



OURVITA

SUSTAINABILITY REPORT

2024

CONTENTS

CEO LETTER	4	2.3.1 Stakeholder engagement	23	5.2 GHG Emissions	57
2024 Highlights	5	2.3.2 Material topics	25	5.2.1 Emission intensity	64
1. THE GROUP	6	2.3.3 Strategic pillars and objectives	30	5.3 Commitment to the environment and carbon neutrality	65
1.1 Ourvita's values	7	3. PRODUCTS	33	5.3.1 Compensation project	65
1.2 The Journey	8	3.1 Product safety and quality	33	5.3.2 Science Based Targets Initiative	66
1.3 Ourvita Plants	9	3.2 Innovation	34	5.4 Waste management	67
1.4 Ourvita Portfolio	10	4. PEOPLE	37	5.6 R&D Projects in sustainability	69
1.4.1 Packaging	13	4.1 Occupational Health, Safety and Wellbeing	37	5.7 Water management	70
1.5 The value chain	14	4.2 Diversity and Inclusion, Equal Opportunities including Gender Equality, and Fair Employment	41	5.8 Sustainable sourcing	71
1.6 Business and sustainability governance	15	4.3 Training and education	52	6. ANNEX	73
1.6.1 Business conduct and ethics	18	4.4 Community engagement	53	6.1 Methodology framework	73
2. SUSTAINABILITY AT OURVITA	20	5. ENVIRONMENT	54	6.2 GHG calculations methodology	74
2.1 Mission, vision, value	20	5.1 Energy efficiency	55	6.3 GRI Index	79
2.2 Ourvita approach	21	5.1.1 Energy intensity	56		
2.3 The sustainability path	23				

CEO LETTER

Dear all,

We are pleased to share with you the **Ourvita Sustainability Report for the 2024 fiscal year**.

Since 2019, our sustainability reporting journey began under the Procemsa Group name. With the acquisition of **Master Pharm** in Poland at the end of 2023 and following our continued growth in 2024—marked by the **strategic acquisitions of Braveiy in China and Laboratoria Natury in Poland in early 2025**—we proudly move forward as Ourvita.

Sustainability remains one of the foundational pillars of Ourvita's strategy. In 2024, this commitment was further strengthened as both **Procemsa and OFI became B Corp certified**, a major milestone that underscores our dedication to measurable social and environmental performance, transparency, continuous improvement and accountability. Alongside this, we continue to pursue and uphold key certifications such as **EcoVadis**, ensuring our progress is credible and aligned with international standards.

We believe that we are better together. **Whether through certifications or local engagement initiatives involving our employees and communities**, we are continuously working to create a tangible and inclusive sustainable impact. Education, health, and the well-being of future generations are not only at the heart of what we do—they shape the way we grow.

Thank you for being part of our journey toward a more sustainable future.

Matthias Brommer, Ourvita Group



2024 HIGHLIGHTS

- Ecovadis Silver Medal
- Sustainability Award Top 100
- UN Global signatory
- Responsible Care
- Solar Panels in Italy and Germany
- Sedex collaborative platform
- Validated Science Based Targets
- B Procemsa and OFI became B Corp Certified

THE GROUP

For over 80 years, Ourvita has developed dietary supplements, probiotics, cosmetics and medical devices in company's research laboratories, manufacturing all products in specialized facilities and combining time-tested know-how with innovation.

Ourvita is the combination of six companies, 7 sites and 10 production facilities. Nearly 650 team members are employed worldwide, over 6% of them are focused on R&D and innovation, supported by 48 patents and with over 10,000 different product SKUs manufactured each year distributed in more than 80 countries.

Ourvita's narrative unfolds as a testament to the collaboration of passionate individuals pooling their diverse expertise, unwavering resilience, exceptional service quality, and profound consumer insights. This collective effort culminates in the creation of something truly distinctive, innovative, and impactful.



BETTER TOGETHER. THAT'S OURVITA:

- 1 Ourvita ITALY was founded in 1939 in Turin (with the local company, Farmaceutici Procemsa) and in 1946 in Bergamo (OFI)
- 2 Ourvita GERMANY established in 2009 in Bremen & Breddorf (Aakamp)
- 3 Ourvita POLAND founded in 2002 in Lodz and Mielec (Master Pharm)

The Group has over 150 years of experience developing and manufacturing food supplements, cosmetics & medical devices. In December 2024, Ourvita concluded the strategic acquisition of Braveiy Biotechnology - an innovative producer based in China - establishing Ourvita ASIA to expand the group's ability to deliver solutions to the Asian markets. In early 2025, Ourvita acquired Laboratoria Natury, a Polish diet supplements manufacturer that will join Ourvita Poland.



OURVITA'S VALUES

Ourvita is a leading European CDMO (Contract Development and Manufacturing Organization) with a unique focus on innovation and sustainability.

I

OUR WHY, HOW & WHAT

- WHY** We strive to create lasting positive impact for our colleagues, customers, investors and the community at large.
- HOW** We ground our business dealings in unwavering ethical standards, superior reliability and long-term partnerships.
- WHAT** We develop, manufacture and distribute innovative products that support the health and well-being of consumers.

2

OUR VALUES

We stand by our VITA

- VISION** In building our business as an innovative and trusted preferred partner to healthcare companies, we align success and societal impact.
- INNOVATION** We relentlessly pursue new ideas to generate delight and health benefits for consumers.
- TRUST** We earn the long-term trust of our stakeholders by doing the right things, doing them right, and being transparent about it.
- AGILITY** We are problem solvers and we create solutions to make our customers successful.

THE JOURNEY

Over the years, Ourvita has expanded its presence, reaching across international markets.



