Sustainability Report 2024



octapharma

Our passion drives us to provide new health solutions advancing human life.

Octapharma Sustainability Report 2024

About the Sustainability Report

This is the Octapharma Group Sustainability Report relating to the financial year 2024. The Report covers Octapharma Nordic AB (Corporate ID No. 556614-9794) and all entities included in the consolidated accounts for the same period. These entities are specified in the Notes of the consolidated accounts. In accordance with the provisions of the Swedish Annual Accounts Act (Chapter 6, paragraph 11), the Report has been prepared separately from the Annual Report. This is the eighth Octapharma Group Sustainability Report and there have been no significant changes in the principles applied to its reporting and scope. In signing the annual financial statements and consolidated accounts of the Company, the Board of Directors has also approved the Sustainability Report.

Octapharma Sustainability Report 2024

Serving patients in

120

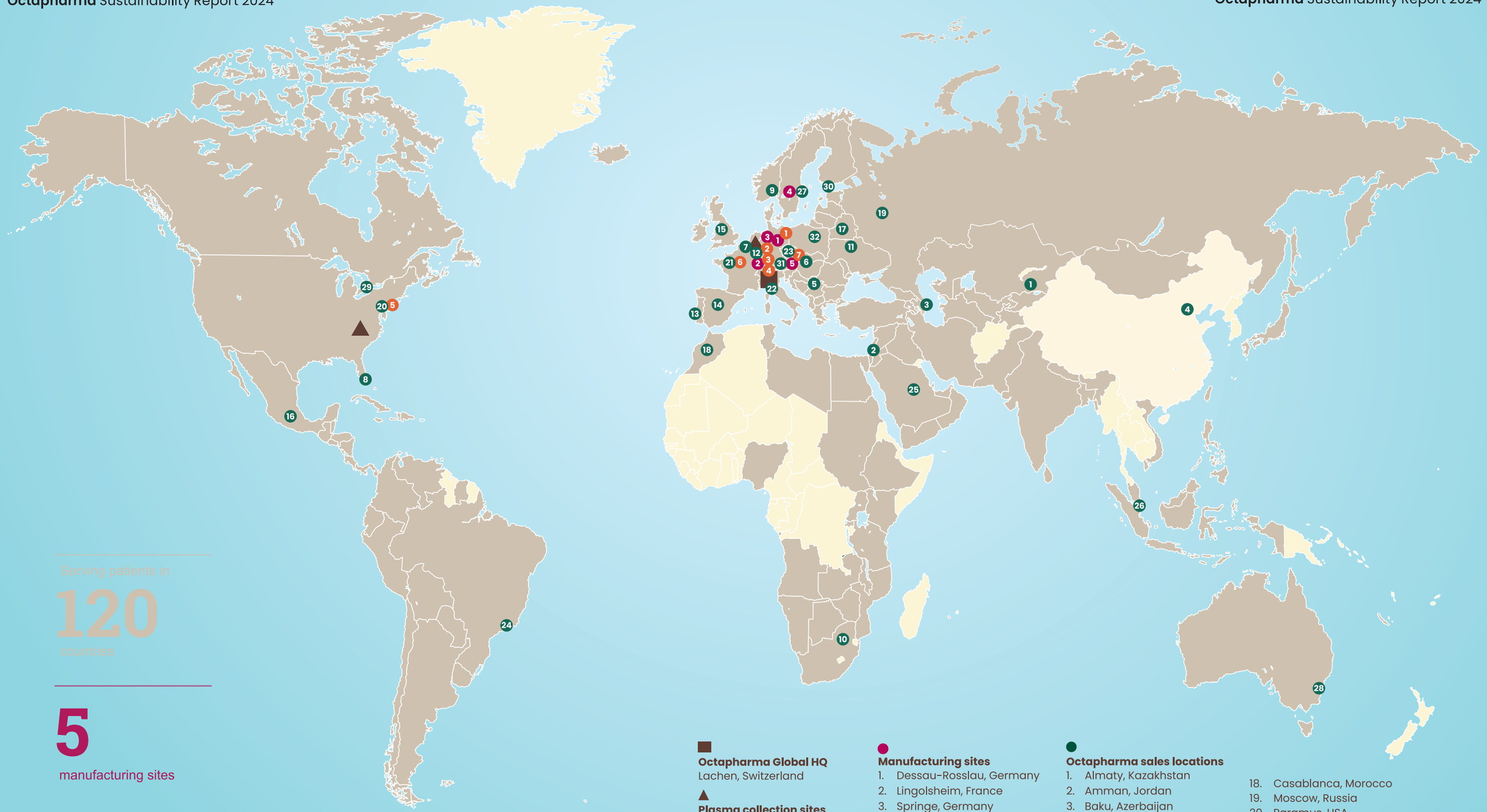
countries

5

manufacturing sites

7

preclinical and clinical R&D sites



Octapharma Global HQ
Lachen, Switzerland

Plasma collection sites
1. Octapharma Plasma, Inc., Charlotte, USA
2. Octapharma Plasma GmbH, Langenfeld, Germany

Manufacturing sites
1. Dessau-Rosslau, Germany
2. Lingolsheim, France
3. Springe, Germany
4. Stockholm, Sweden
5. Vienna, Austria

R&D sites
1. Berlin, Germany
2. Frankfurt, Germany
3. Heidelberg, Germany
4. Lachen, Switzerland
5. Paramus, USA
6. Paris, France
7. Vienna, Austria

Octapharma sales locations
1. Almaty, Kazakhstan
2. Amman, Jordan
3. Baku, Azerbaijan
4. Beijing, China
5. Belgrade, Serbia
6. Bratislava, Slovakia
7. Brussels, Belgium
8. Miami, USA
9. Jessheim, Norway
10. Johannesburg, South Africa
11. Kiev, Ukraine
12. Langenfeld, Germany
13. Lisbon, Portugal
14. Madrid, Spain
15. Manchester, UK
16. Mexico City, Mexico
17. Minsk, Belarus
18. Casablanca, Morocco
19. Moscow, Russia
20. Paramus, USA
21. Paris, France
22. Pisa, Italy
23. Prague, Czech Republic
24. Rio de Janeiro, Brazil
25. Riyadh, Saudi Arabia
26. Singapore
27. Stockholm, Sweden
28. Sydney, Australia
29. Toronto, Canada
30. Vantaa, Finland
31. Vienna, Austria
32. Warsaw, Poland

Countries where patients are treated with our products

Who we are

Headquartered in Lachen, Switzerland, Octapharma is one of the largest human protein manufacturers in the world, developing and producing human proteins from human plasma and human cell lines.

