LABORATOIRE X.O

An operating division of LXO Group

# Sustainability Report 2022

June 2023

HEALTH IN ACTION

# Sustainability Report 2022

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# 01 | CEO Statement

In 2022, as most countries have recovered from the COVID-19 pandemic, environmental issues and social unrest are rising. In this context, companies place sustainable development at the heart of their strategy to meet market expectations.

I am delighted to share this first-ever sustainability report for Laboratoire X.O France. It has been built by our team to share our 2022 initiatives and formalise our pledges for the coming years.

As a pharmaceutical company, we play a key role in the value chain by connecting manufacturers to patients. Today, we carry a diversified portfolio with 90% production in Europe and more specifically 55% in France.

This central position comes with great obligations towards our stakeholders, and we measure the responsibilities of organisations like ours by the ability to take bold initiatives in order to lower our global footprint.

These actions also need to be part of an overarching plan to enhance patients' pathways and feed continuous innovation.

In 2022, we took the decision to measure our carbon footprint and raise awareness about the environment among our managers and employees.

We have also included our first best efforts voluntary disclosure against the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals standard.

We now want to go further and use this data as a starting point to monitor and drive our emissions reduction strategy. The main goal for the future is to establish a formal ESG reporting with written policies.

I'm proud of the progress we have made so far, and I can assure you that we will continue in this positive direction.

> ***"Proximity and healthcare independence ... it's important today to think about the healthcare system of tomorrow."***

*KARINE PINON,*
*Co-founder & C.E.O*

## Detailed below are the key steps we have taken to date:

**Completed a first Carbon Footprint calculation** of our organisation that will be an ongoing annual objective as one of our KPIs.

**Completed our first best efforts voluntary disclosure** against the Sustainability Accounting Standards Board ('SASB') Biotechnology and Pharmaceuticals standard.

**Developed and published this report**, our first ever Sustainability report on LXO France scope.

**We put in place a purchasing policy** with Contract Development and Manufacturing Organisations in France and in Europe to limit the impact on the environment

Sustainability has been a longstanding focus at LXO. Following our acquisition by Stanley Capital, it has risen to the forefront as a central performance imperative.

Our new investors have elevated this matter to the board level, and as a direct consequence, we are thrilled to introduce our first sustainability report.

## What next?

The previous year marked a pivotal phase in our ESG (Environmental, Social, and Governance) journey. 2023-2024 period will see a focus on building a comprehensice sustainability strategy as well as consolidating our results with Noden's.
Looking ahead, we are pledging to release this report annually.

This entails the ongoing reporting of all the specified metrics we've shared, allowing us to assess our business's influence across a more comprehensive range of criteria, beyond purely financial aspects.
We acknowledge the significance of divulging pertinent non-financial data to all our stakeholders.
We remain committed to adhering to relevant corporate sustainability reporting standards and staying vigilant about evolving regulatory demands in this field.

# 02 | About Us

Laboratoire X.O is a French pharmaceutical company. For many years we've secured and maintained established brands on the market with proven efficacy and reliable safety. This is thanks to mature marketing authorisations in various therapeutic areas such as pain, central nervous system, cardiology, oral care, and women's health.

We are committed to being close to the needs of healthcare professionals and patients; whether through our medicines, medical devices or cosmetics.

As a company, we keep our core values at the forefront of our decision-making.

## CORE VALUES

### QUALITY / ETHICS

We are committed to working with our employees and external partners in a transparent and fair manner, in accordance with the values that guide us every day. We are committed to systematically favouring French and European production to ensure best in class quality and to provide supply chain security and reduce carbon footprint.

