

Modern Slavery Statement

Introduction

Around the world, new laws require companies to implement measures to fight forced labour and to take this risk into account in their supply chains: Texts like the Modern Slavery Act adopted by the United Kingdom (2015), the Duty of Vigilance Law in France (2017), the Transparency in Supply Chain Act in California (2010) and the Modern Slavery Bill in Australia (2018) require that companies of a certain size more transparently prevent the risk of forced labour in their supply chain.

The actions of companies on the ground, within their sphere of economic influence and with their partners in countries at risk, are essential to eradicating all forms of modern slavery linked in particular to global subcontracting.

This statement updates the progress made by LFB Group, including its British affiliate LFB BIOPHARMACEUTICALS, to prevent and combat the risks of modern slavery in its activities and in its relations with its partners (suppliers and subcontractors). This constitutes our modern slavery statement for the financial year ended 31st December 2025.

1. Our organisation, activities and supply chains

LFB Group and its activities

LFB is a biopharmaceutical group that develops, manufactures and markets plasma-derived medicinal products and recombinant proteins used to treat serious and often rare diseases, particularly in the fields of immunology, haemostasis and intensive care. Created in France in 1994, LFB markets medicinal products internationally, including in the United Kingdom, and employs approximately 3,000 people worldwide, including nearly 2,000 in France.

LFB BIOMEDICAMENTS, a wholly owned subsidiary of LFB SA, is entrusted by French law with a public health mission connected with the fractionation of plasma-derived medicinal products from voluntary donations collected in French territories. This public health role underlines the Group's responsibility to conduct its activities with rigour, transparency and respect for fundamental rights.

Supply chains and procurement model

LFB's supply chains support the development, production, quality control, distribution and commercialisation of medicinal products. They include, among others, raw materials, consumables and reagents, filtration materials, personal protective equipment and sterility assurance, IT hardware, outsourced production, logistics services, packaging and transport, as well as other goods and services required for biopharmaceutical operations. In 2025, 86% of LFB's purchases excluding plasma – suppliers and service providers (QA agreement), production subcontracting and energy – were made within the European area.

2. Governance and policies

LFB considers respect for human rights, responsible working conditions, ethical conduct and responsible procurement to be integral to the way it conducts business. These principles are reflected in the Group's [Corporate Social Responsibility](#) ("CSR"), [Human Resources](#) and [Responsible Purchasing](#) policies, and in the expectations placed on partners and suppliers. They apply across LFB entities and countries of operation and are intended to guide practices, decisions and behaviours throughout the Group.

Governance

LFB's CSR governance is based on the roles of the Board of Directors, the Executive Committee, the CSR team and the Operational CSR Committee. The CSR Policy is designed to evolve with LFB's transformation, regulatory developments and stakeholder expectations. Changes are submitted to the Executive Committee for approval and shared with employees.

Policies supporting the prevention of modern slavery risks

LFB's policy framework supports the prevention of modern slavery and human trafficking risks in its own operations and supply chains. Relevant policies include:

- the CSR Policy, which integrates CSR into LFB's corporate strategy and sets commitments relating to employees, suppliers, integrity and sustainable performance;
- the Human Resources Policy, which affirms LFB's commitment to fundamental human rights and to the fundamental standards of the International Labour Organisation, including freedom of association, the abolition of child labour, the elimination of forced labour and the fight against discrimination;
- the Responsible Purchasing Policy, which sets expectations for partners and subcontractors regarding human rights, safe and fair working conditions, diversity and inclusion, integrity, transparency and responsible business practices;
- contractual commitments and purchasing documents, including the General Terms and Conditions of Purchase and supplier-related clauses addressing CSR and ethical requirements.

Under the Responsible Purchasing Policy, LFB expects partners to guarantee respect for human rights in all operations, including among subcontractors, and to prohibit forced labour, child labour, human trafficking and all forms of exploitation. Partners are also expected to provide a safe and healthy working environment, prohibit discrimination, respect freedom of association and collective bargaining, and act with integrity and transparency.

LFB's Human Resources Policy reflects the Group's objective to foster a work environment where safety, well-being and skills development are priorities, within an inclusive corporate culture and a practice of dialogue. LFB adheres strictly to applicable local regulations in the countries where it operates, with the objective of ensuring working conditions that meet or exceed legal standards. The Group maintains transparent and continuous dialogue with social partners, and 100% of French sites are covered by a Work Council and a Health, Safety and Working Conditions Committee.

