

2023

Annual Report





**ANNUAL REPORT OF OPTIMUS HOLDING SA,
CONSOLIDATED WITH ITS AFFILIATES,
INCLUDING OM PHARMA SA
(COLLECTIVELY REFERRED TO AS "OM PHARMA").**

*At OM Pharma
we are entrepreneurs
in healthcare.*

— Etienne Jornod —

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Our Journey Continues

ETIENNE JORNOD
EXECUTIVE CHAIRMAN

The agility and entrepreneurship of our people are some of the traits I appreciate the most at OM Pharma, and 2023 presented us all with plenty of opportunities to show this spirit and to thrive on it.

Faced with challenging geopolitical conditions in some markets, we have successfully explored new opportunities and partnerships across the globe, notably in the LATAM region. To claim our place as a leader in the science of bacterial lysates, we have doubled down on our investment in science. Major OM Pharma-sponsored clinical studies have been launched and are currently recruiting.

Of course, we do not operate alone as OM Pharma, our business is built on a trusted network of international partners all of whom share our vision for our brands. This was felt keenly at the Global Brand and Partner Meeting held in Geneva at the end of November, attended by 30 of our partner companies and 130 individuals in total. I was thrilled to see face-to-face so many of our partners and hear how they have delivered growth for our brands in their markets.

Our people are at the heart of our OM Pharma impact, and in my view are truly entrepreneurs in healthcare. The expertise and dedication they bring day after day allows us to make a difference to health globally. Our shared values of passion, respect, teamwork, entrepreneurship, and trust will continue to fuel us on our journey.

I am delighted to share with you the OM Pharma 2023 Annual Report. It is a reflection on our 2023 and a window onto our 2024. Here you will see the progress we have made following our long-established strategy.

Happy reading,

Etienne

*Our people
are
at the heart
of our
OM Pharma
impact.*





Bacterial lysates represent an emblematic example of clinical prevention.

Bacterial Lysates: Our DNA

ROCH OGIER
CEO

At OM Pharma our vision is to transform immune health. In a world facing unprecedented health challenges from the rise in anti-microbial resistance through to pandemics, the fulfilment of this vision resonates more than ever.

As I step into the CEO role in 2024, I am confident we can make a difference by building on our strong foundations: a unique Geneva heritage and technological know-how, a global presence with products available across 100 countries, and incredible people dedicated to changing the way we look at immunity.

While we strongly rely on all our global and local products, for example our extensive Swiss portfolio, bacterial lysates are core to the growth, and expansion of OM Pharma and an essential ingredient for continuing innovation. Bacterial lysates are part of our DNA. We have been pioneering them from the start of OM back in 1937 and given this fact, I like to think of ourselves as ahead of the curve in terms of preventative healthcare.

Manufactured from A to Z on our Geneva Biotech Campus, using our proprietary technology platform, bacterial lysates represent an emblematic example of *clinical prevention*: preventing serious health conditions, such as respiratory or urinary tract infections, with clinically proven drugs, supported by robust scientific data, endorsed by renowned international experts, and manufactured with the highest standards.

Increased patient awareness around the importance of immune health coupled with the rise in interest around a more holistic approach to self-care, means it is time to seize the opportunity presented by preventative healthcare, a market which is expected to reach a value of over \$600 billion by 2032. We must further position our lysate products as an essential part of the landscape.

You can read more on our approach in the following parts of this Annual Report. I hope you finish your review of this publication feeling as convinced and enthused as I am about the potential of OM Pharma.

Impact 2023

16.6M People reached with our products

+750 People enrolled in company-sponsored studies on OM-85

438 Employees worldwide

38'000M2 Size of Geneva Biotech Campus

100 Countries represented through more than 90 partnerships

LARGEST BACTERIAL LYSATE
MANUFACTURING FACILITY WORLDWIDE

Growth markets to watch:
Brazil 🇧🇷
Mexico 🇲🇷
South Korea 🇰🇷



PART 1

The Company

OM Pharma is transforming immune health. By leveraging our expertise in bacterial lysates, we address some of the most urgent individual and global health challenges.

Headquartered in Geneva, OM Pharma products are available in more than 100 countries through our network of trusted partners.

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About Us

Currently active in the prevention of respiratory and urinary tract infections, our constantly evolving understanding of how bacterial extracts interact with the immune system motivates us to invest in new indications and new formulations for our lysates.

Beyond a focus on bacteria-based products, OM Pharma also markets small molecules for the treatment of vascular diseases globally and has a large portfolio of trusted brands in Switzerland.

VISION

Transform immune health through bacterial lysates.

MISSION

Address individual and global health challenges by leveraging our technological and scientific expertise.



STRATEGY

Performance.

Grow our core brands in existing markets.



Expansion.

Expand geographically into other markets.



Innovation.

Develop our pipeline with new products and indications.

VALUES

Respect. Passion. Trust. Teamwork. Entrepreneurship.

At OM Pharma, every employee plays an important role and makes a significant contribution to building the company, regardless of their position.

OM Pharma is a dynamic, agile, and constantly evolving company with our five core values at heart.

Focus: Clinical Prevention

Healthcare systems globally are facing escalating pressures due to the rise in chronic conditions and severe infectious disease outbreaks. In parallel, costs of healthcare are increasing, leading to reduced accessibility, and rationing of health services.

Overcoming these global challenges requires a pivotal shift towards a more holistic, integrated approach to health, from cure to prevention, in which preventative measures need to be elevated from desirable to healthcare imperative. This urgency has already been recognised in the public agenda by initiatives such as WHO “One World One Health”, alongside growing international consensus on the essential role of prevention, not only for reducing illness and enhancing both quantity and quality of life, but also in fostering sustainability, and alleviating economic burdens on societies.

Within this new paradigm, the role of clinical prevention becomes paramount. Clinical prevention, i.e. prevention taking place within healthcare settings, allows for accessible interventions driven by solutions, backed-up by science and clinically proven. OM Pharma is a pioneer in clinical prevention with bacterial lysates (namely OM-85 and OM-89) indicated for the prevention of infectious diseases.

Bacterial lysates support a physiological approach to immune health, neither targeting specific pathogens nor a specific step of the immune response but operating through a holistic action, not counteracting nor over-reacting, but training and supporting a healthy and balanced immune response.

Clinical prevention with bacterial lysates puts immune health at the forefront of the battle against global health challenges, including the rise of antimicrobial resistance and future pandemics.

