

# LFB CSR Policy

## Table of contents

Our CSR strategy .....	2
Our strategic commitments .....	5
Our key actions .....	7
<b>Serving patients</b> .....	7
Take all possible measures to honour our commitments and make our medicinal products available in France and internationally, .....	7
Maintain the quality of our products .....	7
Strengthen interactions with patient associations by helping improve care pathways .....	8
<b>Respecting the environment</b> .....	8
• Reduce greenhouse gas emissions from our sites and in our value chain .....	9
• Promote the eco-design of products, limit waste production and pollution .....	9
• Adapt to the consequences of climate change .....	9
• Preserve biodiversity and ecosystems .....	9
<b>Committing to our teams</b> .....	9
• Strengthening safety for all persons on our sites .....	9
• Improving health and well-being at work .....	9
• Developing employee skills .....	9
• Promoting equality and inclusion .....	9
<b>Acting with integrity</b> .....	10
• Maintaining and ensuring compliance and ethical conduct in the Group's business operations .....	10
• Ensuring the use of digital technology in a way that takes into account LFB's CSR commitments .....	10
• Selecting reliable suppliers and service providers with strong CSR practices .....	10
• Evaluating and enhancing the donor experience and the societal impact of LFB plasma collection centres .....	10
• Promoting animal well-being .....	10

## Our CSR strategy

LFB affirms a strong conviction in the face of the major health, social and environmental challenges before it: the performance of a healthcare company is measured as much by its impact on patients' lives as by its ability to act responsibly and sustainably. Because human health also depends on the living conditions and environments in which they live, LFB bases its approach on a global vision that links human health, society and the environment.

Corporate social responsibility (CSR) is therefore an essential strategic lever to meet societal expectations, strengthen stakeholder confidence and ensure the sustainability of LFB's model.

At LFB, CSR is integrated directly into the very heart of its corporate strategy. It structures choices, guides priorities and directs collective action to build a desirable future, in the service of health, patients and the general interest of society as a whole.

LFB's raison d'être, "**LFB, expertise committed to life**", defines LFB's usefulness to society and gives clear direction to all of its activities. It rests on three intrinsic principles:

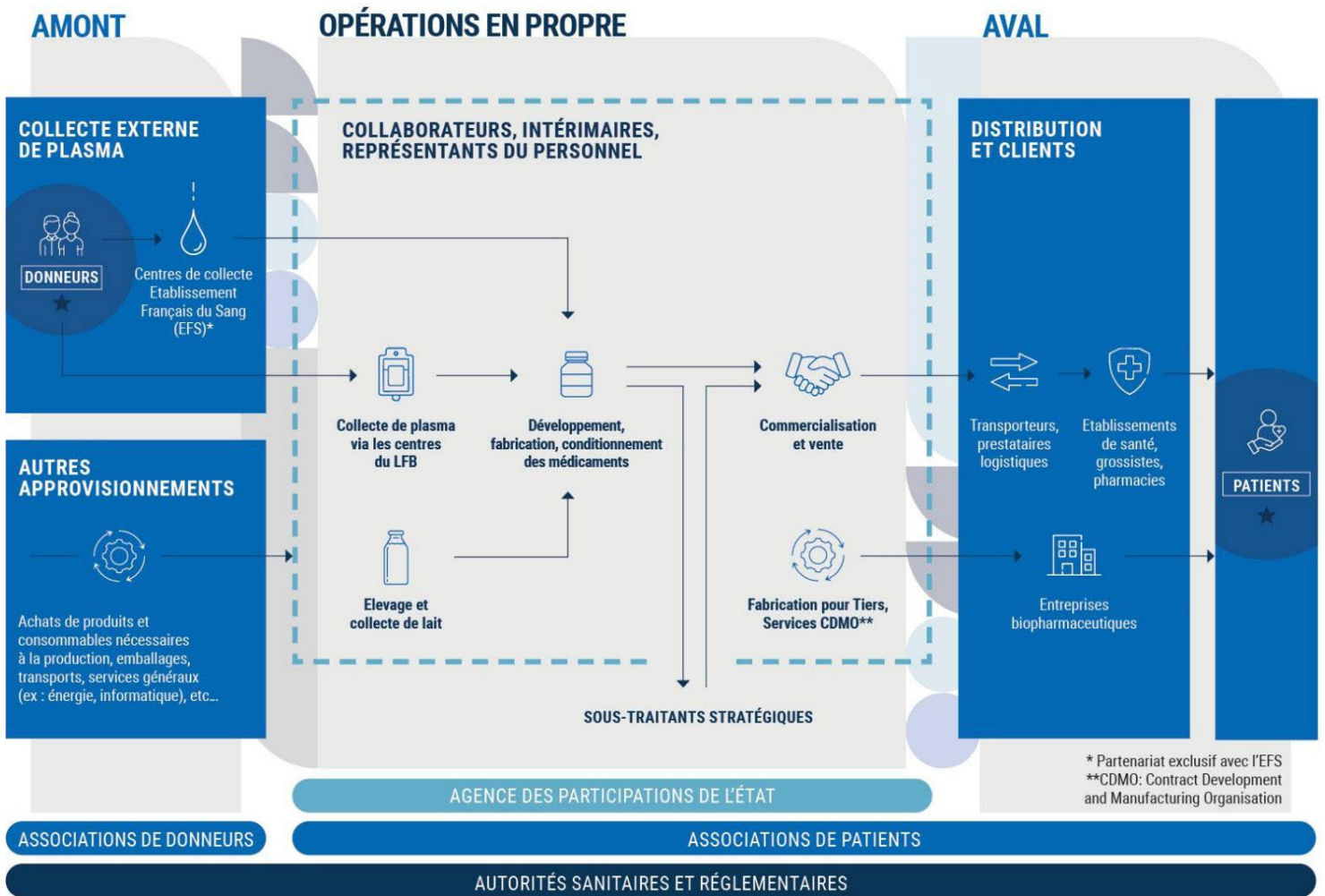
- Expertise in plasma-derived medicinal products, supported by recognised scientific, industrial, and human know-how, which makes a difference in patients' lives;
- Commitment, a core value embodied by our employees who are mobilised with responsibility, rigour, and determination;
- Service to life, a mission that gives meaning all of LFB's actions, for the benefit of patients suffering from serious, often rare, diseases, both in France and internationally.

