and our water use. 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 sterilize equipment.

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

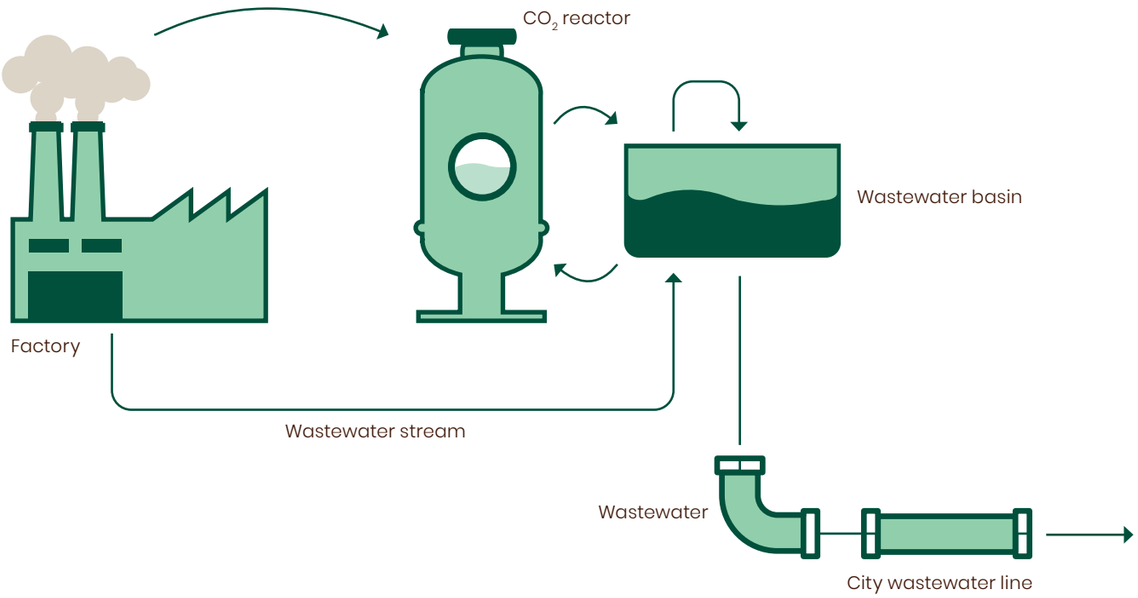
We closely monitor the daily volume, temperature and pH of outgoing wastewater to prevent pollution. Where required, the sites also measure chemical components when discharging wastewater into the public wastewater system to ensure our emissions are within regulatory limits, with all relevant data reported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

We achieved our interim water use target for 2024 of 160 m3 per tonne of plasma processed

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

Neutralising wastewater with CO2

Our sites in Vienna, Austria, and Springe, Germany, have facilities that run flue gas from steam boilers through wastewater to neutralise effluents. This process involves capturing CO2 from boiler fumes and using it to treat the chemical composition of the wastewater. This helps to both reduce the site's CO2 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."

Patrik Schlawinsky
Head of Technical Unit, Octapharma Springe

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 leveraging 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 applying 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 the research, development, 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.

Our sites in Austria, France, and Sweden 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. We aim to replicate this process at our site in Germany.

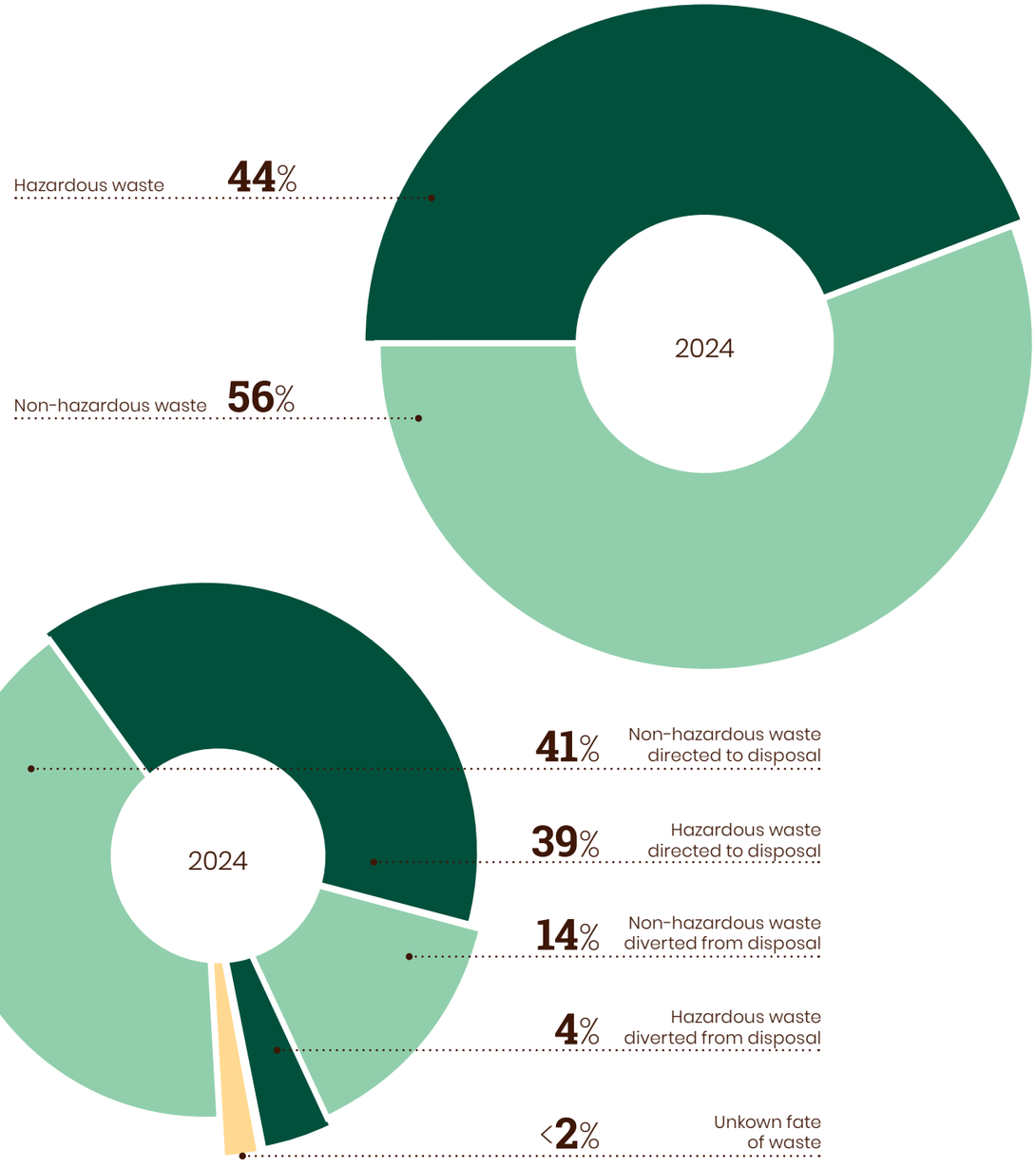
Across packaging and logistics, we use long-lasting plastic pallets or recycled wooden pallets and optimise pallet use — for example by increasing the quantity per pallet for shipments. We are also working with packaging suppliers to reduce the plastic content of packaging and take a circular approach 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 - such as monitoring ethanol recycling or waste recovery results.

Waste[1]



"By regenerating ethanol, we increase efficiency and enable up to 85% to be recycled and sustainably re-circulated."

Cecilia Mikaelsson Östergren
Environmental Officer

1. For detailed waste data, see page 41

Social information

People are at the heart of our business — donors, patients, customers, employees, and local communities. This section covers plasma donation, access to medicines and patients' quality of life. It also describes Octapharma's approach to employee experience and our contribution to local communities.

“Everyone at Octapharma understands the significant impact that their work can have on millions of patients and their families around the world.”

Fany Chauvel
Vice President, Human Resources Octapharma

Kristopher, Robin are siblings in Estonia, inspiring others with their courage despite XLA, a rare immune disease. Read their story online.

