

OURVITA
SUSTAINABILITY REPORT
2025

CONTENTS

CEO LETTER	3	4. PEOPLE	30
2025 Highlights	3	4.1. Occupational Health and Safety	30
		4.2. Diversity, Equality and Inclusion	31
1. THE GROUP	4	4.2.1. Turnover and Fair Employment	32
1.1. The Journey	5	4.3. Training and Development	34
1.2. Ourvita in numbers	6	4.4. Community engagement Events: Vitafoods Europe (2025–2026)	35
1.3. Ourvita products and services	7		
1.3.1. Packaging	9	5. ENVIRONMENT	36
1.4. The manufacturing sites	10	5.1. Energy efficiency	36
1.5. Certifications	13	5.2. GHG Emissions	37
1.6. The value chain	15	5.3. Commitment to the environment and carbon neutrality	40
1.7. Business and sustainability governance	16	5.3.1. Compensation project	40
		5.3.2. Science Based Targets Initiative	41
2. STRATEGY AND SUSTAINABILITY AT OURVITA	18	5.4. Waste management	41
2.1. Mission, vision, values	18	5.5. R&D Projects in sustainability in Legacy Ourvita	42
2.2. Ourvita approach to sustainability	19	5.6. Sustainable sourcing	43
2.3. The sustainability path	22		
2.3.1. Stakeholder engagement	22	6. ANNEX	44
2.3.2. Material topics	23	6.1. Methodology framework	44
2.3.1. Strategic pillars and objectives	24	6.2. GHG calculations methodology	46
		6.3. GRI Index	48
3. PRODUCTS	26		
3.1. Product safety and quality	26		
3.2. Innovation	28		

CEO LETTER

Dear stakeholders,

2025 has been a defining year for Ourvita, marking a period of transformation, growth and new opportunities.

The acquisition of the Health & Beauty Innovations (HBI) Group in September 2025 represents a significant milestone in our journey. By bringing together the strengths, expertise and capabilities of both organisations, we have created a stronger global business with a shared ambition: to deliver sustainable growth while creating long-term value for our customers, our people, our investors and the communities in which we operate.

Alongside the successful integration of HBI, we have continued to make meaningful progress on our sustainability journey. During the year, we strengthened our sustainability governance, expanded our certification portfolio and increased our engagement across the industry through collaborative initiatives that promote responsible business practices and innovation.

As Ourvita continues to grow, so too does our ambition. We are developing a unified Group sustainability strategy that reflects the scale and diversity of our global operations. By combining the expertise and experience of all our businesses, we are creating new opportunities to accelerate environmental and social progress, support our customers in achieving their own sustainability objectives, and drive innovation across our products and operations.

While 2025 has been a year of integration, it has also been a year of building the foundations for the future. Together, we are creating one global organisation with a shared purpose, a strong culture and a clear commitment to sustainable growth.

Thank you for being part of this journey.

Matthias Brommer, Chief Executive Officer



2025 HIGHLIGHTS

- Ecovadis Silver Medal for Ourvita Turin and Runcorn sites
- UN Global Compact signatory
- Responsible Care membership
- Solar Photovoltaic installations in Italy, Germany, China, USA and UK sites, along with wind turbines at Ourvita Tredegar, accounting for 15% of total energy consumption
- Friends of the Sea certification for Ourvita Tredegar
- SEDEX collaborative platform users for Ourvita Turin and all UK facilities, including SMETA 4-pillar audits
- Validated Science Based Targets for Ourvita Turin
- Ourvita Turin and Bergamo are Certified B Corps
- ISO 14001 certification for Ourvita Turin, Bergamo, Xuancheng, Laleham, Tredegar and Feldkirchen sites
- ISO 45001 certification for Ourvita Turin, Bergamo, Xuancheng, Laleham, and Tredegar sites
- RSPO certification maintained for Ourvita Laleham and Tredegar sites
- MSC certification for Ourvita Runcorn and Tredegar

THE GROUP

For over a combined 227 years, Ourvita companies have been developing and manufacturing advanced food supplements, probiotics, cosmetics, and medical devices through their own research, development and manufacturing facilities.

Today, Ourvita is a leading global Contract Development and Manufacturing Organization (CDMO), partnering with healthcare and consumer brands to develop and manufacture innovative products that combine scientific expertise, manufacturing excellence and an uncompromising commitment to quality.

Operating across Europe, Asia, and North America, the Group brings together complementary capabilities, world-class manufacturing facilities and specialist technical expertise to support customers throughout the entire product lifecycle.

The Group employs more than **3,000 people worldwide**, with over **5% of employees dedicated to research, development, and innovation**. This commitment is supported by a strong intellectual property portfolio that includes **48 patents**, and by the production of over **5,000 product SKUs** supplied to customers in over **120 countries**.

Ourvita's continued growth reflects a strategy built on innovation, operational excellence and long-term partnerships. By combining scientific expertise with customer-focused manufacturing solutions, the Group continues to expand its capabilities while delivering sustainable value for customers, employees, investors and the communities in which it operates.

Better Together. That's Ourvita.



THE JOURNEY

The business, now known as Ourvita, was established by bringing together several highly respected specialist manufacturers under one unified global identity.

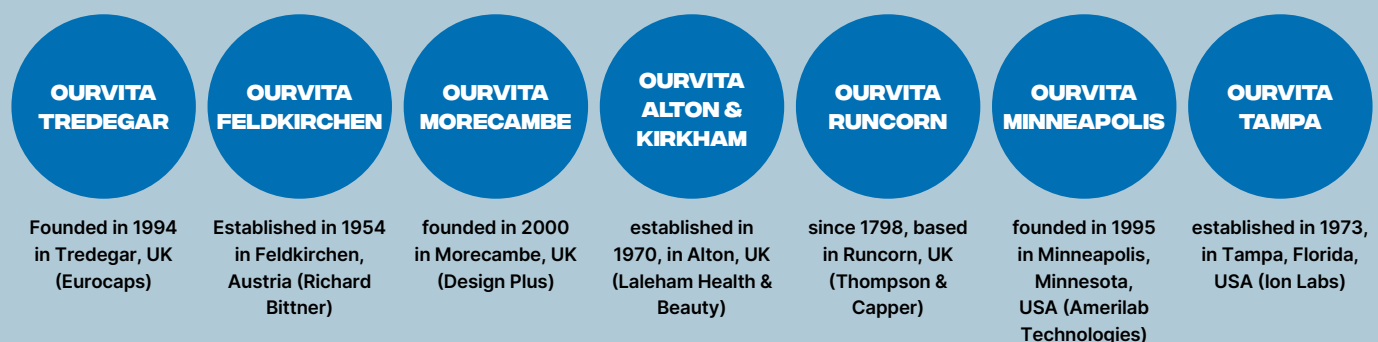
The original (“Legacy Ourvita”) business comprised:



In September 2025, Ourvita accelerated its international expansion through the acquisition of Health & Beauty Innovations (HBI), one of the world’s leading CDMOs specialising in food supplements and health and beauty products.

This strategic acquisition significantly strengthened the Group’s manufacturing capabilities and geographic footprint, adding operations across the United Kingdom, Austria and North America, while broadening Ourvita’s technical expertise, product portfolio and customer offering.

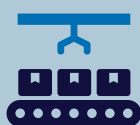
The acquisition added the following businesses to the Group:



Today, Ourvita operates 15 manufacturing sites across Europe, North America and Asia, providing one of the broadest service offerings in the global health and wellness CDMO sector.



OURVITA IN NUMBERS



12B UNITS PRODUCED ANNUALLY
WITH INSTALLED CAPACITY TO GROW SIGNIFICANTLY TO MEET CUSTOMERS DEMAND



OVER 120 COUNTRY DESTINATIONS
DELIVERING SOLUTIONS WITH GLOBAL REACH AND IMPACT



1.6M SQUARE FEET
A FOOTPRINT AND CAPACITY INVESTMENT THAT ENABLES OURVITA TO HANDLE PEAKS IN CUSTOMER DEMAND WITH SHORT NOTICE



106+ QUALITY ACCREDITATIONS
ACROSS ALL 15 LOCATIONS DEMONSTRATING OURVITA'S COMMITMENT TO INDUSTRY LEADING STANDARDS



OVER 3,000 SKILLED EMPLOYEES
DRIVING INNOVATION & EXCELLENCE TO CUSTOMERS



OVER 1,000 NEW FORMULAS
DEVELOPED ANNUALLY



OVER 10 YEARS THE AVERAGE TENURE OF LEADERSHIP
REFLECTING A DEDICATED AND EXPERIENCED TEAM



120+ R&D TEAM MEMBERS
DEDICATED TO DRIVING CONTINUOUS INNOVATION



690 YEARS OF EXPERTISE
COMBINED ACROSS OURVITA BUSINESSES



RENEWABLE ENERGY
CONSUMED BY MOST LOCATIONS WITH MULTIPLE FACILITIES GENERATING THEIR OWN VIA SOLAR AND WIND TURBINE INSTALLATION

OURVITA PRODUCTS AND SERVICES

Ourvita is a fully integrated CDMO (Contract Development and Manufacturing Organization), delivering a customer-centric approach across all stages required to bring successful, breakthrough products from concept to market.

This business model provides comprehensive 360-degree service, guiding customers from idea generation through post sales support. Ourvita capabilities include:

- R&D and Product Development
- Marketing and Commercial Support
- Manufacturing
- Quality Control
- Warehouse and Logistics
- After Sales Support

The Ourvita Manufacturing network is organized into specialized Centers of Excellence, designed to deliver deep scientific knowledge, operational excellence, each focused on specific manufacturing technology, dosage form or pharmaceutical capability. Ourvita offers specialism within a global network that concentrate technical expertise, advanced equipment and dedicated teams, across a wide range of sectors, including food supplements, probiotics, cosmetics and medical devices.

With the brand new Ourvita, the production capabilities to support customers and market needs have increased significantly.

Table 1 - Ourvita portfolio numbers, 2023-2025

¹This data refers to Legacy Ourvita and does not include Ourvita Italy and Poland.

PORTFOLIO NUMBERS	2023	2024	2025
Plants	8	8	15
Packaging lines	56	49	89
Bulk manufacturing lines	53	56	79
Production per year [million units]	69	71	273 ¹

FOOD SUPPLEMENTS

Ourvita specialises in advanced food supplements, offering a wide range of formats and packaging solutions. Leveraging advanced R&D capabilities, the Group delivers innovative, high-quality formulations developed with a strong focus on safety, efficacy, and regulatory compliance.

The portfolio addresses diverse health needs across all life stages, including multivitamins and energy, weight management, brain and mental health, hair health, and male and female well-being.

Ourvita's approach is driven by continuous research and collaboration with international databases, university laboratories, and regulatory experts. It offers a wide range of supplement formats, such as capsules, powders, gels, emulsions and functional beverages, and is always exploring new hybrid and smart formulations.



Ourvita's strengths include:

- **Advanced delivery systems** (e.g. liposomes, microencapsulation, innovative coatings) to enhance nutrient absorption and bioavailability;
- **Personalized nutrition solutions**, addressing specific health goals, and individual needs;
- **Sustainably sourced, high-quality plant-based ingredients**, aligned with growing demand for ethical and environmentally responsible products.

PROBIOTICS

Focusing on innovative formulas and patented technology platforms, Ourvita offers a wide range of probiotics for different age groups and health needs. Probiotic dietary supplements are developed in a specially equipped area of the R&D laboratory and the whole production is set in a facility that is completely independent from all the other food products to ensure the highest standards of safety and efficacy.

The company's strengths are:

- **Good from the inside:** Probiotics include various strains of beneficial bacteria critical that are now known for their role in the body well-being, particularly by enhancing gut health and bolstering the immune system;
- **Investing in the future:** Probiotics are a flagship division of Ourvita, supported by investments in innovative production processes and strong partnerships, which enable continuous exploration, and development of new formulas and solutions;
- **Backed by science:** Ourvita offers scientifically proven probiotics, ensuring the best solutions to meet health and wellness needs;
- **Consumer-approved:** Ourvita probiotics offer clinically studied and consumer-preferred functionality, enhancing various market applications such as digestive health, immune function, metabolic health, and mental well-being.



COSMETICS

Ourvita is mastering the creation of cosmetic products for the face, hair and body's health, as well as treatments to protect the skin from the sun and from the signs of aging.

The group's cosmetic's characteristics are:

- **Experience in formulation:** through certified production processes and working methods, the company can provide high quality, dermatologically tested products that meet consumer expectations and industry standards;
- **Complete regulatory compliance:** raw materials and ingredients undergo rigorous chemical-physical and microbiological testing to ensure compliance with local and international regulations and industry standards;
- **Flexible production capacities:** Ourvita ensures operations scalability to match demand variations without sacrificing quality;
- **Innovative R&D:** through consistent streams of research and development, we offer unique product solutions to meet changing consumer preferences and stay ahead of the competition.



MEDICAL DEVICES

The group is specialized in contract manufacturing of Medical Devices across classes I, IIA, IIB, and III, ensuring efficacy and safety for specific symptoms and disorders. With a stringent production process, Ourvita R&D teams blend scientific expertise and pharmaceutical technique to create CE-certified medical devices.

