

CSR CHARTER



LFB'S 10 COMMITMENTS



2022

LFB'S CSR CHARTER



WHY LFB HAS A CSR CHARTER ?

Sustainable Development and Corporate Social Responsibility (CSR) are at the heart of all of LFB's goals and initiatives.

With its CSR Charter, LFB aims to give both its employees and other stakeholders a better understanding of the company's commitments and good practices in the area of CSR. They can use this charter as a guide to help them integrate social, societal and environmental concerns into their daily activities. LFB's CSR strategy is based on the guidelines of ISO standard 26000, the international reference for CSR.

WHO IT IS FOR ?

The LFB CSR Charter is intended for all LFB employees and all parties acting on its behalf in France or internationally.

This CSR Charter provides guidelines, but is not intended to cover all situations. It does not exempt employees from personal responsibility for their actions. They must act according to common sense and in compliance with regulations at all times. Employees can submit any questions they may have about the meaning and application of this Charter to the following email address: questionchart@lfb.fr.

A CSR CHARTER ON "LFB'S COMMITMENTS"

Each LFB employee has the duty to act according to company values and the laws and regulations that apply in the context of their professional activities.

Each employee has been informed of LFB's CSR policy.

LFB'S CSR CHARTER



Jacques Brom, Chief Executive Officer of LFB

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LFB is a biopharmaceutical company that develops, manufactures and commercialises plasma-derived medicinal products and recombinant proteins for patients with serious and often rare diseases in the fields of haemostasis disorders, immunology and intensive care.

Drawing on its firm base of strong values revolving around daring to take Initiative, Exemplarity, Excellence, Team Spirit and Integrity, LFB is fully committed with its employees to this mission to serve patients.

LFB advocates a socially-responsible and environmentally-friendly business model, to ensure the well-being of its employees and respect its ethical commitment during relations with external parties, and in particular with both healthcare professionals and patients. LFB is a key player for healthcare professionals, blood donor and patient associations.

To guarantee the success of its mission over the long term, improve its performance and develop its know-how, LFB embarked on a new strategy in 2018 to refocus its activities on its core business: plasma-derived medicinal products and recombinant proteins.

This new strategy, supported by all of the company's employees, has been translated into concrete objectives:

- To prioritise industrial affairs, in particular with the construction of the new Arras plant,
- To strengthen our leadership in France and focus our international development in certain countries (United States, Germany, United Kingdom, Spain, Italy, Belgium, Mexico and Turkey).

LFB has voluntarily taken the initiative to put social, environmental and economic concerns at the heart of its activities and its interactions with stakeholders. The CSR policy implemented by LFB was designed to form part of its continuous improvement process. **The LFB's CSR charter presents 10 company commitments for future years.** ”



CSR CHARTER

LFB'S 10 COMMITMENTS



SOCIAL

By making LFB a great place to work for.

1 LFB is committed to respecting and promoting integrity and professional development in all of its work relationships, without any form of discrimination.

2 LFB is committed to celebrating diversity of all forms, and in particular through its ambitious policy to foster professional equality between the men and women who work for the company. It continues to forge relationships with stakeholders in the territories and employment areas.



SOCIETY

By ensuring that LFB's relations with its stakeholders are professional and mutually beneficial for the company, patients and society as a whole.

3 LFB maintains a relationship of trust with blood donor and patient associations.

6 LFB and its employees undertake to protect personal information, respect the confidentiality of LFB's data and results, and not harm the image or reputation of the company.

4 LFB and its employees offer complete transparency on their respect for the ethics and independence of any healthcare actor with whom they have relations.

7 LFB has committed to a responsible purchasing policy and promotes ethical practices with its suppliers. LFB is also committed to securing its supply chains of not only plasma but of all raw materials it uses.

5 LFB undertakes not to tolerate any act of active or passive corruption. Each employee takes care not to generate or expose themselves to conflicts of interest.

8 LFB is committed to carrying out its activities with complete financial transparency.



ENVIRONMENTAL

By reducing its environmental footprint as much as possible.

9 LFB is committed to rationalising and optimising its energy consumption and use of resources within the framework of its activities. It is committed to reducing its greenhouse gas emissions.

