



Sanquin

Appendices

Sustainability report 2025

Appendix 1: VSME-table

For Sanquin’s 2025 sustainability report, we followed the voluntary European reporting standard VSME (Voluntary Sustainability Reporting Standard for SMEs). The VSME consists of a basic module with 11 reporting requirements (which can be recognized by a B at the beginning) and a comprehensive module with 9 reporting requirements (to be recognized by a C at the beginning). The table below provides an overview of the reporting requirements per topic and indicates where the relevant information can be found in our sustainability report or annual report.

B1
Basis for preparation

- Information about the basis for drawing up the report can be found on page 7 of the sustainability report.
- Information about Sanquin and its activities is briefly described in the Introduction (p. 7) and in appendix 2 (p. 4 of this document). For more detailed information on our activities and for financial information (balance sheet, revenue), we refer to the annual report of the Sanquin Blood Supply Foundation (only available in Dutch).
- Information about Sanquin’s employees can be found in the chapter ‘Social’, under ‘Our employees’ (p. 24) of the sustainability report.
- We do not report on the geolocation of owned, leased, or managed sites.

B2
Practices, policies and future initiatives for transitioning towards a more sustainable economy

- Information on Sanquin’s sustainability policy is included in the Introduction (p. 8) of our sustainability report and can be found on our website (<https://www.sanquin.nl/en/about-sanquin/sustainability>).

- Information on our sustainable practices and future initiatives is listed under the various themes in our sustainability report.
- In 2025, Sanquin did not hold a sustainability label or certificate.

C1
Strategy: Business model and sustainability-related initiatives

- Information on the business model is included in the Introduction (p. 7) of our sustainability report and in appendix 2 (p. 4 of this document).

C2
Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

- Descriptive information on Sanquin’s sustainability policy is included in the Introduction (p. 8) of the sustainability report and on our website (<https://www.sanquin.nl/en/about-sanquin/sustainability>).
- Further information on our sustainable practices and future initiatives is provided under the various themes in our sustainability report.

ENVIRONMENT METRICS

B3
Energy and greenhouse gas emissions

- Information on energy consumption and greenhouse gas emissions is included in the chapter ‘Environment’ of the sustainability report, under the theme ‘Consumption and emissions’ (p. 12) of our sustainability report.
- For greenhouse gas emission calculations, we used

the 2025 emission factors as published on www.co2emissiefactoren.nl, as these are reliable and specifically applicable to the Netherlands. For F-gases (refrigerants), emission factors were sourced from www.milieubarometer.nl, which is also reliable and specifically applicable to the Netherlands.

- Sanquin is not able to report her greenhouse gas (GHG) intensity.

C3
GHG reduction targets and climate transition

- Sanquin has not yet established concrete targets for the (further) reduction of greenhouse gas emissions.

C4
Climate risks

- In 2025, we did not have specific targets for this topic, but we do consider climate-related aspects in our risk analyses where possible.

B4
Pollution of air, water and soil

- In case of incidents, Sanquin reports to the competent authorities (e.g. the environmental agency).

B5
Biodiversity

- Sanquin does not own or lease sites located in or near biodiversity-sensitive areas.

B6
Water

- Information on our water consumption is included under the theme ‘Consumption and emissions’ in the chapter ‘Environment’ (p. 14) of our sustainability report.

B7
Resource use, circular economy and waste management

Information on resource use, integration of circularity, and waste management is included in the chapter ‘Environment’, under the theme ‘Waste and procurement’ (p. 19) of our sustainability report.

SOCIAL METRICS

B8
Workforce – general characteristics

- Information on the general characteristics of our employees is included in the chapter ‘Social’, under ‘Our employees’ (p. 24) of our sustainability report.

C5
Additional (general) workforce characteristics

- Additional information on employees is included in the chapter ‘Social’, under ‘Our employees’ (p. 24) of our sustainability report.
- At present, Sanquin is unable to report on the number of self-employed professionals and temporary workers hired through employment agencies working for Sanquin.

B9
Workforce – Health and safety

- Information on (safeguarding) the health and safety of employees is included in the chapter ‘Social’, under the theme ‘Working conditions’ (p. 25) of our sustainability report.
- According to the VSME definition, there were no occupational accidents or fatalities resulting from occupational accidents or occupational diseases in 2025.