Octapharma employs more than 11,000 employees worldwide to support the treatment of patients in 120 countries with products across three therapeutic areas:

- **Haematology** (coagulation disorders): In people with bleeding disorders, the blood clotting process doesn't work properly. In haemophilia A, haemophilia B and Von Willebrand disease (VWD), coagulation factor VIII, coagulation factor IX and Von Willebrand factor (VWF), respectively, are missing or don't work as they should.

- **Immunotherapy** (immune disorders): In inherited or acquired deficiencies of the immune system, missing or faulty antibody production can lead to increased susceptibility to infections. In various autoimmune diseases, the patient's own immune system mistakenly attacks part of the patient's body.

- **Critical care** (bleeding management and functional volume replacement): Patients in intensive care, in emergency care or during surgical procedures often require immediate medical attention to prevent shock and to quickly restore the body's natural balance - such as to restore normal blood volume and clotting (coagulation) function.

Octapharma Sustainability Report 2024

The Octapharma Vision

"Our passion drives us to provide new health solutions advancing human life."

Octapharma's corporate vision drives all company decisions and underpins everything we do at work, each and every day. Our vision describes the overarching idea of Octapharma and serves as the company's navigational reference point.

Our Mission

"For the safe and optimal use of human proteins."

Our Values

Octapharma has five core values which constitute the principles and beliefs that guide our behaviour, decisions and actions at work:

•Ownership
•Integrity
•Leadership
•Sustainability
•Entrepreneurship

Our values articulate the philosophy by which each of us lives and acts every day, and they also form the fundamental basis for our performance management and evaluation process at Octapharma.

Social and employee-related information

Octapharma has a zero-tolerance approach to discrimination, regardless of reason, and works to achieve a culture characterised by equality and diversity. This approach is clearly expressed in the company's Code of Conduct as well as in our Corporate Sustainability Policy. Octapharma recognises that society still has a long way to go in achieving gender equality, diversity and the abolition of discrimination in all its forms, and realises that the company is not immune to these issues. Octapharma therefore works proactively to promote equality and diversity while defending against all forms of discrimination.