Employee experience

The success of our business relies on attracting and retaining talented people. This starts with providing high-quality, safe working conditions. It also means being an employer of choice by creating a diverse and inclusive culture that promotes employee well-being and enables people to fulfil their potential.

Our people strategy

Octapharma's people strategy focuses on six areas to support our employees and strengthen our ability to deliver high-quality medicines to patients worldwide.

- Enhancing the employee experience: We prioritise creating a positive and supportive environment for current and prospective employees.
- Empowering leadership: Through our leadership competency model, we set clear expectations and support leaders to develop their team's potential and deliver high performance.
- Building a collaborative HR team: We invest to build a skilled and collaborative HR team that supports our employees and business needs.
- Adapting to change: We respond with agility to evolving industry models and the changing needs of our business.
- Connecting to our vision: We ensure that every employee understands our vision and how to implement it in their work, fostering a unified and motivated workforce.
- Positioning as an employer of choice: To attract and retain top talent, we strive to remain an employer of choice in our industry.

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 health and safety (H&S) 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.

Employees are required to take reasonable care of their own and other people's welfare and to report any situation which may pose a threat to the health, safety or wellbeing of themselves or others.

Our 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 a safe and accident-free workplace at all our locations. Our production sites set specific targets to prevent or reduce work-related accidents, injuries and damage to property or the environment.

Approach and key actions

Internal and external H&S teams conduct regular site inspections across our operations to assess occupational health and safety risks and propose improvements.

Employee training on H&S is a legal requirement for all our manufacturing sites and plasma donation centres. Offices also train employees on H&S topics. Typically, employees take job-specific training related to H&S. Managers are trained to conduct safety visits, promoting safety among employees in a supportive environment. Ergonomic assessments are conducted in production and in offices.

Continuous learning, monitoring and feedback from employees are important to maintain high H&S standards.

Our employees are represented on committees and can become part of safety teams. Where feasible, they may be trained as workplace first responders. We have on-site fire brigades at our Vienna and Springe production facilities.

Additional activities at some sites include health insurance programmes, mental health consulting services, medical check-ups, health days, and sports programmes.

Monitoring performance

We have comprehensive local health and safety monitoring and reporting systems in place to track the effectiveness of our measures taken to ensure a healthy and safe work environment for our employees. Among the key performance indicators that we track are work accidents and sick leave.

In 2024, we focused on streamlining local health and safety data collection to enable consolidation at the Group level. While expanding efforts to include additional key performance indicators, we can now report on work-related accidents, work-related ill health cases, and lost days due to accidents and illness. In total, we recorded 434 work-related accidents and 27 cases of work-related ill health leading to 9,348 lost working days across the company.

Sylvia successfully led the WIL-31 study, overcoming challenges to expand VWD treatment options globally. Read their story online.

Global workforce excellence

- More than half of our employees work in our plasma donation centres in the US and Germany. These include trained healthcare professionals, technicians and managers.
- Around 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 researchers and laboratory technicians as well as technical assistants.
- Employees in our commercial operations include pharmaceutical sales representatives and experts in medical science.

Working conditions and wellbeing

Our employees are required to operate with high levels of innovation and quality in a strictly regulated environment. We seek to create positive working conditions in which innovation can thrive and employees feel supported in order to deliver their best for patients every day.

Policy and processes

Octapharma complies with relevant employment laws and regulations in the countries in which we operate.

Across the Group, we have a consistent approach to salary and benefits - applying third-party benchmarks and job architecture to determine employee pay.

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

Policies are available to all employees. We also have standard operating procedures (SOPs) to support our policies, ensuring compliance with regulatory standards and consistent, high-quality processes.

When developing our workplace policies, we consider the interests of key stakeholders and involve local managers and/or employees where relevant. Policies are reviewed and approved by local management and - in exceptional cases - the Octapharma Board.

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.

Goals and targets

Octapharma's general goal is to encourage and promote a positive working environment with a good work-life balance. We have yet to set specific goals and targets related to working conditions and employee wellbeing.

Approach and key actions

Our approach includes increasing awareness among employees and people leaders of behaviours that support performance and avoid stress or burnout, fostering resilience and agility in managing change, and dealing with psychological stress in the workplace. For example, our production and packaging sites and our plasma donation centres in Germany collaborate with the Fürstenberg Institut to offer programmes and individual coaching for safeguarding mental health.

Our sites offer sports, health and wellness programmes, such as a 'zen' room to enable employees to rest when they need to. We also offer Employee Assistance Programmes (EAPs): in our UK sales office, for example, we provide access to counselling and support services for personal and work-related issues. At our US plasma donation centres, we hold dedicated wellbeing weeks with workshops, massages and other activities aimed at raising awareness and improving wellbeing.

Across many locations we offer flexi-time agreements which include paid time off, parental leave, extended parental part-time and additional support for employees, such as family support and special leave for major life events such as marriage, relocation or bereavement. For example, in Vienna, our family care services for employees include childcare programmes. Our Springe site offers eligible employees sabbaticals, longer paid absences and early retirement. Our Stockholm site offers early part-time retirement.

We continuously invest to provide a pleasant space for employees to work. This includes upgrading office spaces, improving production areas and refurbishing our plasma donation centres. Octapharma provides subsidized catering for employees at its headquarters, R&D and production sites. Our site in France offers a breakfast option to night shift workers and training on nutrition and sleep.

Octapharma also offers team-building activities and social events for employees to encourage good working relationships and build a collective sense of purpose. These vary by location and include summer and end-of-year parties, sports activities, workshops, networking events, and employee recognition.

Octapharma has received several awards and recognition that highlight our efforts to remain an employer of choice. For example, Octapharma was recognized as a "Top Employer 2024" by the Austrian business magazine Trend, putting us among the top 300 employers in the country.

Monitoring performance

We regularly seek employee feedback through surveys to assess the effectiveness of our actions and identify improvement opportunities.

Employee turnover is a key performance indicator we track to understand how well working conditions are perceived at Octapharma. In 2024, employee turnover – excluding plasma donation centers - was 7,5%, compared with 7,1% in the previous year.

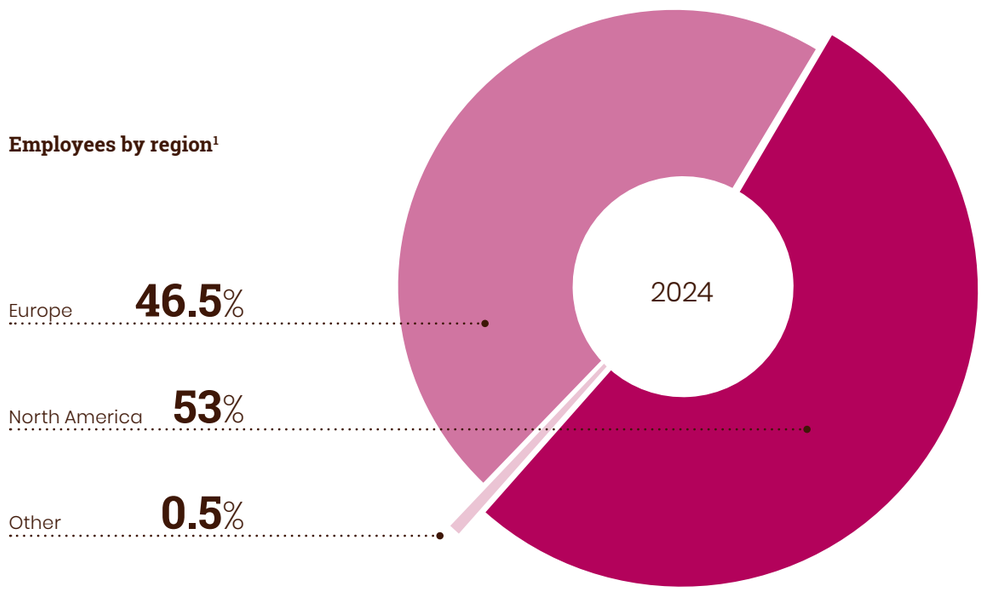
With 57%, turnover was high at our plasma donation centres in the US and Germany. Factors that contribute to comparatively high rates of turnover at plasma donation centres include shortages of people with specialist medical skills and employee perceptions of limited career progression. Also, the calculation includes temporary employees in our plasma donation centres in the United States.