Ourvita's medical devices' values are:

- **Safety first:** medical device contract manufacturing is carried out through a strict and highly controlled process, in order to guarantee the maximum effectiveness and safety of our products;
- **Scientific excellence:** the scientific skills and in-depth expertise of the pharmaceutical technique are necessary to develop and produce CE medical devices.
- **Product range:** the company focus on producing specific types of medical devices tailored to properly address particular symptoms and disorders, from soothing dermatological treatments to treating gastroesophageal reflux, mucous membranes and oro-pharyngeal cavity.



PACKAGING

Ourvita offers over 1,000 packaging options, ranging from 1 to 1000 ml capacity. It combines innovation and flexibility, providing a wide range of packaging solutions in glass, metal, plastic, paper, foil, recycled, recyclables, or compostable materials.



BOTTLES

- Glass
- PET
- rPET
- HDPE
- Metal
- Unlimited Colour
- Unlimited Sizes
- Unlimited Caps
- Bespoke
- Off the Shelf
- Child Safe Option
- Different Box Options



BLISTER PACK

- Multiple Plastics
- Alu/Alu
- Multiple Sizes
- Multiple Configurations
- Different Box Options
- Leaflets
- Multiple Colours
- Logo on Blister



SACHET/POUCH

- Plastic
- Paper
- Compostable
- Foil
- Different Box Options
- Multiple Colours
- Print or Sticker
- Dual Sachet
- Multiple Sizes



JARS

- Glass
- PET
- rPET
- HDPE
- Metal
- Unlimited Colour
- Unlimited Sizes
- Unlimited Caps
- Bespoke
- Off the Shelf
- Child Safe Option
- Different Box Options



STICK PACKS

- Plastic
- Paper
- Compostable
- Foil
- Different Box Options
- Multiple Colours
- Print or Sticker
- Dual Sachet
- Multiple Sizes



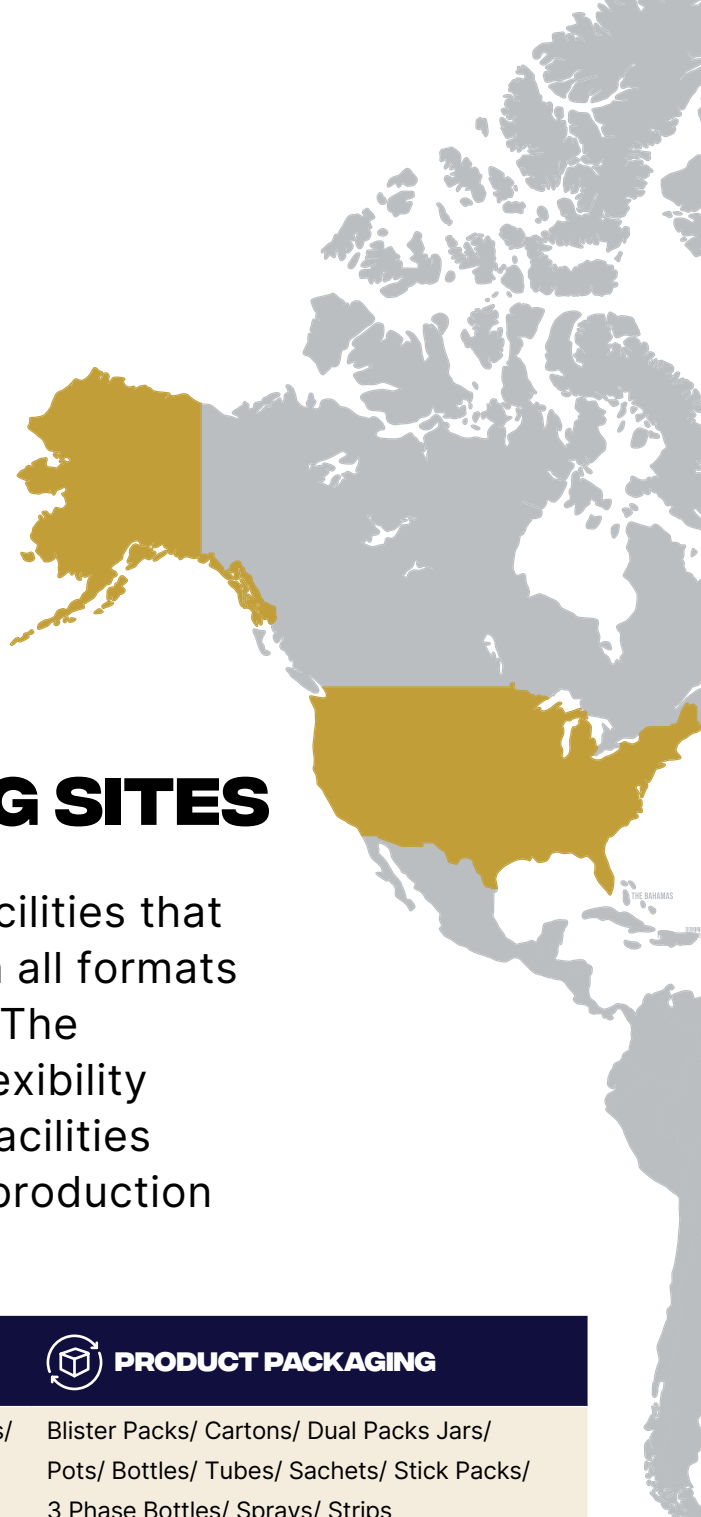
SPRAYS/DROPS

- Glass
- PET
- rPET
- HDPE
- Metal
- Unlimited Colour
- Unlimited Sizes
- Unlimited Caps
- Bespoke
- Off the Shelf
- Different Box Option



AMPULES

- Glass
- Unlimited Colour
- Unlimited Sizes
- Bespoke
- Off the Shelf
- Single Dose
- Premium Solution
- Different Box Options



THE MANUFACTURING SITES

The Group has several production facilities that enable the production and packing in all formats of products and types of packaging. The combination of sites provide great flexibility to meet customers' needs, while all facilities have full on-site R&D capability and production teams with extensive experience.

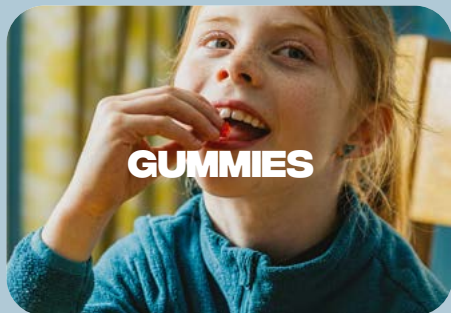
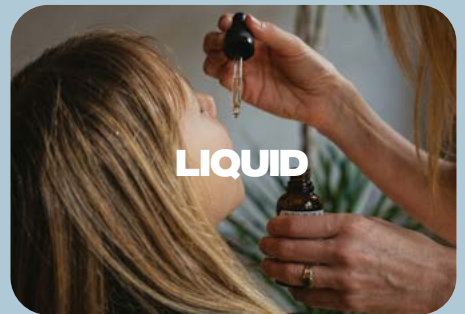
 LOCATION	 PRODUCT FORMAT	 PRODUCT PACKAGING
Ourvita Turin, Italy	Tablets/ Liquids/ Capsules/ Powders/ Probiotics/ Medical Devices	Blister Packs/ Cartons/ Dual Packs Jars/ Pots/ Bottles/ Tubes/ Sachets/ Stick Packs/ 3 Phase Bottles/ Sprays/ Strips
Ourvita Bergamo, Italy	Creams, Gels & Waxes/ Liquids/ Medical Devices	Tubes/ Jars/ Stick Packs/ Bottles/ 3 Phase Bottles/ Sprays/ Sachets
Ourvita Breddorf, Germany	Tablets/ Softgels/ Capsules/ Powders	Blister Packs/ Cartons/ Jars/ Pots/ Stick Packs/ Tubes
Ourvita Feldkirchen, Austria	Tablets/ Liquids/ Capsules/ Semi Liquids	Blister Packs/ Bottles / Jars/ Drops/ Sprays/ Cartons
Ourvita Lublin, Poland	Gummies/ Liquids/ Bites	Blister Packs/ Bottles / Jars/ Tubes/ Multipacks
Ourvita Łódź & Mielec, Poland	Tablets/ Softgels/ Liquids/ Capsules/ Powders	Blister Packs/ Sticks/ Sachets/ Containers/ Multipack/ Bottles
Ourvita Runcorn, UK	Tablets/ Effervescent/ Capsules/ Powders/ Stick Packs	Blister Packs/ Jars/ Tubes/ Cartons/ Pots/ Sachets/ Dual Packs/ Stick Packs/ Day Packs



 LOCATION	 PRODUCT FORMAT	 PRODUCT PACKAGING
Ourvita Tredegar, UK	Softgels/ Gummies	Blister Packs/ Tubes/ Bottles/ Day Packs/ Sachets/ Cartons
Ourvita Alton & Kirkham, UK	Creams, Gels & Waxes/ Liquids/ Medical Devices/ etc	Bottles/ Jars/ Tubes/ Sachets/ Cartons/ Drops/ Sprays
Ourvita Morecambe, UK	Creams, Gels & Waxes/ Liquids/ Medical Devices	Sachets/ Bottles/ Jars/ Tubes
Ourvita Minneapolis, Minnesota, USA	Powders/ Effervescent/ Stick Packs	Stick Packs/ Tubes/ Cartons/ Sachets/ Pouches
Ourvita Tampa, Florida, USA	Tablets/ Capsules/ Powders/ Gummies	Blister Packs/ Bottles/ Gussets/ Tubs/ Cartons
Ourvita Xuancheng, China	Tablets/ Effervescent/ Capsules/ Powders/ Softgels/ Liquids	Blister Packs/ Bottles/ Jars/ Tubes/ Multipacks/ Stick Packs/ Q Vials

OUR TECHNOLOGIES

PRODUCT FORMATS



CERTIFICATIONS

Ourvita Group continuously works to expand its portfolio of certifications, reflecting its commitment to continuous improvement and operational excellence.

Certifications are pursued as strategic assets that enhance accountability, credibility, and long-term resilience. Ourvita's certifications range from internationally recognised standards for quality, risk, and environmental management systems to Good Manufacturing Practice (GMP) certifications, sustainability certifications, and product-specific recognitions.



Here below a more detailed overview of the certifications achieved by each Ourvita business.

Table 2 - Ourvita current certifications overview

OURVITA CERTIFICATIONS OVERVIEW									
OURVITA TURIN	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	✓	✓	✓	✓				✓	
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
	✓		✓	✓	✓			✓	✓
OURVITA BERGAMO	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	✓	✓	✓	✓		✓			
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
			✓		✓	✓			✓
OURVITA BREDDORF	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	✓								
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
					✓		✓		

	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
OURVITA LUBLIN	✓				✓				
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
	✓		✓					✓	
OURVITA ŁÓDŹ & MIELEC	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
					✓				
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
			✓						
OURVITA XUANCHENG	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	✓	✓	✓		✓				
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
		✓		✓	✓				
OURVITA FELDKIRCHEN	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
		✓		✓				✓	✓
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
	✓		✓						
OURVITA RUNCORN	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	✓							✓	
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
		✓	✓		✓			✓	✓
OURVITA TREDEGAR	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
								✓	
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
		✓	✓		✓			✓	✓
OURVITA ALTON & KIRKHAM	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
		✓	✓	✓		✓		✓	
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
			✓		✓	✓			
OURVITA MORECAMBE	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
		✓	✓	✓		✓		✓	
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
					✓		✓		
OURVITA MINNEAPOLIS	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
		✓	✓	✓				✓	✓
OURVITA TAMPA	ISO 9001	ISO 14001	ISO 45001	ISO 13485	ISO 22000	ISO 22716	ISO 17025	SMETA	EMAS
							✓		
	IFS	BRC	GMP	NFS	FDA	Organic Cosmetics	Organic Food	Kosher	Halal
			✓	✓				✓	✓

THE VALUE CHAIN

Ourvita Group value chain is built upon a network of suppliers of raw and packaging materials, a manufacturing network spanning Europe, China and United States, and a broad globally distributed customer base. These customers sell products under their own brands, though the vast majority are developed and manufactured in Ourvita's facilities.

The Group develops and manufactures products for some of the most trusted and respected companies in the health and wellbeing sector, providing solutions that enhance the consumer experience. Regarding its supply chain, Ourvita relies on a broad network of over 1,000 trusted suppliers for a total spend of nearly € 160 million. Raw Materials suppliers are based across Europe and Asia and provide the group with a wide range of ingredients, including vitamins, minerals, flavours, herbal extracts, probiotics and other active ingredients. For packaging purposes, Ourvita purchases bottles, caps, film for blisters, jars and tubes.

The group manages supply chain risks by checking suppliers through questionnaires and audits against standards like GMP, ISO 9001, ISO 13485, and IFS. It also tracks outside risks, such as geopolitical issues that could disrupt raw material supply, and responds with steps like diversifying suppliers or holding more inventory to avoid delays in production.

Ourvita prioritizes building long-term relationships with its strategic supplier base, typically formalized through supply agreements and framework contracts. This commitment is further reflected in **Ourvita's responsible purchasing policy and supplier code of conduct, which has been signed by 70% of its suppliers.**

A similar partnership-oriented approach extend to Ourvita's customers – in most cases well known international players in the pharmaceutical, nutraceutical and food Supplement sectors. The group is audited by 50% of its customers every two years, and several Ourvita's customers subject the group to their supplier codes of conduct or sustainability assessments.

Ourvita also maintains business relationships with several organizations and service providers, including industry associations, research centers, universities and communication and marketing agencies.