### HUMAN

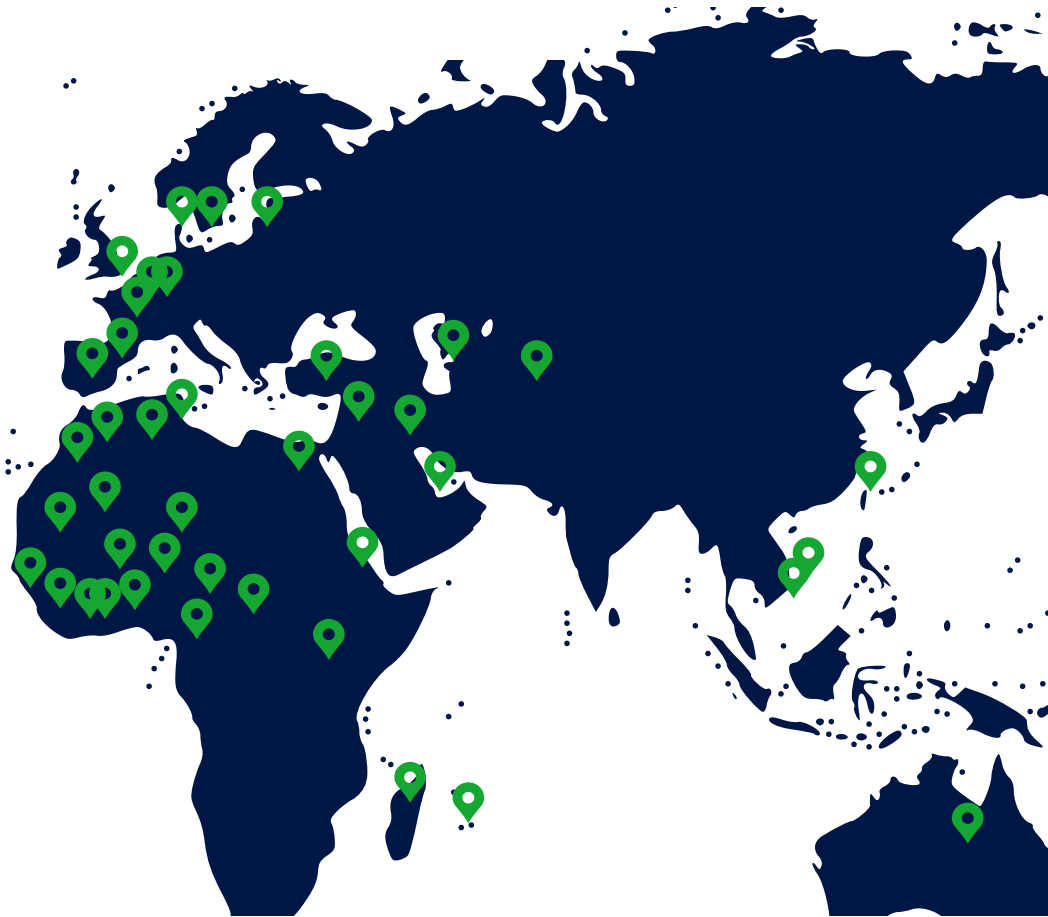
We are committed to supporting and developing our employees, to achieve our goals together, for the benefit of patients and society as a whole. We work with partners who share our values and are ready to invest in the development of our products.

### AGILITY

We know how to remain agile in a dynamic world, and we favour pragmatic solutions. We mobilise our collective intelligence to create value.

***We now distribute to more than 38 countries.***

*Created in 2015, we have grown both organically through the success of our brands, through international expansion and externally through acquisitions, including more than 18 in the last 6 years.*



## 03 | Our Sustainability Vision

We are aware of our accountability to society for a multifaceted responsibility at the heart of today's major issues. At a time when the urgency facing our society is climatic, social and health-related, and when the French are expecting more than ever a strong commitment from companies on these issues, Laboratoire X.O is giving a boost to its CSR approach.

By aligning our objectives and ambitions with the PACTES framework of the LEEM professional organisation (patients, supply, collective, transparency, environment, strategy), we are part of a plan for long-term societal commitment based on voluntary action by drug companies.

## A STEERING COMMITTEE HAS BEEN SET UP AND INCLUDES

Catherine DUFFAU
VP Integration and Compliance Officer

Karine PINON
CEO

James BROOKS
Partner, Stanley Capital

Catherine Pilot-Pacalin
HR Director

## What is the purpose of the LEEM?

LEEM, "Les Entreprises du Médicament", is one of the most important pharmaceutical employers' associations in France. It engages in social policy work on behalf of the sector, negotiating, among other things, collective or minimum wage agreements with social partners. The association fosters the development of healthcare ecosystems and is involved in funding patient-advocacy organisations.

> ***Joining the PACTES in 2022 enables us to be in line with the gold standards of the profession and to be consistent with the commitments made to governance authorities.***
>
> Karine Pinon, CEO

## How to achieve 2030 sustainability goals

**LEVERAGING LEEM'S FRAMEWORK, WE WILL MEASURE HOW OUR SUSTAINABILITY STRATEGY CONTRIBUTES TO ACHIEVING THE UNITED NATIONS SDGs***

In 2021, LEEM developed a new sustainability strategy for its members, which is called PACTES**. This programme highlights the importance of the pharmaceutical industry in addressing societal and environmental challenges and outlines the key commitments of the PACTES initiative such as:

Promoting access to healthcare, supporting research and innovation, and reducing the environmental impact of pharmaceutical activities. The report also provides an overview of the participating companies and their respective commitments toward these pillars.