Employee turnover at our US plasma donation centres has decreased considerably over the last several years as we have focused on fostering a more collaborative work environment, taking a centralised approach to recruitment, improving career pathways, enhancing training and establishing incentives for managers to improve retention.

"We all want to have opportunities to develop, and we all feel valued when we're given those opportunities."

Gerda Brandt
Head of Human Resources, Octapharma Austria
Read the story online.

Employees by region[1]



1. For detailed employee regional distribution data, see page 42

Training and development

Investing in the training and development of our employees is critical to ensure we navigate industry changes and meet regulatory requirements. Through our training and development programmes, we aim to motivate our employees, boost productivity and create a skilled, adaptable workforce that will help us to grow over the long term.

Policy and processes

Employee training and development is aligned to our company objectives. In line with regulatory requirements, we have policies and SOPs in place to train employees on Good Manufacturing Practices, health and safety and data protection.

Currently, local learning and development policies and SOPs are in place for employees in all production and R&D sites, our packaging and logistics sites, our headquarters, and our sales offices in France, UK and Russia.

Goals and targets

Our aim is that 100% of Octapharma employees complete global mandatory training sessions in due time. In some markets, we have targets for training in line with local regulations, as well as voluntary site-specific targets covering succession planning, management development and skills training.

Approach and key actions

Octapharma promotes a culture of continuous learning and development, supported by a company-wide learning management system. The Group and sites have annual training budgets for employees.

We regularly assess training and development needs based on job roles, performance reviews, and evolving business goals. We conduct onboarding training for employees when they join the company.

In addition, employees have specific training requirements depending on the 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. For people leaders, the Octapharma Leadership Model clarifies the expected interpersonal skills and behaviours, with a focus on training for new people leaders—those who have recently become leaders or who have asked for training.

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 coaching and mentoring opportunities to further their career development.

We offer further training and development opportunities to high-potential people leaders to support the continued growth and success of Octapharma. Our Development Center involves interactive exercises and discussions with participants, while assessors observe and provide constructive feedback on strengths and development areas. Through our partnership with INSEAD business school, we provide management training for selected high-potential talent through open enrollment but also a tailored programme called the Octapharma Leadership Journey. Nominations are requested by local HR Teams twice per year for the Development Centre and once per year for the Octapharma Leadership Journey.

Monitoring performance

To evaluate the effectiveness of our training and development programmes, we gather feedback directly from employees and people leaders via performance review meetings or surveys. We also track employee progress - making adjustments to training and development plans as needed to stay relevant and impactful.

In 2024, we streamlined local training tools, focusing on improving the collection of employee training data. More than two-thirds of employees participated in a performance and career development review in 2024.

Our people, our culture and values

Our people embody our vision. Their diverse talents, energy, and creativity help us to provide new health solutions advancing human life. With over 11,000 colleagues, we are a community that inspires and supports one another every day.

Our values guide our daily actions and form the foundation of performance management at Octapharma.

Ownership
- excellence
- responsibility
- focus

Integrity
- trust
- respect
- reliability

Leadership
- collaboration
- goal-driven mindset
- inspiration

Sustainability
- forward-looking mindset
- caring for people and for the planet
- Commitment to safety

Entrepreneurship
- innovation
- agility
- philanthropy

“Employees can actively shape their career paths. By understanding what these different opportunities can contribute and how they can add value, individuals can influence how their own job evolves.”

Ludovic Jouanolou
Head of Quality Assurance, Systems & Qualified Person at Octapharma Lingolsheim
Read the story online.

Diversity, Equity, Inclusion and Belonging

We are committed to an inclusive culture that embraces diversity, rejects discrimination, and fosters equity across our global operations. We promote an environment where all individuals are treated with dignity, respect and professionalism.

Policy and processes

We developed a Group policy on diversity, equity, inclusion and belonging (DEIB) to establish a consistent framework for all Octapharma entities to take initiatives that align with our core values and business objectives. The policy covers adequate wages discrimination, gender equality, equal pay for equal work, violence and harassment at work, diversity, and inclusion of people with disabilities. As of 2025, it applies to all employees, fixed term contract employees and temporary employees globally. It also covers employees that may be particularly vulnerable.

The Board has ultimate responsibility for the policy to ensure its integration in strategic decision-making and our company culture. HR teams are responsible for developing and overseeing the implementation of initiatives, training, and compliance with the policy

Our local-level policies covering diversity, equity and inclusion aspects are in accordance with local laws and regulations.

Goals and targets

We are committed to creating an environment where everyone feels they belong and can freely express themselves while respecting privacy and confidentiality. We want a workplace where every individual feels valued, respected, and empowered to contribute to our collective success. We have zero tolerance towards any form of discrimination. We also have commitments to equal pay for equal work, uniform application of rules, and transparency.

Octapharma intends to set measurable diversity goals and performance indicators to track progress on implementation on a regular basis. We aim to cultivate a workplace culture where inclusivity is second nature.

Approach and key actions

Our approach to DEIB spans recruitment and hiring, retention measures, career development opportunities, performance evaluation, cultural diversity awareness, as well as transparency and communication.

We have revised our HR processes to be more inclusive. For example, in 2024 we reviewed our performance evaluation process and compensation structures to prevent biases and ensure equitable compensation and benefits across all demographics. We also take steps to retain diverse talent, such as personalised career plans, development opportunities and providing equitable access to training, mentorship, and career advancement opportunities for all employees.

To support female employees, our Springe site has set up a Female Leadership Academy to encourage women to apply for leadership positions that have historically been predominantly occupied by men. At our site in Vienna, Austria, we encourage suitable internal female candidates to consider careers at senior management level.

With regards to age diversity, we follow all local laws and regulations on equal treatment in the workplace and offer a range of flexible working options and other support for older employees. For example, at our packaging and logistic site in Germany, we offer reduced hours and partial retirement options for those who want to consider early retirement. Additionally, we offer older employees opportunities for continuous learning and skills development.

Our approach to supporting employees with disabilities varies by country and site - reflecting local legal requirements and company policies. In some locations, we offer specific guidance and targeted support programs. For example, at our Lingolsheim production site and our UK Sales office we offer support for employees who need time off to manage disabilities or chronic illnesses.

Our Integrity Reporting System provides employees with a channel to raise issues or concerns in confidence, with follow-up investigations conducted as appropriate. Please see Business Ethics & Integrity on page 35 for more information.

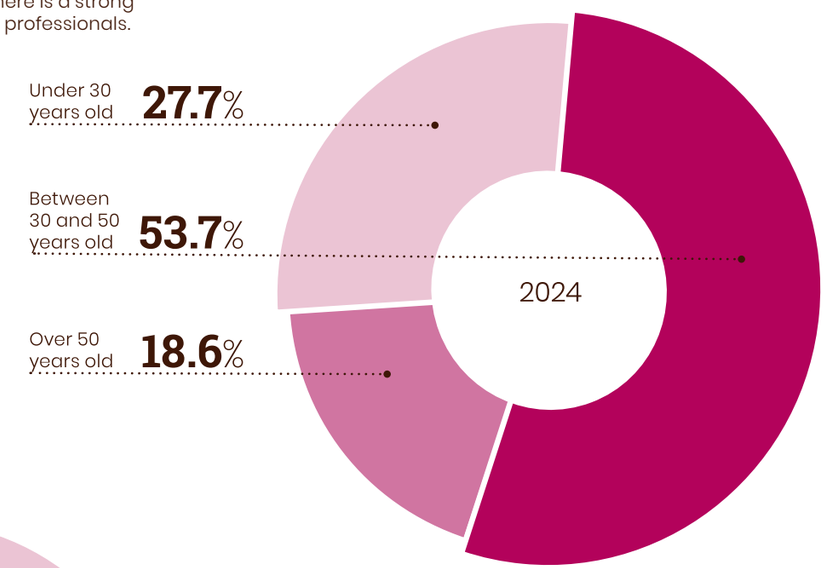
Monitoring Performance

We measure and assess the impact of our actions through our biennial employee survey. We also monitor the effectiveness of training and employee engagement on DEIB topics through feedback received from employees.