1939

Farmaceutici Procemsa
Founded



1946

OFI Founded



1982

OFI Diversifies to Cosmetics



2001

Laboratoria Natury
Founded



2002

Master Pharm Founded



2009

BRAVEIY Founded



2015

AAKAMP Founded



2024

Ourvita Group Creation



2024

BRAVEIY joins Ourvita
group



2025

Laboratoria Natury joins
Ourvita group

FARMACEUTICI PROCEMSA

Turin, Italy



- 01** Liquids and solids plant
- 02** Additional blistering line
- 03** Liquids and solids plant, cosmetics, R&D, QC labs
- 04** Probiotics plant
- 05** Warehouse
- 06** New warehouse
- 07** Space for future expansion

OFI

Bergamo, Italy



- 01** Warehouse
- 02** Production plant & warehouse 2
- 03** Warehouse 3 & Outlet
- 04** Warehouse 4

AAKAMP

Augsburg, Germany



- 01** Liquid filling
- 02** Warehouse (Raw materials)
- 03** Tablets, Capsules & Powders
- 04** Labelling, packaging
- 05** Mixing, R&D, quality

AAKAMP

Breddorf, Germany



- 01** Liquid filling
- 02** Softgels
- 03** Warehouse (Raw materials)
- 04** Tablets, Capsules & Powders
- 05** Labelling, packaging & storage space
- 06** Gummies

MASTERPHARM

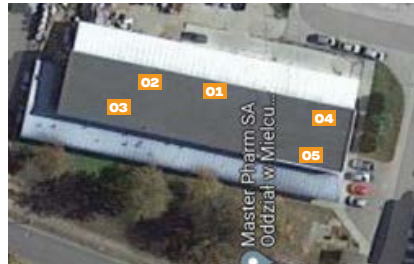
Łódź, Poland



- 01** Soft Capsules production
- 02** Warehouse (Raw materials)
- 03** Automatic Filling
- 04** Labelling, packaging
- 05** Mixing, R&D, quality

MASTERPHARM

Mielec, Poland



- 01** Mixers
- 02** Liquid filling
- 03** Warehouse (Raw materials)
- 04** Tablets, Capsules & Sachets
- 05** Labelling, packaging & storage space

BRAVEIY

Xuancheng, China



- 01** Liquids & Labelling, Packaging
- 02** R&D, QC labs
- 03** Softgels & Labelling, Packaging
- 04** Tablets, Effervescent Tablets, Capsules, Powders & Labelling, Packaging
- 05** Warehouse

LABORATORIA NATURY

Lublin, Poland



- 01** Mixers
- 02** Warehouse
- 03** Gummies
- 04** Bites
- 05** Liquids
- 06** Labelling, packaging & storage space

OURVITA PORTFOLIO

Ourvita is a 100% CDMO (Contract Development and Manufacturing Organization) which covers every phase of the value chain:

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

To offer comprehensive solutions for the well-being of the entire community, Ourvita is dedicated to a wide range of sectors, developing and producing in-house specialized laboratories, food supplements, probiotics, cosmetics and medical devices.



FOOD SUPPLEMENTS:

Thanks to highly skilled R&D teams, Ourvita is specialized in developing and manufacturing dietary food supplements in all forms, solid and liquid, covering a wide range of health needs, including multivitamins and energy, weight management, brain health and more.

The company is always exploring new and quality formulas, with special focus on nutritional compliance. Ourvita's strengths are:

- **Advanced delivery systems**, which improve the absorption and bioavailability of nutrients in food supplements;
- **Customized nutrition based on individual needs**, addressing specific health goals, optimizing results for consumers;
- **Sustainable ingredients of high-quality plant origin**, appealing to environmentally conscious consumers seeking ethical and environmentally friendly health solutions.



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 to strengthening the body, particularly by improving gut health and strengthening the immune system;
- **Investing in the future:** Probiotics are a flagship division of Ourvita, thanks to investments in state-of-the-art manufacturing processes and strong partnerships, allowing us to continuously innovate, developing 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 provides comprehensive care, from product development to implementation and validation, prioritizing care and prevention and ensuring customer satisfaction.

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 strengths are:

- **Experience in formulation:** through certified production processes and working methods, the company can provide high quality, dermatologically tested products that meet consumer expectations;
- **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:** with flexible production capabilities, 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.

The company focus on producing specific types of medical devices tailored to properly address particular symptoms and disorders, offering innovative solutions to health challenges. Ourvita's strengths are:

- **Safety first:** medical device contracts manufacturing are carried out through a highly strict and 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.

OUR NUMBERS:

	2022	2023	2024
Plants	6	8	8
Packaging lines	56	56	49
Bulk manufacturing lines	53	53	56
Production per year [million units]	68,6	69	71
Nutraceuticals [pieces]	19.429.441	18.613.610	46.581.301
Probiotics [pieces]	5.324.908	13.619.120	11.819.581
Cosmetics [pieces]	2.553.922	841.244 PZ	5.644.764
Medical devices [pieces]	3.200.146	2.194.258 PZ	6.976.775

PACKAGING

Ourvita offers over 1000 packaging options, ranging from 1 to 1000 ml capacity, embracing innovation with cutting-edge packaging solutions with different choices available, including wood, recycled, recyclables, and materials up cycled from waste.



Bottles: Glass, Plastic, Sustainable, recycled materials. From 5 to 1.000 ml



Jars: Glass, Plastic, Sustainable, recycled materials. From 5 to 1.000 ml



Blister pack: Sustainable recycled options available



Pouches: Sustainable recycled options available



Sachets: Plastic, Sustainable, recycled materials. From 2 ml



Stick packs: Aluminum foil, Sustainable, recycled materials. From 2 ml



Tubes: Glass, Plastic, Sustainable, recycled materials. From 5 to 1.000 ml



Bi-phase & Tri-phase bottles



Airless: In tubes and bottles options from 5 to 1.000 ml



Vials: Glass, Plastic, Sustainable, recycled materials



Ampoules: From 2 ml



Spray: Glass, Plastic, Sustainable, recycled materials. From 5 to 1.000 ml

THE VALUE CHAIN

Ourvita Group value chain is built upon a network of suppliers of raw and packaging materials, the manufacturing network of 8 plants located in four countries (Italy, Germany, Poland and China) and a wide customer base geographically spread in more than 80 countries that sell products under their own brands but primarily developed and manufactured in Ourvita plants.