Relying on more than 40 years of experience and millions of patients treated, OM Pharma’s bacterial lysates are therapies already trusted by patients and healthcare professionals all around the world.

They align with patients’ preferences for more natural and sustainable health solutions, while maintaining expected efficacy, in their intended registration, backed-up with rigorous science and supported by an ambitious clinical trial programme.

As we head into 2024, we are determined to keep the spotlight on investing in our bacterial lysate science and advocating for their use as clinical prevention solutions as widely as possible, to enable everyone, whatever their age, to live to their full potential.



Portfolio

OM Pharma’s marketed portfolio includes products for the prevention of recurrent respiratory and lower urinary tract infections, and for the treatment of vascular disorders.

Our bacterial lysate products

Recurrent infections represent a high burden for at-risk patients and their prevention is key to addressing global health challenges and the societal and economic burdens associated with them.



Broncho-Vaxom® is a bacterial lysate (OM-85) of 21 bacterial strains used for the prevention of recurrent respiratory tract infections.

- **+6M patients** reached
- **Global Net Sales** 65.7M CHF
- Available in **57 countries**
- **New markets:** Bangladesh, Indonesia, Vietnam



Uro-Vaxom® is a bacterial lysate (OM-89) of 18 strains of *Escherichia coli* for the treatment and prevention of recurrent urinary tract infections.

- **+700K patients** reached
- **Global Net Sales** 24.8M CHF
- Available in **39 countries**
- **Top performing market:** South Korea

Small molecules in vascular diseases

Microangiopathies, chronic venous insufficiency, haemorrhoids and capillary bleeding can affect numerous patients either as complications of underlying metabolic diseases or as separate conditions. OM Pharma has products indicated for the treatment of these different vascular disorders.



Doxium® (calcium dobesilate) is used for the oral treatment of microangiopathies, signs of chronic venous insufficiency in the lower limbs, diabetic retinopathy and haemorrhoidal syndrome. The product is registered and marketed in **53 countries**. Calcium dobesilate is also available in topical form (with lidocaine) under the brand name **Doxiproct®** for haemorrhoidal syndrome only.



Dicynone® (etamsylate) is indicated in the treatment of capillary haemorrhages of different origins such as heavy menstrual bleeding or surgeries affecting highly vascularised tissues. The product is registered and marketed in **73 countries**

Swiss portfolio



Beyond our global products, OM Pharma offers Swiss patients a wide range of 24 marketed brands of established proprietary (e.g. Symfona®, Jarsin®, Lithiofor® and Mg5®) and in-licensed products (e.g. Trittico®, Trimbow®, Foster® and Prolastin®), with a strong footprint in the treatment of respiratory, central nervous system diseases, gynaecology/urology as well as a growing portfolio of hospital care products.

LATAM portfolio



We are actively pursuing ways to develop the Latin American market with our global products and regional products such as Aero-OM® and Aero-Motil®. Local partnerships and in-licensing agreements are key to complementing our global portfolio.

R&D

We are committed to investing in our R&D activities across all stages of development with the conviction that bacterial lysates can deliver meaningful benefits to people around the world. We also believe that bacterial lysates have the potential to be effective beyond the prevention of respiratory tract infections (RTIs) and urinary tract infections (UTIs), for chronic conditions, such as asthma, and we perform research to substantiate our beliefs.

PRE-CLINICAL EXPLORATION

As in previous years, pre-clinical research continues to support the clinical development of the topical, i.e. intranasal, administration of OM-85 in asthma.

The pre-clinical package for the intranasal form of OM-85 has been completed and submitted to Health Authorities (as part of the Clinical Trial Application), and further research has progressed, in collaboration with the University of Arizona, to investigate the number and timing of administrations necessary to confer protection in experimental allergic asthma.

Our pre-clinical team additionally built on work initiated during the Covid-19 pandemic supporting the general anti-viral effects of OM-85. This resulted in four publications; Salzmänn et al. 2023; Cassao et al. 2023; Pivnouik et al., 2023; Pasquali et al., 2023.

In collaboration with the École polytechnique fédérale de Lausanne (EPFL), we progressed research around OM-89's mode of action. In parallel, work to identify potential differences from sampling patients with recurrent UTIs will start in 2024 with the Cochin-Pasteur Institute. These academic collaborations continue to increase the understanding of our products to provide benefits to patients.