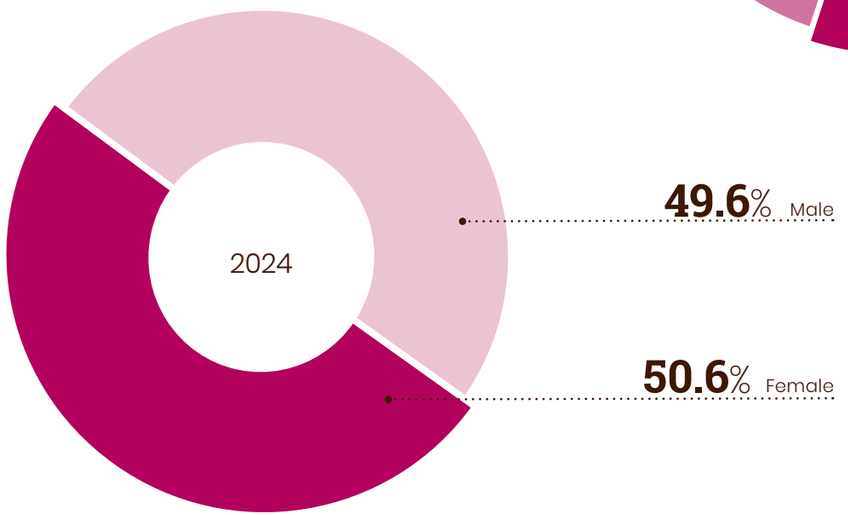
Our workforce is predominantly female, with 6,236 women compared to 4,905 men working for Octapharma. Approximately 17% of women and almost 7% of men work part-time.

The age structure reflects the specialised nature of thepharmaceutical industry, where there is a strong representation of mid- to senior-level professionals.

Employees by age[2]



Gender distribution of managers[1]



1. For detailed employee distribution per gender data, see page 47
2. For detailed Gender distribution of managers data, see page page 48

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

The health and safety of plasma donors is fundamental to our ability to provide life-saving plasma-derived medicines. We ensure the highest standards of donor health, safety and wellbeing by following specific and highly regulated processes from donation through to the manufacturing of our products.

Policy and processes

We aim to ensure the highest standards of donor health and safety. Our US policies on donor health and safety adhere to the US Food and Drug Administration (FDA) guidelines and quality assurance processes. The 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 continually improve and optimise donor health and safety in line with industry regulations. Our goals include ensuring that our employees are trained to meet required health and safety standards.

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 risk 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 guidelines to ensure donors are comfortable and safe throughout the donation process. Employees are also subject to routine audits and evaluations to test their competency.

To ensure donor safety, we only use sterile material when drawing blood and never use the same material twice.

Monitoring performance

We have maintained full compliance with FDA guidelines during regular auditing, underlining our commitment to regulatory adherence and best practices in donor safety. We have monitoring tools in place to track relevant key performance indicators in real time, such as red blood cell loss or too much/too little blood taken - 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. All donor concerns and complaints are tracked to ensure a timely and adequate response. These responses are kept for monitoring and auditing purposes.

Goals and targets

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

Approach and key actions

We regularly run outreach campaigns to encourage repeat donations. Channels include email campaigns, a dedicated website for donors and OctaApp, our proprietary mobile application that provides donors with convenient access to important donor and center information. We also use broader channels such as social media to engage current and potential new donors.

We have improved donor convenience with a new self-service portal where donors can check information such as test results, referral details and estimated payments. Donor servicing calls are handled by a dedicated call centre, where service levels are closely monitored.

In addition, a chatbot on our website is available to answer common donor questions at any time. We also offer loyalty programs that enable donors to collect rewards when they reach certain thresholds.

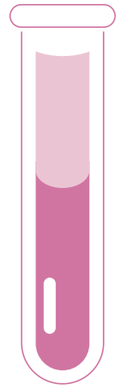
At our plasma donation centres, we have made the donation process more efficient and effective, with pre-donation screening, counselling and health education to reduce unnecessary deferrals. In addition, we have launched a multi-year process to refurbish our plasma donation centres to improve efficiency, reduce donation time, and make the donor experience more comfortable. The first refurbished centre was completed in 2023, with several more added in 2024.

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 qualitiative key performance indicators, including donation time and donor satisfaction. We track the success of our outreach campaigns, and we have a dedicated team that monitors donor feedback and other key performance indicators, such as Net Promoter Score. The team uses AI tools to quickly assess trends and help decide whether to escalate to management for potential corrective action.

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.



Donation centre quality and productivity

Patients around the world depend on Octapharma to deliver plasma-derived therapies reliably and consistently. We are committed to the highest standards of quality and productivity at our plasma donation centres to prevent any disruptions that may affect the supply of plasma for our medicines.

Policy and processes

Our US Plasma Quality Policy framework includes more than 2,500 policies and SOPs in quality assurance, and covers quality objectives, service and plasma quality standards, employee qualification and training, safety and compliance, and promoting a culture of continuous improvement.

Goals and targets

We have a comprehensive set of quality goals and targets that align with our business objectives and regulatory requirements. For example, we ensure 100% of donors meet FDA-mandated health and eligibility criteria before donating in our US centres. We also attend to repeat donors in under 90 minutes and achieve sample testing in under 10 days from collection.

In addition, we aim to minimise any operational downtime and resolve process and equipment limitations by improving equipment maintenance. We also 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

We are committed to enhancing the quality, efficiency and productivity of our plasma donation centres to increase capacity and increase the volume of plasma available. Wedo this by continuously training and developing our employees and investing in technology and improving our equipment.

Improvements are made by streamlining operational procedures, standardising practices, using data and technology to improve or automate certain processes and investing in staff training and development – all without compromising the quality of service.

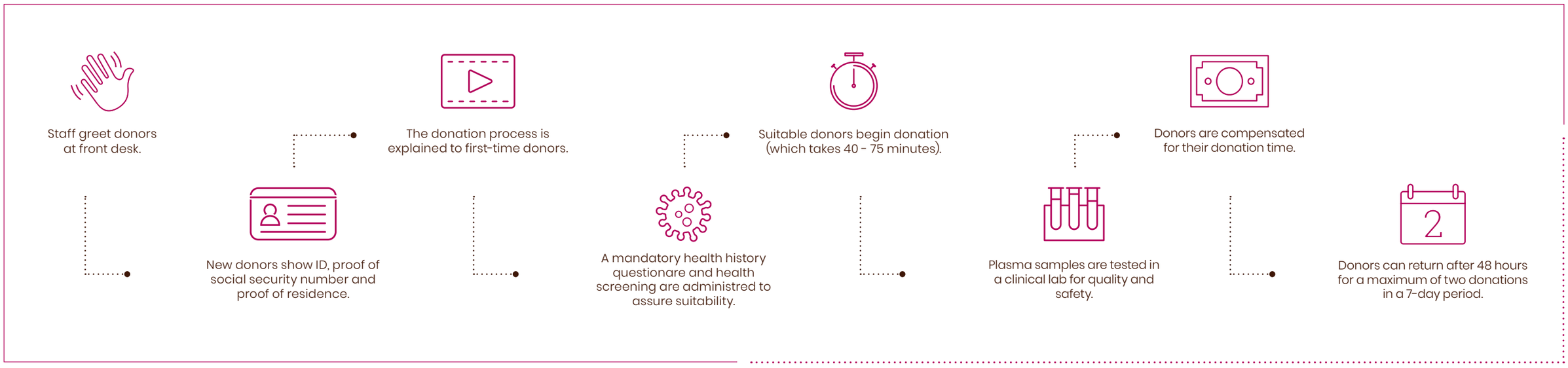
Monitoring performance

Our plasma donation centre processes and systems are evaluated and monitored to improve efficiency and boost productivity. This is supported by conducting performance assessments and internal and external audits. We have established clear quality benchmarks and consistent monitoring of performance against these set standards.