The group develops and manufactures products for some of the most trusted and respected companies in the health and wellbeing space, providing solutions that enhance the consumer experience. In 2024, Ourvita realized a total turnover of € 245 million through the sales of nearly 71 million Food Supplements, Medical Devices, Probiotics and Cosmetic products. As in previous years, Ourvita's products did not raise concerns among stakeholders in 2024, nor were they subject to public debate.

Concerning its supply chain, Ourvita relies on a wide network of over 1.000 trusted suppliers of raw and packaging materials for a total spend of more € 100 million. Raw Materials suppliers are based both in Europe and Asia and provide the group with a wide range of ingredients, including vitamins, minerals, flavours, herbal extracts, probiotics and other active ingredients, while for packaging purposes Ourvita purchases bottles, caps, film for blisters, jars and tubes.

Ourvita prefers to establish long-term relationships with its strategic supplier base, often through defined supply agreements and framework contracts. **The company has a responsible purchasing policy and a supplier code of conduct, signed by 70% of our suppliers.**

The same partnership approach is developed with Ourvita customers, in most cases well known international players in the Pharmaceutical, Nutraceutical and Food Supplement sectors. They are mostly located in Europe, with a small proportion operating globally.

The group also maintains business relationships with several organizations and service providers, such as industry associations, research centers, universities and communication or marketing agencies.





BUSINESS AND SUSTAINABILITY GOVERNANCE

Ourvita has implemented robust ESG governance, demonstrated through a structured set of policies and practices that is supporting the transition towards the new legal entities.

At the Board and leadership level, ESG topics are discussed every four months following a set agenda. There is a dedicated Board Committee for sustainability, with an ESG champion representing each of the local Ourvita's entities.

The group has formalized a code of ethics, an anti-corruption and anti-bribery compliance program, a corporate governance policy, and a whistleblowing procedure with a hotline: with this open channel, mechanisms are in place for stakeholders to report concerns about potentially unethical or unlawful behavior.

Suppliers are assessed using questionnaires and internal audits to evaluate also sustainability criteria. Supply chain risk assessments are conducted, addressing issues like reliability of raw materials supply due to geopolitical crisis, and risks are mitigated by appropriate solutions, such as approving alternative suppliers or increasing stocks. Audits are conducted every 3-5 years using standards such as GMP, ISO 9001, 13485, and IFS. 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.

There have been no incidents of fraud, bribery, corruption, money laundering, or facilitation of tax evasion within the last year. However, there have been labor-related litigation cases in 2024 that are being appropriately responded and resolved.

The governance of the Group is entrusted to a board of directors, consisting of 8 members listed in the table below of which 6 members are men and 2 are women.

The Board members as of December 31st, 2024 and the main Group functions are defined as follows:

Board of Directors as of December 31, 2024

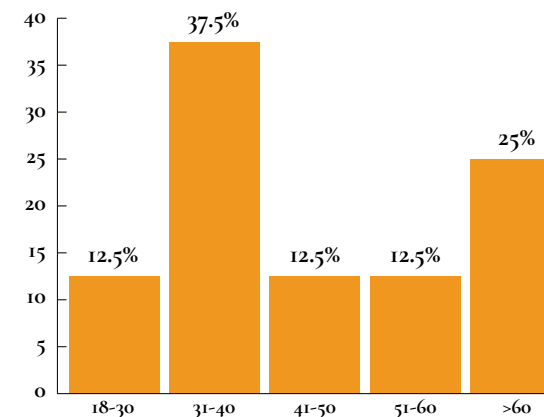
Name	Role
Sagi Cohen	Chairman of the Board of directors Company representative
Alessandro Sertorio	Vice chairman of the Board of directors
Carlo Pavesio	Vice Chairman of the Board of Directors
Katharina Massenko	Board member
Matteo Verna	Board member
Davide Accornero	Board member
Cristina Donati	Board member - ESG
Alexander Keibel	Board member

An ESG team supports the Board of Directors, with an ESG champion assigned per group company. Each member is responsible for promoting sustainability within their legal entity, collaborating at a group level, collecting and reporting key ESG data for quarterly and annual monitoring, and participating in group level sustainability projects.

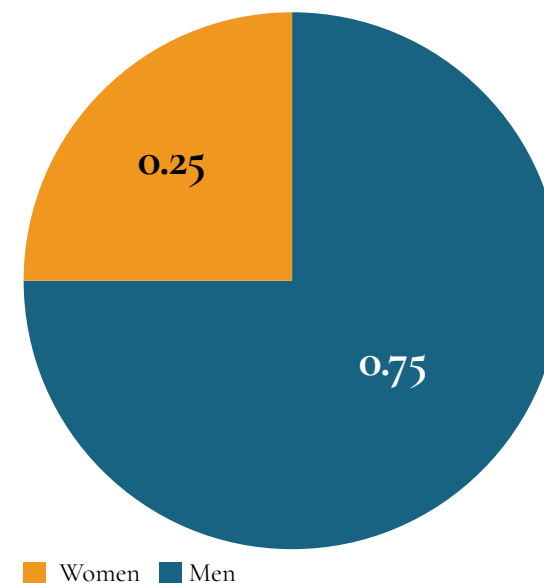
ESG champion representing every entity

Company	Role
Ourvita ITALY	Head of Marketing & ESG
Ourvita POLAND	Senior Quality Specialist
Ourvita GERMANY	Quality Assurance Associate

AGE RANGES OF THE BOARD OF DIRECTORS



GENDER SHARE OF THE BOARD OF DIRECTORS



BUSINESS CONDUCT AND ETHICS

Ourvita's commitment to sustainability and ensuring ethical business conduct is paramount. Upholding high standards of integrity, transparency, and accountability is not only a moral imperative but also a fundamental aspect of Ourvita's identity.