**LFB's CSR strategy** translates this raison d'être into operational terms. It turns it into a structured roadmap, broken down into policies, commitments, objectives and actions, and integrated into all of the company's activities and functions. This strategy is based on four pillars:

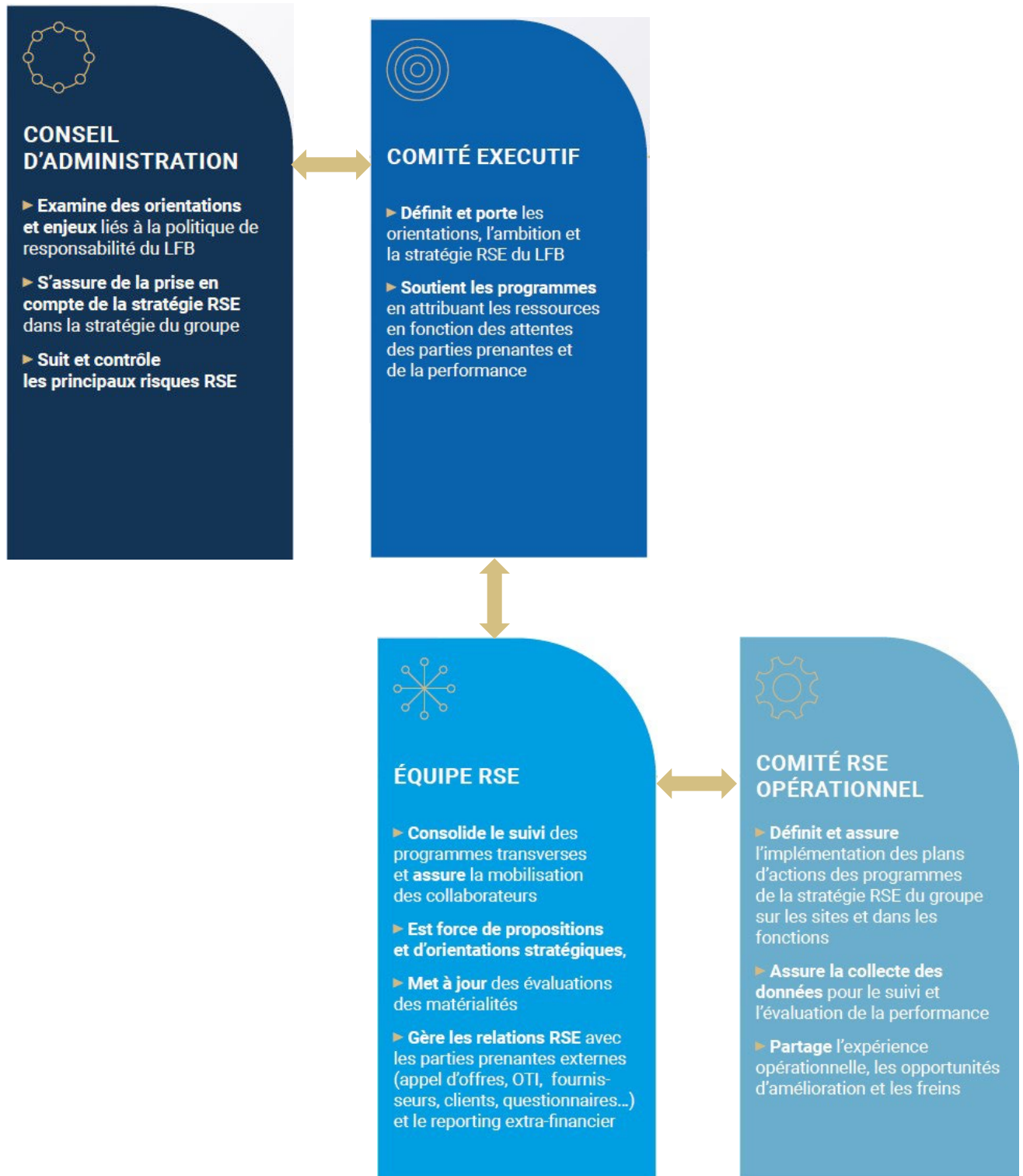
- Serving patients
- Committing to our teams
- Respecting the environment
- Acting with integrity