"Plasma is a potential lifesaver. That's why, at Octapharma, our plasma donors are as important to us as our patients."

Tom Hewitt
Senior Director, Organizational Services,
Octapharma Plasma, Inc.

The plasma donation process at a glance[1]



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

Access to treatment

Providing broad and reliable access to high-quality treatments for people around the world is at the heart of our business. This involves ensuring our products are available and affordable while supporting early and accurate diagnosis of diseases.

Product availability and affordability

In many countries around the world, people have difficulty accessing the medicines they need. We aim to make our products and therapies available and affordable to as many people as possible, while maintaining the viability of our business.

Policy and processes

We currently do not have a policy or standard operating procedure (SOP) governing our approach to the affordability of our treatments and their availability in different markets. However, we adhere to strict ethical guidelines and industry standards in all our interactions with government officials.

Goals and targets

Our goal is to increase registration and reimbursement for our medicines in more countries. We seek to balance the affordability of our products with the need to generate returns to meet our costs, ensure our products meet high quality and safety standards, and invest in innovation to advance new therapies for patients. We aim to provide fair pricing for our therapies by negotiating prices that reflect the value our medicines bring to patients and healthcare systems.

Approach and key actions

Our approach focuses on innovating to enhance and expand our product portfolio into adjacent areas and new indications; extending the reach of marketed products through life-cycle development and expansion into new markets; and efficiency initiatives to increase plasma donation volumes and optimise yields from every litre of plasma collected.

Octapharma's R&D efforts focus on diseases where there is a significant need for better treatment options. Our R&D pipeline has more than 30 potential medicines across three therapeutic areas, including 12 potential new projects and 12 potential new indications for existing medicines. Our clinical research departments are responsible for all our clinical trials.

We seek to extend the reach of our marketed products by increasing registrations and applications for reimbursement across countries, conducting clinical trials in multiple countries to generate clinical evidence to support healthcare professionals in making informed decisions or address local healthcare authority requirements.

In 2024, we continued to expand access to our treatments through key regulatory approvals. In our Haematology business unit, for example, we received approval in China for Nuwiq®, our medicine for the treatment and prophylaxis of bleeding in patients with haemophilia A. In Immunotherapy, panzyga®, octagam® 5% and octagam® 10% received additional EU approval for the prophylaxis of measles. We also received four new regulatory approvals in Critical Care, including in the US for a product to help healthcare professionals with bleeding control.

At the same time, we also support the availability and affordability of our medicines after regulatory approval. In the US, for example, we are working to establish support programs to help patients access and stay on our treatments, including through financial support in some instances.

With millions of patients around the world depending on plasma-derived therapies for treatment, maintaining areliable supply of plasma is also critical to the availability of our products. 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. This involves making incremental, small-scale process enhancements while exploring transformative, large-scale improvements to production technologies. Our efforts to meet demand also include expanding plasma collection to secure sufficient raw materials for production.

Shortages of donated plasma during the COVID-19 pandemic created challenges for the availability of our products. We worked hard to maintain supply to meet patient demand during this period and have now returned to or exceeded pre-pandemic supply levels. We are continuously working to ensure uninterrupted supply of donated plasma to reliably provide our life-saving medicines to patients.

Through our contract manufacturing business, we are expanding the sources of plasma beyond our own donation centres. For example, in 2023, Octapharma was appointed the sole fractionator for the UK's plasma for medicines programme (see case study).

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 authorization database. We also track the number of studies in specific patient groups and measure product output by volume and distribution country. Monitoring the affordability of our treatments involves benchmarking our prices against those of our competitors where available.

Octapharma appointed sole fractionator for UK's plasma for medicines programme

In 2023, Octapharma was selected to be the exclusive supplier of plasma to the National Health Service (NHS) in England after the government lifted a longstanding ban on the use of UK plasma.

In 1998, the UK imposed a ban on using domestic plasma due to concerns about Creutzfeldt-Jakob Disease. Consequently, the country depended on imported plasma to meet its needs. In 2021, following a comprehensive safety review, a government advisory body lifted the ban and deemed UK-sourced plasma to be safe.

Under the multi-year agreement, plasma collected by the NHS will be shipped from the UK to separate, dedicated production lines at Octapharma's manufacturing sites in Germany and Sweden. The first UK-sourced immunoglobulin and albumin products are available to NHS patients by early 2025.

The NHS annual collection target of approximately 300,000 litres of plasma will provide around 80% self-sufficiency for albumin and around 30% for immunoglobulin - building resilience with these products in the UK and sustaining access tovital medicines for patients.

"Octapharma is proud to support the NHS by ensuring a resilient supply of UK-sourced plasma medicines for patients."

Matt Riordan
Board Member

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 35). However, we do not currently have a specific policy or standard operating procedure (SOP) relating to improving diagnosis.

Goals and targets

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

Specific goals vary according to the therapeutic area and disease. For example, the increased use of immunomodulatory therapies can raise the risk of antibody deficiencies, making patients more vulnerable to related infections. Hence, 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.

Approach and key actions

We support the improved diagnosis through research and development to identify biomarkers and diagnostic indicators for early and accurate detection, education and training to equip healthcare professionals with the latest diagnostic techniques, and awareness campaigns for healthcare professionals and the public to promote better understanding and reduce stigma about certain diseases.

Research and development
For our clinical development and pipeline products, we employ clinical experts as advisors and collaborate with experts and providers of diagnostic tools and test systems to ensure we build key concerns related to diagnosis into our clinical trial design.

Education and training
We also 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 attend and organise symposia, workshops and offer training to healthcare professionals on the conditions treated by our products. We also share the results of our clinical research to educate healthcare professionals on the scientific evidence behind our medicines. For example, we published the results of our pivotal WIL-31 study, a large prospective prophylaxis study in VWD, in peer-reviewed scientific publications and congress posters and symposia.

We also offer apps and online platforms for healthcare professionals to access information to enhance their educational and engagement activities.

Awareness programs
Increasing awareness around haematology, immunotherapy and critical care conditions is crucial to ensure our products reach the patients who need them.

In Haematology, for example, we work to raise awareness about von Willebrand Disease (VWD), an inherited bleeding disorder that is often underdiagnosed and undertreated. Barriers that affect access to treatment may relate to cultural and social barriers as bleeding disorders are stigmatised in some communities, for example, leading to discrimination and reduced willingness to seek or stay on treatment (see case study on page 31).

In Immunotherapy, we raise awareness by supporting patient associations, such as the International Patient Organisation for Primary Immunodeficiencies (IPOPI), the Myositis Association (TMA), and the European Patient Organisation for Dysimmune and Inflammatory Neuropathies (EPODIN). We also maintain disease awareness websites, for example on secondary immune disorders (SID) and dermatomyositis.

In Critical Care, we focus on improved treatment of critical bleeding patients through tailored coagulation management. We engage with health care professionals via our online platform, organize dedicated trainings and workshops and participate at symposia and congresses.

We prioritise early and transparent communication with healthcare professionals. 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.

At the same time, we raise disease awareness by working with patient organisations and through educational and scientific collaborations with key opinion leaders in our therapeutic areas.

Monitoring performance

We monitor our engagement with healthcare professionals to assess the effectiveness of our activities in improving diagnosis, for example by tracking the number of interactions on our online platforms or social media. We also track how many events, conferences, workshops and seminars we attend and count the number of participants at our own events. In the US, we monitor the number of direct contacts between customer-facing employees and healthcare professionals.

In addition, we have channels for healthcare professionals to give feedback, comment or request information and regularly request our stakeholders to fill in quality surveys and feedback forms.

5,000
registered users of Octapharma Science Hub, a digital education and training platform for healthcare professionals.

80,000+
visitors at 13 global conferences

Sharing knowledge with healthcare professionals

Science Hub and OneSource are online training and education platforms that provide engaging content relevant to clinical practice while meeting relevant regulations.