The company has established a comprehensive Code of Conduct that guides the behavior of all employees, suppliers, and partners. This Code outlines the commitment to fair treatment, respect for human rights, environmental stewardship, and integrity in all business dealings.

Ourvita has adopted mechanisms for adhering to the UN Global Compact (UNGC) Principles and OECD Guidelines for Multinational Enterprises, in order to promote responsible business conduct, including a commitment to respect human rights.

In this regard, the group firmly rejects child and forced labor and is committed to upholding the highest standards of workplace safety and hygiene, ensuring full compliance with human rights regulations. Ourvita's dedication extends to fostering a culture of respect, dignity, and fairness for all employees, reflecting core values and ethical principles. By doing so, the group not only adheres to legal requirements but also contributes to the overall well-being and development of its workforce.

Ourvita's commitment to ethical business conduct is embedded in every element of the group:

- **Governance:** the company is guided by a strong governance framework that prioritizes ethical decision-making at every level. The Board of Directors ensures strict adherence to ethical standards and regularly reviews policies to ensure compliance with legal requirements and industry best practices.
- **Stakeholder engagement:** Ourvita proactively engages with stakeholders to understand their expectations and concerns about ethical business practices. By promoting open dialogue and transparency, the aim is to build trust and strengthen relationships with customers, employees, investors, and the communities where the group operates.
- **Supply chain:** the group holds its suppliers to the same internal high ethical standards. Through rigorous supplier assessments, due diligence, and contractual agreements, Ourvita is continuously working to ensure that its supply chain is free from labor exploitation, environmental harm, and other unethical practices.

By upholding the highest standards of integrity and ethics, the company not only mitigates risks and ensures compliance but also strengthens its reputation, builds trust, and creates sustainable value for all stakeholders.

In order to establish the values of ethics and respect for legality, Procemsa has adopted its own Organizational, Management, and Control Model compliant with the Legislative Decree no. 231/2001 (in Italian “Modello Organizzativo di Gestione e Controllo”, hereinafter “MOGC 231”). All members of the company, from executives to employees, must adhere to the MOGC 231.

Procemsa has also appointed a Supervisory Body with autonomous powers of initiative and control, tasked with overseeing the functioning and compliance with the Model.

Procemsa’s Supervisory Board is a collegial body composed of two lawyers, the Chairman and an external member, and the Company’s CFO as an internal member ensuring the necessary expertise. The term of office is three years, with the possibility of renewal.

Member of Procemsa Supervisory Board at 31.12.2024	
Name Surname	Role
Avv. Marco Tessera Chiesa	Chairman
Avv. Camilla Cravetto	External member
Dott. Micaela Vairano	Internal member

Annually, coinciding with the approval of the financial statements, the Supervisory Body prepares a report, in which it outlines the activities carried out, the changes that have occurred, and any issues encountered. In 2024, the Supervisory Body did not identify any particular issues and did not receive any reports of violations of the MOGC 231.

In order to request clarifications and raise issues, Ourvita stakeholders can rely on the appropriate channels adopted. Specifically, Procemsa has implemented the following mechanisms:

Supervisory Body: to which can be reported all violations or suspected violations of the MOGC 231 and the Code of Ethics, which could lead to an offense among those provided for by Legislative Decree 231/01. All company departments are required to submit such reports, especially those sectors deemed most at risk of committing offenses.

Whistleblowing Channel: through a dedicated channel, employees can report unlawful acts concerning national laws or EU regulations, of which the reporting party becomes aware during the performance of their work activities.

In line with its principles of transparency and collaboration, Ourvita stakeholders can directly report any issues to the company. In response, Ourvita is committed to taking appropriate corrective measures to address them.

SUSTAINABILITY AT OURVITA

MISSION, VISION, VALUE

SIX COMPANIES.

ONE GROUP. ONE VISION. THAT'S OURVITA.

Ourvita aims is to improve people's life and well-being by offering high quality products, including innovative raw materials, that can be used safely and for many different pathologies, needs and wellness purposes.

The group's mission is to guarantee all products safety and quality, while embracing sustainability and protecting employees' safety and health in the workplace.

Ourvita's vision is to ensure the availability of affordable, high-quality health and nutraceutical products when and where people need them, transforming lives and advancing health care worldwide through our commitment to development, distribution, and building a network of global partners. Here are the shared values that guide Ourvita and bind the entities together.

- **EMPOWERMENT:** the commitment to provide customers the necessary tools to take control of their own health and well-being. This is achieved through offering innovative and high-quality products and services that support both physical and mental wellness;
- **EXCELLENCE:** Ourvita's total commitment to quality and innovation. We constantly strive to exceed the highest industry standards by developing groundbreaking solutions to meet evolving healthcare needs;
- **CUSTOMER CENTRICITY:** Ourvita seeks to exceed customer expectations by providing them with exceptional services, expertise, and support. The success and satisfaction of our customers are top priorities;
- **CONTINUOUS IMPROVEMENT:** with constant learning and enhancement, Ourvita is always seeking to make products, processes, and services better than before. This commitment allows us to better serve customers and communities, staying at the forefront of our industry.



OURVITA APPROACH

Ourvita's goal is to leave a positive imprint on people and the planet by leveraging the group's expertise in developing and manufacturing supplements, health products and medical devices.

To advance towards this goal, Ourvita carefully evaluates the positive and negative consequences of its activities. This commitment translates into connecting the most impactful ESG topics with the business strategy and daily actions to align economic goals with social and environmental aspects. Ourvita has formalized its approach into documented sustainability policies and initiatives, highlighting the importance of these goals in the company's overall strategy. The four main strategic pillars supporting Ourvita's business are:

1. **Environmental stewardship:** with a focus on lowering the environmental footprint by implementing energy-efficient practices and minimizing waste, and by ensuring that operations are in line with best-practice environmental sustainability objectives;
2. **Ethical sourcing:** Ourvita promotes ethical practices throughout its supply chain by sourcing materials responsibly and partnering with sustainably committed suppliers;
3. **Community engagement:** through various initiatives, the group actively collaborates with local communities to build positive relationships and enhance social and environmental well-being;
4. **People attention:** by investing in people and maintaining open communication, Ourvita aims to support and retain a motivated workforce and address stakeholder needs, driving sustainable business practices and overall success.