B10

Workforce – Remuneration, collective bargaining and training

- Information on remuneration and collective bargaining is included in the chapter ‘Social’, under the theme ‘Equal opportunities and treatment’ (p. 26) of our sustainability report.
- The percentage of employees covered by a collective labor agreement (CLA) is between 80–100%, i.e. all employees except the Executive Board and senior management.
- Sanquin is not yet able to report on the percentage gender pay gap (percentage difference between female and male employees).
- The average number of training hours per employee (including by gender) is not currently tracked within Sanquin.

C6

Additional own workforce information – human rights policies and processes

- Information on the Code of Conduct and employee grievance mechanisms is included in the chapter ‘Social’, under the theme ‘Working conditions’ (p. 25) of our sustainability report.

C7

Serious negative human rights incidents

- In 2025, Sanquin did not face any confirmed incidents of child labor, forced labor, human trafficking or discrimination among its own employees. Sanquin is also not aware of such incidents involving workers in the value chain, affected communities, consumers, and/or end users.

GOVERNANCE METRICS

B11

Convictions and fines for corruption and bribery

- No convictions or fines for breaches of anti-corruption or anti-bribery laws were imposed on Sanquin in 2025.

C8

Revenues from certain sectors and exclusion from EU reference benchmarks

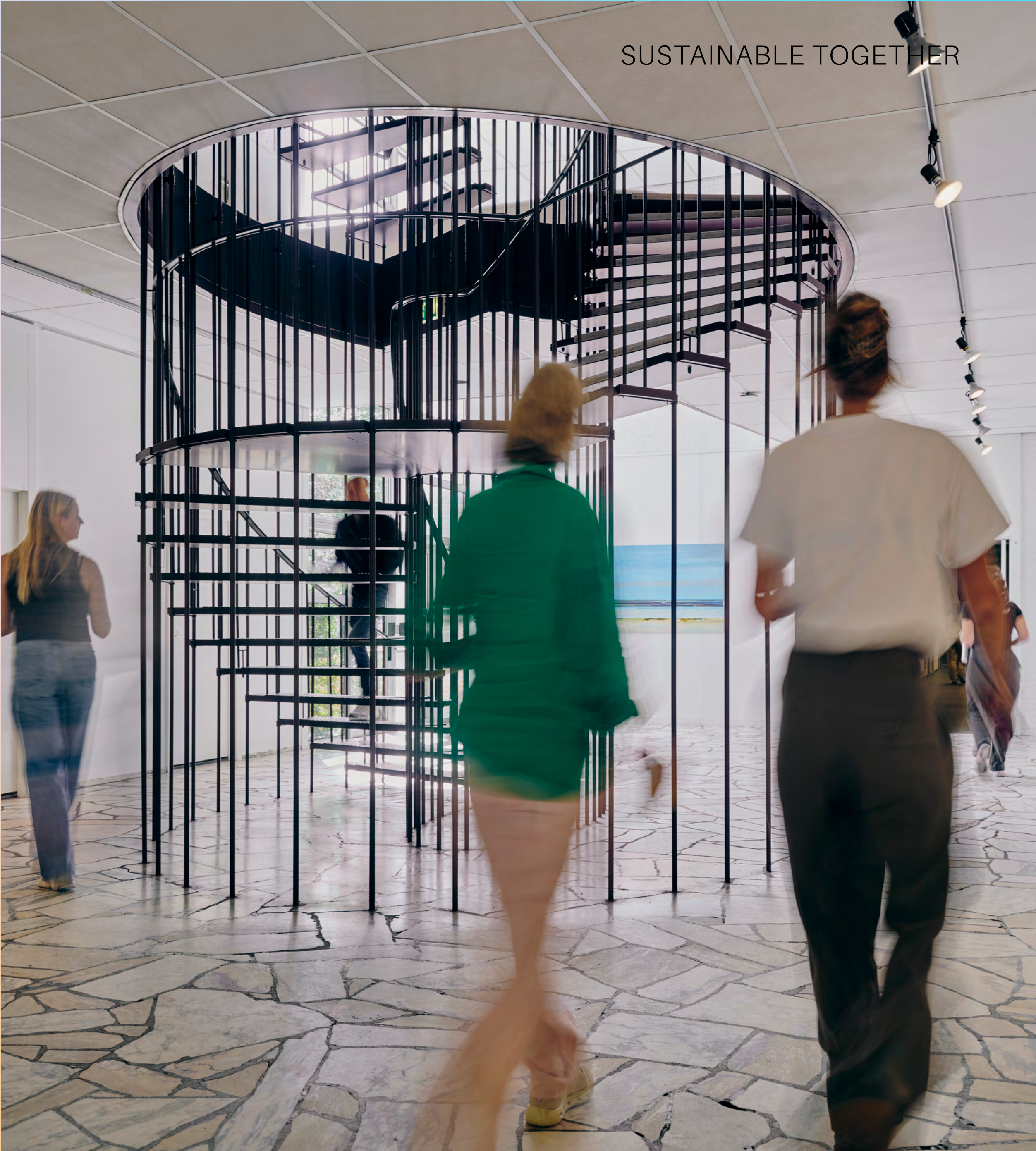
- Sanquin is not active in any of the listed sectors.