This strategy, as outlined in this policy, concerns all LFB employees, in all its entities and in all the countries where it operates. It provides a common frame of reference that guides practices, decisions and behaviours, in keeping with the company's overall strategy.

As a responsible actor in its value chain, LFB shares its commitments with all of its stakeholders, to promote consistent practices throughout its activities. LFB's CSR policy is based on an understanding of its value chain and highlights the Group's main levers for action.



LFB's CSR strategy and policy were developed collectively with the help of internal and external stakeholders. Its governance is based on the joint roles of the Board of Directors, the Executive Committee, the CSR team and the Operational CSR Committee. Changes to this text will be submitted to the Executive Committee for approval and shared with all employees.



## Our strategic commitments

To achieve these goals, LFB has defined several key commitments for each pillar of its strategy:

- **Serving patients:**
  - By making every effort to meet LFB's commitments and make its medicinal products available in France and internationally;
  - By maintaining product quality;
  - By strengthening interactions with patient associations and contributing to the improvement of care pathway.
  
- **Respecting the environment:**
  - By reducing greenhouse gas emissions;
  - By adapting to climate change;
  - By analysing the life cycle of products.
  
- **Committing to our teams:**
  - By increasing the safety of our workforce;
  - By improving health and well-being at work;
  - By developing employee skills.
  
- **Acting with integrity:**
  - By maintaining and ensuring compliance and ethical business practices;
  - By ensuring the use of digital technologies in a manner in keeping with LFB's CSR commitments;
  - By selecting reliable suppliers and service providers with strong CSR practices;
  - By evaluating and improving the donor experience and the societal impact of LFB plasma collection centres;
  - By promoting animal well-being.

## SERVIR LES PATIENTS

Mettre à disposition des médicaments dérivés du plasma et des protéines recombinantes, en garantissant leur disponibilité et en contribuant à améliorer le parcours patients grâce à l'engagement du LFB auprès des soignants et des associations de patients.

**NOS PREUVES**

- Tripler la capacité de fractionnement du LFB
- Doubler le nombre de sites de production agréés par des autorités sanitaires internationales d'ici 2030
- Présenter 100% des projets stratégiques de développement produits aux associations de patients concernées dès 2026

## S'ENGAGER POUR NOS ÉQUIPES

Favoriser un environnement de travail où sécurité, bien-être et développement sont au cœur de nos priorités, en s'appuyant sur une culture d'entreprise inclusive fondée sur l'engagement et la volonté commune de travailler ensemble.