10 LFB is committed to identifying and promoting initiatives in favour of biodiversity, and to preserving animal well-being throughout all of its activities.

A SOCIALLY RESPONSIBLE COMPANY



1 LFB is committed to respecting and promoting integrity and professional development in all of its work relationships, without any form of discrimination.

2 LFB is committed to celebrating diversity of all forms, and in particular through its ambitious policy to foster professional equality between the men and women who work for the company. It continues to forge relationships with stakeholders in the territories and employment areas.

LFB builds a relationship of trust with its employees, based on transparency, established social dialogue and proactive internal communication.

Drawing on its strong values revolving around daring to take Initiative, Exemplarity, Excellence, a Team spirit and Integrity, LFB is fully committed with its employees to its healthcare mission for patients. It supports an approach that relies on prevention for the occupational health and safety of its employees.

LFB is committed to an active recruitment policy, particularly in several employment pools at the regional level. It invests in the training of its employees, in partnership with schools and universities and is implementing an employer brand policy to attract the best and brightest talent.

LFB develops practices and tools aimed at promoting integrity in labour relations (Responsible Purchasing Charter, IT Charter, Managerial Charter that has now been transformed into the Manager's Mission, etc.)



It implements policies to foster workplace equality between its employees, eliminate all forms of discrimination and maintain neutrality on ideological, religious or political matters. It respects the fundamental Conventions of the International Labour Organization (in particular on the prohibition of child labour and forced labour). LFB is therefore committed to promoting diversity through an ambitious policy on gender equality in the workplace, particularly in management bodies.

Alongside regular meetings of employee representative bodies, site Social and Economic Committees, the Central Social and Economic Committee and the Health, Safety and Working Conditions Committee, negotiations are conducted each year between management and the trade unions and have led to the signing of many collective agreements.

A SOCIALLY RESPONSIBLE COMPANY

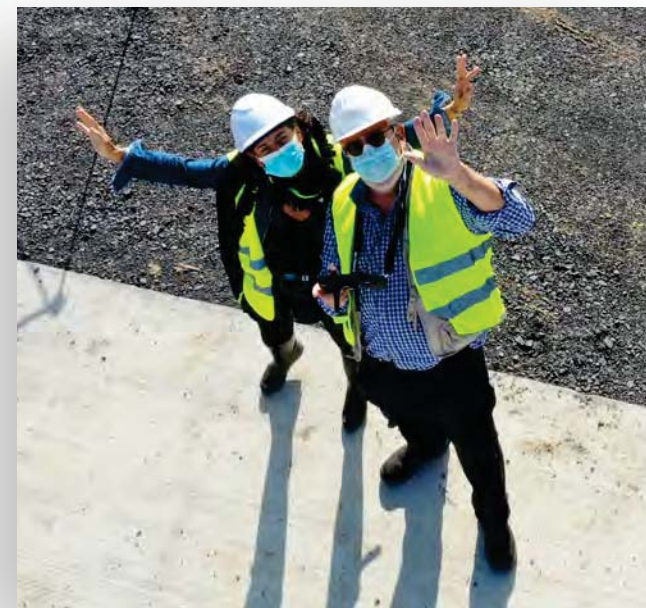


LFB has implemented an ambitious and proactive policy to keep people with disabilities in the workplace, so that a disability is no longer an obstacle to the expression of individual skills and talents.

The professional integration of young people is a major policy for LFB. It offers professional internships to students as part of their initial training and signs work-study contracts with young people in a wide range of professions.

LFB also pursues a policy to maintain seniors in its workforce and actively adapts job positions and working conditions as needed. Alternatively, it promotes a smooth transition to voluntary retirement, in particular through part-time periods made possible by certain collective agreements such as the Time Savings Account agreement.

Finally, improving the company's living and working conditions and environment involves renovating collective work and break areas, providing access to collective day-care, providing for variable hours and teamwork schedules in keeping with health prevention requirements, implementing a negotiated remote working policy and allowing employees to work part-time when this is compatible with the continuity of activities in their department.