BUSINESS AND SUSTAINABILITY GOVERNANCE

Starting from 2025, the Ourvita Group has been undergoing a process of organizational and governance evolution to reflect the new corporate structure, following the integration of HBI into Ourvita.

This transition is still ongoing, and it is designed to support the establishment of the new legal entity by reinforcing management strategies and extending best practices across all Group companies.

The **Board of Directors** is responsible for defining the strategic direction and overseeing the company's activities. The new Board is composed by 6 male members with 4 of them in the 30-50 years old age range and the remaining 2 are over 50 years old:

Table 3 - Ourvita Board of Directors members

MEMBER	ROLE
Sagi Cohen	Chairman of the Board of Directors Company representative
Matthias Brommer	Chief Executive Officer
Alessandro Sertorio	Board member
Roberto Migliorini	Board member
Julien Grandpré	Board member
Matteo Verna	Board member

Ourvita Board of Directors is supported in its activities by the **Group Leadership Team**, composed by C-suite members representing the new organization, from different countries and departments, addressing the strategy implementation. Ourvita Leadership Team is composed by 6 members, 1 of which is female.



Table 4 - Ourvita Leadership Team members

MEMBER	ROLE
Matthias Brommer	Chief Executive Officer
David Kantor	Chief Financial Officer
Sara Lesina	Chief Commercial Officer
Marco Scomparin	Chief Operation Officer
Andrea Isaia	Chief HR Officer
Uma Shankar	Chief Information Officer

ESG topics are fully integrated into decision-making processes and are regularly discussed at Board level. At operational level, Ourvita has established a structured ESG governance framework to ensure the effective implementation of its sustainability strategy. A central ESG team supports the Board of Directors, while each Group company has appointed an ESG Champion. These representatives play a key role in promoting sustainability initiatives locally, contributing to Group-wide projects, collecting and monitoring ESG data, and ensuring continuous alignment across the organization.

The governance system runs on a set of policies and controls: a Code of Ethics, an anti-corruption and anti-bribery program, a corporate governance policy, and a whistleblowing system with dedicated reporting channels in place to ensure integrity and transparency. These let stakeholders flag unethical or unlawful conduct directly.

Ourvita is committed to respecting internationally recognised human rights across all of its operations and business relationships. We support the principles of the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises and are committed to providing a workplace that is safe, inclusive and free from discrimination, forced labour, child labour and harassment. These principles are reflected in our Code of Ethics, supplier expectations and people policies, and apply to all employees, contractors and business partners. With all these control mechanisms in place, in 2025 the Group had no cases of fraud, corruption, bribery, money laundering, or tax evasion.

The Group reports on these openly to stay accountable to stakeholders. With specific reference to its Italian operations, Farmaceutici Procemsa S.p.A. (Ourvita Turin) has adopted an Organizational, Management, and Control Model in accordance with Legislative Decree No. 231/2001, aimed at preventing corporate offenses and promoting ethical and compliant business conduct. The Model is overseen by a Supervisory Body with independent powers of initiative and control, composed of both internal and external members with legal and administrative expertise.

The Supervisory Body prepares an annual report outlining the activities carried out and any issues identified during the year. In 2025, no significant violations or non-compliance cases were reported. Stakeholders can also rely on dedicated reporting channels, including the Supervisory Body and the whistleblowing system, to raise concerns and ensure that all reports are managed in a transparent and effective manner.

Through this integrated system of governance structures, control mechanisms, and stakeholder engagement practices, Ourvita reinforces its commitment to sustainable, responsible growth and to the creation of long-term value for all stakeholders.

Table 5 - Ourvita Turin Supervisory Body members

MEMBER	ROLE
Avv. Marco Tessera Chiesa	Chairman
Avv. Camilla Cravetto	External member
Dott. Massimo Voltini	Internal member



STRATEGY & SUSTAINABILITY AT OURVITA

MISSION, VISION, VALUES

Ourvita is committed to improving people's quality of life by delivering safe, high-quality health and nutraceutical products, including innovative raw materials, designed to address a wide range of needs and applications in a safe and reliable way.

The group's mission is to ensure the highest standard of products quality, while integrating sustainability principles into its operations and safeguarding the health, safety and well-being of the employees across all activities.

Ourvita's vision is to make high-quality accessible health solutions available whenever and wherever are needed. Through continuous development, efficient distribution and strong global partnerships, Ourvita aims to achieve better health outcomes and create long-term value for people and communities.



The Group actions are guided by a shared set of **core values** that unite all Ourvita entities:

EMPOWERMENT:

Ourvita enables people to take an active role in their health and well-being by providing high-quality, innovative solutions that support both physical and mental wellness

EXCELLENCE:

Ourvita continuously delivers superior quality and fostering innovation, striving to meet and exceed the highest industry standards

CUSTOMER CENTRICITY:

Ourvita places customer at the core of every operation, aiming to anticipate and exceed their expectations through exceptional services, expertise, and dedicated support

CONTINUOUS IMPROVEMENT:

Ourvita embraces a culture of ongoing learning and development, constantly improving products, processes and services to better serve customers and communities



OURVITA APPROACH TO SUSTAINABILITY

Ourvita's mission holds together if sustainability is integrated in every stage of the business, from research and formulation to production, packaging and distribution to the market.

This is where Ourvita and innovation become even more relevant. Ourvita treats sustainability and technological development as part of the same effort: the Group's R&D centres are also involved in how to decrease environmental impacts, run operations more efficiently and build long-term value by doing so.

Each activity is weighted for positive and negative consequences, and sustainability topics are tied directly into business strategy and daily decisions, keeping economic, social and environmental goals evolving together rather than moving on different paths.

That connection between mission and practice takes place mostly in three areas, such as protecting the environment by reducing the Group carbon footprint and waste through more efficient operation, sourcing materials responsibly and working only with suppliers holding the same standards and engaging directly with local communities to build relationships that support social and environmental wellbeing.

Ourvita's commitment to sustainable growth is demonstrated by the numerous recent certifications obtained, the initiatives and associations joined, including the following:

Certified



Corporation

Certified B Corporations^{TM2} are companies verified as meeting standards for social and environmental performance, transparency and accountability.

ACHIEVEMENT:

Ourvita Italy (both Procemsa and OFI) became B Corp Certified under the Standard V1.6 in June 2024.



The UN Global Compact is a principle-based framework for businesses, stating ten principles in the areas of human rights, labour, the environment and anti-corruption.

ACHIEVEMENT:

Ourvita is a UNGC member since 2020.



Responsible Care[®]
OUR COMMITMENT TO SUSTAINABILITY

Responsible Care is a global chemical industry initiative that promotes responsible management of chemicals throughout the supply chain and product life cycle.

ACHIEVEMENT:

Ourvita Bergamo (OFI) has been a member for over 10 years.



The Health and Food Manufacturers' Association (HFMA) is a UK initiative supporting responsible health industry, public health and empowering consumer choice.

ACHIEVEMENT:

All UK Ourvita business are active members of the association.

²The "B Corporation Certification" is a trademark licensed by B Lab, a private non-profit organization, to companies like ours that have successfully passed the B Impact Assessment ("BIA") and therefore meet the requirements set by B Lab in terms of social and environmental performance, accountability, and transparency. It is specified that B Lab is not a conformity assessment body under Regulation (EU) No. 765/2008, nor is it a national, European, or international standardization body as per Regulation (EU) No. 1025/2012. The criteria of the BIA are distinct and autonomous from the harmonized standards resulting from ISO standards or other standardization bodies and are not ratified by national or European public institutions.



Sedex is a non-profit membership association and platform for sharing ethical trade data, while SMETA (Sedex Member Ethical Trade Audit) is on-site assessment conducted on labour standards, health and safety (Two-pillars audit) and environment and business ethics (Four-pillars audit).

ACHIEVEMENT:

All Ourvita UK facilities, Ourvita Turin and Ourvita Feldkirchen are SEDEX platform users, including SMETA Four pillars Audits.



Science-based targets provide companies with a clearly defined path to reduce emissions in line with the Paris Agreement goals, helping prevent the worst impacts of climate change.

ACHIEVEMENT:

Legacy Ourvita with the perimeter of Ourvita Italy and Germany has submitted its targets in 2022 committing to reduce its Scope 1 and Scope 2 GHG emissions by 23% by 2030 from a 2021 base year, and to measure and reduce its Scope 3 emissions.

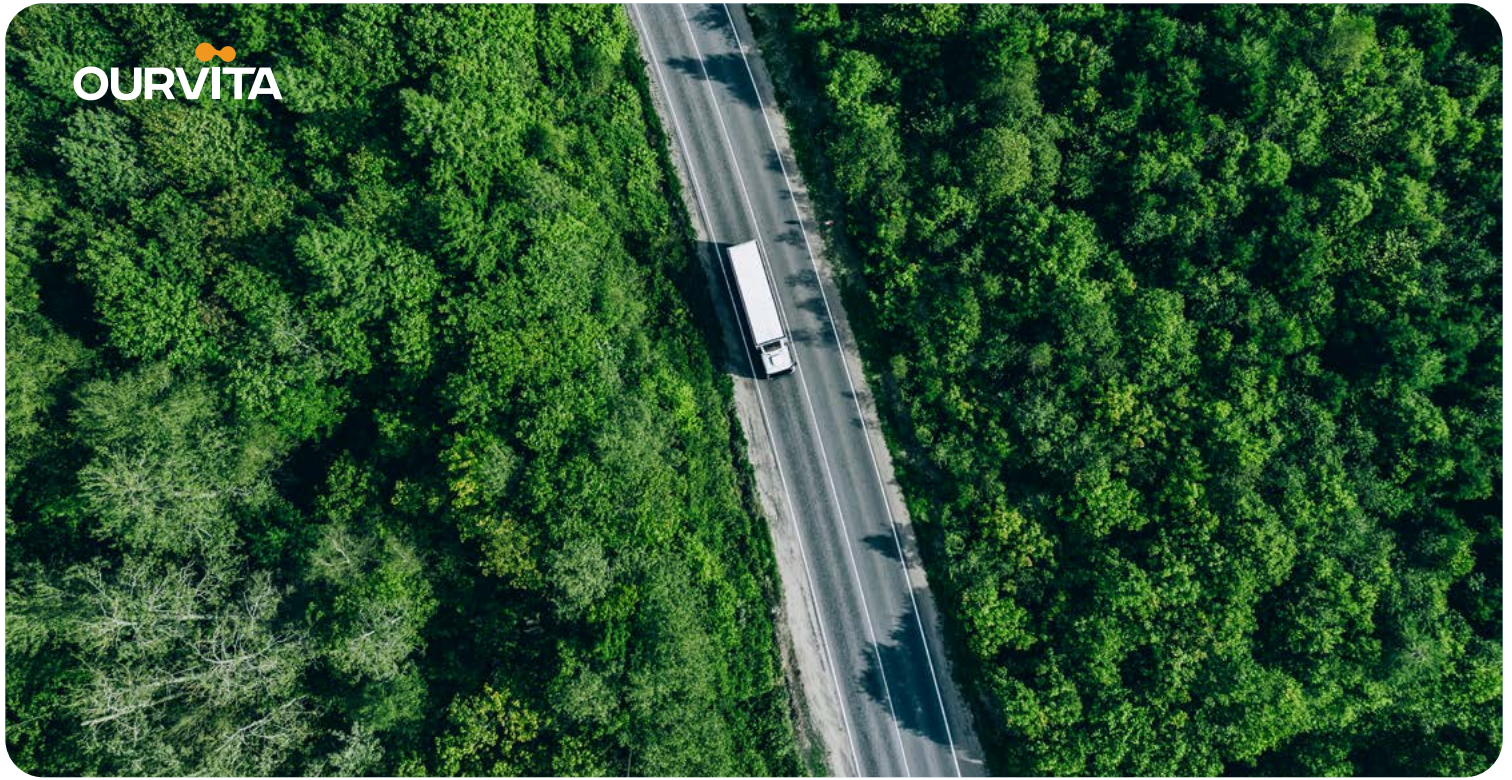


Ecovadis certification is a globally recognized assessment that rates companies on their sustainability practices. This achievement attests to Ourvita's efforts to continuously improve environmental stewardship, ethical practices, and social responsibility.

ACHIEVEMENT:

In 2025 Ourvita Turin (Procemsa) and Ourvita Runcorn achieved the Ecovadis Silver Medal, and Ourvita Alton, Kirkham, Morecambe and Tredegar obtained the Ecovadis Bronze Medal.





THE SUSTAINABILITY PATH

STAKEHOLDER ENGAGEMENT

Ourvita actively engages in ongoing dialogue with both internal and external stakeholders to understand and respond to their needs. By identifying key groups, it evaluates their expectations and implements targeted actions that support market demands, consumer needs, and long-term value creation.

Transparency is essential to maintaining trust, particularly in an industry where ethics and safety are critical. Engaging a wide range of stakeholders in sustainability efforts also strengthens the company's reputation and supports its long-term success.