CLINICAL DEVELOPMENTS

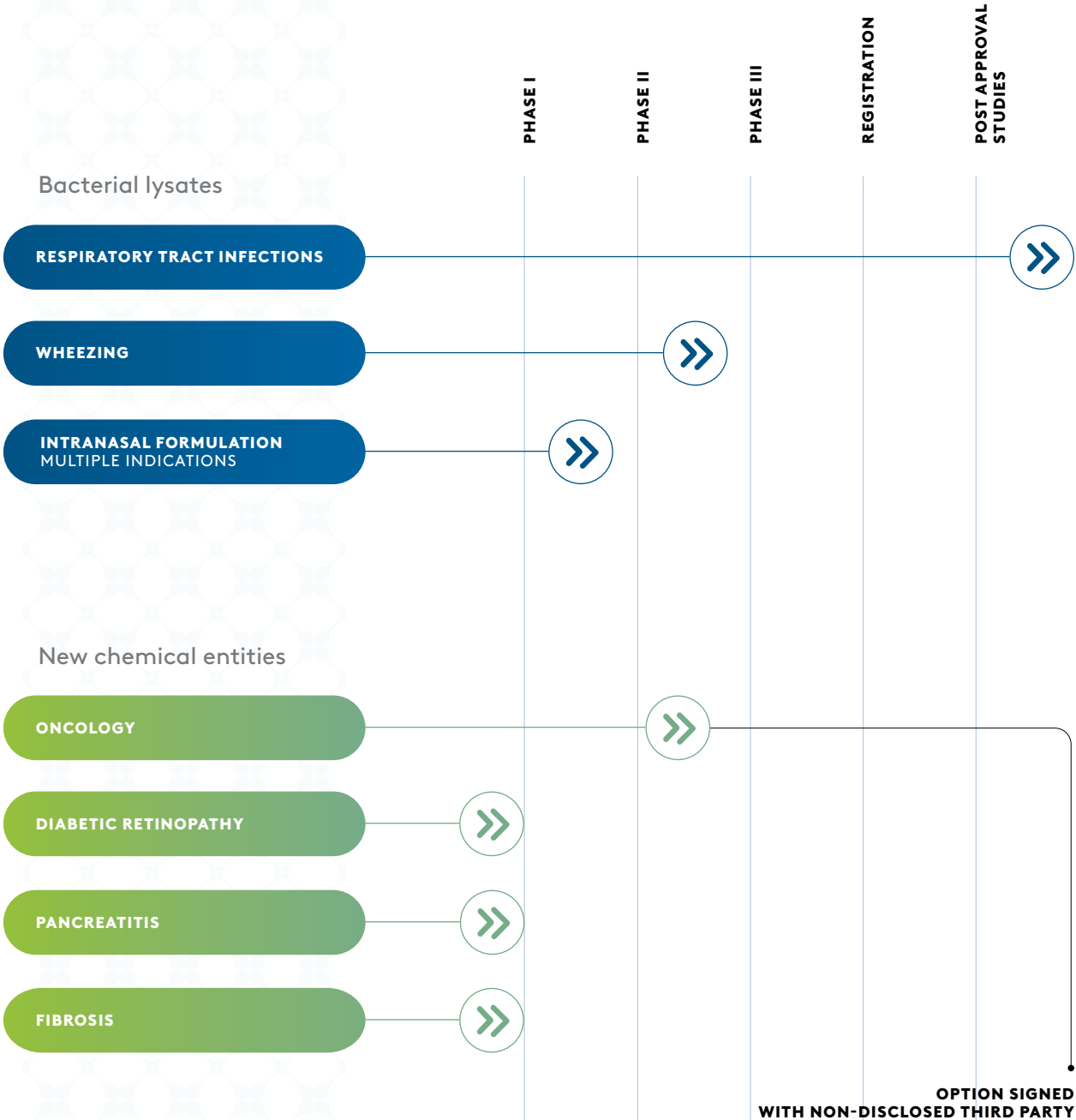
For our clinical team, 2023 was a year of progress in terms of growing our clinical data set around OM-85. Within OM-85's existing label, two large multicentre, randomised Phase IV clinical trials in children aimed at confirming the efficacy of OM-85 in reducing both the number and severity of RTIs have been initiated or are ongoing in Europe and China. Additionally, we initiated a multicentre, randomised controlled Phase IIb trial in the USA in children aged 6 months to 5 years suffering from recurrent wheezing.

The Phase IIa clinical trial investigating the efficacy of OM-85 in children with atopic dermatitis (AD) was prematurely terminated in July. This proof-of-concept study confirmed the safety profile of OM-85 in very young infants (3-12 months); however, the unexpected overuse of topical corticosteroids (TCS), the standard of care in AD, prevented any appropriate interpretation of the efficacy data.

CLINICAL PROGRESS IN 2023

- Initiation of the Phase IIb clinical trial in the USA in children aged 6 months to 5 years with recurrent wheezing (EAGLE Study).
- Continuous recruitment of patients for the Phase IV clinical trial for the prevention of recurrent RTIs in children aged 6 months to 5 years with recurrent wheezing (BEAR Study).
- Initiation of the Phase IV clinical trial in China for the prevention of recurrent RTIs in children aged 6 to 12 years with asthma (TIGER study).
- Approval of the Clinical Trial Application (CTA) in Germany for the Phase I trial for the new intranasal administration of OM-85.

R&D Project Progress



People & Culture

The bacterial lysates we produce at OM Pharma fulfil an unmet need in our region. I am excited and deeply motivated to bring these products onto the markets locally, where we have a lot of growth opportunities.

FEI JIA
REGIONAL COMMERCIAL HEAD
ASIA-PACIFIC, SHANGHAI



OM Pharma has a workforce of 438 individuals worldwide and holds a robust presence in Switzerland, boasting its headquarters and biotech campus in Geneva, alongside our Swiss affiliate in Fribourg.

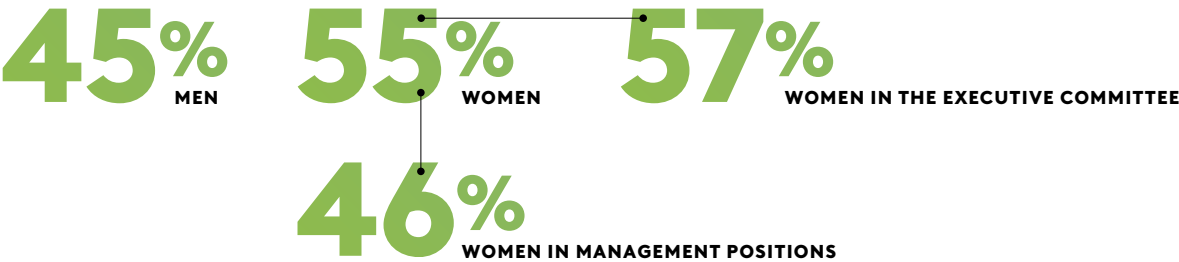
In Latin America, we have an affiliate located in Lima, alongside a dedicated salesforce of 40 people in the Central America region.

OM Pharma also has a strategically established presence in Shanghai, which aims to maximize support for our business partners and elevate operational efficiency in the Asia-Pacific region.

One hundred
NEW JOBS CREATED SINCE OM PHARMA BECAME INDEPENDENT

Twenty-eight
TRAINEES OR APPRENTICES

Four hundred and thirty-eight
EMPLOYEES GLOBALLY



Seventy months,
two weeks
and six days
OF SERVICE ON AVERAGE

At The Heart Of
What We Do



CAROLINA LÓPEZ GUTIÉRREZ
MEDICAL REPRESENTATIVE
PERU

At OM Pharma, I have always been able to put my ideas into action. Because my role is to explain to physicians the benefits of our products, I feel that my work has an impact on patients' lives.