C9

Gender diversity ratio in the governance body

- The gender diversity ratio of the Executive Board of the Sanquin Blood Supply Foundation is 1:2 (female:male). For Sanquin Health Solutions Group B.V., a gender diversity ratio at board level is not relevant, as this entity has one (male) CEO.

SUSTAINABLE TOGETHER



Appendix 2: General information Sanquin Blood Supply Foundation (*Stichting Sanquin Bloedvoorziening*) and Sanquin Health Solutions Group (SHS)

Where the VSME requires company-specific information, we report per entity.

	Sanquin Blood Supply Foundation	Sanquin Health Solutions Group
Significant market(s) in which the undertaking operates	Primarily in the Netherlands with the following market segments: 1. B2B* healthcare market: supplies to hospitals and healthcare institutions (medical customers). 2. Donor community: interaction and recruitment of donors as an important stakeholder and source of input. 3. Research and knowledge market: collaboration with research institutes and academic partners in the Netherlands and abroad. Sanquin is the only organization in the Netherlands legally responsible for the national blood supply, giving it a unique monopoly position.	Markets mainly focused on commercial applications of health and biomedical knowledge: 1. B2B* market for diagnostic and laboratory services. 2. Health and life sciences innovation market. 3. Real Estate and Campus Development. Due to this focus, SHS serves both national and international markets, depending on the specific subsidiaries and products.
Key business relationships	Hospitals, healthcare institutions, research institutions, suppliers, Sanquin Health Solutions and the Ministry of Health, Welfare and Sport (VWS). Sanquin supplies blood products and distributes them within the policy frameworks set by the Ministry of Health, Welfare and Sport.	Sanquin Blood Supply Foundation, hospitals and clinical partners, start-ups and innovators and ecosystem partners.
Key elements of the strategy related to or impacting sustainability issues	Strengthening and diversifying the donor community, which is crucial for a sustainable blood supply. Sanquin Blood Supply Foundation also focuses on operational excellence to reduce waste and inefficiencies in the transfusion chain. Through medical impact, research and safe blood products, Sanquin creates value for society.	SHS’s strategic focus includes sustainability through innovation by fostering sustainable partnerships between science, education, industry and healthcare. By translating scientific knowledge and research results into products and services, healthcare quality is improved, creating positive impact for patients.
Legal form	Sanquin Blood Supply Foundation has an ANBI status (<i>Algemeen Nut Beogende Instelling</i> , fiscally recognized not-for-profit foundation).	Sanquin Health Solutions Group BV is a private limited company (BV) in the Netherlands and operates as a commercial subsidiary within the Sanquin group.
NACE-sector classification score	The SBI code, the Dutch equivalent of the NACE classification, for the various entities can be obtained via an extract from the Chamber of Commerce (<i>Kamer van Koophandel</i>).	
Balance sheet total in euros	The consolidated balance sheet is included in the 2025 annual report of Sanquin Blood Supply Foundation.	
Land van opereren en locatie van belangrijkste activa	Sanquin operates in the Netherlands, with its headquarters in Amsterdam. Important assets (laboratories, blood collection locations, distribution centers) are spread throughout the Netherlands.	
Geolocations	For our blood collection locations, see sanquin.nl/locaties .	

*B2B: business-to-business