STAKEHOLDERS	WAY OF ENGAGEMENT	
Suppliers	• Communication/collaboration in the choice of more sustainable materials • Involvement in Ourvita's Code of Conduct	
Customers	• Commercial channels • Handling of claims • Trade fairs	• Website • Sustainability report
Employees	• Opinions polls among employees • Internal communication e-mails • Noticeboards • Webinars	• Focus groups • Conventions, meeting and conferences • Employee training • Sustainability report
Shareholders & Investors	• Shareholders relation meetings • Annual Accounts	• Sustainability report
Society & Community	• Collaboration in social projects with NGOs and volunteering associations • Collaboration with unions	• Collaboration with University and Research centres • Active roles in Industry Association
Universities & Research centres	• Research projects and collaborations, including on sustainability topics	
Governments & regulatory authorities	• Product registrations and verification of compliance with laws	

MATERIAL TOPICS

Ourvita adopts a structured approach to identify and prioritise key economic, environmental and social topics impacting its operations and stakeholders. This materiality process is based on internal consultations, industry analyses, benchmarking activities and risk and opportunity assessments.

By relying on both qualitative and quantitative data, Ourvita identifies the most relevant impacts, those that are the most critical to the longterm success and wellbeing of the stakeholders.

These impacts influence sustainability policies, strategies and objectives, and they are aligned with the Sustainable Development Goals (SDGs) demonstrating how the company's approach contributes to their achievements.

Following the recent organisational integration of Ourvita with HBI, the materiality assessment process is expected to be reviewed and redesigned. In the table below the current relevant material topics are listed with the related SDGs impacted.

GOVERNANCE		
MATERIAL TOPIC	SDGS	
Business Conduct & Ethics	SDG 16: Peace, Justice and strong institutions	SDGs 9: Industry, Innovation and Infrastructure
SOCIAL		
MATERIAL TOPIC	SDGS	
Product Safety and Quality	SDGs 3: Good health and well-being	
Occupational Health, Safety & Wellbeing	SDG 3: Good health and well-being	SDG 8: Decent work and economic growth
Fair Employment	SDG 8: Decent work and economic growth	
Training and Education	- SDG 4: Quality education - SDG 8: Decent work and economic growth	- SDG 5: Gender equality - SDG 10: Reduce inequalities
Diversity and inclusion/equal opportunities including gender equality	- SDG 3: Good health and well-being - SDG 8: Decent work and economic growth	- SDG 5: Gender equity - SDG 10: Reduce inequalities
Community Engagement	SDG 8: Decent work and economic growth	
Innovation	SDGs 9: Industry, Innovation and Infrastructure	
ENVIRONMENT		
MATERIAL TOPIC	SDGS	
GHG emissions	- SDG 3: Good health and well-being - SDG 13: Climate action - SDGs 15: Life on land	- SDG 12: Responsible consumption and production - SDG 14: Life below water
Waste Management	- SDG 3: Good health and well-being - SDG 12: Responsible consumption and production	- SDG 6: Clean water and sanitation - SDG 15: Life on land
Water Management	SDG 8: Decent work and economic growth	SDG 12: Responsible consumption and production
Packaging	- SDG 8: Decent work and economic growth - SDG 16: Peace, Justice and strong institutions	SDG 12: Responsible consumption and production
Energy Efficiency	- SDG 7: Affordable and clean energy - SDG 12: responsible consumption & production	- SDG 8: Decent work and economic growth - SDG 13: climate action
Sustainable Sourcing	- SDGs 9: Industry, Innovation and Infrastructure - SDG 15: Life on land	SDG 12: Responsible consumption and production

STRATEGIC PILLARS AND OBJECTIVES

The material topics identified through the Materiality assessment have addressed the definition of the four strategic pillars that are the foundation of Ourvita's sustainability strategy and crucial to the Group's mission.

The pillars cover four main categories, with Business Conduct and Ethics cross-cutting the whole strategy, while for the Product, People and Environment pillars have been defined objectives and specific targets to support performances.

PRODUCT	PEOPLE	ENVIRONMENT
• Product Safety & Quality • Innovation • Sustainable Sourcing • Packaging	• Occupational Health, Safety and Wellbeing • Fair Employment • Training & Education • Diversity & Inclusion / Equal Opportunities including Gender Equality	• GHG Emissions • Energy Efficiency • Waste Management • Water Management
BUSINESS CONDUCT AND ETHICS		



PILLAR	OBJECTIVE	TARGET	UPDATE (AS OF 1ST JAN 2026)
Product	Produce high quality, sustainably sourced, healthy and effective solutions for the clients.	Maintain product complaints below 1% of turnover in value.	This target was achieved
		70% of suppliers' expenditure is established with vendors that have undergone a sustainability assessment.	This target was achieved
	Work in partnership with suppliers and customers to reduce the environmental impact of products' manufacturing, combining innovation with circular economy.	Develop an approach to sustainable packaging, including design of 100% recyclable packaging; increase % of rPET in plastic packaging; partnerships with customers for launching refillable and reusable packaging.	Ourvita have an active program to provide sustainable packaging solution to customers with the aim of designing 100% recyclable packaging and the inclusion of rPET in plastic packaging.
People	Recruit and retain a motivated and engaged workforce.	Achieve an employee satisfaction survey response rate of at least 60% and improve on this year-on-year.	Ourvita decided to postpone the survey to 2026 due to significant growth of the number of employees driven by Ourvita and HBI merge.
		Develop a performance management system, including personalized development, succession planning and training, for all employees.	This is in progress and in the next years will be extended to all the companies of the Group
		Completion of Personal Development Review (PDR) by 100% of employees	This is in progress and in the next years will be extended to all the companies of the Group
	Promote gender equality, diversity and inclusion.	Women in 25% of management positions.	This target is achieved, almost 40% of Ourvita Senior management roles are covered by female employees.
		Reduce gender pay gap by 5% year-on-year from 2023 baseline.	This target will be redefined according to the new perimeter and baseline.
		Collect baseline data relating to diversity metrics (beyond gender) and set diversity target accordingly.	This is still not implemented, Ourvita will set the targets for 2026 according to the new employees' perimeter.
	Maintain a safe working environment.	Zero accidents.	This target was not achieved but Ourvita aims to reach it by improving its KPIs every year.
Environment		100% of new employees receive H&S induction training, within 45 days of joining.	This target was achieved
	Minimize climate change impact.	Reduce Scope 1 and 2 carbon emissions in alignment with science-based target (SBT).	Ourvita aims to re-submit its target in line with the new group perimeter.
		Measure group Scope 3 carbon emissions to identify hotspots and reduction potential and monitor progress over the years.	Scope 3 emissions are calculated every year
	Promote sustainable resource management (energy, waste, water).	Reduce waste to less than 0,6% per million pieces*1.	This target was not currently tracked for 2025 but will be monitored for the whole company in the next years.
		Increase percentage of renewable electricity by 15%	This was achieved in Ourvita Turin plant that now purchases only renewable energy
		100% ISO 14001 certified group companies who have been in group for at least 3 years.	100% of the group companies which have been in the group for at least 3 years are ISO 14001 certified. In addition, also Chinese, Austrian and part of UK companies are certified.
		Evaluate impacts of operational activities on biodiversity.	Ourvita has evaluated the impact of its operational activities on biodiversity
		Implement projects to reduce water consumption during production.	Ourvita has decided to review water consumption in 2027

PRODUCTS

PRODUCT SAFETY AND QUALITY

Ourvita has set ambitious targets to ensure high product compliance, aligned with stakeholder expectations.

Its long-term commitment focuses on continuous improvement, aiming to eliminate product recalls and maintain product complaints below 1% of turnover by value, supported by robust internal audits, strong teamwork, and customer collaboration.

In this context, two specific targets have been defined, as outlined in the table below. Ourvita performs regular internal audits to verify compliance with corporate standards and regulatory requirements, while monitoring non-conformities and complaints, assessing policy effectiveness, and evaluating environmental performance outcomes to identify improvement opportunities.

Ourvita also tracks costs related to non-conformities to measure the claims' impacts on turnover. Considering products marketed by Ourvita Turin (Procemsa), the impact towards the group turnover has steadily decreased over the years, from 0.52% in 2023 to 0.25% in 2025.

Table 6 - Cost of non-conformities and product conformity percentage, 2023-2025

	2023	2024	2025
Cost of non-conformities ³ [Euro]	644,409	889,987	482,057
Product conformity percentage (Cost of non-conformity/turnover)% ⁴	0.52%	0.35%	0.25%

³This data is currently available only for Ourvita Turin productions.

Ourvita has carried out a risk assessment using the Failure Modes and Effect Analysis approach, covering all main business process, including production, commercial activities, management, logistics and product safety. Each risk and opportunity is evaluated on severity, occurrence and detectability, with the most critical ones affecting company strategy, objectives and decisions. In addition, a specific fraud analysis has been conducted to prevent and mitigated vulnerabilities in the supply chain, contributing to a stronger food safety culture.



The Group commitment to quality and continuous improvement is reflected in its integrated management system for quality, environment and safety, recognized by the following organization and product certifications:

- UNI EN ISO 9001: 2015
- UNI EN ISO 14001: 2015
- UNI ISO 45001: 2018
- UNI EN ISO 22716: 2008
- GMP for food supplements
- UNI CEI EN ISO 13485: 2016
- IFS 7.0 Standard
- NSF ANSI455-2
- FDA Approved
- Halal certifications for some products
- ICEA- ECO BIO FOR SOME COSMETICS
- USDA Organic
- Friends of the Sea
- RSPO - Roundtable on Sustainable Palm Oil
- Organic Soil Association
- BRC – British Retail Consortium



INNOVATION

Innovation is in Ourvita's DNA.

With more than 120 professionals in its innovation teams, the Group is always on top of the latest category trends, technology, science, research and raw material developments, ensuring that its products are formulated ahead of the market.

PRODUCT PROPOSAL

Products are developed according to the latest research, consumer trends and market innovation across all product categories, channels and geographical areas.

The proposed formulas are developed and optimized by a multidisciplinary R&D team, comprising over 120 researchers and technicians, each with extensive knowledge and experience in formulating food supplement, cosmetics and medical device products.

RESPECT FOR ENVIRONMENT

Ourvita is focused on using sustainable packaging solutions currently available, and on shifting to clean energy from renewable sources: Sustainability performance is tracked via the Ecovadis platform, where Ourvita Turin and Ourvita Runcorn were awarded Silver Medals, with Ourvita Alton, Kirkham, Morecambe and Tredegar awarded Bronze.

Ourvita's activities span across the full value chain, representing a ONE-STOP-SHOP for customers from the development of customized formulations for clients to complete product clinical trials and shelf life confirming stability studies through to pilot batch manufacturing and in market regulatory support, whilst providing procurement and full scale commercial manufacturing activities and concluding with logistics, warehouse and shipment management. Ourvita also ensures superior quality products, compliant with the highest legal, regulatory and technical sector standards.

Specifically, Ourvita offers a wide range of research & development services based on brand partners' needs:

- Raw materials and formulations research, and prototype creation;

The Ourvita team of expert formulators provides full support from the ideation stage, including co-development with customers' R&D teams, and the technical transfers of current products in the market. Ourvita innovation process is based on the following four principles:

PRODUCT UNIQUE SELLING POINT'S

At Ourvita, the formulas are developed without excipients considered undesirable by consumers and regulatory authorities. A great focus is placed on organoleptic characteristics to maximise the product's immediate positive perception. The developed formulations are market-ready and have EFSA/ FDA/ TGA or rest of world substantiated claims ensuring consumers understanding and optimised marketing across all markets.

KEY INGREDIENTS

Where possible Ourvita utilizes technologically advanced raw materials, with an accentuated bioavailability profile, with an established evidenced claim- or specific clinical studies available, sourced from qualified international suppliers and providing patented technologies.

- Product innovation, research of new technological platforms and the review of patent possibilities;
- Development of validated analytical methods;
- Small-scale production for in markets consumer testing or clinical testing and scientific support;
- Stability studies and product scientific technical dossier production;
- Development of medical devices dossiers, cosmetic product information files and technical dossier for health supplement registration where needed;
- Regulatory, communication and marketing support to successfully access the US, China, European and International markets.

FORMAT INNOVATION FOCUS: TAILORED BITES SOLUTIONS

Among Ourvita's latest innovations, **tailored bites solutions** represent a new generation of confectionery-inspired supplements designed for consumers seeking enjoyable, pill-free nutritional alternative to traditional tablets, capsules and powders. Leveraging advanced formulation expertise, taste masking technologies, and texture optimization, Ourvita combines product integrity with premium sensory experience and consumer appeal.

- **Menoval cherry bites:** pink chocolates-style bites formulated to support woman care during menopause, by promoting hormonal balance, vaginal health and overall well-being;
- **Guilt-free pleasure bites:** food supplements in a form of chocolate like bites in salty caramel flavour, developed to support weight loss management while offering a delicious alternative to traditional sweets.



R&D DATA IN 2025

Global Science centres with **6 Local Innovation hubs** supporting the **15 manufacturing locations**

120+ Professionals

48 Patents in place and more being worked on annually in the centres of excellence across the global business

3000+ research projects and **4000+** prototypes per year

PEOPLE

“Great minds, behind great things” has been Ourvita’s guiding motto since its inception.

The Group is built by people who are driven by innovation and united by shared values and a common vision to achieve more together. Collaboration and knowledge sharing underpin Ourvita’s growth, strengthening relationships with both partners and customers.

OCCUPATIONAL HEALTH & SAFETY

Ourvita is committed to safeguarding the health, safety and wellbeing of its employees and contractors by providing a safe working environment and preventing accidents and occupational diseases. The Group complies with all applicable health and safety regulations and implements structured management systems across its entities, including risk assessments, staff training and the involvement of safety representatives.