**PACTES AXES AND OBJECTIVES ARE BASED ON ISO 26000 REFERENCE**


LXO's activities have both direct and indirect impacts on the SDGs, and they are all interlinked. For each of our pillars, we have identified six main SDGs that we believe we can influence and have impact on. These are:

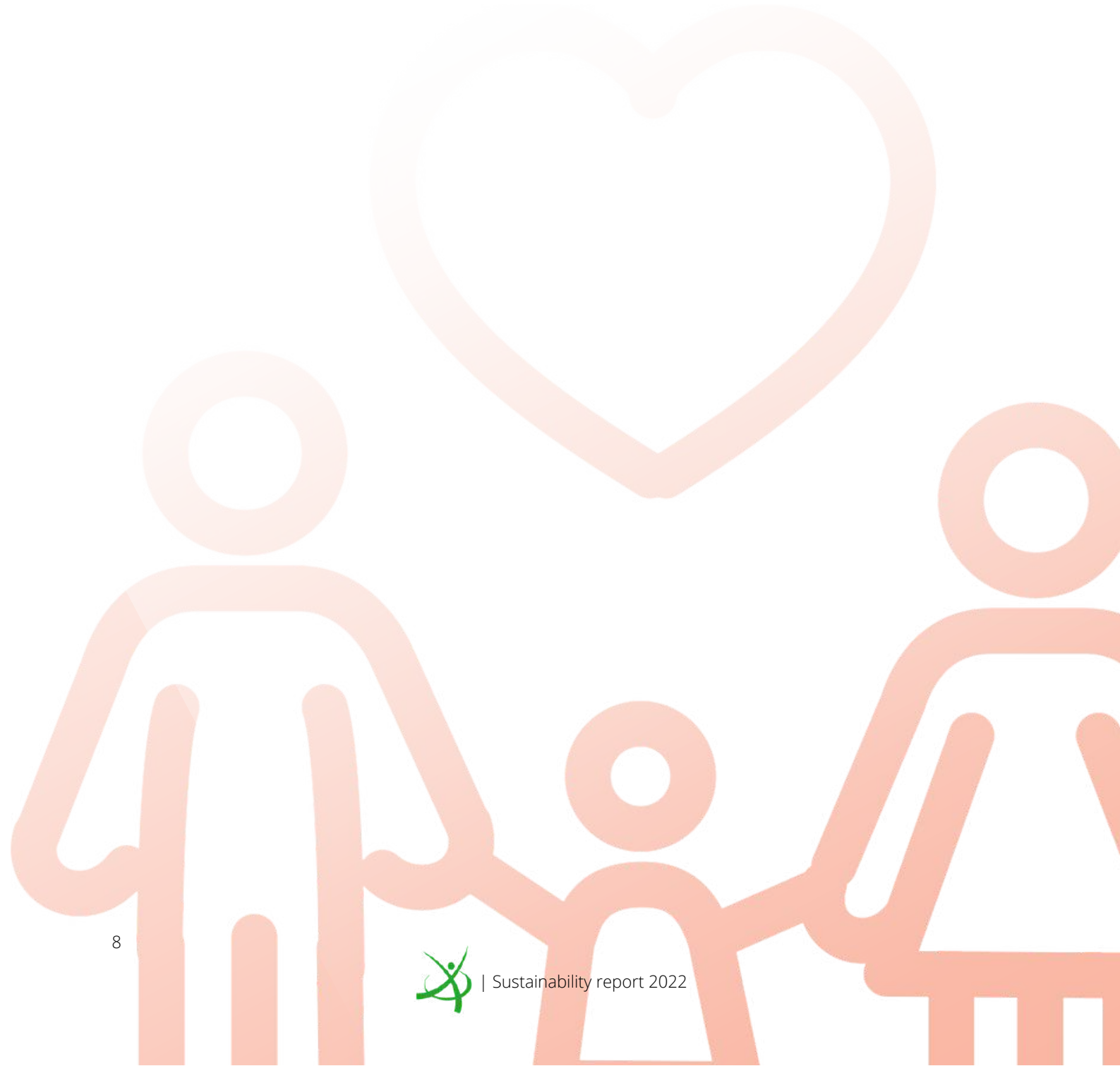

*17 Sustainable Development Goals have been set by UN member states to be achieved by 2030, in line with the following objectives: eradicating poverty in all its forms and in all countries, protecting the planet and ensuring prosperity for all. in this report

**PACTES stands for: Patients, Approvionnement, Collectif, Transparence, Environnement, Stratégie

# Take greater account of patients' expectations

At Laboratoire X.O, fulfilling patient needs and expectations is our ultimate mission.

We work closely with associations in order to improve the healthcare pathway and reinforce initiatives based on patients' feedbacks.



# 3.1 | Patients

## KEY ACTIONS

### Strengthening patient involvement in research by working with associations

During the 2022 E-run for endometriosis, Laboratoire X.O collaborated with Endorun Laboratory, an event organised by ENDOmind France. The aim of the run is to support research into endometriosis while promoting prevention.