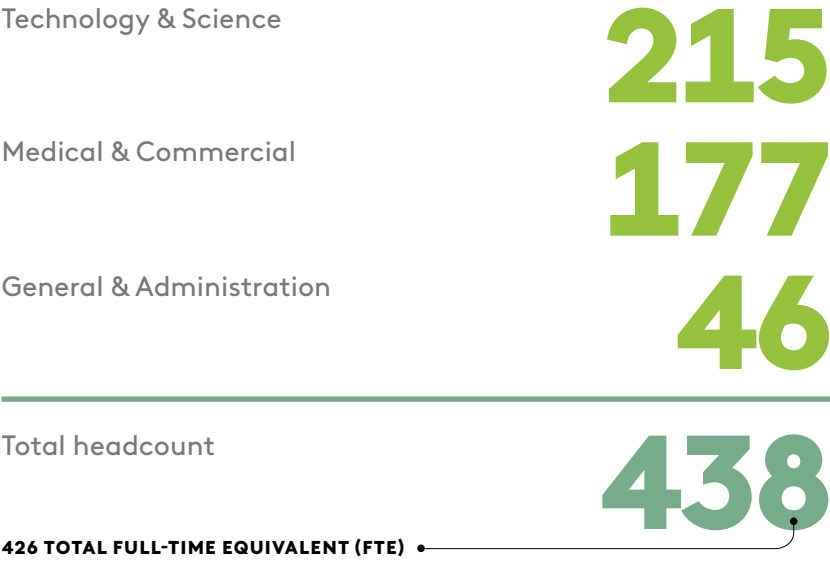
At OM Pharma, We Care

As a pharmaceutical company, our focus is on people's health and well-being, and this extends to our employees.

Ensuring a safe and healthy working environment is a priority to prevent workplace accidents, minimise occupational hazards and protect our employees' physical and mental health. At OM Pharma, we have several initiatives in place to help support this:

- » Regular medical checks available with our dedicated occupational doctor.
- » Yearly flu vaccination and boxes of Broncho-Vaxom® and Mg-5-Granoral® offered to employees in Switzerland.
- » Psychological and organisational support to employees and their families. Employees can contact a professional, anonymously, and free of charge, to get advice.
- » We encourage employees to take care of their health and immunity every day and in particular on the International Day of Immunology, when we share ways to enhance immunity naturally for our employees globally.
- » We encourage work-life balance, offering access to part-time, flexible work schedules and home office policies.

Our employees by discipline:



A word of thanks to Josef



In 2023 we said farewell to Josef Troxler, as he stepped down from the role of CEO. Josef joined OM Pharma as President in January 2018 and was appointed CEO in October 2020 after OM Pharma became independent from Vifor Pharma.

Josef was instrumental in developing OM Pharma's strategy as a fully integrated and standalone company.

Josef will continue to support OM Pharma as Senior Advisor and Chairman of the Board of OM Pharma's Swiss Affiliate.

Our heartfelt thanks to Josef for his many contributions to the business over the years.

Geneva Biotech Campus

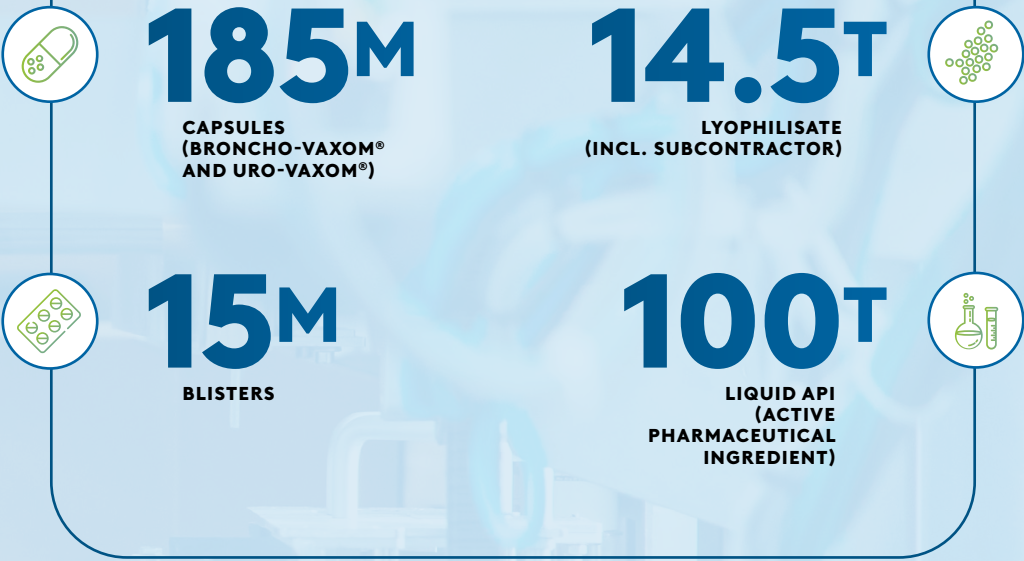
Placed in a strategic location in Geneva, OM Pharma’s biotech campus includes laboratories, manufacturing lines and office buildings and spans 38,000 m². At the heart of the campus are cutting edge facilities where our bacterial lysates are produced, from bacterial extract through to finished capsules.

In 2023, our site production adapted to a slowdown in demand from two of our key markets, namely China and Russia, due to external circumstances including pandemic and conflict. Drawing on the exceptional experience of 2022, during which we established significant records, we redirected our efforts to ensure a smart rebalancing of our internal safety stocks.

Snapshot of technical milestones for our Geneva campus

- » Delivery and testing of our new industrial lyophilizer.
- » Revamp of Microbiological Quality Control areas.
- » Opening of new building dedicated to R&D and regulatory affairs.
- » Strategic enhancements of our IT systems supporting greater data protection.
- » Optimisation of our processes across the site.

Annual Production Figures



Our culture is a skillful blend of values, commitment, respect and closeness between employees that makes me feel attached to and enjoy working at OM Pharma.

VINCENT DESRUES
BIOTECH TEAM LEADER
GENEVA



Our Biotech Campus in Numbers



309
EMPLOYEES IN OPERATIONAL AND CORPORATE FUNCTIONS



40.4 M
CHF INVESTED IN R&D AND TECHNOLOGY IN 2023



39
PATHOGENIC BACTERIAL STRAINS CULTIVATED WITH THE HIGHEST QUALITY AND BIOSAFETY STANDARDS

Solar Energy

In 2023, we showed ongoing commitment to solar energy by the installation of photovoltaic solar panels in collaboration with the Swiss company SOLSTIS. The generated electricity is 100% self-consumed, and the installation covers 10% of our electrical needs.

By the end of 2023, this solar power hub spanning 3,400 m² will produce the equivalent of the annual electricity consumption of 163 households in Geneva or approximately 800 individuals.

Reducing energy consumption



-1%
GAZ



-2%
ELECTRICITY



-12%
WATER

Carbon footprint

In 2023, we conducted an in-depth analysis of our carbon footprint providing us with a precise understanding of our emissions. This enabled us to direct our efforts towards a significant reduction in our environmental footprint.

Key points from the carbon footprint assessment

Clean heat generated at our production site is the most significant source of emissions contributing 20% to the company's total emissions. However, we are pleased to note that our electricity-related emissions are zero, thanks to the 100% use of renewable electricity.