LFB applies a zero-tolerance policy towards all forms of discrimination and prohibits violence, harassment, discrimination and intimidation. Decisions relating to recruitment, training, remuneration,

career development and termination of employment are based on professional, objective and measurable criteria.

3. Due diligence in our operations and supply chains

LFB's purchasing processes are designed around core environmental, social and ethical issues. CSR risk mapping performed in 2023 identified the most exposed purchasing categories, defined appropriate action plans and proposed a general methodology for other categories. This approach prioritises actions according to the level of risk throughout the purchasing process.

CSR criteria are progressively integrated into partner selection and contracting. Since 2026, CSR criteria have been systematically taken into account in competitive bidding processes according to defined financial thresholds, with weighting proportional to the level of risk identified. Where applicable, strategic contracts include CSR commitments, supplemented by regular monitoring of performance indicators to assess compliance and encourage continuous improvement among partners.

LFB reserves the right to conduct assessments, audits or questionnaires to verify the compliance of partners' practices with the requirements of the Responsible Purchasing Policy. CSR audits may also be carried out as part of supplier quality audits, thereby supporting an integrated approach to supplier performance and compliance.

4. Risk assessment and risk management

Methodology

LFB's CSR purchasing risk mapping assesses risk across three domains: Social (including human rights and fundamental freedoms), environment, and ethics. It considers purchasing categories, types of activities, depth of analysis, financial volume and input data such as supplier data, country data and carbon data. The methodology assesses gross risk, the risk control framework and net risk, allowing risk prioritisation.

The risk control degree is assessed in light of the control measures implemented to manage the risk, and net risk corresponds to the reduction of gross risk depending on the quality of the control framework.

Risk-based supplier management

Different levels of supplier steering are defined according to the risk level of the relevant purchasing category and the Supplier Relationship Management classification. This ranges from General Terms and Conditions of Purchase or contracts with CSR clauses for low-risk categories, to specific action plans, possible CSR audits and annual CSR-dedicated Business Review Meetings for very high-risk categories.

Decision trees guide buyers in evaluating and monitoring suppliers according to the responsible purchasing strategy. They help determine whether suppliers should complete an LFB CSR questionnaire or provide an EcoVadis assessment, whether a corrective action plan is required, and whether escalation, suspension or termination of the relationship should be considered where performance remains insufficient.

5. Measuring effectiveness and key indicators

LFB uses a combination of risk mapping, CSR supplier assessments, contractual clauses, business reviews, supplier action plans and internal governance to monitor the effectiveness of its responsible purchasing approach. The LFB CSR Assessment Questionnaire and EcoVadis assessments are used to evaluate and monitor the CSR performance of suppliers and service providers throughout the relationship.

6. Training, awareness and engagement

Training and awareness are important levers for embedding LFB's commitments. The CSR Policy is presented to new arrivals and included in an awareness course accessible to employees, addressing sustainable development issues. LFB's CSR objective is to raise awareness among 100% of employees to CSR issues by 2030.

The Responsible Purchasing approach relies on training programmes specifically designed for buyers and on actions to engage suppliers. Since 2023, a purchaser training programme and CSR objective on variable remuneration have supported the implementation of the Responsible Purchasing Policy. The LFB CSR Assessment Questionnaire and decision trees are available to guide buyers in supplier evaluation and monitoring.

LFB's Human Resources Policy also highlights regular training and awareness initiatives for employees, managers and recruiters to increase understanding and implementation of principles relating to equality, diversity, inclusion and respect in the workplace.

7. Alert system and remediation approach

LFB maintains an alert system through which employees and third parties can report situations that may be contrary to LFB principles or applicable requirements, including discrimination, moral or sexual harassment, or other abusive or illegal behaviour at work. All alerts are handled confidentially and impartially, with safeguards for both the whistleblower and the person concerned.

Alert system (mailbox, platform or call centres) is available for reporting relevant concerns. This system, promoted on our websites and in our contracts, will be replaced by a multilingual tool (including French, English, German and Spanish) to improve its effectiveness.

8. Priorities for continuous improvement

LFB intends to continue strengthening its approach to human rights and responsible supply chains through the following priorities:

- Develop a new Code of Conduct that specifically addresses modern slavery;



- Train 100% of employees on the new LFB Code of Conduct by 2028;
- CSR criteria are taken into account in calls for eligible tenders;
- Improve awareness of and confidence in our alert system.

This statement was approved by the Executive Committee of LFB SA on June 4, 2026 and signed on behalf of LFB Group.

A handwritten signature in blue ink, appearing to read 'J. BROM', is positioned above the printed name.

Jacques BROM
Chief Executive Officer of LFB

Date: June 12, 2026