All Ourvita companies have a Health & Safety management system in place, with sites in Turin, Bergamo, Morecambe, Alton & Kirkham certified to ISO 45001. As part of its continuous improvement approach, the entities of the evolving Ourvita organization are progressively aligning and integrating their processes and best practices, fostering greater consistency, efficiency and knowledge sharing across the Group.

The system applies to all employees and contractors, with management regularly monitoring performance and updating procedures as needed.

Key safety indicators, such as accidents and near misses, are tracked and communicated to enhance awareness and identify areas for improvement. Preventive audits, risk assessments, coaching sessions and hazard identification activities are conducted regularly to reduce lost time injuries and strengthen prevention and mitigation measures. Employees are encouraged to report safety concerns through designated representatives, who collaborate with management to assess, address and resolve issues. All recordable incidents are thoroughly investigated to identify root causes and implement corrective actions. Investigations involve those responsible for Health & Safety Manager, line management, the injured person and any relevant witnesses, with the objective of preventing recurrence and continuously improving safety performance.

The table below present an overview of health and safety indicators from 2023 to 2025.

Table 7 – Health & Safety KPIs for the years 2023-2025

	2023	2024	2025
Number of lost time injuries to direct employees	13	13	31
Overall no. of hours worked by direct employees	703,052	997,597	2,441,606
Total lost time injury frequency rate (LTIFR)	3.70	2.61	2.54
Number of lost time injuries to contractors	3	5	10
Overall no. of hours worked by contractors	209,339	194,466	566,184
Contractor lost time injury frequency rate (LTIFR)	2.87	5.14	3.53

⁵The scope of 2025 data refer to only “Legacy Ourvita”.

DIVERSITY, EQUALITY & INCLUSION

People are the true strength of Ourvita. The Group's commitment to being a responsible and supportive employer is reflected in the way it values, empowers and invests in its people every day. The new organizational model currently being defined is being built on the same principles and values that have always guided Ourvita, with a strong focus on respect for people, inclusion, fairness and individual development.

Ourvita promotes equal opportunities and ensures that recruitment, development and career progression are based exclusively on professional competence, performance and merit. The Group rejects any form of discrimination based on age, gender, race, ethnicity, disability, nationality, marital status, sexual orientation, political or religious beliefs, or trade union membership.

In 2025, no incidents of discrimination in any entities of the Group were reported across any of the Group's entities. Ourvita is committed to fostering a workplace where all employees are treated with dignity and respect. Any form of harassment, intimidation, abuse or threatening behaviour is strictly prohibited. At the same time, employees are supported through fair recognition of their contributions and equal access to career and compensation opportunities.

The table below presents the workforce composition for the years 2023-2025 including both permanent and temporary employees, within the Legacy Ourvita perimeter. The increase in the workforce is primarily driven by the expansion of the reporting scope over time. In 2025, the Legacy Ourvita perimeter includes also Ourvita Lublin and Xuancheng, reaching a total of 1,512 employees and representing an overall 134% growth compared to 2024.

Table 8 - Ourvita permanent and temporary employees, 2023-2025

	2023			2024			2025					
	Total			Total			Total Legacy Ourvita			Total Ourvita ^e		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	199	175	374	257	283	540	558	717	1,275	1,216	1,179	2,395
Temporary employees	28	16	44	37	68	105	-	-	237	-	-	306
Total employees	227	191	418	294	351	645	-	-	1,512	-	-	2,701

^eEntities not included are: Ourvita Tredegar, Morecambe, Runcorn.

The growth in employee numbers also reflects expansion within entities already included in the reporting scope. In 2025, total employees in Ourvita Turin and Bergamo increased by 36% compared to the previous year, while permanent employees in Ourvita Breddorf grew by approximately 5%. In addition, at the end of 2025, the Group had initiated the integration of the data collection process across all entities. The table above also presents the total Group employees, reflecting the new organizational structure.

Ourvita also engages a number of non-employee workers, whose activities are managed by the Group. These individuals mainly operate in production and warehouse functions (including storage workers, production assistants and machine operators) and are typically hired through labour agencies. In 2025, Legacy Ourvita engaged 237 such contractor workers, respectively 74 in Ourvita Turin and Bergamo, 27 in Breddorf, 33 in Lublin, Łódź and Mielec and 103 in Xuancheng.

Table 9 - Ourvita management and gender representation, 2023-2025

	2023			2024			2025					
	Total			Total			Total Legacy Ourvita			Total Ourvita ^a		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
C-Suite Executives	2	1	3	5	2	7	5	3	8	10	5	15
Senior Executives	6	1	7	7	2	9	30	20	50	42	28	70

The table above shows the gender representation per C-Suite and Senior Executive roles over the period 2023-2025. The Group defines:

- C-Suite Executives: Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Other C-Suite roles;
- Senior Executives: General Directors, Vice Presidents, Senior Directors;

In 2025, the Group reviewed the methodology used to classify certain employee categories. As a result, both within the Legacy Ourvita and the whole Group boundaries, a consistent increase in the number of individuals classified as Senior Executives is observed for both men and women. The number of C-suite Executives remained broadly stable over time, showing growth only in line with the expansion of the reporting scope.

TURNOVER AND FAIR EMPLOYMENT

People are at the heart of Ourvita's long-term success. The Group is committed to attracting, developing and retaining talent while fostering an equitable work environment. To support this objective, Ourvita systematically monitors workforce turnover and gender pay equity to assess the effectiveness of its people practices and the progress towards an inclusive workplace.

The table below presents data on hires and departures for the years 2023-2025. As with previous disclosures, the reporting scope differs significantly across the years: data for 2023 includes only Ourvita Italian entities, while the perimeter progressively expanded to include all entities within Legacy Ourvita in 2025.

Table 10 - Ourvita hires and departures, 2023-2025

	2023			2024			2025		
	Total			Total			Total Legacy Ourvita		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
New hires	22	19	41	36	53	89	134	135	269
Departures	13	6	19	38	32	70	166	152	318

HBI is not in the scope as not under ourvita control for the full year

The data reflect the Group's rapid organizational growth, with a strong increase in hiring activities over the years. This trend is partly driven by the inclusion of the Chinese entity in the scope, but significant growth in recruitment activity is also registered in Germany in 2025. In addition, the gender distribution of new hires has become increasingly balanced over time. In 2025, recruitment was nearly evenly distributed between men and women, reflecting a more diverse hiring mix.

A similar trend is observed for employee departures, both in terms of gender balance and increase, reflecting the Group's ongoing organizational evolution. In 2025, the voluntary turnover rate amounted to 19.5%. This figure excludes Xuancheng, which was not included in 2024 data, and refers only to voluntary departures, not considering temporary workers. Overall, the data suggests an organizational expansion accompanied by increasing turnover, highlighting employee retention as a key area of focus going forward.

Ourvita is committed to fostering a workplace where people can thrive both professionally and personally. Through policies and initiatives that support flexibility, well-being, and individual needs, the company creates an environment that enables employees to contribute effectively while maintaining a healthy work-life balance. By nurturing a culture of trust, respect, and inclusion, Ourvita strengthens employee engagement, supports innovation, and contributes to long-term organizational success.

Ourvita also aims to provide fair compensation across all its operations. Employee remuneration is designed to comply with applicable national legislation and, where relevant, with industry benchmarks. The Group constantly monitors gender pay disparities across its main countries as part of its broader commitment to promoting fairness and equal opportunities in the workplace. In 2025, Ourvita significantly updated its methodology for calculating the gender pay-gap, with the objective of improving accuracy and setting more robust internal benchmarks. As a result of this methodological change, data for 2025 are not directly comparable with previous reporting periods.

Based on the updated methodology, the gender pay gap in 2025 stood at 28.5% in Italy, 19.5% in Germany, 19.2% in Poland, while the overall Group gender pay gap is at 31%⁹. The observed difference reflects a combination of structural factors, including the distribution of employees across job categories, seniority levels and functions, as well as the varying composition of the workforce in different countries. Addressing these gaps remains a priority for the Group, which continues to strengthen its approach to equitable compensation and inclusive workforce management.

⁹The data are referring to Q1 2026.



TRAINING AND DEVELOPMENT

At Ourvita, employee training and development are considered a strategic pillar of sustainable growth and long-term success. Investing in people enables the Group to strengthen employee skills and competencies, support professional development, enhance engagement, and foster a culture of continuous learning across the organization.

To ensure employees can perform their roles effectively and in compliance with applicable nutritional, environmental, health and safety regulations, all staff receive training tailored to their specific functions and responsibilities. Training programmes delivered by Ourvita cover a broad range of topics, including technical and operational skills, machinery operation, information technology, cybersecurity and data protection, quality management, workplace health and safety, environmental awareness, sustainability, and professional development. In addition, annual training on Good Manufacturing Practices (GMP) is provided to all manufacturing personnel, including department managers, maintenance teams, warehouse staff, and Quality Assurance (QA) and Quality Control (QC) operators.

Ourvita plans and delivers training and educational initiatives through a combination of:

- Participation in external training programmes, such as conferences, seminars, and industry symposia;
- Internal training courses designed to support role-specific competencies and professional development;
- Mentoring and on-the-job training, enabling experienced employees to support colleagues in developing operational know-how and adopting new technologies.

Table 11 -Ourvita total training hours and average hours per FTE - 2023-2025

	2023	2024	2025
Employee training total hours	8,018	5,588	33,524
Employee training average hours per FTE	18.3	8.4	22.2



Table 11 presents the total training hours and per employee (FTE) for the years 2023-2025, highlighting a significant increase of both indicators in the last year. This growth is partially driven by the expansion of the reporting scope, including the contribution of the Chinese entity, which has been particularly active in delivering training programmes. At the same time, it reflects a broader strengthening commitment to employee development and demonstrates the Group's focus on equipping its workforce with the skills required to support operational excellence, regulatory compliance, innovation and future business growth.

COMMUNITY ENGAGEMENT

Over the years, Ourvita Turin (Procemsa) has developed several projects to support socially impactful initiatives in collaboration with various non-profit organizations.

These include its partnership with **Fondazione FORMA**, the non-profit pediatric foundation of the Regina Margherita Children's Hospital in Turin, with which, in 2023 and 2024, Ourvita Turin built a multidisciplinary day hospital area. The company also collaborated with **Pozzo dei Desideri OdV** to fund the construction of three wells providing clean water to several villages in Malawi.

Towards the end of 2025, Ourvita Bergamo initiated preliminary discussions with **Fondazione Libellula**, an organization dedicated to the prevention and fight against gender-based violence and all forms of discrimination. The partnership involves the donation of products that the Foundation will use to support related projects. The initiative is scheduled to take place in the second half of 2026.

In addition, inspired by the dedication of employee Tracey Hurn, Ourvita Tredegar has established a collaboration with **Goal for Gambia**, a UK-charity that support educational, health and training opportunities for children and local communities in the country. Ourvita Tredegar has united colleagues in collecting essential items for people in need and the company has also contributed with resources and equipment to help maximise donations and reduce shipping costs, extending the impact of the initiative.

EVENTS: VITAFOODS EUROPE (2025–2026)

Vitafoods Europe entered a new phase in 2025 with its relocation to Barcelona, establishing a renewed platform for global collaboration and innovation in the nutraceutical sector. For Ourvita, this transition coincided with a significant milestone, marking one of the first participations as a fully integrated Group and reinforcing its international positioning.

During the 2025 edition, Ourvita strengthened its market visibility and engagement with partners, while showcasing its innovation capabilities across multiple delivery formats and health categories.



A key achievement was the recognition received at the inaugural Vitafoods Europe Awards, where the Group was honoured with the **"Most Innovative Consumer-Ready Nutraceutical Finished Product"** award for its *Probiotic Baby Oil*, highlighting its commitment to science-based, consumer-oriented solutions.

In 2026, Ourvita further consolidated its presence at Vitafoods Europe in Barcelona, delivering its most comprehensive showcase to date and confirming its evolution as a global partner with integrated capabilities across three continents. The Group presented a broad and trend-driven portfolio of innovations, addressing key market areas such as hydration, longevity and gut health. Among the concepts unveiled:

- **Coconut Refresh**, a clean-label hydration solution with electrolytes in an effervescent format
- **Antioxidant Elyxir**, an oleuropein-based formulation supporting cellular health and anti-ageing
- **FizzTec Electrolyte Drop**, an innovative single-drop delivery system enabling rapid dissolution and absorption
- **Symbiotics – Rebalance Your Gut**, an advanced gut health system combining prebiotics, probiotics and vitamins through proprietary 3-phase technology
- **Menovital Bites**, a targeted solution for women's health during menopause

Beyond product innovation, Ourvita reinforced its role as a thought leader within the nutraceutical industry through active participation in expert panels and discussions. Contributions focused on key topics such as personalised nutrition, sustainability and innovation processes, including sessions on translating market trends into successful product launches and advancing diversity within the sector.

ENVIRONMENT

Ourvita is increasingly positioning itself as a key player in its sector, fully aware of the responsibility that comes with its role across the entire value chain.

Within this context, reducing environmental impact is a strategic priority, primarily driven by innovation. Ourvita leverages innovation as a core enabler to rethink industrial processes, enhance the performance of production sites, and continuously improve product formulations.

This approach supports the development of more sustainable ingredients, promotes the responsible use of raw materials, and drives efficiency gains in both resource consumption and waste generation. By embedding these principles into its core operations, Ourvita translates its commitment into tangible actions, strengthening its environmental performance while creating long-term value.