A RESPONSIBLE COMPANY TOWARDS SOCIETY



3 *LFB maintains a relationship of trust with blood donor and patient associations.*

A relationship of trust with blood donors and patients

LFB's top priority is the health of patients.

It is fully committed with its employees to developing, manufacturing and providing patients with live-saving medicinal products.

Due to the peculiarity of its medicinal products that are derived from plasma, LFB interacts with both blood donor associations and patient associations. For its plasma supplies, it provides assistance to blood donor organisations responsible for promoting voluntary blood donation in France.

LFB also actively supports patient associations, which play an essential role in healthcare.



LFB contributes in particular to initiatives aimed at diagnosing pathologies, taking more quickly in charge patients and expanding outpatient medicine.

Interactions with patient associations are governed by the codes of professional organisations and, in France, must be reported on the website of the French Ministry of Solidarity and Health. The Transparency - Health public database provides access to all the information reported by companies on their relations of interest with French players in the health sector. This tool managed by the French Ministry of Solidarity and Health aims to preserve the necessary relationship of trust between citizens, users and the multiple players in the health system.



A RESPONSIBLE COMPANY TOWARDS SOCIETY



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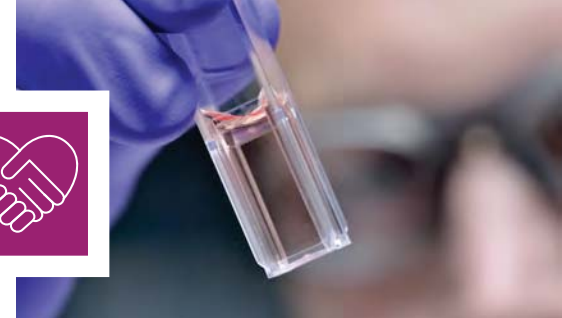
LFB and its employees offer complete transparency on their respect for the ethics and independence of any healthcare actor with whom they have relations.

Interactions with health professionals and transparency of relations of interest

The working relationships between LFB's employees and healthcare professionals are essential.

This pooling of their respective knowledge and expertise allows them to pursue the same objective: to improve patient care through therapeutic advances. In France, since 2012, LFB has implemented all the means necessary to publish these ties.

LFB thus undertakes to respect transparency of relations, enabling public authorities in particular to have all the information necessary to verify that any links between health professionals and pharmaceutical companies do not constitute conflicts of interests. LFB's ties with French healthcare professionals are published on the website www.transparence.gouv.fr.



In addition, **LFB applies any French or foreign law**, regulation or professional code enacting provisions aimed at regulating or controlling the benefits provided to healthcare professionals, such as the French law prohibiting gifts.

LFB's employees must comply with the procedures that define the framework and terms of working relations with healthcare actors (healthcare professionals), in accordance with laws and regulations in force.

LFB prohibits its employees from engaging in any practice that would undermine the ethics and/or independence of a healthcare provider.

LFB ensures the utmost transparency in its relations with healthcare professionals by disclosing all ties (lawful benefits received and/or agreements concluded) with healthcare stakeholders, in application of the local laws and regulations in force. LFB adheres to the code of the EFPIA (European Federation of Pharmaceutical Industries and Associations).



A RESPONSIBLE COMPANY TOWARDS SOCIETY



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LFB undertakes not to tolerate any act of active or passive corruption. Each employee takes care not to generate or expose themselves to conflicts of interest.

Commitment to integrity

Measures to combat corruption

Preventing corruption is a priority for LFB.

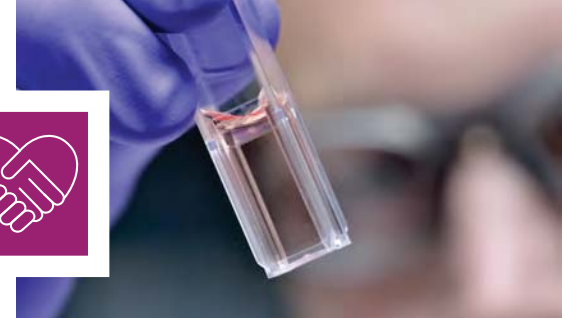
LFB has therefore put in place a corruption prevention plan which consists of several measures, including:

- LFB's Anti-Corruption Code of Conduct containing rules applicable to its employees and external contributors in order to avoid any situation of corruption or influence peddling.
- LFB's professional whistleblowing system through which any employee or external contributor can alert the Compliance Department of any fact likely to affect the LFB's activity or responsibility (alert-compliance@lfb.fr).