Octapharma Science Hub is a collaborative platform for research and knowledge exchange, focusing on improving patient outcomes in immunotherapy, coagulation, and other areas. The Science Hub supports educational initiatives and promotes scientific advancement globally. We have used it to host meetings, workshops and symposia. Science Hub has around 5,000 registered users, and more than 3,000 healthcare professionals have been trained via the platform.

Octapharma OneSource is a digital platform with over 6,000 registered users that provides healthcare professionals in the field of haematology with resources, tools, and information on our therapies. We offer educational materials, product information, clinical data and other services to empower clinicians to make informed decisions and enhance patient care.

Patients' quality of life

Patients are at the core of our business, and we are committed to making a difference in their lives. Our efforts focus on the safety and efficacy of our products and the experience patients have with our treatments.

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 quality 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 oversees quality control across all our operations. It operates independently from our production organization, in 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 adverse drug reactions early by implementing robust monitoring systems that allow us to identify and address safety concerns promptly. We strive to enhance manufacturing processes and quality control measures 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 systems, which are implemented across all sites, centres and offices:

- Quality Assurance ensures that our products are consistently safe, effective, and compliant with regulatory requirements. This includes implementing, monitoring, and harmonizing our Pharmaceutical Quality Management System (PQMS), qualifying suppliers, and ensuring compliance with good distribution practices.
- 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.

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.

Patients who experience an adverse drug reaction or who have a quality complaint can raise health and safety questions or concerns to Octapharma through the following channels:

- 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 via a dedicated email address or to a local Drug Safety Officer.
- Via regulatory agency platforms such as the US FDA's MedWatch or the reporting systems of European Union member states.

If a safety signal is detected, we investigate to determine any necessary regulatory actions such as a label update or warnings.

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.

Bridging the diagnostic gap for von Willebrand Disease (VWD)

VWDtest.com is a global online platform designed to raise awareness and improve the diagnosis of VWD – an inherited bleeding disorder that is often undertreated and underdiagnosed.

Led by an international group of experts and supported by Octapharma, VWDtest.com provides patients, healthcare professionals and caregivers with educational content and patient stories to help them navigate the challenges of the VWD diagnostic journey. For example, patients can use a 5-minute self-assessment tool and a blood assessment chart to gauge their likelihood of having an underlying bleeding disorder. The results can be shared with healthcare professionals, paving the way for further evaluation and timely diagnosis.

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

Apart from our robust quality management system and pharmacovigilance framework - which ensure the delivery of high-quality and safe medicines to patients worldwide - we do not maintain further policies or standard operating procedures specifically aimed at improving patient outcomes.

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. Our work looks at how patients can best use our products, as well as how to best address the risks and benefits of our treatments.

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.

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

We conduct post-approval studies to obtain real-world data on the effectiveness and use of our treatments. We educate and train healthcare professionals so they are better equipped with the scientific evidence behind our products. Our interactions with healthcare professionals also help us to better understand the impact of our products on clinical outcomes and informs our innovation pipeline to bring new products to market.

We work closely with healthcare professionals and patient advocacy organisations at both the global and local level. For example, the complexity of bleeding disorders in haematology means patients may interact with multiple healthcare providers across different specialties. Seamless coordination is essential to prevent complications and ensure continuity of care.

We support the use and application of our drugs in immunotherapy disease areas where clinical evidence may currently be limited. We focus on generating high quality clinical data to improve healthcare for people with rare diseases, thereby contributing to better health and safety for patients.

Convenience of drug application is another key aspect of the overall patient experience to improve care and support individualized treatment protocols. 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 developing a prefilled syringe that is designed for patients to conveniently administer their medication at home, reducing the burden of treatment and removing the need for frequent visits to a medical centre.

We also launched flexIG, a digital therapy diary that empowers patients to actively manage subcutaneous immunoglobulin treatments and communicate with their care teams. Videos are also available to support infusion at home. The flexIG app was launched in Germany and Italy in 2024, with other countries set to follow.

In 2024, we introduced the nextaro® transfer device that contains most of the components needed to effectively and efficiently reconstitute lyophilized drugs – a necessary step to prepare the treatment for infusion. It comes as part of a kit that includes all elements needed for self-infusion. Nextaro® requires less frequent dosing and enables the safe, efficient, and precise transfer and reconstitution of our products.

Personalised treatment, which involves tailoring medical care to meet individual's needs, preferences and lifestyle, is becoming increasingly important to ensure that patients receive the most effective, convenient and appropriate therapies. It also has the potential to improve efficacy and tolerability and reduce the cost of treatment.

For example, personalised treatments for haematology patients typically includes customised dosing and treatment regimens that are based on bleeding severity and type. This reduces bleeding frequency, so that fewer infusions are required. We also worked with the WAPPS-Hemo group, a global network of hemophilia treatment centres, to develop a personalised treatment model for Nuwiq® based on an individual patient's pharmacokinetic data.

Monitoring performance

We actively engage with patients and gather feedback to continuously improve the patient experience. We use surveys, patient advisory boards, quality of life questionnaires and participate in patient-focused initiatives that help shape our approach to product development. We also monitor quality-of-life scores.

Diagnosed with haemophilia A, Chen transformed pain into calm optimism. Read the story online.

Free Mutation Analysis Service for Patients with Haemophilia A - 8CHECK

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 predict whether inhibitors are likely to develop and help select the most beneficial treatment for patients. Octapharma offers a free service (8CHECK) for all haemophilia A patients, as well as for people who may be carriers of haemophilia A.

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

Olaf Walter
Board Member

Local communities

We aspire to be a good corporate citizen with strong ties to the communities in which we operate. Our focus is on addressing any potential negative impacts such as increased traffic or noise, while supporting our reputation 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 minimize the impact of noise or other disruptions on residents, while aiming for minimal disruptions to our own operations. We do not have specific targets for local community engagement.

Approach and key actions

We are taking action to minimise any potential negative impacts of our operations, such as increased traffic and noise.

At our site in Vienna, Austria, company representatives meet regularly with residents and local authorities to discuss the impacts of our operations. The site encourages employees to use local businesses through partnership programmes. It also holds a festival for residents and sponsors a local football club.

Our site in Lingolsheim, France, is in a residential area. We work with residents and local authorities to address how the site may impact parking, noise, traffic, building permits and health and safety. The site also works with the community on blood donation projects and breast cancer awareness programmes.

Similarly, our site in Stockholm, Sweden, works with residents and businesses to discuss ways to contribute to the local community, as well as 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.

Octapharma's UK sales office runs various initiatives to raise funds for charities and encourage employees to improve their fitness. For example, for each employee joining a 'Get Fit in 4 Weeks' programme, Octapharma UK donated £50 to the Cash for Kids charity in 2024. Our UK employees also helped raise funds for the Sands charity to support families affected by the death of a child.