Ourvita's commitment to sustainable growth is demonstrated by numerous recent certifications obtained in this field, including the following:





B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials.

Achievement: Ourvita Italy (both Procemsa and OFI) became B-Corp Certified in June 2024.



Ecovadis is one of the world's most trusted providers of business sustainability ratings. This certification is a testament to the group dedication to environmental stewardship, ethical practices, and social responsibility.

Achievement: Ourvita Italy (Procemsa) achieved the Ecovadis Silver Medal in 2024.



United Nations
Global Compact

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: UNGC member since 2020.



**SCIENCE
BASED
TARGETS**

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

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: Procemsa has committed 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.



Sustainability Award Top 100 is an acknowledgement given to companies that stand out for their commitment to environmental, social and economic sustainability.

Achievement: Ourvita Italy (Procemsa) reached the Top 75 Innovation for Sustainability award in 2024.



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

Achievement: Ourvita Italy (OFI) has been a member for over 10 years.



Being on the Sustainability Leaders list is a tangible recognition of a company's success and ensures visibility within particular business sectors.

Achievement: Sustainability Leader in 2024.

THE SUSTAINABILITY PATH

STAKEHOLDER ENGAGEMENT

Ourvita promotes continuous and active dialogue with its stakeholders, both internal and external, to understand and address their needs. By identifying key stakeholders, Ourvita assesses their expectations and defines targeted actions that effectively address their interests, aiming to meet market and consumer demands, and create long-term value. Transparency is crucial for maintaining credibility, especially in an industry where ethical standards and safety are essential, and the involvement of diverse stakeholders in sustainability initiatives can enhance the company's reputation and contribute to 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	• Web site • Sustainability report
Employees	• Opinion polls among employees • Internal communication e-mails • Noticeboards • Webinars	• Focus groups • Conventions, meetings and conferences • Employee training • Sustainability report
Shareholders & investors	• Shareholders relation meetings • Annual Accounts	• Sustainability report
Society & Community	• Collaboration in social projects • Collaboration with Unions • Collaboration with University and Research centers	• Active roles in Industry Association • Collaboration with NGOs
Universities & Research centers	• Research projects and collaborations, including on ESG	
Governments & regulatory authorities	• Product registrations and verification of compliance with laws	