Octapharma Sustainability Report 2024

Employees by gender	2023		2024	
	Men	Women	Men	Women
Board of Directors Number of men and women on the parent company Board of Directors	10	0	10	0
Managers Total number of managers in the Group by gender (excluding Group executive management)	736	620	916	903
Employees Total number of employees in the Group by gender (excluding Board of Directors, Group executive management and other managers)	4,233	6,309	3,979	5,333
Total workforce	**4,979**	**6,929**	**4,905**	**6,236**

Employees by age group	2023		2024	
	No.employees	% of total	No.employees	% of total
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	18%
Total workforce	**11,908**		**11,141**	

Plasma collection and manufacturing

Octapharma collects plasma and manufactures it into lifesaving plasma-derived therapies. Each therapy we create is controlled, fractionated, purified, virus inactivated and inspected, before being used to change and save the lives of patients worldwide.

Plasma-based therapies treat rare, genetic and chronic diseases such as haemophilia and immune deficiency disorders. They are also used to treat trauma and burn victims and for critical care procedures, including major surgeries, cancer treatments and organ transplants.

Plasma collection methods

Source plasma is collected from healthy, voluntary donors through a process called plasmapheresis. Donors may be compensated for their time and effort, depending on country regulations.

Octapharma operates more than 190 plasma donor centres in Germany and the US. Recovered plasma is collected through whole blood donations. The plasma is then separated from its cellular components. Octapharma collaborates with a variety of blood banks and not-for-profit organisations (e.g., the Red Cross) for the additional supply of recovered plasma.

Manufacturing

Using the latest technology and a strict quality control process, Octapharma's production plants carry out plasma fractionation and purification, undertake pharmaceutical production, packaging and storage, and organise distribution. Production of plasma-derived products takes place at facilities in Austria, France, Germany and Sweden, all of which have the required licences to manufacture pharmaceuticals.

Distribution channels

Octapharma's medicines are sold worldwide. Our customer base is diverse and does not depend on one single customer group or national tender. Our main customer groups include hospitals (public and private), pharmacies and national public bodies, and we also participate in tenders for self-sufficiency projects as well as both national and specific hospital-based tenders for certain products.

Octapharma Sustainability Report 2024

Corporate quality assurance

The Octapharma Corporate Quality Assurance team ensures that the Pharmaceutical Quality System implemented at Octapharma is maintained and integrated into all operations, to ensure Octapharma provides the best products and service to our patients.

Corporate Quality Manual

The Corporate Quality Manual provides guidance on the Pharmaceutical Quality System, and gives an overview of Octapharma's operations, different business areas and interactions with different users including customers, employees, consultants, health authorities and suppliers. The Pharmaceutical Quality System itself consists of several system elements and is an interpretation of the current regulations, which are linked and integrated into all Octapharma operations to ensure the provision of excellent products and service to our patients worldwide.



Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP) are integral parts of the Pharmaceutical Quality System and are intended to ensure that medicinal products are manufactured, tested, released and distributed in such a way that they comply with both in-house standards and regulatory requirements.

Good practice in pharmaceutical regulations and quality guidelines (together known as GxP) is applied as pragmatically and strictly as necessary, and

followed according to regulations within other areas such as the design and development phase – including clinical studies of new medicinal products and pharmacovigilance (the science and activities relating to the detection, assessment, understanding and prevention of adverse effects or any other medicine-related problem).

To ensure that our patients receive the highest quality products, Octapharma places great emphasis on achieving high quality at every step of the development and production process.