**NOS PREUVES**

- Diminuer de 80% le nombre d'accidents du travail avec arrêt en 2030 (vs 2023)
- Permettre à 100% des collaborateurs, d'ici 2030, d'avoir un plan de développement et d'expertise
- Sensibiliser 100% des collaborateurs aux enjeux de la RSE d'ici 2030



## RESPECTER L'ENVIRONNEMENT

Réduire l'empreinte carbone et environnementale de nos activités, adapter notre chaîne de valeur et nos opérations aux défis climatiques, préserver les ressources en eau, et optimiser nos procédés de production.

**NOS PREUVES**

- Réduire de 43% les émissions de GES d'ici 2030 pour les scopes 1, 2 et 3 (vs 2022)
- Réduire de 10% la consommation d'eau d'ici 2030 (vs 2022)
- Réaliser un bilan carbone sur les médicaments dont les ventes représentent 80% de notre CA avant 2030

## AGIR AVEC INTÉGRITÉ

Incarner l'exemplarité par des pratiques responsables et transparentes, en plaçant l'éthique au cœur de nos décisions et de notre impact.

**NOS PREUVES**

- Former 100% des collaborateurs au Code de Conduite du LFB d'ici 2028
- Favoriser les fournisseurs et prestataires qui sont alignés avec nos engagements RSE
- Veiller à ce que, d'ici 2030, 90% des donneurs actifs aient une expérience de don bonne ou excellente dans nos centres de collecte

These commitments form the foundation of LFB's CSR Policy. They guide all of the company's initiatives to reduce its impacts on patients, the environment, LFB employees and society.

## Our key actions

### Serving patients

Many patients with serious, often rare diseases depend on plasma-derived medicinal products to live and maintain their quality of life. As a major player in their production and entrusted with a public health mission in France, LFB aims to guarantee sustainable, secure and equitable access to these vital treatments, in compliance with the highest health, ethical and regulatory standards.

To meet the needs of patients and ensure continuity of care, LFB relies on complementary collection sources. In France, LFB uses plasma collected by the French Blood Establishment (EFS), as part of an exclusive partnership which contributes to national health sovereignty. In parallel, LFB has an international collection network structured around Europlasma and LFB Plasma, with centres located in Austria, Germany, the Czech Republic and the United States, thus ensuring sufficient supplies to sustainably meet the needs of patients.

To guarantee access to treatments in a context of rapidly growing demand, LFB has committed to providing fair and safe access to treatments, both today and for future generations:

- By tripling its production capacity for plasma-derived medicinal products,
- By expanding its offerings with its own plasma collection centres,
- By helping improve patient care pathways, facilitating access to information, and ensuring better treatment monitoring, thanks to its commitment to caregivers and patient associations.

To achieve these objectives, LFB has defined a three-pronged roadmap:

#### **Take all possible measures to honour our commitments and make our medicinal products available in France and internationally,**

- Interact with public stakeholders to guarantee sufficient plasma supplies, particularly with the EFS (French Blood Establishment) and other actors in the plasma sector,
- Carry out awareness campaigns on plasma donation through its international collection centres, particularly in Central Europe,
- Priority is given to national needs for medicinal products derived from this plasma (public health mission), with the creation of dedicated safety stocks in case of emergency.

#### **Maintain the quality of our products**

- In accordance with current legislation, plasma collection is based on the selection of donors with a post-donation information management system, systematic testing of

samples from manufacturing batches, continuous control and epidemiological surveillance.

- According to local regulations, strict pharmacovigilance and haemovigilance systems are in place with the serialisation of medicinal products.
- Double verification and double release of all batches of medicinal products are systematic.

### Strengthen interactions with patient associations by helping improve care pathways

- Support in France for patient associations such as IRIS (Association for patients with primary immunodeficiencies), ADAAT (Association for patients with alpha-1 antitrypsin deficiency), AFNP (French Association for Peripheral Neuropathies), AFH (French Association of Haemophiliacs) or AF3M (French association for patients with Multiple Myeloma),
- Supply of reliable information to healthcare professionals, in compliance with applicable ethics and best practices.