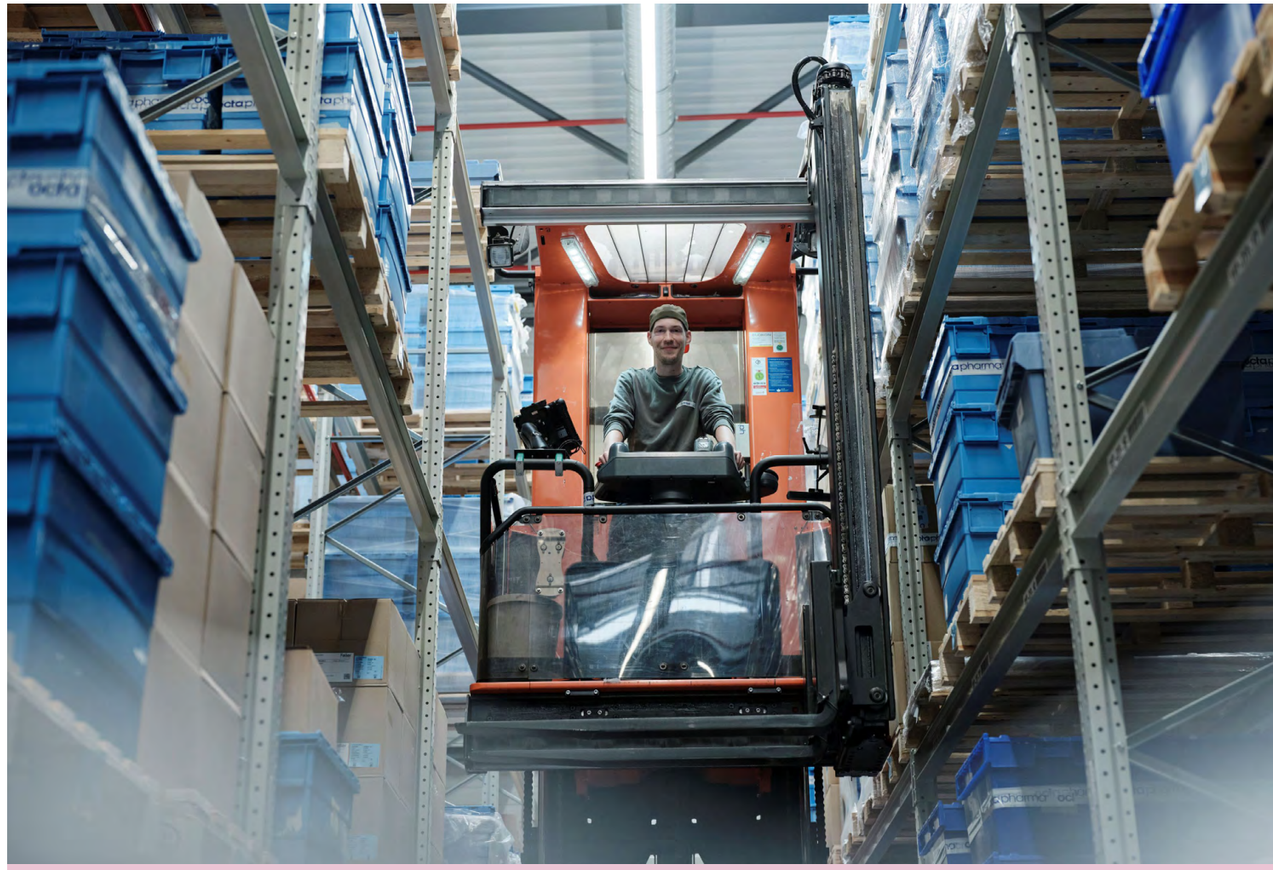
Our site at Springe in Germany invests in local infrastructure, such as roads, parks and public facilities to enhance the overall quality of life for the community. The site also works with residents on environmental topics such as green energy and waste management, supports local charities and encourages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

Our site at Dessau in Germany engages with residents and local environmental groups on sustainability, environmental protection, clean water and reducing pharmaceutical waste, along with conducting regular environmental and social impact assessments. The site's community programme also focuses on supporting STEM 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 is in the process of forming a local advisory council that will include representatives from stakeholder groups.

Attracting talent from local communities is an important objective for our sites. All our production sites participate at local job fairs and collaborate with local schools and universities on internships, apprenticeships and research projects.

Monitoring performance

Sites have various ways to engage with local communities, enabling them to monitor progress, seek feedback and take action as necessary. These include regular meetings and events, 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 engagement approaches to meet the evolving needs of local stakeholder groups.



Supporting the local economy in Dessau

Octapharma is part of a cluster of pharmaceutical and biotechnology companies in the municipality of Dessau-Rosslau, Saxony-Anhalt, in Germany. We employ around 300 people at our packaging and logistics centre in the region, and we partner with many local businesses and suppliers.

We build connections with healthcare institutions and patient groups in the region that could benefit from our products, and we work with local non-profit organisations on sustainability issues that are most relevant for the community.

In 2024, Octapharma Dessau was awarded the title of finalist in the Grand Prix of Small and Medium-Sized Enterprises ('Grosser Preis des Mittelstands'). Octapharma was also awarded 'Employer of the future' by the city, as one of two finalists among more than 4,000 companies nominated for this prrize. Read full story online.

Dirk's journey at Octapharma reflects personal growth, teamwork, and making a difference. Read the story online.

Governance information

We uphold high standards of business ethics and integrity to build trust with stakeholders and reinforce our sustainability commitments. This section outlines Octapharma's ethical policies and compliance measures to ensure transparency, accountability, and responsible decision-making.

“At Octapharma, we’re committed to fostering a culture of integrity and trust, focused on creating sustainable value.”

Roger Mächler
Chief Financial Officer

Louise drives digital innovation at Octapharma, focusing on progress and purpose. Read the story online.

Business ethics and integrity

Building trust with 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 transparent, accountable and responsible in everything we do.

Policy and processes

The Octapharma Code of Conduct is our overarching business ethics and integrity policy. It includes policies and information on business principles - including corporate integrity, information and marketing; innovation and quality, integrity reporting; confidential information and intellectual property rights, and conflicts of interest.

All employees and anyone acting on behalf of Octapharma must comply with our Code of Conduct. Employees can access the Code of Conduct via our intranet. It is also part of our policy training program.

We support employees to 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. Each alleged violation of the policy is investigated promptly.

Our Integrity Reporting Policy guides Octapharma employees on how to report concerns and describes our policy on confidentiality, helping to create the conditions for employees to speak up in good faith about potential misconduct.

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 transparency in financial relationships.

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 with the help of their local co-ordinators are responsible for implementing the policy.

The Octapharma Bioethics and Animal Welfare Policy sets out our position on current and future approaches to animal research. It details our commitments and responsibilities 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 aim to achieve zero incidents of unethical behaviour among our employees, including those related to corruption and bribery. Our goal is to achieve general compliance with all relevant and applicable laws.

Approach and key actions

Employees at Octapharma are required to comply with all company policies. Our Code of Conduct and Compliance Basics training are mandatory for all employees, including new hires. Training on corruption prevention and antitrust law is provided to relevant employees, while the Board and senior management are trained on anti-corruption and anti-bribery. Employees can access all compliance policies, guidelines, trainings, briefings and guides via the company intranet.

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

Marketing and sales employees 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.

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. This includes 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 to local or functional compliance officers at each site or by email to Group compliance. In addition, they can use suggestion boxes or contact representatives of trade unions or works councils 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.

Our Compliance Committee 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 complaints or questions. Two Board members serve on the Compliance Committee. The Compliance Committee and/or our local, regional and functional compliance officers form investigating committees to handle concerns raised, acting independently from management. If necessary, the Compliance Committee escalates concerns to the Board.

We have additional 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 processes 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.

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

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. Octapharma has not been convicted of, or fined for, any violations of anti-corruption or anti-bribery laws in the past decade.

Sustainability
data

Visual inspection and packaging Octapharma, Dessau

Climate change

Energy consumption

	2023	**2024**
	MWh	MWh
Energy consumption from fossil sources	**142,229**	**134,600**
Fuel consumption from crude oil and petroleum products	5,497	4,822
Fuel consumption from natural gas	81,898	79,151
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	54,834	50,627
Share of fossil sources in total energy consumption (%)	*46%*	*44%*
Energy-consumption from nuclear sources	**27,029**	**27,704,3**
Share of consumption from nuclear sources in total energy consumption (%)	*9%*	*9%*
Energy-consumption from renewable sources	**142,786**	**142,109**
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	775	1,356
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	142,011	140,753
Share of renewable sources in total energy consumption (%)	*46%*	*47%*
Total energy consumption	**312,044**	**304,413**

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 2024 with Gross Sales amounting to EUR 3.47bn and Net Income of EUR 441m, respectively.