ENERGY EFFICIENCY

One of the main goals of Ourvita is to improve energy management by enhancing energy efficiency across all sites and supporting a faster transition towards renewable energy sources. To this end, solar photovoltaic panels have been installed in Italy, Germany, China and UK sites, along with wind turbines at the Ourvita Tredegar facility, helping to reduce reliance on fossil fuel-based energy.

The table below presents data on energy consumption for the years 2023-2025. The reporting boundary includes entities that are part of Legacy Ourvita: Turin and Bergamo, Breddorf, Lublin, Łódź, Mielec, and Xuancheng.

Total energy consumption is categorized by type and source: thermal energy (derived from combustion of stationary and mobile sources) and electrical energy (both purchased from the national grid and generated from renewable sources).

In 2025 total energy consumption increased significantly compared to 2024, mainly due to the expansion of the reporting scope, which this year also includes Lublin and Xuancheng sites. This expansion also contributed to a substantial increase in renewable electricity generation (+118% compared to 2024) driven by the installation of solar panels at the Chinese site, highlighting Ourvita's commitment to reducing environmental impacts.

The energy consumption increase is confirmed also considering the 2024 perimeter, reflecting overall growth in production.

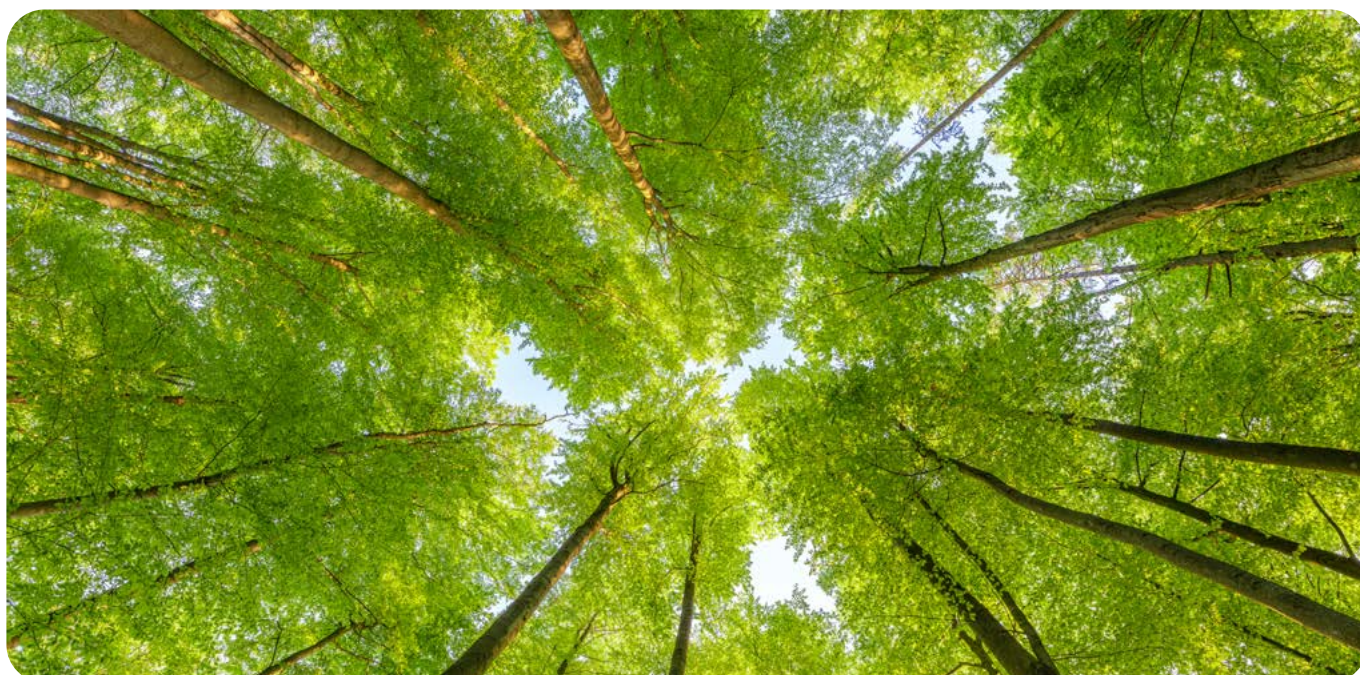


Table 12 - Ourvita energy consumption - 2023-2025

ENERGY TYPE	ENERGY SOURCE	2023	2024	2025
		TOTAL	TOTAL	TOTAL
Thermal energy	Total thermal energy (MWh)	5,672	7,772	21,664
	Thermal energy by stationary source combustion (MWh)	5,336	7,445	20,711
	Thermal energy by mobile source combustion (MWh)	337	327	954
Electric Energy	Total electric energy (MWh)	5,437	7,319	17,930
	Electricity consumed by national grid (MWh)	4,920	6,140	15,362
	Electricity consumption produced with renewable energy source (MWh)	518	1,179	2,568
Total Energy	Total energy consumed (MWh)	11,110	15,091	39,595

GHG EMISSIONS

The Group greenhouse gas (GHG) emissions inventory has been developed in accordance with the GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition.

Scope 1 emissions include direct emissions from sources owned or controlled by Ourvita, such as fuel consumption from the company vehicles and natural gas used in manufacturing processes and building heating.

Scope 2 emissions include indirect emissions associated with the purchase of electricity used in the operational activities in Ourvita facilities.

Scope 3 emissions comprises indirect emissions that occur outside the Group's direct operations, across both upstream and downstream activities, within the value chain.

The Scope 3 emissions calculation covers the following categories:

- Cat. 1:** Purchased goods & services
- Cat. 2:** Capital goods
- Cat. 3:** Fuel and energy-related activities (not included in Scope 1 or 2)
- Cat. 4:** Upstream transportation and distribution
- Cat. 5:** Waste generated in operations
- Cat. 6:** Business travel
- Cat. 7:** Employee Commuting

It is worth highlighting that, for 2025 as well, emissions were estimated for certain Scope 3 categories using 2024 emissions data as a baseline. These values were



re-proportioned according to the ratio between 2025 and 2024 revenues. An overview of the methodology adopted for the calculation of Scope 3 emissions is provided in the methodological note.

Scope 1, Scope 2, and Scope 3 emissions are reported in the tables below. Scope 3 emissions account for the majority of the Group's total GHG emissions, representing approximately 86% of total emissions when considering Scope 2 emissions under the location-based approach and approximately 85% when considering Scope 2 emissions under the market-based approach, while Scope 1 emissions covers a 5-6% range of the total emissions.

Table 13 - Ourvita Scope 1-2-3 GHG emissions for the years 2023-2025

GHG EMISSIONS	2023	2024	2025 ¹⁰
	TOTAL	TOTAL	TOTAL
Direct Emissions (Scope 1) (tCO₂e)	1,239	1,576	4,428
emissions resulting from natural gas used for heating and industrial processes (tCO ₂ e)	1,141	1,496	4,198
emissions resulting from Company's car fleet (tCO ₂ e)	82	80	230
emissions of refrigerant gases resulting from leakages of air-conditioning systems (tCO ₂ e)	15	-	-
Indirect Emissions (Scope 2) – Location Based Approach (tCO₂e)	1,334	1,751	6,820
Indirect Emissions (Scope 2) – Market Based Approach (tCO₂e)	2,436	0	7,864
Total Scope 1-2 – Location Based Approach (tCO ₂ e)	2,572	3,327	11,248
Total Scope 1-2 – Market Based Approach (tCO ₂ e)	3,675	1,576	12,292
Indirect Emissions (Scope 3 Upstream) (tCO₂e)	32,359	40,035	68,296
Total Scope 1-2-3 – Location Based Approach (tCO ₂ e)	34,932	43,363	79,544
Total Scope 1-2-3 – Market Based Approach (tCO ₂ e)	36,034	41,611	80,588

¹⁰This data is only covering "Legacy Ourvita" perimeter.

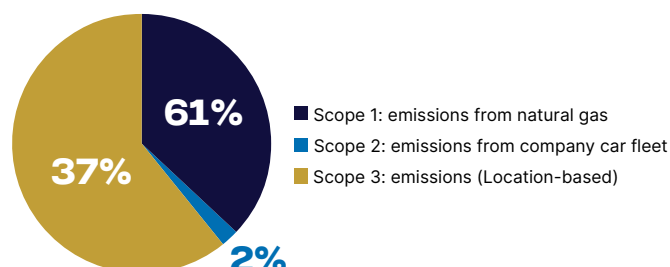
SCOPE 1 AND 2 EMISSIONS

Scope 1 and 2 emissions increased significantly in 2025, primarily due to expansion of the reporting perimeter, which now includes the Ourvita facilities in Lublin and Xuancheng. Despite a 6% reduction in natural gas consumption at the Bergamo and Turin sites, the inclusion of the new entities, together with increased fuel consumption from the company vehicle fleet, the discontinuation of biogas use at Ourvita Germany, and higher electricity consumption across all Group entities driven by increased production volumes, contributed to the overall rise in emissions.

In 2025, the Ourvita Group had more limited access to Guarantees of Origin (GO) certificates, which allowed 2024 Scope 2 market-based emissions associated with purchased electricity to be reported as zero. As a result, only the electricity consumption of the Turin facility was covered by GO certificates attesting the renewable origin of the electricity supplied.

This represents one of the main differences compared with the previous year. The Group aims to significantly increase the share of electricity sourced from renewable energy in 2026.

The graph below illustrates the distribution of Scope 1 and Scope 2 emissions. Emissions from the company vehicle fleet account for only 2% of the total. The largest share, 61%, is attributable to electricity consumption under the location-based approach, followed by emissions generated from natural gas consumption.



SCOPE 3 EMISSIONS

The Group's Scope 3 emissions increased in 2025, primarily due to the expansion of the reporting perimeter. The main contributors to Scope 3 emissions are Category 3.4 (Upstream Transportation and Distribution) and Category 3.1 (Purchased Goods and Services), which account for 43% and 33% of total Scope 3 emissions, respectively.

As previously mentioned, emissions for certain Scope 3 categories were estimated using 2024 emissions data as a baseline and adjusted in proportion to the variation in revenue between 2024 and 2025.

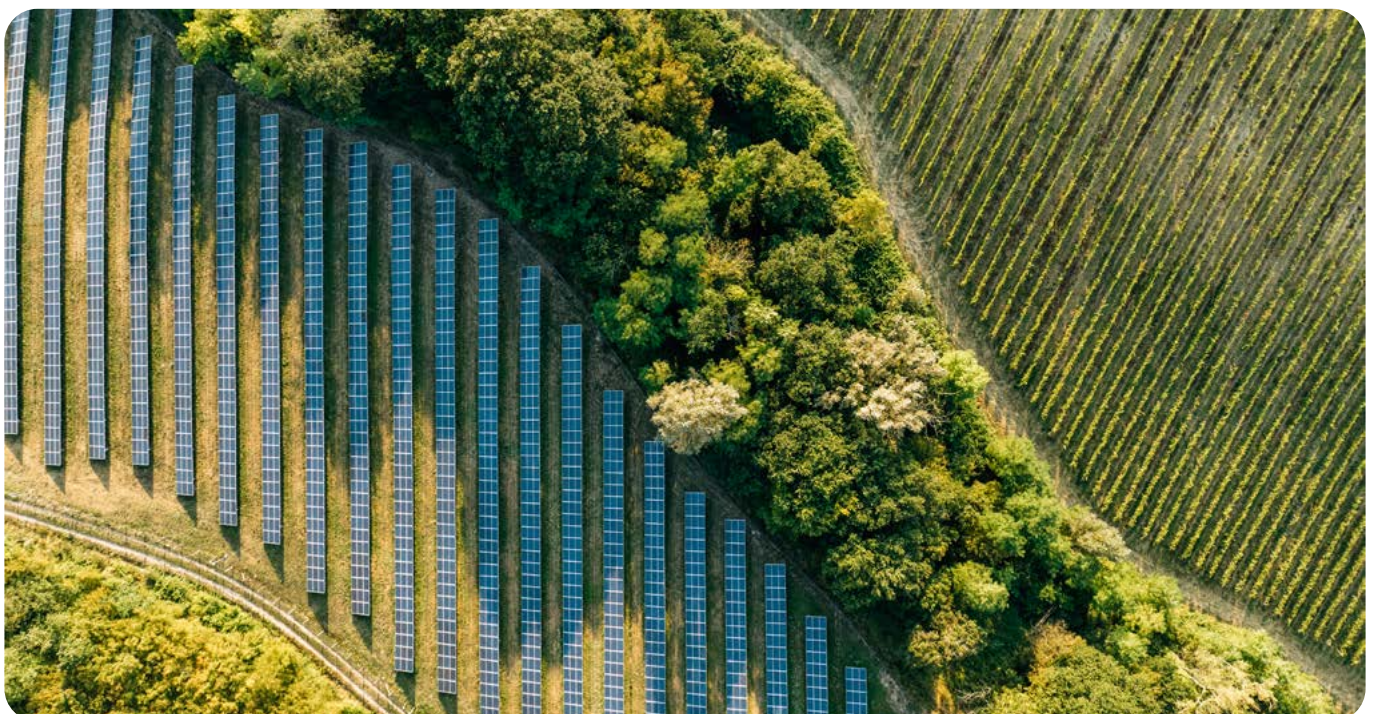
While this approach provides a reasonable approximation of emissions levels, the Ourvita Group recognizes the importance of improving data accuracy and completeness.