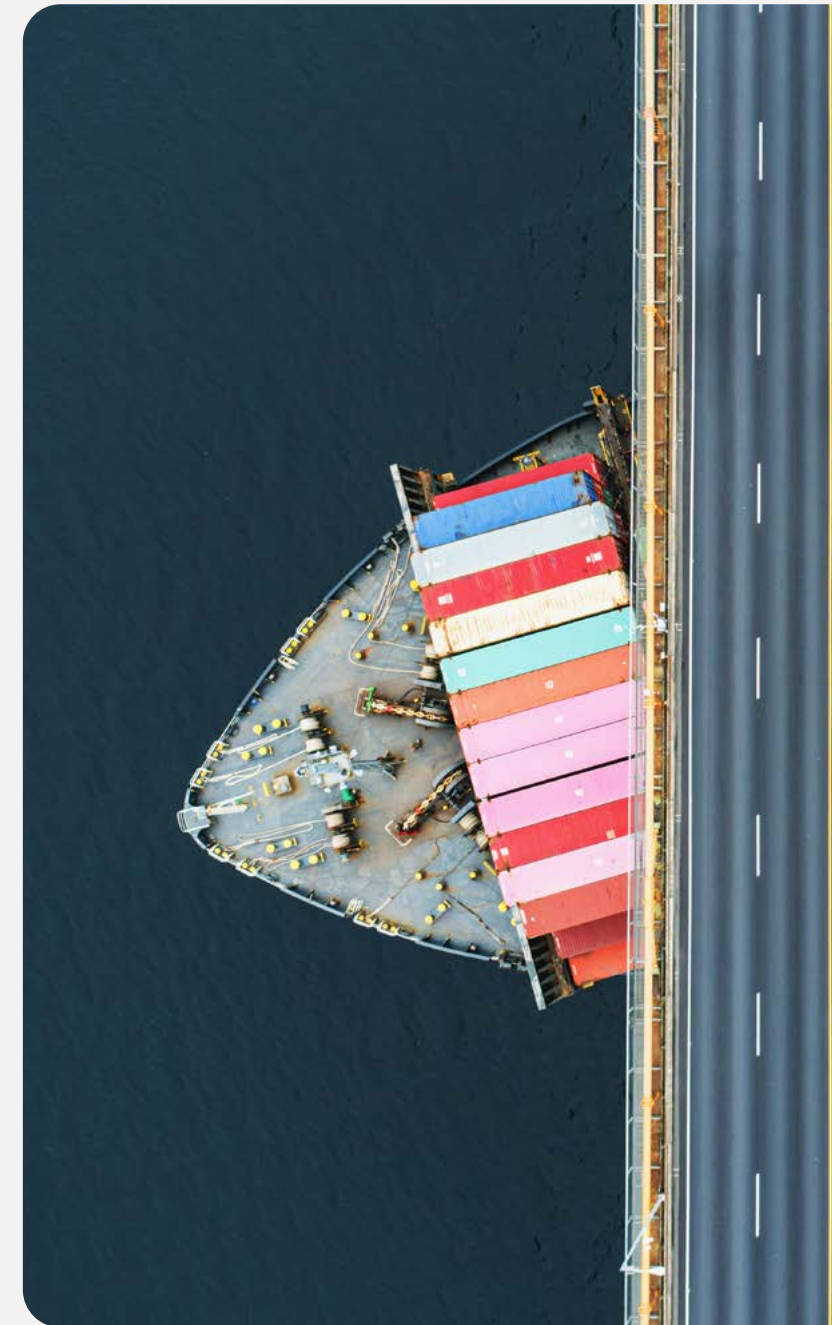
MATERIAL TOPICS

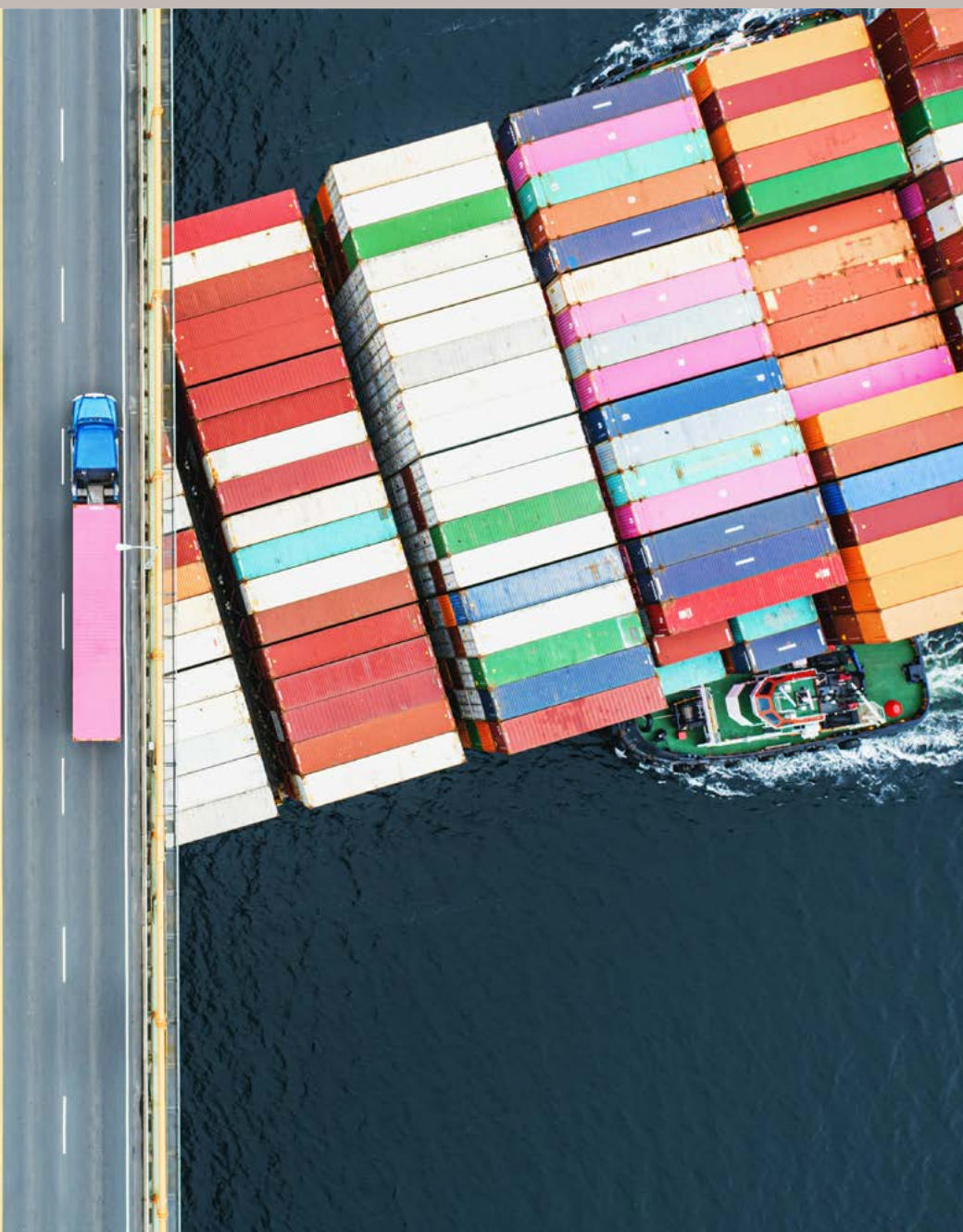
Ourvita has adopted a structured approach to identify and prioritise the most important economic, environmental and social topics that impact its operations and stakeholders' decisions.

This process involved a series of consultations with internal stakeholders, industry analyses, benchmarks, and opportunities and risks assessments. Whilst external stakeholders were not directly involved in the materiality workshops, their views were considered via internal stakeholders who engage regularly with suppliers, customers, trade associations and NGOs.