Greenhouse gas emissions

	2023	**2024**
	tCO_2e	tCO_2e
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions	27,129	24,948
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	*1.65*	*2.40*
Scope 2 GHG emissions		
Gross market-based Scope 2 GHG emissions	30,830	28,987
Gross location-based Scope 2 GHG emissions	44,442	44,239
Scope 3 GHG emissions		
Gross Scope 3 market-based GHG emissions	293,284	320,164
Purchased goods and services	93,126	102,308
Capital goods	72,037	93,515
Fuel- and energy-related activities	16,078	15,450
Upstream transportation and distribution	45,551	45,771
Waste generated in operations	20,567	21,093
Business travel	20,279	18,741
Employee commuting	25,646	23,286
Gross Scope 3 location-based GHG emissions	296,908	324,009
Total market-based GHG emissions	**351,243**	**374,099**
Total location-based GHG emissions	**368,479**	**393,196**

In 2023, the total Scope 3 market-based GHG emissions amounted to 293,284 tCO_2e, with data quality composed of 10% from primary data and 90% from other data sources.

In 2024, total emissions increased to 320,164 tCO_2e. The share of primary data slightly decreased to 9% (28,379 tCO_2e), while reliance on other data sources rose to 91% (291,785 tCO_2e).

Greenhouse gas emissions by country

(market based)

	2023		**2024**	
	tCO_2e	%	tCO_2e	%
USA	120,569	33%	117,894	32%
Russia	31,222	9%	53,338	14%
Switzerland	51,226	15%	50,086	13%
Germany	49,055	14%	46,655	12%
Austria	34,206	10%	38,284	10%
France	38,982	11%	39,558	11%
Sweden	23,408	7%	26,106	7%
Other	2,575	1%	2,178	1%
Total market-based GHG emissions	**351,243**	**100%**	**374,099**	**100%**

Use of chemicals

Emissions to air and water

	2023		**2024**	
Pollutant	Emissions to air (kg/year)	Emissions to water (kg/year)	Emissions to air (kg/year)	Emissions to water (kg/year)
Total organic carbon (TOC) (as total C or COD/3)		272,219		376,904
Chlorine and inorganic compounds (as HCl)		453,023		475,393
Sulphur oxides (SOx/SO2)		3,429		11,547
Octylphenols and Octylphenol ethoxylates		17		16
Hydro-fluorocarbons (HFCs)	912		716	
Total	**912**	**728,688**	**716**	**863,860**

Note 1: The pollutant emissions to air and 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.
Note 2: The screening of production sites did not identify material pollution to soil
Note 3: Based on the screening of production sites, we neither operate in areas at high water risk, nor in areas of high-water stress

Resource use

Waste

		2023		**2024**
	tonnes	%	tonnes	%
Non-hazardous waste	**19,541**	**58%**	**19,389**	**56%**
Waste diverted from disposal	4,694	14%	4,792	14%
Recycling	4,675	14%	4,699	14%
Other	19	0%	93	0%
Waste directed to disposal	14,614	44%	14,240	41%
Incineration	2,338	7%	2,392	7%
Landfilling	12,276	37%	11,848	34%
Unkown fate of waste	233	1%	357	1%
Hazardous waste	**13,871**	**42%**	**15,122**	**44%**
Waste diverted from disposal	752	2%	1,384	4%
Recycling	752	2%	1,384	4%
Waste directed to disposal	7,408	22%	13,607	39%
Incineration	7,407	22%	13,607	39%
Landfilling	1	0%	0	0%
Unkown fate of waste	5,711	17%	131	0%
Total	**33,412**	**100%**	**34,510**	**100%**

Note 1: Waste generated includes those of the production and packaging sites and the plasma donation centres in the United States and Germany.
Note 2: Waste generated from the treatment of wastewater is not included in waste generated
Note 3: Other includes industrial composting and methanisation
Note 4: All weight data presented in tonnes are based on estimates of the density of the respective materials or how they were compacted in a container.

Employee experience

Employees by region

(headcount)

	2023	2024
North America	**6,330**	**5,172**
USA	6,241	5,082
Mexico	81	77
Canada	8	13
Europe	**5,536**	**5,924**
Germany	1,869	1,999
Austria	1,491	1,573
Sweden	1,050	1,144
France	826	851
Switzerland	118	127
Russia	73	122
Portugal	15	16
Italy	15	15
England	13	16
Spain	11	10
Other	55	51
Other regions	**42**	**45**
Total	**11,908**	**11,141**

Collective bargaining coverage and social dialogue

	2023		**2024**	
	#	%	#	%
Collective Bargaining Coverage				
Employees covered by collective bargaining agreements	5,004	42	5,664	51
Social dialogue				
Employees in European Economic Area working in entities with workers' representatives	4,358	82	4,686	83

Collective bargaining coverage and social dialogue by region and country

	2024		
Coverage Rate	**Collective Bargaining Coverage**		**Social dialogue**
	Employees EEA	**Employees Non-EEA**	**Employees EEA**
0–19%	Slovakia		Slovakia
	Latvia		Latvia
	Netherlands		Netherlands
	Slovenia		Slovenia
	Finland		Finland
	Norway		Norway
	Belgium		Belgium
	Portugal		Portugal
	Spain		Spain
	Czech Republic		Czech Republic
	Italy		Italy
	Poland		Poland
		Europe, other	
		North America	
		Other	
20–39%	-	-	-
40–59%	-	-	-
60–79%	-	-	-
80–100%	Sweden		Sweden
	Austria		Austria
	France		France
	Germany		Germany
		Switzerland	

Occupational health and safety

		2023		**2024**
Employees covered by health and safety management system	11,908	100%	11,141	100%
Recorded work-related accidents		-		434
Recorded cases of work-related ill health		-		27
Days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health		-		9,348

Turnover

(headcount)

	2023	**2024**
Number of employees who have left Octapharma	**4,243**	**3,815**
Plasma donation	3,886	3,442
Production, packaging, R&D, Sales	357	373
Average number of employees	**11,816**	**11,001**
Plasma donation	6,814	6,035
Production, packaging, R&D, Sales	5,002	4,966
Percentage of employee turnover	**36%**	**35%**
Plasma donation	57%	57%
Production, packaging, R&D, Sales	7,1%	7,5%

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.

Training and development

		2023		2024
Employees participating in regular performance and career development reviews	**7,046**	**59%**	**6,896**	**62%**
Male	2,591	52%	2,595	53%
Female	4,455	64%	4,301	69%
Employees receiving training		-		**6,209**
Male		-		3,287
Female		-		2,922
Number of training hours		-		**188,603**
Male		-		104,337
Female		-		84,266
Average number of training hours per employee		-		**30**
Male		-		32
Female		-		29

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, except for employees at Octapharma Plasma USA. Other forms of internal training and external trainings are not included.

Employees by age

(headcount)

	2023		**2024**	
	#	%	#	%
Under 30 years old	3,860	32%	3,087	28%
Between 30 and 50 years old	5,927	50%	5,979	54%
Over 50 years old	2,121	18%	2,075	19%
Total	**11,908**	**100%**	**11,141**	**100%**

Employees by gender and contractual relationship

(headcount)

	2023	**2024**
Number of employees	**11,908**	**11,141**
Female	6,929	6,236
Male	4,979	4,905
Number of full-time employees	**10,330**	**9,758**
Female	5,720	5,179
Male	4,610	4,579
Number of part-time employees	**1,578**	**1,383**
Female	1,210	1,059
Male	368	324

Leadership by gender

	2023		**2024**	
	#	%	#	%
Top management				
Male	10	100	10	100
Female	0	0	0	0
Management				
Male	736	54.3	916	50.4
Female	620	45.7	903	49.6

Note 1: Top management is defined as those serving as members of the Board.
Note 2: Executive members in administrative, management and supervisory bodies also corresponds to the members of the Board.
Note 3: In 2024, new managerial roles were created in our plasma donation centres in the US.

Employees with disabilities

(headcount)

	2023		**2024**	
	#	%	#	%
Persons with disabilities	274	2	221	2

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.

Discrimination and harassment

	2023	**2024**
Number of incidents of discrimination and harassment	166	191
Amount of material fines, penalties, and compensation for damages as result discrimination incidents (EUR)	-	39,778

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Sebaga, diagnosed with VWD, actively manages her condition. As a child, she experienced recurrent, life-threatening bleeds that required hospitalisation. Read the story online.