In the coming years, the Group aims to strengthen its data collection processes and increase the availability of primary data across the value chain. This will support the development of a more robust emissions baseline, enhance the quality of Scope 3 reporting, and enable more effective identification and management of the Group's key emission hotspots.

Table 14 - Ourvita Scope 3 emissions for the years 2023-2025

SCOPE 3 CATEGORIES (TCO ₂ E)	2023	2024	2025
	TOTAL	TOTAL	TOTAL
Purchased goods and services	14,238	15,507	23,019
Capital goods	2,465	3,257	4,358
Fuel & Energy related activities	461	659	8,882
Upstream transportation & distribution	14,623	19,725	29,303
Waste generated in operations	138	193	751
Business travel	46	61	171
Employee commuting	388	632	1,812
TOTAL	32,359	40,035	68,296

¹¹This data is only covering "Legacy Ourvita" perimeter.



COMMITMENT TO THE ENVIRONMENT AND CARBON NEUTRALITY COMPENSATION PROJECT

As a complement to Ourvita's initiatives to manage and reduce its absolute greenhouse gas ("GHG") emissions, Ourvita has since 2020 purchased carbon credits to offset its unabated Scope 1 and 2 greenhouse gas emissions. Ourvita's primary climate mitigation approach is to reduce its absolute carbon emissions over time. From the outset,



GREAT BEAR FOREST CARBON PROJECT¹², CANADA

The Great Bear Rainforest is one of the world's largest remaining, intact rainforests. Stretching across 6.4 million hectares on British Columbia's northern coast, it contributes to carbon absorption on a massive scale. This landscape is home to diverse wildlife, including the rare Spirit Bear. First Nations communities have protected and cared for this rainforest for over 14,000 years.

The Great Bear Forest Carbon Projects protect the ecological and cultural integrity of the Great Bear Rainforest and Haida Gwaii. Revenue from these projects funds vital initiatives such as forestry planning, marine and biodiversity management, and investment in sustainable industries – including renewable energy, tourism, shellfish aquaculture, and non-timber forest products. By purchasing carbon offsets from the Great Bear Forest Carbon Projects, buyers contribute to a globally recognized conservation effort that safeguards ancient forests, upholds Indigenous rights, and supports resilient communities.

¹²The Great Bear Forest Carbon project is registered on the British Columbia Registry under three different projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798 aims to generate Improved Forest Management and reforestation-based carbon credits.

the two projects from which Ourvita has purchased carbon credits are the "Great Bear Forest Carbon" and the "Guatemalan Conservation Coast" projects. These two projects were chosen because of their strong credentials on environmental and biodiversity issues as well as their social initiatives.



GUATEMALAN CONSERVATION COAST PROJECT¹³, CENTRAL AMERICA

The Guatemalan Conservation Coast programme works to address the drivers of deforestation through effective law enforcement, land-use planning, education, economic opportunities, and sustainable agroforestry initiatives. Some of the most important project achievements to date are the protection of 30 threatened tree species including the Baird's tapir and West Indian manatee, the protection of 54,157 hectares of threatened forest in the Mesoamerican Biological Corridor and the creation or support of 487 jobs for indigenous and local communities.

¹³The Guatemalan Conservation Coast project is registered on the Verra registry, REDD+ Project for Caribbean Guatemala: The Conservation Coast 1622, applies Verra's Verified Carbon Standard (VCS Standard v4.3 VM0015) and the Climate, Community and Biodiversity Standards v.3.1, and will generate carbon credits from avoided unplanned deforestation representing c. 22 million tonnes of CO₂e.



SCIENCE BASED TARGETS INITIATIVE

The Science Based Targets initiative (SBTi) was initially founded as a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI), the World Wide Fund for Nature (WWF). The initiative defines and promotes best practices in science-based target setting, providing companies with a clear framework to reduce greenhouse emissions in line with the Paris Agreement goals. Corporate targets are independently assessed and validated by the SBTi.

The Ourvita Group has established emissions reduction targets through the Science Based Targets initiative, aligned with the goals of the Paris Agreement. The current target perimeter includes Farmaceutici Procemsa, OFI, and Aakamp (Ourvita Turin, Bergamo and Breddorf), and covers the reduction of Scope 1 and Scope 2 emissions. Specifically, the Group has committed to:

- Achieve a 23% reduction in absolute Scope 1 and 2 Greenhouse Gas (GHG) emissions by 2030, from a 2021 base year;
- Measuring and reducing absolute Scope 3 GHG emissions across the value chain: the Group aims to improve the quality of primary data collection in order to build a more robust baseline to better manage its environmental impacts.

In light of the significant evolution of the Group's organizational structure and the expansion of its operational perimeter, Ourvita intends to define new science-based emissions reduction targets in the coming years. These targets will cover the entire Ourvita Group and provide a more comprehensive framework for driving decarbonization across all business activities.

WASTE MANAGEMENT

The Group is committed to implementing effective waste segregation practices, enabling the recovery and recycling of a significant share of its waste streams. Most recycled materials originate from **packaging waste**, primarily associated with finished products, including paper, cardboard, aluminium, and multilayer materials. Wood is also recovered and recycled when transport pallets reach the end of their useful life and can no longer be reused.

The table below presents the waste generated over the years 2023-2025. The total amount of **non-hazardous and hazardous** waste generated in 2025 increased compared to 2024, mainly as a result of the expansion of the reporting perimeter, which now includes the Ourvita facilities in Lublin and Xuancheng. Overall, the Group maintained a stable waste recovery performance despite higher waste volumes, with recycling and reuse rates remaining broadly consistent for both non-hazardous waste (74% in 2024 vs. 69% in 2025) and hazardous waste (36% in both years).

Table 15 - Waste generated, years 2023-2025

TYPE OF WASTE (TONS)	2023 ¹⁴	2024	2025 ¹⁵
	TOTAL	TOTAL	TOTAL
Total non-hazardous waste	655	937	1,665
Non-hazardous waste recycled/reuse	n.a	691	1,141
Non-hazardous waste not recycled/reuse	n.a	246	524
Total hazardous waste	88	126	154
Hazardous waste recycled/reuse	n.a	45	56
Hazardous waste not recycled/reuse	n.a	81	98

¹⁴ 2023 data only include Italian and German facilities, and partial breakdown for hazardous and not hazardous waste was not available.

¹⁵ This data is only covering "Legacy Ourvita" perimeter. Waste categories generated by Ourvita Xuancheng, Łódź, Mielec and Lublin in 2025 are not based on primary data, but an approximation was calculated.

Ourvita remains committed to promoting more responsible and sustainable waste management practices by increasing recycling rates and reducing waste generation where possible.

R&D PROJECTS IN SUSTAINABILITY IN LEGACY OURVITA

Over time, Ourvita Group has progressively strengthened its commitment to the development of more sustainable packaging solutions, including components derived from circular supply chains.



The company has conducted an in-depth assessment of several alternative packaging concepts. In 2025, two new polypropylene monomaterial blister solutions designed for capsules, tablets, and softgels were under evaluation, alongside a PVC-free aluminium blister project aimed at improving recyclability and end-of-life management. During the year, development activities also continued for stick packs and sachets, with the Group's Research & Development teams assessing polypropylene monomaterial films with standard barrier properties, as well as compostable solutions as alternatives to conventional materials. The Group is currently evaluating a rigid packaging project involving biodegradable polylactic acid (PLA) bottles suitable for capsules, tablets, and gummy supplements.

Over the years, the Group has participated in several research projects funded by European Union programmes through Ourvita Turin with the objective of studying, testing, and developing, together with project partners, technological innovations aimed at creating more ethical and sustainable products and processes. These initiatives have focused on the use of raw materials derived from

circular economy processes and the development of sustainable packaging solutions. A selection of relevant examples is presented below.

The **NUTRIBEV** project, developed in collaboration with Baladin Brewery, successfully applied circular economy principles by recovering barley fibres and yeast residues and transforming them into new ingredients for nutraceutical and cosmetic applications.

The project also led to the development of innovative prototypes, including a high-protein spread with improved sensory characteristics and formulations containing live probiotics, which demonstrated greater effectiveness in their non-pasteurised versions.

Through the **NUTRACOS** and **PRECIOUS** projects, Ourvita Turin contributed to the valorisation of agri-food by-products, including tomato, rice, olive oil, wine, and distillation residues, converting them into high-value natural ingredients for nutraceutical and cosmetic products. These projects also enabled the optimisation of sustainable extraction processes and advanced purification technologies.

In 2025, the **GRE.CA.M** project was successfully completed, further confirming Ourvita Turin's commitment to circular economy principles and the valorisation of agricultural residues as sources of secondary raw materials. As part of the project, extracts obtained from agricultural by-products were tested and evaluated for their potential use as nutraceutical ingredients.

The projects in which Ourvita Turin has participated over the years, together with the collaborative network established through these initiatives, demonstrate how circular economy principles can effectively transform industrial waste and by-products into sustainable, high-value products, generating environmental, economic, and social benefits.



SUSTAINABLE SOURCING

Ourvita carefully selects suppliers that share its values and commitment to sustainability, prioritising partners that have implemented sustainability policies and maintain robust management and control systems.

During the onboarding process, new suppliers are assessed through a dedicated questionnaire covering topics including human rights, business ethics, anti-corruption practices, quality standards, occupational health and safety, and environmental and sustainability commitments.

Product quality and safety are fundamental elements of the Group's business ethics framework and are embedded within the **Supplier Code of Conduct**, to which all suppliers of raw materials and packaging materials are required to adhere. Compliance with the Code is mandatory and may be verified through audits and assessment activities. In the event of non-compliance, Ourvita adopts a collaborative approach, working closely with suppliers to support the implementation of corrective actions and alignment with the principles and requirements of the Code.

However, serious breaches of the Code of Conduct may lead to the immediate termination of the commercial relationship.

The Group also expects suppliers to operate transparently and cooperate fully with both internal and third-party inspections. This shared commitment reflects a common dedication to ethical business practices, responsible governance, and high standards of social and environmental performance.

Since 2021, the Group has progressively extended the adoption of its Supplier Code of Conduct across its supply chain. The target of achieving compliance among 70% of suppliers was successfully reached in 2025, representing a significant milestone in strengthening responsible sourcing practices throughout the value chain.



ANNEX

METHODOLOGY FRAMEWORK

The 2025 Sustainability Report offers a comprehensive and detailed analysis of the relationship between economic, social and environmental factors. With this report, the Group upholds its commitment to all stakeholders by prioritizing open and transparent communication.

Ourvita Group was established through the rebranding and integration of several entities, renowned for their excellence in the development and production of food supplements, cosmetics, probiotics, and medical devices.

This transformation reflects the Group's ambition to expand its global presence while consolidating their extensive range of services under a single identity. Despite

the name change, which combines the concept of "Vita" (meaning "life" in Italian) with the distinctive element "Our", highlighting the Group's core values and synergies, its services and products remain unchanged, ensuring continuity and quality for customers. As of the end of 2025, the companies comprising Ourvita Group are organized into two categories.

The first one, referred to in this report as "Legacy Ourvita" includes the following entities:

Farmaceutici Procemsa - Ourvita Turin, Italy
Officina Farmaceutica Italiana (OFI) - Ourvita Bergamo, Italy
Master Pharm - Ourvita Lodz and Mielec, Poland
Aakamp - Ourvita Breddorf, Germany
Laboratoria Natury - Ourvita Lublin, Poland
Braveiy - Ourvita Xuancheng, China

The second category includes the companies incorporated into Ourvita Group through the acquisition of Health & Beauty Innovations (HBI), completed in September 2025.

Thompson & Capper - Ourvita Runcorn, UK
Eurocaps - Ourvita Tredegar, UK
Laleham - Ourvita Alton and Kirkham, UK
Design Plus - Ourvita Morecambe, UK
Richard Bittner - Ourvita Feldkirchen, Austria
Ion Labs - Ourvita Tampa, USA
Amerilabs Technologies - Ourvita Minneapolis

This document has been prepared “with reference” to the GRI Standards, one of the most widely recognized international frameworks for sustainability reporting. The reference period covers from 01 January 2025 to 31 December 2025. The document highlights the achievements of the year and the progress made by Ourvita, in alignment with the principles of the United Nations Global Compact (UNGC). The Report focuses on the material topics identified through a materiality assessment conducted in 2023. This assessment was based on stakeholder engagement and consultation activities, ensuring an accurate reflection of the issues considered priorities by the parties involved. The material topics are reviewed annually for their ongoing relevance, considering the evolving stakeholder priorities and business development.