Corporate Quality Plasma

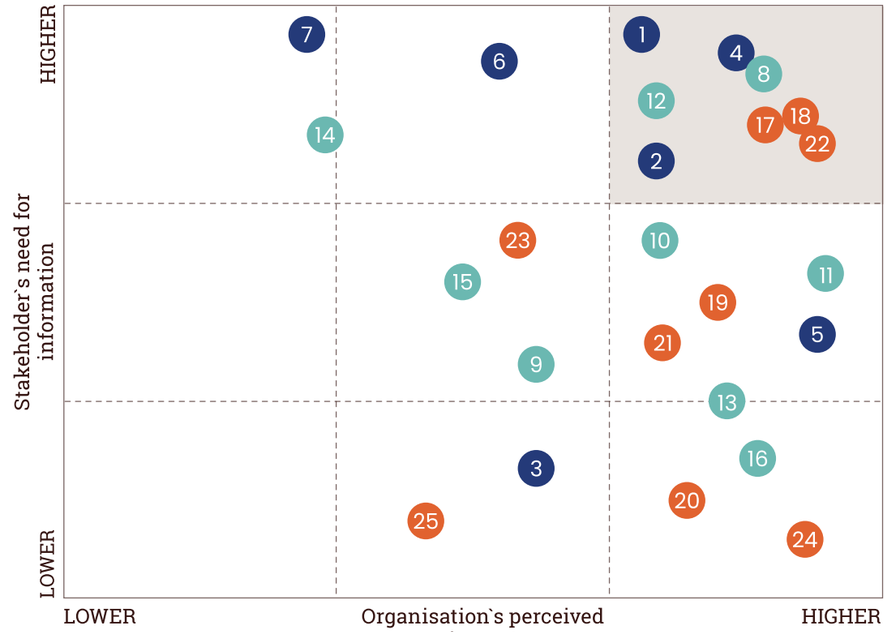
The Corporate Quality Plasma (CQP) department ensures all relevant quality parameters are consistently met for plasma, from donation through to preparation for production. CQP ensures the accurate traceability of each plasma unit, including "Look-Back" and "Post Donation Information" and any deviated processes which may have had an influence on the quality of a particular plasma unit. CQP evaluates our plasma suppliers to ensure compliance to regulations and quality standards.

Corporate Quality Control

The Corporate Quality Control (CQC) team uses state-of-the-art test systems and processes to verify the safety, efficacy and quality of every single product batch up to the moment they leave our manufacturing sites. Such processes include in-process tests, final product testing, microbiology tests, stability tests, and other standardised test methods. CQC ensures the use of only high-quality raw materials which are specified according to relevant international pharmacopeia.

Materiality analysis

In preparation for our Sustainability Report, Octapharma's management carried out an analysis of the most material sustainability aspects with regard to the company's operations, including those issues where the company is deemed to have a significant impact. The analysis covered both sustainability risks and opportunities in our operations and value chain, mainly concerning the environment, social and employee matters, respect for human rights and anti-corruption. The results of the materiality analysis can be seen in the topics and Key Performance Indicators (KPIs) presented in this report.



1. Energy consumption and efficiency
2. Water consumption and wastewater treatment
3. Waste generation and handling, especially hazardous waste
4. Greenhouse gas emission including refrigerants
5. Transports
6. Environmental management systems
7. Active pharmaceutical ingredients
8. Employee diverstiy and equality – non-discrimination
9. Talent aquisition and retention strategies
10. Safe workplaces
11. Employee training and development
12. Donor health and safety (human rights)
13. Product quality and safety
14. Investments, donations and sponsorship of local communities
15. Initiatives to improve public health and access to healthcare
16. Educational and research partnerships
17. Anti-corruption policy and communication
18. Whistleblower cases and actions taken
19. Permits and licenses
20. Tax policy and payments
21. Patents and trademarks
22. Corporate values and code of conduct
23. Responsible procurement
24. Ethical considerations in marketing and labeling of products
25. Public policy and lobbying

Governance and management of sustainability

The Board of Directors has overall responsibility for the management and execution of the Group's decisions and strategies, which also includes issues related to sustainable business operations. Environmental matters at our production sites are the responsibility of local environmental and operations managers, as is quality control. Human Resources (HR) is responsible for all people-related issues, and Group Compliance together with local compliance officers are responsible for ensuring compliance with all laws and regulations at all times.

Governing norms, policies and guidelines

Octapharma's Corporate Sustainability Policy outlines our overall commitments and viewpoints with regards to sustainability. The policy recognises that we are committed to treating resources with care and to minimise negative environmental impacts that could result from our processes and activities. Octapharma is committed to providing a safe and healthy working environment, striving to reduce workplace accidents and injuries, promote well-being, and further develop the skills of our employees.

Product responsibility and quality are indispensable prerequisites of our business and Octapharma is committed to complying with all regulatory requirements and internationally established best practices. Octapharma is committed to supporting and respecting human rights within our sphere of influence.

The Corporate Sustainability Policy is reinforced by local policies and instructions at our research facilities, manufacturing sites and offices.