LFB does not tolerate any act of corruption and therefore each employee must exercise caution and apply the LFB's Anti-Corruption Code of Conduct.

Avoiding conflicts of interest

It should be remembered that a relationship of interest is not synonymous with a conflict of interest.



While working relationships are essential, for example in public/private research partnerships, conflicts of interest are harmful. A conflict of interest can distort a public decision when it is taken based on private interests, lead to the cancellation of that decision and even legal proceedings against the parties involved. We must therefore make a very clear distinction between a relationship that recognises the fact that people or entities work together, and a conflict of interest.

Both employees of LFB and outside contributors must avoid placing themselves, LFB or external collaborators in a situation of conflict of interest that could harm the image or reputation of LFB.

LFB employees must not generate or expose themselves to situations in which their real or perceived personal interests may conflict with their functions within the LFB or with its interests.

LFB employees who engage in political activities do so in a private capacity, on their own resources, outside the workplace and outside of working hours. **LFB does not participate in the financing of political parties** and does not make any contribution to them.

A RESPONSIBLE COMPANY TOWARDS SOCIETY



6 *LFB and its employees undertake to protect personal information, respect the confidentiality of LFB's data and results, and not harm the image or reputation of the company.*

Duty to protect the data and reputation of LFB

Protection of Intellectual and Industrial Property

The Pharmaceutical Industry, like other industries, uses Industrial Property (IP) to protect its creations, new results and innovations (products, indications or processes) in order to recognise the inventive contributions of its collaborators and avoid improper copying. IP rights are also future levers for the development of LFB and serve to protect its interests, especially internationally.

Within LFB, **IP rights relating to technical innovations are essentially based on patents for inventions.** However, brands, laboratory notebooks and know-how are also sources of industrial property for LFB.



The names of products and services marketed by LFB directly or indirectly are systematically protected by national and/or regional intellectual property offices and form part of an overall corporate strategy aimed at anticipating and preventing risks of potential counterfeiting.

The policy adopted by LFB is therefore part of a process that guarantees early and comprehensive protection of its innovative results to support the launch of new products in France and abroad.

As such, **LFB employees must comply with the measures put in place to protect the company's IP** and to preserve the confidentiality of the results generated in its laboratories as much as possible.



A RESPONSIBLE COMPANY TOWARDS SOCIETY

A requirement to protect information, data confidentiality and LFB's reputation.

Protection of confidential data

More generally, LFB's confidential information is a fundamental asset that employees must absolutely preserve and not disclose. Communicating information to third parties or to LFB employees who are not authorised to receive it could be harmful to the interests of the company.

Protection of the company's image

Likewise, communications by employees must comply with LFB's signoff and communication rules, particularly in a public setting.

Protection of privacy

LFB's activities involve the processing of personal data concerning, among others, patients, plasma donors, healthcare professionals, service providers and employees. It is committed to ensuring that any and all personal data are processed in accordance

with applicable regulations and in particular the EU General Data Protection Regulation (GDPR). **LFB thus undertakes to:**

- Collect and use personal data only for specific and legitimate purposes
- Make sure to only process adequate, accurate, relevant data, within the limits of what is necessary for the purposes pursued
- Keep personal data only for the time necessary to achieve this purpose
- Take appropriate measures to guarantee the confidentiality and security of the data
- Ensure that data subjects are informed about the processing of their data in clear and concise terms
- Supervise and secure international data transfers
- If necessary, carry out an impact analysis before processing data to ensure that the methods comply with regulations.

Any employee can consult the procedures on good management practices on the LFB intranet.

In addition, and to comply with the above principles, each employee can reach out to their local contact in charge of questions relating to personal data or the data protection officer of the corresponding LFB entity.