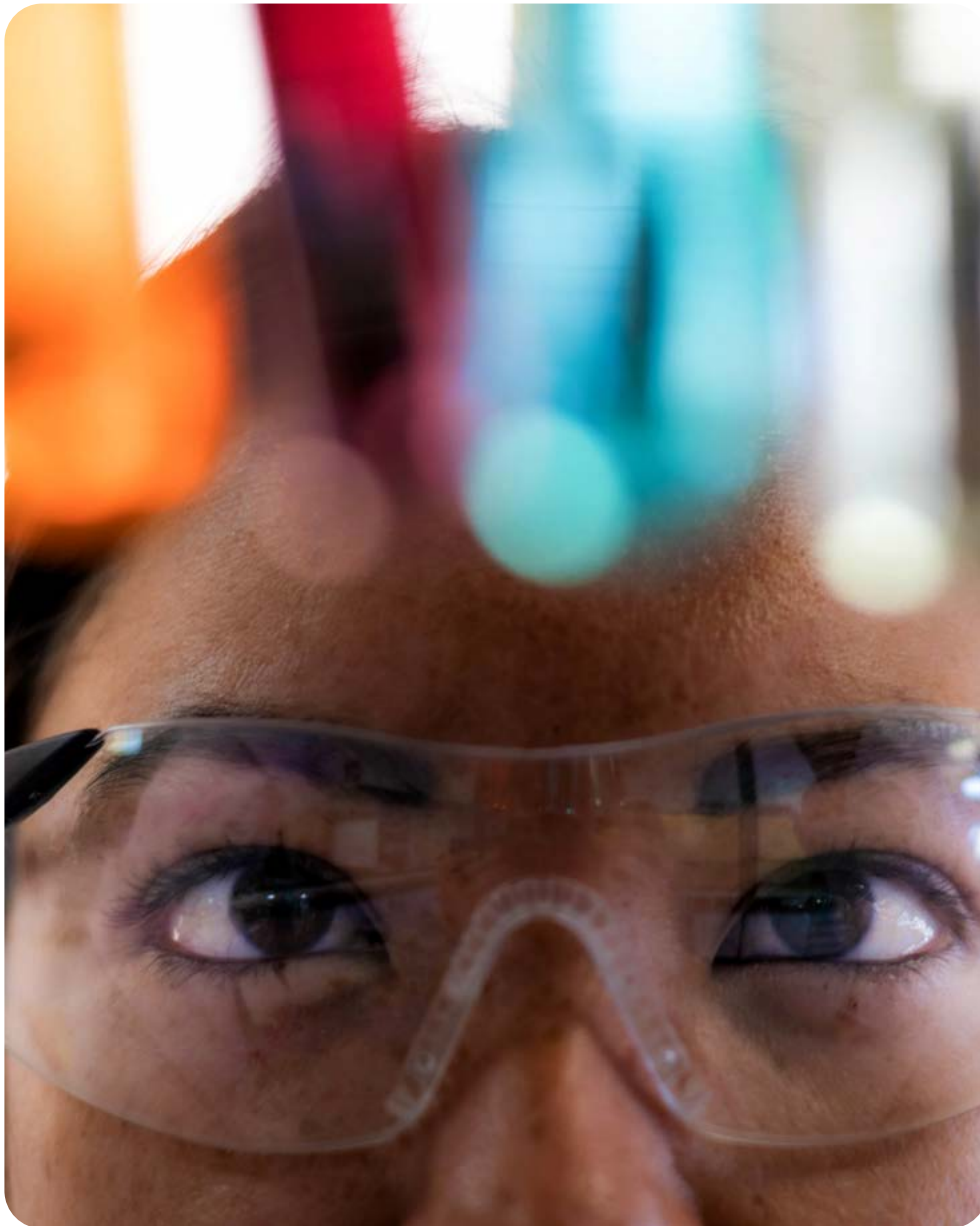
The methodology included the collection of qualitative and quantitative data to ensure a comprehensive understanding of the most relevant potential impacts for our company. These impacts guide sustainability policies, strategies, and objectives, ensuring that Ourvita's efforts are focused on the areas that matter most for long-term success and well-being of the business, employees, environment and communities in which the group operates. Our impacts are also intertwined with the Sustainable Development Goals (SDGs), highlighting how our holistic approach is able to contribute to their achievement.

Material Topic (Governance)	SDGs
Business Conduct & Ethics	• SDG 16: Peace, Justice and strong institutions • SDGs 9: Industry, Innovation and Infrastructure
Material Topic (Social)	SDGs
Product Safety and Quality	• SDGs 3: Good health and well-being
Occupational Health, Safety and 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 5: Gender equality • SDG 8: Decent work and economic growth • SDG 10: Reduce inequalities
Diversity and inclusion/equal opportunities including gender equality	• SDG 3: Good health and well being • SDG 5: Gender equity • SDG 8: Decent work and economic growth • SDG 10: Reduce inequalities
Community Engagement	• SDG 8: Decent work and economic growth
Innovation	• SDGs 9: Industry, Innovation and Infrastructure





Material Topic (Social)	SDGs
GHG emissions	• SDG 3: Good health and well being • SDG 12: Responsible consumption and production • SDG 13: Climate action • SDG 14: Life below water • SDGs 15: Life on land
Waste Management	• SDG 3: Good health and well being • SDG 6: Clean water and sanitation • SDG 12: Responsible consumption and production • SDG 15: Life on land
Water Management	• SDG 8: Decent work and economic growth • SDG 12: Responsible consumption and production
Energy Efficiency	• SDG 7: Affordable and clean energy • SDG 8: Decent work and economic growth • SDG 12: responsible consumption & production • SDG 13: climate action
Sustainable Sourcing	• SDGs 9: Industry, Innovation and Infrastructure • SDG 12: Responsible consumption and production • SDGs 9: Industry, Innovation and Infrastructure • SDG 12: Responsible consumption and production • SDG 15: Life on land • SDG 12: Responsible consumption and production



STRATEGIC PILLARS AND OBJECTIVES

The sustainability impacts identified during the materiality assessment have been grouped into four main categories, namely Products, People and Environment, with Business Conduct and Ethics cross-cutting each pillar.