We take part in the Course des Lumières and Course des Héros events. Based on the number of steps during each event, these challenges aim to collect donations which go to the respective associations, “Clown dans les Hôpitaux" and ASEF, a health & environment association working on critical topics (air quality, climate change & biodiversity). We also offer a complete individual treatment (Trolovol) in a foreign country.

We also make donations to the "France Parkinson Association". Its aim is to create links between patients, so that they don't have to face their illness alone.

Eventhough we recognize these actions are for the moment limited, we strive to participate in the economic, social, charitable or educational development of the communities around us.

### Reinforcing the integration of patient expectations into the company's activities

For the 3rd year running, our range of feminine hygiene products - SOLUGYN® - is Ecocert Cosmos Organic certified by Groupe ECOCERT.

Since the beginning of our history, we have chosen to guarantee consumers the natural composition of SOLUGYN®, and to manufacture in a way that respects human health and the environment.

By taking this direction, Laboratoire X.O is one of the companies that affirms the interdependence between health and the environment.

*"In the end, all these actions help to drive a compassionate spirit among Laboratoire X.O employees, and keep in mind the ultimate objective of each working day : **the Patient**."*

**GYNOPATCH**


Gynopatch is a medical device designed to naturally relieve patients suffering from endometriosis

**SOLUGYN**


100/100 Excellent sur Yuka

COSMÉTIQUE BIO CHARTE COSMOS COSMOS ORGANIC

Renewal of our Ecocert certificate!

## PLEDGES

*Replace beef gelatin capsules in LOXEN with vegetarian capsules (Vegan) by 2025, in collaboration with MIPHARM.*

*Remove titanium oxide, a red colorant, and replace it with a natural colorant by 2024 for Atepadene.*

# Continue to secure the drugs' supply

Our strategy mainly focusing on giving a second life to mature drugs is actively participating in securing drugs supply in France.

We are committed to the highest standards of quality for our products and creating sustainable value chains. Ensuring the quality of the medicines we deliver is of the utmost importance.

By working with sustainable partners and suppliers, we ensure our products to be responsibly produced and delivered to our final customers, while also supporting local communities.

# 3.2 | Sourcing

## Participating to secure long term mature drugs supply

We give a second life to mature products because we are convinced that these products have a real place in the treatment of chronic disease in a cost effective way for patients and payers.

*"Over the past five years, we've been acquiring mature drugs from big pharma (...) It was a period of intense activity, during which we had to demonstrate agility and speed, while learning about the 360 lifecycle of products to give them a second life."*

**Karine Pinon**
**CEO of Laboratoire X.O and President of AMLIS**

## Insuring Safety, Quality & Access

As part of its continuous improvement process, management is committed to implementing the human, technical, financial and organisational resources needed to fully commit to the highest standards of quality. We use our Quality Policy and Quality Management System (QMS) to meet the requirements of our clients and customers in conformance with the Company's specifications and current legal and regulatory requirements.

| | |
|---|---|
| Internal Quality audits completed | **3** |
| External Quality audits conducted | **14** |
| Product recalls | **0** |
| Field Alerts | **None** |

## 2022 key actions

**Transfer Nicardipine production to Italy**
In 2022, we succeeded in transferring Nicardipine Europe production from Japan (DAITO) to Italy (Lusochemica).
We therefore reduced the carbon footprint of our transportation by cutting international transfers.

**Double decker trailers**
We implemented double decker trailers In 2022, this enabled us to reduce our fleet from 132 trucks to 66 as well as saving more than 60 000 kilometers.

## Working with best-in-class suppliers

**Alloga, Laboratoire X.O' specialist third party logistics**. They are ISO-9001 & GDP certified, underlining their commitment to the highest quality standards, and demonstrating dedication to good distribution practices and quality in every aspect of service.

One of our suppliers, Mayoly, is a laboratory whose ambition is to become a benchmark in gastroenterology and dermo-cosmetics, both in France and internationally. Over 70% of its products sold worldwide are manufactured in its French plants and almost 100% for its TOPICREM range. They are part of the POLEPHARMA pharmaceutical network, which has been structuring the French (bio)pharmaceutical industry and supporting its transformation for 20 years.

Polepharma

# PLEDGES

*Develop policies with distribution partners and formalise common objective to reduce carbon footprint by increasing rail usage. More specifically, organise 2 committees per year with our main distribution partner, Alloga, to tackle sustainability issues.*

*We would like to succeed in sourcing API in France (or Europe) to be independent, avoid stock shortages and reduce our carbon footprint.*

# Contribute to building an inclusive society

Laboratoire X.O is committed to creating a fair, egalitarian and respectful workplace where everyone feels included and valued. We believe that our employees' fulfilment and engagement are essential to our success. We are dedicated to providing them with training and development opportunities, as well as health and wellbeing initiatives.