A thorough analysis revealed that freight transport represents the most significant source of emissions in our value chain, contributing to 34.5% of total emissions. Additionally, 17.1% of emissions are related to materials used, while 20% are attributable to employee commuting.

Targeted measures for a sustainable energy transition

Reducing fossil fuel dependency: We are committed to exploring sustainable alternatives, including solar panels and the study of the site's geothermal potential.

Energy transition: We are focused on replacing gas boilers with heat pumps and promoting the use of cleaner and renewable energy sources.

Sustainable mobility: A soft mobility plan is in action, which encourages environmentally friendly modes of transport including carpooling.

Partnership

We have cultivated over 90 distribution and marketing collaborations in over 100 countries. Our partners range from local, family-owned to prominent multinational entities worldwide.

These strategic partnerships serve as a crucial conduit, allowing us to extend our reach to patients in dynamic pharmaceutical markets characterized by a significant unmet medical need for our products.

OM Pharma’s success is anchored in its affiliates and global network of partners.



I appreciate the recognition and the trust placed in me. The opinions of every employee are valued, and this motivates me again and again. I am proud to contribute to OM Pharma’s success.

OLIVIA MATTER
SALES REPRESENTATIVE
SWITZERLAND

Our main partners in Switzerland include:




















Our main
global partners
include:




إدارة الأدوية و المعينات الطبية
AAW Pharma & Medical




ABDIIBRAHIM




AJU PHARM




Angelini
Pharma




APSEN




astellas




AstraZeneca




مؤسسة بهزاد الطبية
Behzad Medical Est. W.L.L.




Benela




Chiesi




eonsina
Enriching the Quality of Life




GRÜNENTHAL




ibnsinapharma



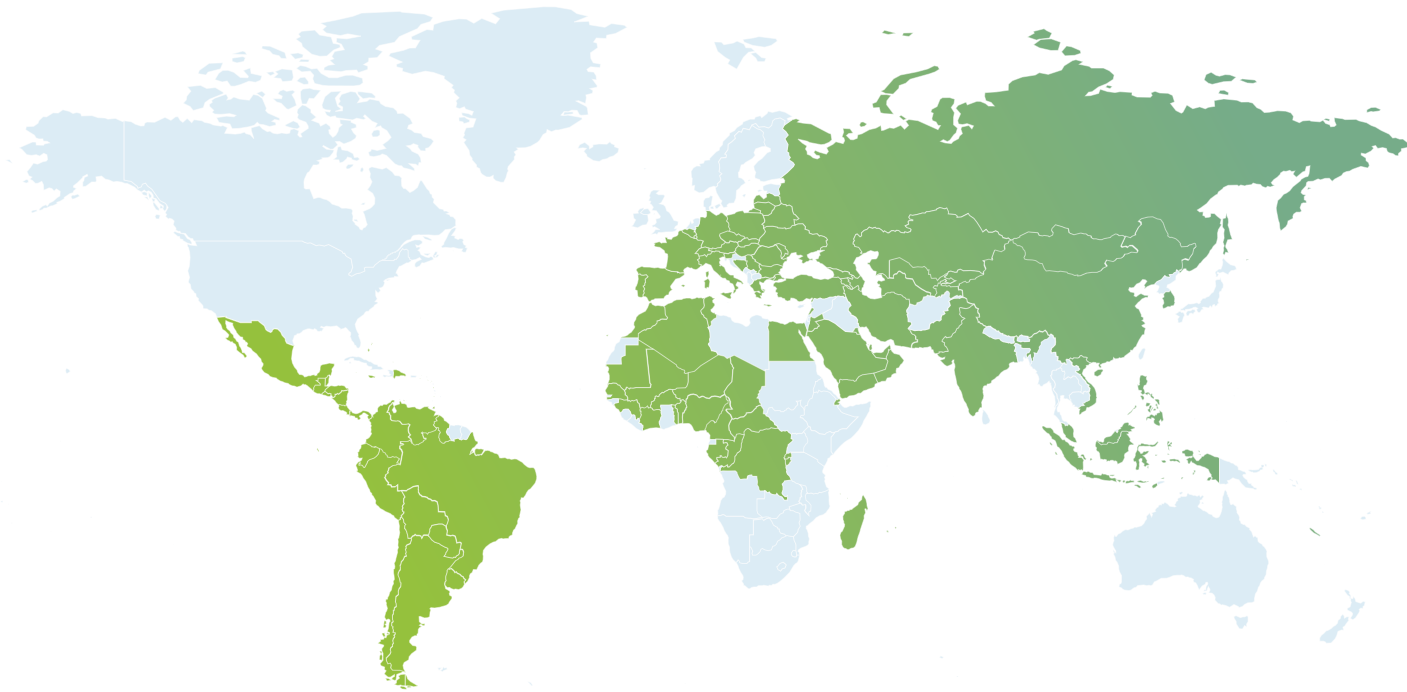
medinfar
LABORATÓRIO



Pharmatrade



PHYTOTEC
EVIDENCE BASED NATURE





QUIFATEX | Quiéres. Queremos.



Qpharma



SANDOZ



SPH
上海医药
SHANGHAI PHARMA
上药科园贸易
SPH KYUAN TRADE



Swixx BioPharma



teva



TRIDEM
PHARMA
A FOSUN PHARMA Company



UPO
Union Pharmaceutique d'Orient s.a.l.

We are pleased to partner with a global and innovative company like OM Pharma and to have undertaken an exclusive agreement to promote Broncho-Vaxom® and Uro-Vaxom® in Portugal. The partnership with OM Pharma is a significant step forward to leverage our vast experience in the promotion and commercialisation of branded medicines, in several therapeutic fields, particularly in the respiratory area.

MEDINFAR
OM PHARMA PARTNER
IN PORTUGAL

Our relationship with OM Pharma is based on mutual support, and respect. Over the past 20 years of our relationship, both of us have managed to build a fruitful relationship based on trust. We appreciate the support that OM Pharma has provided us and thanks to this, we have yearly sales growth. OM Pharma appreciates the local specifics of our market and at the same time, we also embrace OM Pharma's global experiences.

BENELA
OM PHARMA PARTNER
IN SLOVAKIA



Sharing the philosophy of enhancing patients' quality of life worldwide through innovative research and excellent treatments is undeniably a compelling reason to sustain our collaborative efforts with OM Pharma. Furthermore, the opportunity to broaden our range of therapeutic areas and reach more patients across Mexico adds significant value to our shared mission.