## Respecting the environment

Environmental challenges are among the most pressing risks to global health today. They aggravate many diseases, compromise the resilience of healthcare systems and increase pressure on health infrastructures. The quality of outdoor and indoor air, water quality, diet, exposure to chemicals, etc., are all environmental factors that play a determining role in the appearance and aggravation of multifactorial pathologies such as cancers, chronic respiratory diseases and obesity, to name just a few.

Recognising that human health and a clean environment are inextricably linked, LFB has committed to link industrial performance and innovation with responsibility, for the benefit of patients and the planet:

- By setting up an environmental management system and an energy management system aligned with the ISO 50001 standard at all production sites;
- By reducing greenhouse gas emissions by 43% by 2030 for scopes 1, 2, and 3 (vs 2022);
- By reducing water consumption by 10% by 2030 (vs 2022);
- By bringing the percent recycling of non-hazardous waste to 80%;
- By assessing the carbon footprint of products representing 80% of LFB's revenue (over the overall product life cycle).

The Group has defined a roadmap focusing on four main areas:

- **Reduce greenhouse gas emissions from our sites and in our value chain**
- **Promote the eco-design of products, limit waste production and pollution**
- **Adapt to the consequences of climate change**
- **Preserve biodiversity and ecosystems**

For more information on our environmental commitments and actions, see the LFB Environmental Policy.

## Committing to our teams

LFB's corporate culture focuses on safety, well-being and skills development. Through an inclusive approach and open dialogue, LFB creates a workplace where each employee can fully invest themselves, contribute to collective missions and develop in a safe and respectful environment.

LFB is convinced that health, safety, and skills guarantee both employee well-being and operational excellence in the service of patients. That is why the Group has chosen to place these issues at the heart of its CSR strategy and has committed to fostering a work environment where employee safety, well-being, and development are priorities.

- By reducing by 80% the number of work accidents with lost time by 2030 (vs 2023);
- By providing all employees with the opportunity to create a development and expertise plan by 2030;
- By raising awareness among 100% of employees to CSR issues by 2030.

The Group has defined a roadmap focusing on four main areas:

- **Strengthening safety for all persons on our sites**
- **Improving health and well-being at work**
- **Developing employee skills**
- **Promoting equality and inclusion**

For more information on our commitments and approach to human resources, see the LFB Human Resources Policy.

For more information on our commitments and actions regarding safety, see the LFB Health and Safety Policy.

## Acting with integrity

Integrity is essential in the pharmaceutical sector: transparency, ethics, and reliability are key expectations of patients, donors, and all stakeholders. It serves as a guiding principle, linking respect for donors and sustainability of the value chain, and is becoming an essential driver of sustainable performance for the sector. LFB has committed to making integrity a core principle that guides its actions and decisions:

- By training 100% of employees on the LFB Code of Conduct by 2028;
- By giving priority to suppliers and service providers that are aligned with LFB's CSR commitments;
- By ensuring that, by 2030, 90% of active donors have a good or excellent donation experience at our collection centres.

The Group has defined a roadmap focusing on five main areas:

- **Maintaining and ensuring compliance and ethical conduct in the Group's business operations**
- **Ensuring the use of digital technology in a way that takes into account LFB's CSR commitments**
- **Selecting reliable suppliers and service providers with strong CSR practices**
- **Evaluating and enhancing the donor experience and the societal impact of LFB plasma collection centres**
- **Promoting animal well-being**

For more information on our commitments and actions regarding responsible purchasing, see the LFB Responsible Purchasing Policy.

## Communication of the policy

The aim of this CSR Policy is to present and structure all of LFB's commitments and initiatives in terms of societal responsibility. The policy is evolving by nature, in step with the transformation of LFB, changing practices, regulatory environments and the expectations of stakeholders.

It is accessible to all employees via the intranet and the LFB website, and is also intended to be shared with our customers, suppliers, partners and more broadly all our stakeholders, in a spirit of transparency and dialogue.

It is presented to each new arrival and included in an awareness course accessible to all employees, which addresses all issues in the area of sustainable development. Built with internal experts and available in several languages, this programme aims to increase understanding of the impacts related to LFB's activities and the Group's commitments.

**Through this policy, LFB affirms its ambition to act responsibly and sustainably, in the service of patients, its employees, the environment and society as a whole.**

**Jacques BROM**

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CSR and Sustainable  
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