We strive to ensure that every employee is treated fairly and equally, regardless of their race, religion, gender, sexual orientation, or disability. We recognise that creating a fair workplace requires us to be aware of our own biases and take active steps to minimise disadvantages and promote equality for all.



# 3.3 | Social & Diversity

## KEY RESULTS

### Societal & Customers

We currently work with PHARM'ADIS.
PHARM'ADIS is a supported employment workplace, they are working with disabled people in their industrial process.. They employ 150 people, including 110 with disabilities.

We are members of the Tulipe Association.
Tulipe federates our healthcare donations, along with those of other companies, to meet the emergency needs of populations in distress during acute health crises, natural disasters or conflicts.

### Trainings & Development

The annual number of training hours per employee: **33h** with a desire to maintain employability and develop the skills of our employees.

- English training open to every employee – Digital, and immersion internship
- Targeted internal and external training of young pharmacists - payment of their professional card
- Compliance with medical device training and management training /coaching
- 18% Cooperative training course/apprenticeship employee rate

### Inclusion & Diversity

In 2022

**22.8%** Percentage of senior employees (55+)

**62%** Percentage of women on the LXO management committee

**-29.4%** Gender pay gap*

We encourage the transformation of work and study contracts into permanent contracts within our company.

### Health & Well-being

Every quarter, we organise social events with our employees over healthy breakfasts and after work drinks, to share our figures and strategy with them.

We have also set up :

- 2 policies: Right to logout & work at home (2 days per week)
- A work council monthly meeting with CEO & HR
- A plan for a new refurbished office in 2023 with strong focus on employee wellbeing

## PLEDGES

*Reinforcing annual employee reviews with a larger time spent on their needs on training to better target useful / specific training courses.*

*Continue our efforts on training employees with a minimum of one week training for employees per year.*

*GPG = 100% x (Average male total remuneration - Average female total remuneration) / Average male total remuneration.

# Make CSR a pillar of corporate strategy

Companies must act to minimise environmental and societal challenges.

At Laboratoire X.O we understand that operating a sustainable business is a priority. This first report is a starting point of a broader plan to integrate sustainability indicators in our business strategy. This will also be a key document to initiate discussions with all our stakeholders, including suppliers, employees, clients and patients.

As we know, knowledge is a prerequisite for action. Our main focus in the coming months will be to train our employees on all these CSR challenges.

## 3.4 | Strategy

### Sourcing & Producing locally

*Relocating production in France is a way to ensure a more sustainable supply chain, as it reduces the need for long-distance transportation and supports local economies.*

Present state

Production in France

**55 %**

Production in Europe

**90 %**

We often relocate production, which we outsource to French CMOs. Relocation is all the more important for drugs of major therapeutic interest, in order to secure supplies.
This strategy translates into a diversified portfolio of 24 molecules, mainly in pharmaceuticals (90%), with 90% production in Europe and more specifically 55% in France.

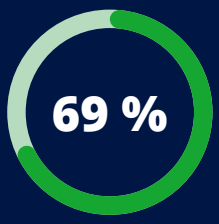
### Packaging & Product management

KEY ACTIONS

In 2022, we have taken actions concerning primary packaging and pallet optimisation to reduce logistic transfers, as well as risk of damage. These improved processes will help us to reduce cost and Co2 emissions linked to transportation in the future. i.e.: 2023 project to switch from glass packets to blister packs, particularly on Mantadix, which accounts for 200, 000 units a year approximately.

In 2022, we returned 31,832 units out of a total of 8,295,047 units sold, or 0.38%.

Of the returned units, 22,123 were restocked and 9,709 were destroyed or awaiting destruction.




**Over 69.5% of customers returned products were returned to stock.**

## PLEDGES

*Formalise a complete CSR strategy and a consistent roadmap by the end of 2023.*

*Raise employee awareness on CSR issues by organising one workshop such as 2Tonnes or Climate Fresk by end of 2023.*

# Strengthen the sector's contribution to environmental protection

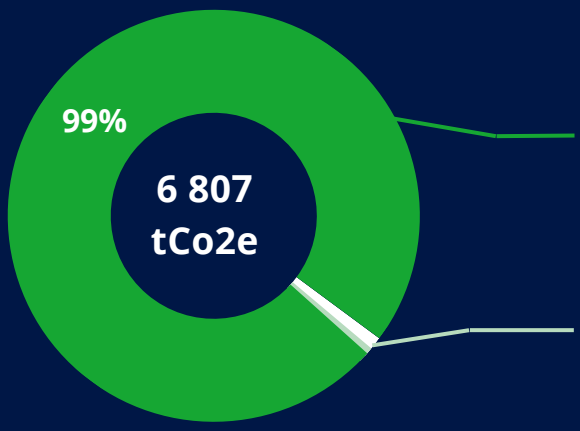
We recognise the responsibility we have to reduce our carbon emissions, minimise our use of important resources such as energy and water, and protect biodiversity. We recognise the next decade is crucial for climate action and are committed to playing our part.