GRÜNENTHAL
OM PHARMA PARTNER
IN MEXICO

Since we started the promotion of Broncho-Vaxom® in Brazil, we have reached an important position in the market, with a gain in market share and a historical record for the product. The offering of Broncho-Vaxom® is in total synergy with our portfolio and the great relationship with the OM Pharma team is a key factor in this incredible growth.

CHIESI PHARMACEUTICALS
OM PHARMA PARTNER
IN BRAZIL

Broncho-Vaxom® has been benefiting thousands of patients in China since 2010. With the help of our professional academic promotion capabilities, strong business network and team, the market coverage of this product has expanded. Partnership with OM Pharma plays a pivotal role in the development and success of AstraZeneca's Immune Therapies and Immunology.

ASTRAZENECA
OM PHARMA PARTNER
IN CHINA

We have been successfully partnering with OM Pharma for several years, to give patients around the world access to high-quality products. We consider OM Pharma as a strategic partner for the long term and we see great potential in further expanding our collaboration in our markets.

SANDOZ
OM PHARMA PARTNER
IN EASTERN EUROPE

A word from our global partners.

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PART 2

The Business Review

In 2023, we showed our entrepreneurial spirit in full by exploring new opportunities and partnerships around the globe, opening up our portfolio to even more people.

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Financial Summary

186.1M

Global
net sales

335.0M

Global
in-market sales

142.4M

Global
brand portfolio net sales

60.5M

LATAM region
net sales

48.3M

Swiss affiliate
net sales

40.4M

Investment
in R&D and technology

ALL FIGURES IN CHF

Brand & Market Review

In 2023, OM Pharma significantly advanced its global presence, launching brands in five new countries and showcasing growth in key markets.

SWITZERLAND

Switzerland, our home market, experienced a solid 7.4% net sales increase in 2023, driven by effective marketing and sales strategies. This was complemented by a mix of our own brand products and exclusive distribution of products from well-known pharmaceutical companies. Moving forward, the Swiss affiliate will continue its efforts to sign new in-licensing deals and extend its footprint in key therapeutic areas of Central Nervous System (CNS), Respiratory and Urology-Gynecology.

LATAM REGION

The LATAM region, emerged as one of the fastest-growing regions for OM Pharma with a 22% increase in net sales. In particular, Brazil and Mexico benefited from focused marketing efforts, notably through partnerships with Grünenthal in Mexico and Apsen and Chiesi in Brazil. Our diverse product portfolio in this region, including Broncho-Vaxom®, Uro-Vaxom®, Dicynone®, Doxium® and Aero-OM® also contributed significantly to this success. Moving forward, OM Pharma will continue to implement marketing, medical and commercial initiatives, either in close cooperation with its partners or through its own organisations in Peru and Central America. Positioned as one of the regions with the highest growth potential moving forward, it plays a fundamental role in the company's strategic priorities.

EMEA REGION

In the EMEA region, excluding the impact of geopolitical conflicts, we experienced growth, with Broncho-Vaxom® and Uro-Vaxom® playing a pivotal role. For Uro-Vaxom® a new contract has been signed in Portugal with Medinfar, our current partner who is already promoting and distributing Broncho-Vaxom®. In 2024, OM Pharma plans to expand promotional and educational initiatives across the region, in close collaboration with our partners. Despite market challenges due to the conflict in Ukraine, our focus on strategic partnerships and healthcare practitioners in Russia, means that our products continue to reach patients and we remain committed to our close collaboration with Sandoz, Astellas and new business partner Akrikhin.

ASIA-PACIFIC

For the Asia-Pacific region, measures taken by the government in China during 2023 combined with the repercussions of the pandemic impacted our sales negatively, however we anticipate a resurgence in 2024. South Korea demonstrated exceptional performance with Uro-Vaxom®, attributed to targeted clinical research programmes and well-executed campaigns focused on healthcare practitioners. This success was underscored by the close collaboration with our partner, AjuPharm. Two other brands of the global portfolio (Broncho-Vaxom® and Doxium®) have also contributed to increased net sales in South Korea. Moving forward we expect continued growth with our recent expansion into Bangladesh, Indonesia and Vietnam.

Global net sales for brands and portfolios

Broncho-Vaxom®	65.7 M
Uro-Vaxom®	24.8 M
Doxium®	24.9 M
Dicynone®	20.6 M
Other global brands	6.5 M
Global portfolio	142.4 M
Portfolio exclusively marketed in Switzerland *	43.6 M
Global net sales **	186.1 M
Global in-market sales ***	335.0 M

ALL FIGURES IN CHF

* WITHOUT BRONCHO-VAXOM®, URO-VAXOM® AND DOXIUM® NET SALES

** OM PHARMA SALES TO PARTNERS AND OM PHARMA AFFILIATES TO WHOLESALERS AND HOSPITALS

*** ESTIMATION OF OM PHARMA AND PARTNERS' SALES TO WHOLESALERS AND HOSPITALS

ALL FIGURES IN CHF

Global net sales by geography

SWITZERLAND (OM Pharma Suisse)	48.3 M
EMEA	53.8 M
Europe	34.2 M
Russia	8.0 M
Other	11.6 M
LATIN AMERICA	60.5 M
Mexico	20.0 M
Central America (OM Salesforce)	17.0 M
Brazil	10.1 M
Peru (OM Pharma Peru)	3.8 M
Other	9.5 M
Asia-Pacific	23.5 M
China	12.2 M
South Korea	9.8 M
Other	1.5 M
Global net sales	186.1 M
Global in-market sales	335.0 M

People Development

Our people are at the heart of our business and are critical to our ability to deliver and succeed.

We continually seek to improve our employees’ experience, to enable people to join OM Pharma, stay, and grow within the company. One example of this is our Executive Committee, all of whom have been promoted internally after successful leadership experiences within the organisation.

To help nurture talent, we support employees to take control of their own development and we continually find ways to build on this mindset, enabling our people to grow and develop alongside OM Pharma.

OM ACADEMY

Our OM Academy platform hosts internal courses tailored to our employees’ developmental needs, including Project Management, Language, Cybersecurity, Pharmacovigilance and Quality Management. In 2023, we rolled out various programmes to enable employees to perform their duties in the best possible conditions, whilst gaining new competences.

Over the past two years, we have developed our leadership programme, designed to provide a common understanding of leadership expectations and support employees in navigating change.