A RESPONSIBLE COMPANY TOWARDS SOCIETY



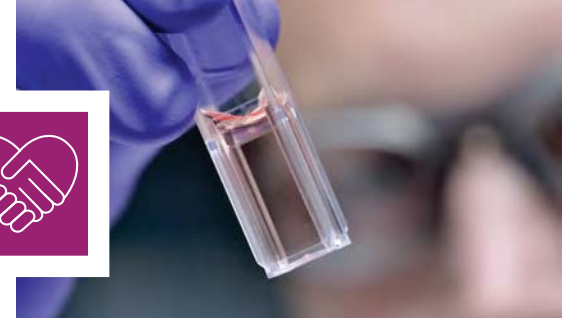
7 *LFB has committed to a responsible purchasing policy and promotes ethical practices with its suppliers. LFB is also committed to securing its supply chains of not only plasma but of all raw materials it uses.*

A responsible purchaser

LFB has signed the Supplier Relations Charter. In 2022, it is embarking on an internal self-assessment process to measure the relevance of the actions implemented.

Through 10 commitments, LFB promotes a trusting and lasting relationship with its suppliers, based on transparency, business ethics and the application of social, societal and environmental criteria in its purchases.

To respond to its suppliers, **LFB has set up a mediation process** with an appointed Internal Mediator who is independent of the Purchasing Department.



To evaluate the actions of its Responsible Purchasing policy, LFB has set up indicators and associated objectives. These indicators and objectives are audited and included in the annual Non-Financial Performance Statement.

Annual assessments of suppliers also contribute to the control of CSR risks and give rise to action plans aimed at creating value and long-term partnerships.

Lastly, LFB works actively to secure its supplies: it regularly reviews its supply chain in order to secure it (raw materials, logistics, suppliers).



A RESPONSIBLE COMPANY TOWARDS SOCIETY



8 LFB is committed to carrying out its activities with complete financial transparency.

Duty of financial transparency

Transparency of accounts and financial communication

LFB publishes its accounts annually in accordance with the law and its transparency policy. The integrity, reliability and accuracy of financial statements are fundamental to the company's success.

No LFB employee **is allowed to make a financial transaction on the basis of financial information which is intentionally inaccurate, falsified or deceptive** and which would make the transaction misleading or illegal. Each employee must ensure, in particular by checking with the financial department, that the financial information used as the basis for a transaction is accurate and sufficiently exhaustive to negotiate in good faith.



LFB undertakes to provide its shareholders with **complete, precise and real information** concerning its financial results as legally required.

LFB undertakes to inform its shareholder and its financial partners of any unfavourable events that could significantly affect its activities.

Any report or document that the company files or submits to financial authorities, any press release or any public financial communication must be accurate, reliable and comprehensible.



COMMITMENT TO THE ENVIRONMENT



9 *LFB is committed to rationalising and optimising its energy consumption and use of resources within the framework of its activities. It is committed to reducing its greenhouse gas emissions.*

10 *LFB is committed to identifying and promoting initiatives in favour of biodiversity, and to preserving animal well-being throughout all of its activities.*

Respect for and protection of the environment are major components of the CSR approach for LFB and its employees.

LFB commits to sustainable development through concrete initiatives to limit and control the environmental impact of its activities. **LFB carries out a complete carbon assessment every year** and has been monitoring its greenhouse gas emissions since 2015, which are constantly decreasing. Starting in 2022, it has pledged to set quantitative objectives that comply with the national low-carbon strategy.

LFB has committed to improving the management of energy and water, and enhancing the energy efficiency of its plants. Optimising waste recycling and reducing discharges have been important goals for many years.

A new plant under construction in Arras, which will triple production capacity and thus accelerate LFB's development in France and abroad, incorporates concrete actions to improve management of the climate (and of water in particular), biodiversity and waste treatment.



The production of all the LFB French sites use certified 100% renewable electricity of French origin. This reduces the company's environmental impact and provides it with a certain measure of energy independence.

Each employee contributes in his or her tasks and habits to improving LFB's environmental footprint.

Lastly, preserving animal well-being is a constant concern of LFB, in all of its activities.