We are now measuring our carbon footprint annually, from the baseline year of 2022. The carbon measurement aligns with best practice reporting standards: The GHG Protocol and ISO 14064-1.

Measuring our GreenHouse Gas (GHG) emissions has helped us identify where we can have the most impact and will guide our future carbon reduction initiatives.

# Carbon footprint LXO 2022

## 2022 GHG emission by scope

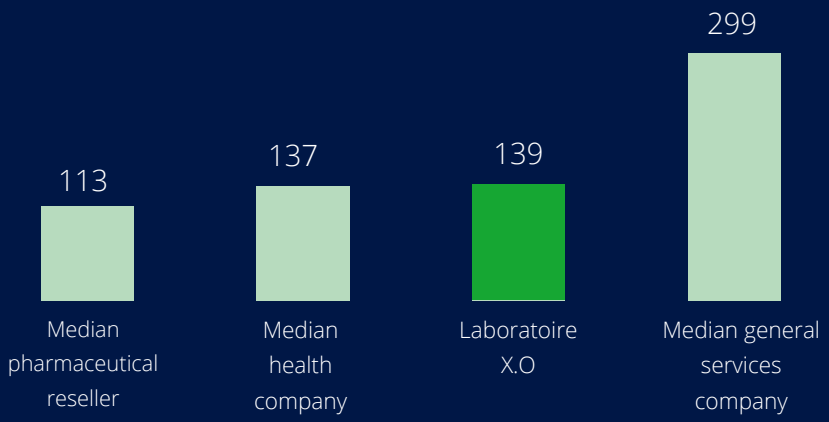



**Scope 3 (99%)**: Contract Manufacturing Organisations, transportation, services

**Scope 1 & 2 (1%)**: Facilities, IT, assets, purchased energy

**Scope 1** covers direct emissions from owned or controlled sources.
**Scope 2** covers indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by the reporting company.
**Scope 3** includes all other indirect emissions that occur in a company's value chain, whether it be from its employees or suppliers (upstream emissions) or from its customers (downstream emissions).

## Carbon intensity benchmark (tCO2 / €M)




LXO's carbon intensity position is in the median of this industry. It is now our responsibility to take ambitious steps towards lowering our footprint.

## PLEDGES

*Favour the use of environmentally-friendly materials in packaging.*

*Participate in research on the health impacts of climate change.*

# Strengthen the transparency of governance and financing

We aim to align our values, ethical behaviours, processes, and culture with societal standards and ensure transparency with our stakeholder groups.

Laboratoire X.O has put lot of effort in to developping a strong corporate governance environment, including strict process controls which are overseen by the Board.

Laboratoire X.O, like other health care companies is highly regulated.

We ensure full compliance in the areas of manufacture and distribution of products and patient privacy, prevention of improper billing, aggressive marketing tactics, and pricing manipulation. Our areas of focus under this pillar are Regulation, Audit and Transparency.

# 3.6 | Transparency

## Regulation, Audit and Transparency

In our industry, it is crucial to set a positive example. We conduct our business with the utmost ethical standards and compliance, maintaining transparency in all our actions. Below outlines some actions we currently undertake:

- We have a formalised a Quality Policy
- We are regularly inspected by the health authorities (ANSM)
- We hold a GDP certificate attesting to the compliance of our Quality System
- Our promotional information activity is certified by Bureau Veritas
- We are annually financially audited by top accounting firms

## Governance

Key commitee meetings in 2022

| | |
|---|---|
| **Board** | 4 |
| **CFO update** | 12 |
| **Remuneration** | 1 |
| **ESG Comittee** | 1 |

*In addition, at Laboratoire X.O, part of the variable remuneration of our managers is based on ESG criteria*

# PLEDGES

*Promote clear links with stakeholders by engaging in regular ESG meetings.*

*Report monthly financials, CAPEX & cash flows.*

# 04 | Stakeholder Engagement

## Onboard our value chain in our sustainable journey

Involvement and participation from our stakeholders is important to us as they play a significant role in supporting our strategies and decisions. We want to retain regular engagement with our stakeholders to understand how their decision-making impacts our sustainability outcomes.

### Self Evaluation

In 2022 we volunteered to take part in the Progress Track project as part of the LEEM self-assessment programme.

EthiFinance is an innovative European rating, research, and consulting group dedicated to sustainable finance and development.
With LEEM, they have designed a special system to help volunteer companies commit to PACTES.