OUR YOUNG TALENT PROGRAMME

In 2023, we welcomed nearly 30 interns across our organisation. OM Pharma is focussed on giving these young people projects and experiences that align with their university curriculum and which help them develop their professional career in the longer term.

To underline our support for local engagement and for the official apprenticeship scheme in the Canton of Geneva (CFC), four apprentices joined us on our Geneva site in 2023.

Additionally, every year we partner with the University of Geneva to welcome students on summer internships. From June to September, 30 young people on summer jobs joined us across 19 different departments, helping us with administrative tasks.

Remuneration

Compensation philosophy

OM Pharma’s compensation policy is designed to align with our business priorities and culture, ensuring it continues to drive the success of the company for the benefit of patients, employees and stakeholders. Our philosophy aims to attract and retain effective, talented and entrepreneurial individuals through the following guiding principles.

Pay for performance

Our programme recognises performance while enabling us to provide market competitive rewards. We have at our disposal different reward ranges according to the level of performance of each employee, allowing us to value and reward all performers.

Internal and external equity

Our employee compensation and benefits packages reflect differences in roles and responsibilities for each position in a fair and equitable manner. To ensure our packages are competitive with other pharmaceutical companies, we regularly conduct compensation benchmarking in partnership with external providers.

Compensation components

Our compensation is built on a combination of fixed and variable components, including base salary, Short-Term Incentives (STIs), Long-Term Incentives (LTIs) and a range of other benefits and awards.

STI programmes (bonuses) vary depending on the level within the organisation (grades). For all levels, this is a combination of personal goal achievement and business results.

	BASE SALARY	SHORT-TERM INCENTIVES (STIs)	LONG-TERM INCENTIVES (LTIs)	SOCIAL SECURITY AND OTHER BENEFITS
PURPOSE	Attract and retain.	Align management and employees with company goals and pay for performance.	Foster long-term focus, retention, and alignment with shareholders’ interests.	Attract Provision for pension, insurances. Attract and retain.
PAYMENT	Monthly cash.	Annual cash bonus paid in April of the following year.	Annual allocation of shares blocked for 5 years.	Monthly allowances, contributions to pension and insurance.

Pension Fund

We are proud to offer our employees the benefit of a private and independent Pension Fund.

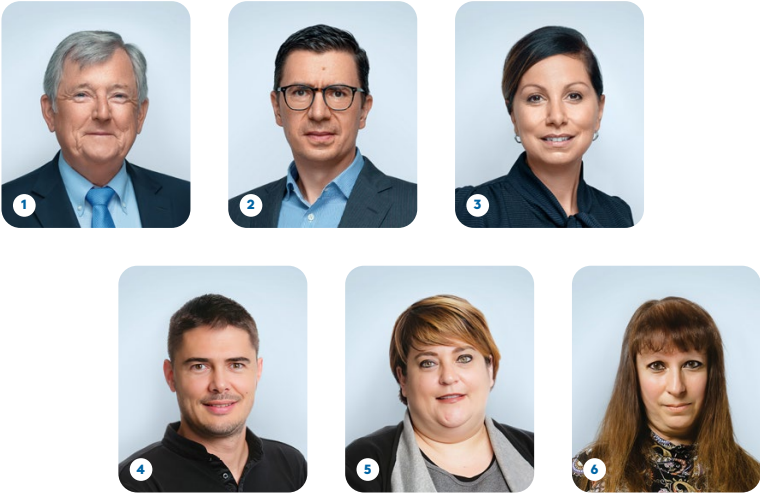
In 2023, the OM Pharma Pension Fund Board decided to apply the interest rate of 2% which is 1% more than the interest rate set by the Federal Council for the return on pension capital for that year.

Having its own pension fund gives OM Pharma the freedom to act in terms of regulation, planning, and investments in the best interest of its employees. At OM Pharma, benefits are defined in the pension regulations and are significantly higher than the minimum benefits granted by the Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG). As there is high competition for talent in the market, this pension fund offers an additional advantage in terms of attracting and retaining people.

The new OM Pharma Pension Fund came into force on 1 January 2022. The current OM Pharma Pension Fund Board is elected until the end of 2024, while the mandate of the insurance expert AON and the auditor KPMG has been renewed for 2023.

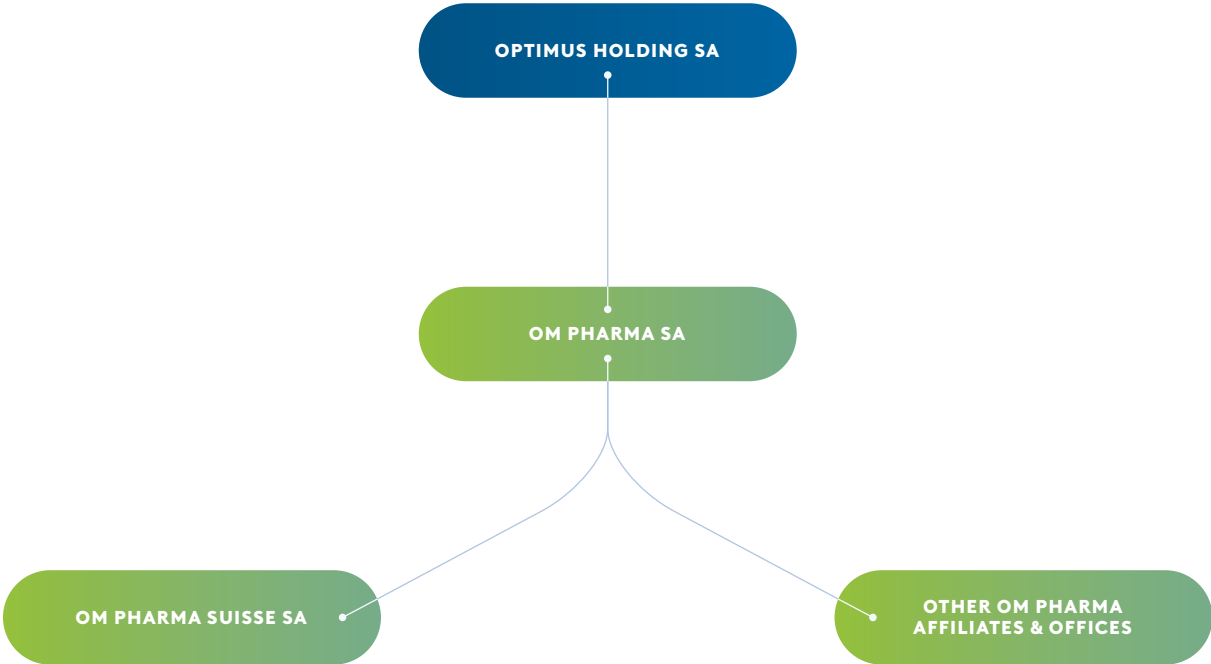
Active policyholders	366
Beneficiaries of pensions	46
Total insured	412
Average age of insured working people	41
Average age of beneficiaries	68
Ratio of active policyholder vs beneficiaries	7.96