In order to communicate our corporate values and norms, and to support all people working for Octapharma in making the right decisions, the Board of Directors has also adopted a company-wide Code of Conduct, based on our core values.

The Code of Conduct expresses the Octapharma Group's expectations as an employer and sets professional standards to be adhered to throughout the Group. It covers several aspects of the business such as professional integrity, respect for competition law, our zero-tolerance approach to corruption, how to handle conflicts of interest, respect for others and the promotion of diversity and equality of opportunity, to name a few. All employees, and everyone who acts on behalf of Octapharma, must comply with the Code of Conduct.

Online compliance training has been developed to help explain the importance of integrity in our activities and covers the key messages of the Code of Conduct. All relevant employees are expected to complete the training.

The online training courses are split into three different areas: Code of Conduct, Corruption Prevention and Antitrust Law. Depending on the individual's function and responsibilities, the Corporate Compliance Office selects the relevant training required.

To encourage our employees to speak out on suspected non-compliant behaviour, misconduct and violations of the Code of Conduct, Octapharma has implemented several communication channels to report such incidents. Among other things, we have implemented an internal whistleblowing system (the Integrity Reporting System) permitting everybody to report such incidents in most countries anonymously (unless restricted by law). Reported matters are then forwarded to Corporate Compliance which will – on a case-by-case basis – involve HR or internal audit for further investigation.

Octapharma has no major suppliers in countries where there is likely to be a risk of unfair working conditions or human rights violations.





Environmental performance 2024

Octapharma's 2024 annual sustainability report provides details about the Company's environmental strategy and performance. The scope is the same as last year's, and covers scope 1 and 2 for packaging, logistics centres, research and production facilities in Europe. Non-European entities are not covered by this report.

The Group continues to focus on environmental issues that have the greatest global impact: global warming, energy use and clean water scarcity. In addition, efforts have been made to further reduce contaminants in waste streams emerging from manufacture operations.

Improvements undertaken this year have mainly focused on the following topics:

- Reducing greenhouse gas (GHG) emissions, mainly through refrigerant management and changing to non-fossil fuels where applicable.
- Energy savings through systems improvements and extended heat recovery.
- Reducing utilities consumption by process optimisation.
- Reducing the release of contaminants in effluents.

Over the year, significant energy savings can be seen at several sites as a result of the above-mentioned initiatives and increased awareness among employees.

KPIs, the key environmental figures, are given in this report, both in absolute numbers and relative to plasma use. As our sites are operating more energy efficiently at the same time as production volumes are increasing, a number of different KPIs have developed positively for the Group.

Defined environmental goals for the years 2023 and 2024. In 2024, Octapharma reached our goals for all 4 KPIs.

	2024	**2023**
Energy consumption, MWh/tonne plasma	<26	<28
CO_{2e} emissions, tonne/tonne plasma	<2.3	<2.4
Water consumption, ktonne/tonne plasma	<0.16	<0.16
Wastewater consumption, ktonne/tonne plasma	<0.13	<0.13



Environmental KPIs

	2024	**2023**
Energy consumption, MWh/tonne plasma	23.73	26.14
CO_{2e} emissions, tonne/tonne plasma	1.16	1.53
Water consumption, ktonne/tonne plasma	0.15	0.16
Wastewater consumption, ktonne/tonne plasma	0.12	0.13

Conclusion

In 2024, the total energy consumption decreased by 1.5% compared to 2023. At the same time, the total production volume increased by 9% compared to previous year.

A significant improvement of energy consumption was seen when hot produced water for injection (WFI) was changed to cold produced WFI. The total CO_{2e} emission significantly reduced in 2024, notably as a result of increased use of Eco gas and the utilisation of flue gas from the neutralisation process for wastewater with high pH. Total 2024 CO_{2e} emissions were reduced by 17% compared to 2023. Unfortunately, refrigerant leakages increased in 2024 by 5% but, even despite this, the total goal for CO_{2e} leakages was reached.

Several initiatives to improve municipal water use were initiated during the year, including changes in cleaning processes and avoiding use of municipal water for cooling purposes. These initiatives delivered a reduction of municipal water usage of approximately 7%.

Wastewater volumes in 2024 were slightly lower compared to previous years. Significant efforts were made during the year to reduce contaminants in effluents and reduce total waste flows by process optimisation and change of chemicals for pH neutralisation.


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