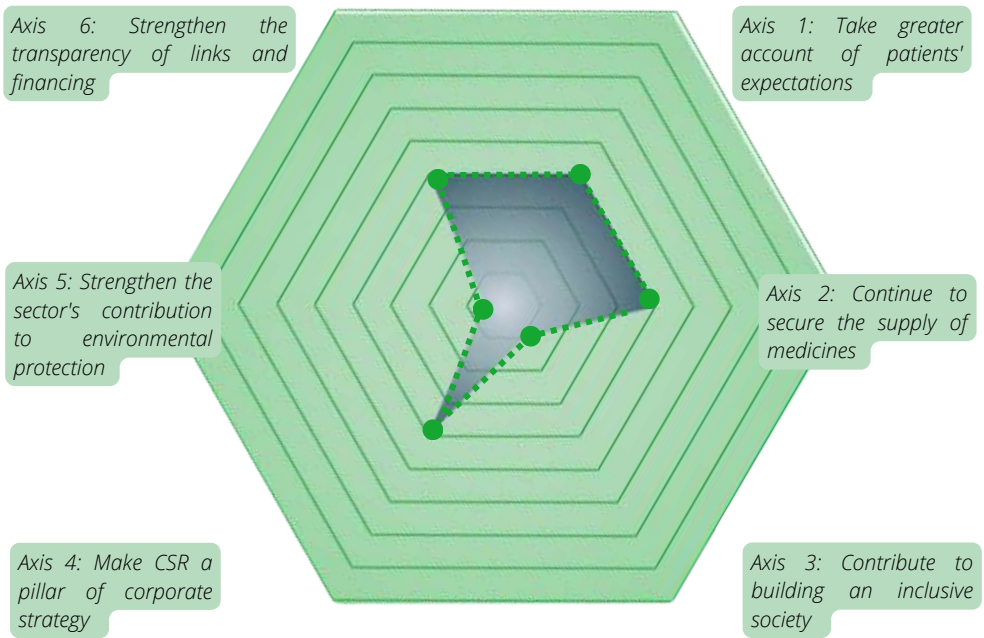
It includes a guide with a progress path that lists actions reflecting different degrees of maturity for each of the PACTES commitments. These are based on ISO 26 000 and are the subject of a questionnaire to companies.

This questionnaire has been opened to volunteers for a first session in early 2022, on actions implemented in 2021.
The questionnaire includes a multiple-choice, self-assessment feature, enabling respondents to indicate whether or not each action proposed by LEEM has been deployed by the company. For each, companies have the choice of answering YES/NO, "In progress", "NA" (not applicable), or not at all.

For a question to be considered "not applicable", it must be accompanied by a comment summarising the conditions of this non-applicability.
Respondents can also enter additional actions not included in the options provided.

Maturity by axis

The action evaluation grid has been built around nine different maturity levels going from "Intital" to "Mature"



| | Description | Topics | Engagement Methods |
|---|---|---|---|
| **Investors** | Maintaining an open, transparent relationship with our investors on all matters. | -All topics | -Monthly trading updates<br>-Annual audited accounts<br>-Quarterly board meetings & Governance Committees (Board, Remuneration and Audit committees)<br>-Ad hoc investor requests / meetings |
| **Employees** | LXO employees want to see a clear strategy and confidence that they will be safe and healthy at work. They also seek career progression and development opportunities. | -Diversity & Inclusion<br>-Training & Development<br>-Employee Wellbeing | -Team meetings and company updates<br>-Career development meetings & performance reviews<br>-Employee surveys :<br>• 85% of employees engagement recognised by managers<br>• 83% employees feel positive |
| **Customers** | Our customers need assurance that all the manufacturing stages of products supplied has been carried out in full compliance with the cGMP and cGDP requirements, and with the requirements of the Marketing Authorisation(s) of the destination country/countries. | -Safety, quality & access | -Marketing Authorisation Specifications<br>- Quality Management System maintained by LXO in line with cGMP and cGDP requirements.<br>- Quality / Technical Agreements with Distribution partners / customers<br>- Company website<br>- Pharmacovigilance systems (reporting from end users)<br>- Prompt and detailed investigation of all customer complaints / incidents, with the results being shared in a transparent fashion<br>-Number of medical and pharmaceutical ADs and claims : 422 |
| **Suppliers** | We have a range of suppliers across the goods and services sectors. Our organisation relies on a lot of suppliers as we operate a mainly outsourced model. | -Responsible Sourcing | Supplier performance is rated monthly and annually in line with the LXO Quality Management system.<br>- Supplier qualification and routine audits<br>- Supplier ad hoc meetings<br>- Supplier qualification and routine audits<br>- Quality / Technical Agreements with Suppliers |

## 05 | SASB Disclosure

# Onboard our value chain in our sustainable journey

This is our first Sustainability Accounting Standards Board (SASB) best efforts voluntary disclosure, using the SASB Biotechnology and Pharmaceuticals industry standard.
This standard was selected as the most appropriate using the SASB Materiality Finder tool. It is our intention to continue to disclose against the metrics below on an annual basis.