Members of the Pension Fund Board



1	Fritz Hirsbrunner	President and employer representative
2	Laurent Perritaz	Employer representative
3	Patricia Moles-Licata	Employer representative
4	Robin Coffy	Employee representative
5	Sarah Ferretti Luchaire	Employee representative
6	Cristina Ducruet	Employee representative

Corporate Governance



Group structure

Optimus Holding SA, headquartered at Rue du Bois-du-Lan 22, 1217 Meyrin (Geneva), Switzerland, is a privately owned corporation under Swiss law. As a holding company, Optimus Holding SA owns all shares of OM Pharma SA.

Shareholders of Optimus Holding SA

Under the leadership of Etienne Jornod, who controls the company, the following group of shareholders, which have the same vision and values, owns Optimus Holding SA.

PARTNERS	SHAREHOLDERS	REPRESENTATION ON THE BOARD OF DIRECTORS
Etienne Jornod Family holding	Kela Consulting Sàrl Beneficial owner: Etienne Jornod	Etienne Jornod, Executive Chairman
Strategic partner	Abdi Ibrahim Investments B.V.	Suha Taspolatoglu, Member of the Board
Family partners	Madarex AG, Fritz Hirsbrunner, This E. Schneider, Felix Ehrat	Matthias Reinhart, Fritz Hirsbrunner, Members of the Board
Management Buy Out (MBO) partners*	Members of the EC, staff of OM Pharma and various Swiss entrepreneurs with close ties to Etienne Jornod	Beat Brechbühl, Martin Menzi, Members of the Board

*To foster an entrepreneurial mindset and encourage motivation and engagement, OM Pharma employees at all levels have the possibility to participate in the company's achievements through our employee share programme (ESP).

Thanks to this programme, employees are also represented on the Board of Directors. To facilitate the allocation of shares to entrepreneurs, employees and management, MBO Partners Sàrl has been created to hold their shares in escrow and represent them within Optimus Holding SA.

The Board of Directors

The Board of Directors and its Committees prepare the business of the Board regarding particular topics and submit recommendations to the entire Board of Directors. They meet as often as business requires, drawing up their own agendas and keeping the minutes. The General Secretary is Matthieu Destribois.

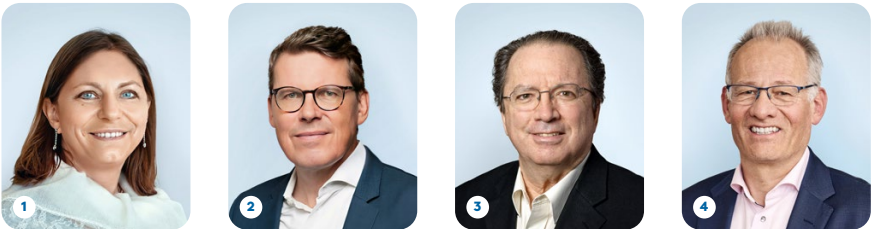


1	Etienne Jornod	Executive Chairman	■
2	Suha Taspolatoglu	Member of the Board of Directors	■
3	Matthias Reinhart	Member of the Board of Directors	■
4	Beat Brechbühl	Member of the Board of Directors and representative of the MBO Team	■
5	Fritz Hirsbrunner	Member of the Board of Directors	■
6	Martin Menzi	Member of the Board of Directors	■

- MEMBER OF THE REMUNERATION AND NOMINATION COMMITTEE (REMCO) ■
- MEMBER OF THE AUDIT AND RISK COMMITTEE (ARC) ■

Scientific & Industrial Advisors

Our advisors evaluate, challenge and validate the Scientific, Technology and Operational strategy, and make recommendations to the Executive Committee and Board of Directors.



1	Geneviève Berger	Scientific Advisor
2	Klaus Dugi	Scientific Advisor
3	Fernando Martinez	Scientific Advisor
4	Frédéric Zwahlen	Industrial Advisor

Duties of the Executive Chairman

As Executive Chairman, Etienne Jornod is responsible for leading the Board of Directors. He maintains a close and trustful interaction with the CEO and the members of the Executive Committee (EC), for the ongoing strategic development of the Group, alliances and acquisitions, and for the positioning of the Group with regard to communications and stakeholder relations.

The Executive Chairman is closely involved in the implementation of the most important strategic projects. In addition, he has overall responsibility for OM Pharma's corporate culture, a key competitive factor in the labour market. Likewise, he helps shape OM Pharma's Corporate Communications and Human Resources policy.

Duties of the CEO

The CEO, Roch Ogier, is responsible for implementing the strategic and operational objectives approved by the Board of Directors, for preparing budgets (together with the CFO) for approval by the Board of Directors and ensuring that they are met, and for developing relationships with customers, suppliers and authorities. He implements our values, putting patients' needs at the core (including safety, quality and our Code of Conduct).

Together with the other members of the EC, he issues binding guidelines for our Group companies and functions. The CEO leads the EC and reports directly to the Executive Chairman, with whom he works closely on the most important decisions and prepares the information for the meetings of the Board of Directors.

that's driven by passion


The Executive Committee (EC)

The EC is a group of executives appointed to act on behalf of the Board of Directors (BoD) and the Executive Chairman within the powers granted to them. Under the leadership of the CEO, their role is to implement the strategic instructions and resolutions of the BoD and the Executive Chairman.



1	Roch Ogier	Chief Executive Officer
2	Sandrine Bertrand	Chief Technical Officer
3	Elodie Convercey	Chief Marketing Officer
4	Patricia Moles-Licata	Chief HR and Communication Officer
5	Laurent Perritaz	Chief Financial Officer
6	Pascal Schumacher	Chief Commercial Officer
7	Anna Thomas	Chief Scientific Officer

Challenge
the status quo,
act with
accountability,
embrace
entrepreneurship



*OM Pharma
is dedicated
to changing
the way we look
at immunity.*

— Roch Ogier —



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