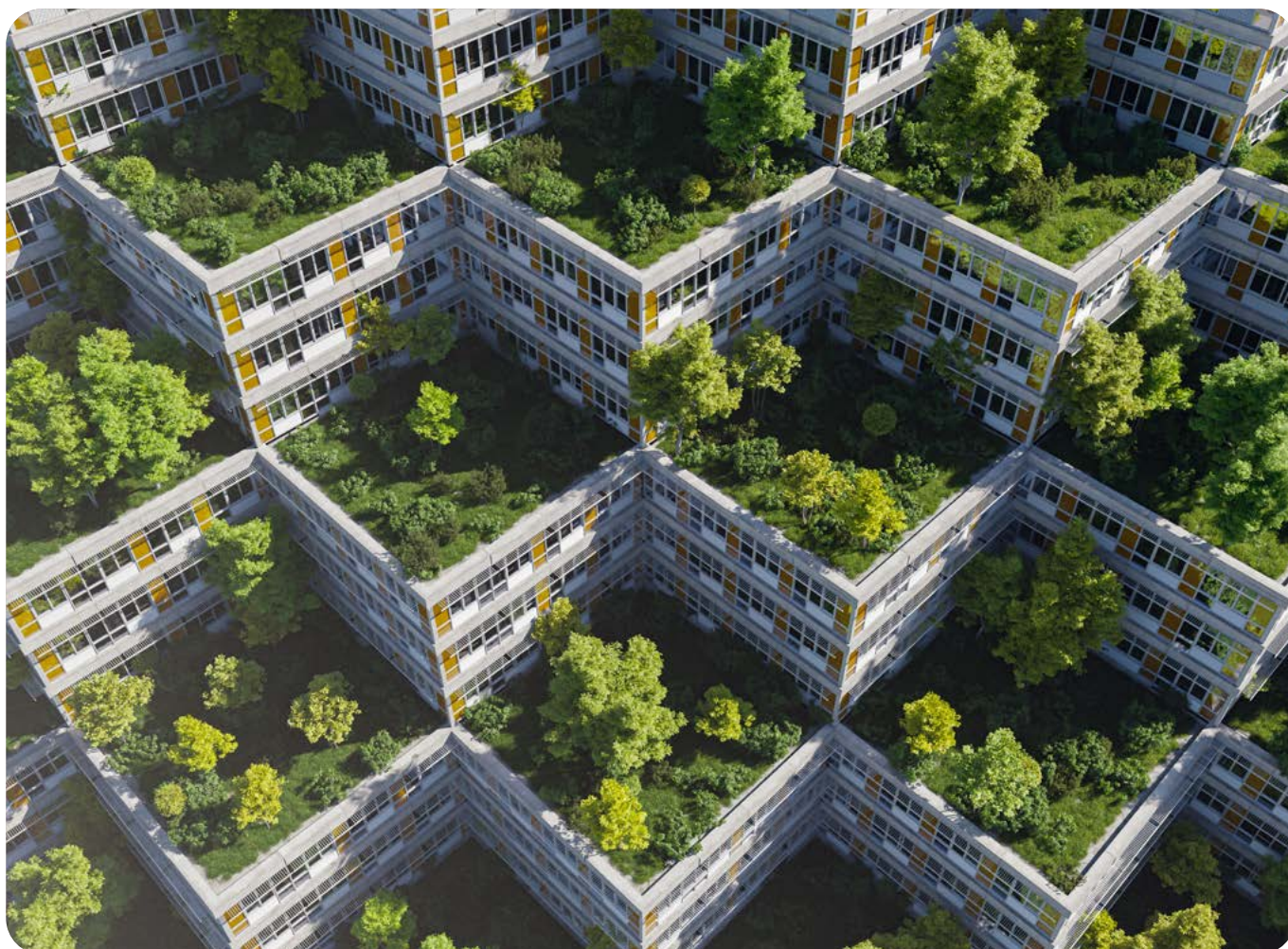
The information presented in Chapters 1, 2, and 3 refers to the whole Group. The data disclosed in Chapters 4 and 5 refers only to the Legacy Ourvita perimeter, with the exception of Table 8 and Table 9, which also include data from selected entities within the second category

of companies. The reporting boundary of each table is specified in corresponding footnotes.

Data collection and the presentation of GRI indicators were carried out through gathering primary data from each entity. In certain cases, due to data limitations or organizational complexity, specific assumptions were applied. All methodological assumptions are described in this chapter.

For the calculation of the waste categories generated in 2025 by Ourvita Xuancheng, Łódź, Mielec and Lublin estimated values were used due to data availability constraints.

For the Polish entities, waste generation data for 2025 were estimated by proportionately adjusting the reported values based on the ratio between 2025 and 2024 revenues. For the Chinese entity, as 2024 waste data were not available, waste generation was estimated using Ourvita Turin's 2024 waste data and adjusted proportionally based on the ratio between the 2025 revenues of Ourvita Xuancheng and Ourvita Turin.



GHG CALCULATIONS METHODOLOGY

The calculation of greenhouse gas (GHG) emissions has been carried out in accordance with the principles and guidance set out in the GHG Protocol Corporate Accounting and Reporting Standard. To ensure a comprehensive and accurate assessment of its emissions, Ourvita identified the most significant GHG emission sources by referring to the guidance provided in the GHG Protocol Corporate Accounting and Reporting Standard, specifically “Appendix D: Industry Sectors and Scopes”, which outlines GHG emission sources and activities across the value chain by scope for various industry sectors.

The calculation of Scope 3 emissions was further supported by two additional GHG Protocol publications: the “Corporate Value Chain (Scope 3) Accounting and Reporting Standard – Supplement to the GHG Protocol Corporate Accounting and Reporting Standard” and the “Technical Guidance for Calculating Scope 3 Emissions – Supplement to the Corporate Value Chain (Scope 3) Accounting and Reporting Standard”.

Ourvita’s GHG emissions were calculated using the methodologies described below.

SCOPE	CATEGORY AND SOURCE
SCOPE 1 (Direct GHG emissions)	Stationary Combustion: related to the energy consumption directly produced in the plant (fuels’ combustion to produce thermal energy and electricity production from photovoltaic plants;
	Mobile Combustion: related to transportation of employees with diesel or petrol cars under Group’s control;
	Fugitive Emissions: Leakages from air-conditioning systems of refrigerant gases.
SCOPE 2 (Energy indirect GHG emissions)	Stationary Combustion: electricity purchased by Ourvita and generated by a third party.
SCOPE 3 (Other indirect GHG emissions)	Cat. 1 – Purchased Goods & Services: Upstream emissions arising from the production of goods and services purchased or acquired.
	Cat. 2 – Capital Goods: Upstream emissions arising from the production of capital goods purchased or acquired.
	Cat. 3 – Fuel And Energy-Related Activities: Emissions associated with the production of fuels and energy purchased and consumed, not included in Scope 1 or Scope 2.
	Cat. 4 – Upstream Transportation and Distribution: Emissions associated with the transportation and distribution of products purchased during the reporting year, between the Group’s Tier 1 suppliers and its operations, in vehicles not owned or operated by the Group. Emissions associated with the transportation and distribution services purchased by the reporting company in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company’s own facilities.
	Cat. 5 – Waste Generated in Operations: Emissions resulting from third-party disposal and treatment of waste generated by the company’s owner or controlled operations.
	Cat. 6 – Business Travel: Emissions associated with employees travel for business related activities.
	Cat. 7 – Commuting: Emissions associated with the transportation of employees travel between their homes and their workplaces.

The company has calculated its GHG emissions through the application of documented emission factors; these factors are calculated ratios relating GHG emissions to a proxy measure of activity at an emissions source. The formula applied is:

$$\text{GHG Emissions} = \text{Emission factor} * \text{Activity data}$$

The main sources of the emission factors (EF) used are identified based on the following databases:

- **DEFRA/DESNZ (Department for Environmental, Food & Rural Affairs, now Department for Energy Security and Net Zero):** it is a UK government department; its wide database contains EF for Scope 1, Scope 2 and Scope 3.3 (Fuel & Energy related activities) emissions.
- **AIB:** the European Attribute Mix (EAM) and the residual mixes for all countries and the related supporting materials by the Association of Issuing Bodies are reported. It was used to calculate Scope 2 Market-based GHG emissions from the electricity purchased.
- **IEA (International Energy Agency):** it is a Paris-based autonomous intergovernmental organization, established in 1974, that provides policy recommendations, analysis, and data on the global energy sector. This database was used to calculate Scope 2 emissions (both Location and Market based) in China, due to the lack of any other available database for the Country.
- **ECOINVENT:** its database is one of the world's leading Life Cycle Inventory (herein after also "LCI") database which delivers both in terms of transparency and consistency and provides well documented process data for thousands of products. Its database contains EF for Scope 3.1 emissions (Purchased goods and services), Scope 3.4 (Upstream transportation and distribution), Scope 3.5 (Waste generated in operations), Scope 3.6 (Business travel) and Scope 3.7 (Employees commuting).



For GHG emissions, data collection and the calculation of GRI indicators were carried out through the gathering of primary data from each entity included within the reporting boundary. In certain cases, due to data limitations or organizational complexity, specific assumptions were applied. The methodological assumptions and estimation criteria adopted are described below.

For the calculation of Scope 1 emissions, refrigerant gas emissions resulting from leakages from air-conditioning systems were not included for 2025, as the relevant primary data were not available.

For certain Scope 3 categories, emissions were estimated. In some cases, 2025 emissions were estimated based on 2024 emissions and proportionally adjusted according to the ratio between 2025 and 2024 revenues, using the following formula:

$$\text{2025 emissions estimated} = \frac{\text{2024 emissions} \times \text{2025 revenue}}{\text{2024 revenue}}$$

In the table below an overview is provided of where this assumption has been applied (reported as “value estimated”).

SCOPE 3 CATEGORIES - 2025		OURVITA TURIN	OURVITA BERGAMO	OURVITA BREDDORF	OURVITA ŁÓDŹ, MIELEC & LUBLIN	OURVITA XUANCHENG
3.1	Purchased goods and services	Value estimated	Value estimated	Value estimated	Value estimated	Value estimated
3.2	Capital goods	Value estimated	Value estimated	Value estimated	Value estimated	Value estimated
3.3	Fuel & energy related activities	Value calculated	Value calculated	Value calculated	Value calculated	Value calculated
3.4	Upstream transportation & distribution	Value estimated	Value estimated	Value estimated	Value estimated	Value estimated
3.5	Waste generated in operations	Value calculated	Value calculated	Value calculated	Value estimated	Value estimated
3.6	Business travel	Value estimated	Value estimated	Value calculated	Value estimated	Value estimated
3.7	Employee commuting	Value calculated	Value calculated	Value calculated	Value calculated	Value calculated



GRI INDEX

Statement of use	Ourvita has reported the information cited in this GRI content index for the period 1.01.2025 to 31.12.2025 with reference to the GRI Standard.
GRI1 used	GRI 1: Foundation 2021
Relevant GRI Sector Standards	GRI Sectors Standard for Ourvita sector are not currently available.

GRI STANDARD		LOCATION
GRI 2: GENERAL DISCLOSURES 2021		
THE ORGANISATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	1. The Group 6.1 Methodology Framework
2-2	Entities included in the organization's sustainability reporting	6.1 Methodology Framework
2-3	Reporting period, frequency and contact point	6.1 Methodology Framework
ACTIVITIES AND EMPLOYEES		
2-6	Activities, value chain and other business relationships	1.3 Ourvita products 1.4 The manufacturing plants 1.6 The value chain
2-7	Employees	4.2 Diversity, Equality and Inclusion
2-8	Workers who are not employees	4.2 Diversity, Equality and Inclusion
GOVERNANCE		
2-9	Governance structure and composition	1.6 Business and sustainability governance
2-11	Chair of the highest governance body	1.6 Business and sustainability governance
2-12	Role of the highest governance body in overseeing the management of impacts	1.6 Business and sustainability governance
2-13	Delegation of responsibility for managing impacts	1.6 Business and sustainability governance
2-16	Communication of critical concerns	1.6 Business and sustainability governance
2-17	Collective knowledge of the highest governance body	1.6 Business and sustainability governance
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development	CEO letter
2-23	Policy commitment	1.6 Business and sustainability governance
2-24	Embedding policy commitments	1.6 Business and sustainability governance
2-27	Compliance with laws and regulations	1.6 Business and sustainability governance
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	2.3.1 Stakeholder engagement
2-30	Collective bargaining agreements	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment

GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	2.3.2 Material topics
3-2	List of material topics	2.3.2 Material topics
3-3	Management of material topics	2.3.2 Material topics
MATERIAL TOPICS		
GRI 302: Energy – 2016		
302-1	Energy consumption within the organization	5.1 Energy efficiency
GRI 305: Emissions – 2016		
305-1	Direct (Scope 1) GHG emissions	5.2 GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions	5.2 GHG emissions
305-3	Other indirect (Scope 3) GHG emissions	5.2 GHG emissions
GRI 306: Waste – 2020		
306-3	Waste generated	5.4 Waste management
306-4	Waste diverted from disposal	
306-4	Waste directed to disposal	
GRI 403: Occupational Health and Safety – 2018		
403-1	Occupational health and safety management system	4.1 Occupational Health, Safety and Wellbeing
403-2	Hazard identification, risk assessment, and incident investigation	
403-4	Worker participation, consultation, and communication on occupational health and safety	
403-5	Worker training on occupational health and safety	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-9	Work-related injuries	
GRI 404: Training and education – 2016		
404-1	Average hours of training per year per employee	4.3 Training and education
GRI 405: Diversity and equal opportunity– 2021		
405-1	Diversity of governance bodies and employees	1.7 Business and sustainability governance
405-2	Ratio of basic salary and remuneration of women to men	4.2 Diversity, Equality and Inclusion
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	4.2 Diversity, Equality and Inclusion
GRI 416: Customer health and safety – 2016		
416-1	Assessment of the health and safety impacts of products and service categories	3.1 Product safety and quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Product safety and quality