## ACTIVITY METRICS

| | | |
|---|---|---|
| HC-BP-000.A | Number of patients treated | Laboratoire X.O sold 7.7 million boxes in France and treated 2.5 million patients. |
| HC-BP-000.B | Number of drugs (1) in portfolio and (2) in research and development (Phase 1-3) | 1. In Portfolio – 27<br>2. In research and development – 2 |

## SAFETY OF CLINICAL TRIAL PARTICIPANTS

| | | |
|---|---|---|
| HC-BP-210A.1 | Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials | Not applicable. No ongoing clinical trials |
| HC-BP-210A.2 | Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI) | Not applicable. No ongoing clinical trials. |
| HC-BP-210A.3 | Total amount of monetary losses as a result of legal proceedings with clinical trials in developing countries [€] | Not applicable. No ongoing clinical trials |

## ACCESS TO MEDICINES

| | | |
|---|---|---|
| **HC-BP-240A.1** | Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index | We are delivering webinar for educational purpose in French speaking African countries, Tunisia, Albania and we promote access to medicines in 45 countries including lower and middle-income countries |
| **HC-BP-240A.2** | List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP) | MTI: Loxen, Esoméprazole, Cholecalciferol, Mantadix, Theralene, Mynocine, Nebcine |

## AFFORDABILITY & PRICING

| | | |
|---|---|---|
| **HC-BP-240B.1** | Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorised generic product to market for a defined time period. | None |
| **HC-BP-240B.2** | Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year | Not applicable |
| **HC-BP-240B.3** | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year | As above |

## DRUG SAFETY

| | | |
|---|---|---|
| **HC-BP-250A.1** | List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database | Not applicable |
| **HC-BP-250A.2** | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System | Not applicable |
| **HC-BP-250A.3** | Number of recalls issued, total units recalled | None |
| **HC-BP-250A.4** | Total amount of product accepted for takeback, reuse, or disposal | Takeback: 31 832 (8 295 047 units sold): 0,38%<br>Reuse: 22 123<br>Disposal: 9 709 |
| **HC-BP-250A.5** | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | Not applicable |

## COUNTERFEIT DRUGS

| | | |
|---|---|---|
| **HC-BP-260A.1** | Description of methods and technologies used to maintain the traceability of products throughout the supply chain and prevent counterfeiting | -Tracking lot: Process serialisation tracelink |
| **HC-BP-260A.2** | Discussion of the process for alerting customers and business partners of potential or known risks associated with counterfeit products | The serialisation process guarantees that the product is not counterfeit<br><br>Batch traceability enables us to track quantities manufactured, released and marketed |
| **HC-BP-260A.3** | Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products | None |

## ETHICAL MARKETING

| | | |
|---|---|---|
| **HC-BP-270A.1** | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | None |
| **HC-BP-270A.2** | Description of code of ethics governing promotion of off-label use of products | Laboratoire X.O. does not promote off-label use of its products. Any off-label use is considered a case for pharmacovigilance and monitored as a potential signal. |

## EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION

| | | |
|---|---|---|
| **HC-BP-330A.1** | Discussion of talent recruitment and retention efforts for scientists and research and development personnel | CPD (Continuing Professional Development) for chief pharmacists and substitute interim chief pharmacists, 1 to 3 days a year depending on their experience.<br>3 employees trained in 2022<br><br>Training programme to become an interim chief pharmacist :<br>• ½ day per week, i.e. 23 days a year of internal training<br>• 6 days of external training |
| **HC-BP-260A.2** | 1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others | Voluntary turnover rate 2022 = 38.1%<br><br>a. Executives / Senior Managers = 16.7%<br>b. Midlevel Managers = 44.8%<br>c. Professionals = 40.9%<br>d. No involuntary turnover occurred |

## SUPPLY CHAIN MANAGEMENT

| | | |
|---|---|---|
| **HC-BP-430A.1** | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmess for integrity of supply chain and ingredients | Not applicable |

## BUSINESS ETHICS

| | | |
|---|---|---|
| **HC-BP-510A.1** | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | None |
| **HC-BP-510A.2** | Description of code of ethics governing interactions with health care professionals | Our interactions with Health Care Professionnels are governed by the "Certification of promotional information on medication". This certification is closely monitored by all departments with LXO organiation thanks to our continuity Quality Management Processes. This certification is successfully renewed each year during the audit by Bureau Veritas |

# CONTACT

Questions ?

*Contact us by email at:*

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