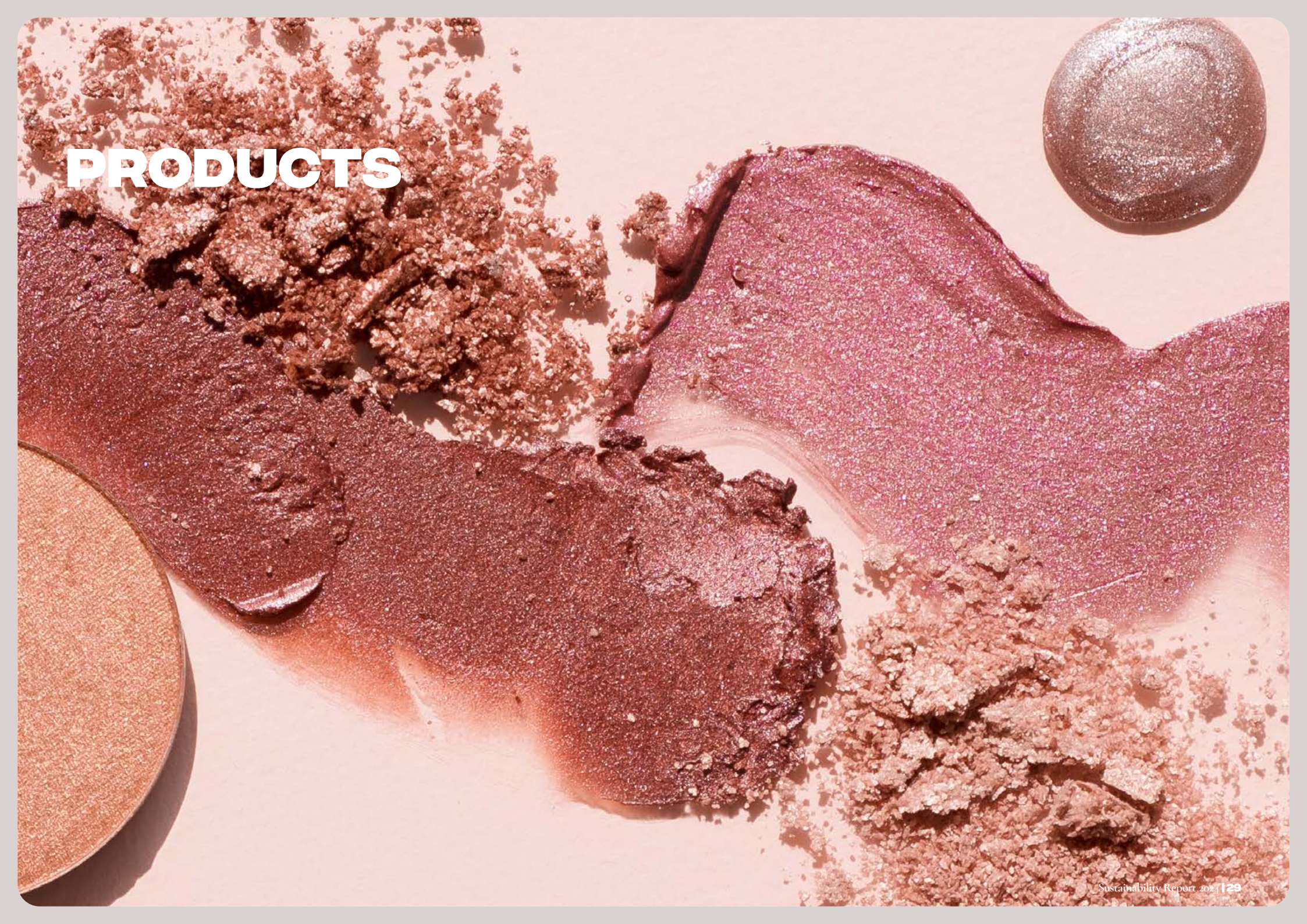
Our Products	Our People	Our Environment
• Product Safety & Quality • Innovation • Sustainable Sourcing • Packaging	• Occupational Health, Safety and Wellbeing • Fair Employment • Training & Education • Diversity & Inclusion / Equal Opportunities including Gender Equality	• GHG Emissions • Energy Efficiency • Waste Management • Water Management
Business Conduct and Ethics		

The pillars are fundamental to achieve Ourvita's overall mission and leave a positive legacy for the world. For each pillar, the group has analyzed which elements impact the business and which levers Ourvita needs to drive value, in order to define the group's objectives and targets to accelerate performance and differentiate the group from its competitors.

Pillar	Objective	Target	Update
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
		Zero product recalls.	This target was not achieved but Ourvita aims to reach it every year improving its Quality standards
		90% of suppliers expenditure is established with vendors that have undergone a sustainability assessment	Ourvita decided to reduce to 70% due to increase of the size of the group with recent acquisitions
		Increase by 2% the ingredients coming from upcycling and linked to the circular economy.	This target was achieved and is still increasing especially in new product development
	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; and partnerships with customers for launching refillable and reusable packaging.	Ourvita Innovation and R&D lab are very active on this target searching a proposing sustainable packaging options to customers
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 lack of people dealing with this topic
		Develop a performance management system, including personalized development, succession planning and training, for all employees.	This is under process and on track, Ourvita has now developed a performance management system for all managerial positions, in the next years it will be extended to all countries and all employees
		Completion of Personal Development Review (PDR) by 100% of employees	This is under process and on track, Ourvita has now developed a PDR for all managerial positions, in the next years it will be extended to all countries and all employees

Pillar	Objective	Target	Update
	Promote gender equality, diversity and inclusion.	Women in 25% of management positions.	This is monitored and due to recent acquisitions, it will be extended to all countries
		Reduce gender pay gap by 5% year-on-year from 2023 baseline.	This is still not implemented, Ourvita has set the target for 2026
		Collect baseline data relating to diversity metrics (beyond gender) and set diversity target accordingly.	This is still not implemented, Ourvita has set the target for 2026
	Maintain a safe working environment.	Zero accidents.	This target was not achieved but Ourvita aims to reach it every year improving its Safety
		100% of new employees receive H&S induction training, within 45 days of joining.	This is applied in some countries and due to recent acquisitions, it will be extended to all countries
Environment	Minimize climate change impact.	Reduce Scope 1 and 2 carbon emissions in alignment with science-based target (SBT).	Ourvita aims to do it every year with efficiency projects, for example since 2025 in Turin factory Ourvita buys only green energy. Also Ourvita purchases certificates to offset emissions
		Measure group Scope 3 carbon emissions to identify hotspots and reduction potential and monitor progress over the years.	This is done every year
	Promote sustainable resource management (energy, waste, water).	Reduce waste to less than 0,6% per million pieces* ¹ .	This target was not achieved but Ourvita aims to reach it every year improving its processes
		Increase percentage of renewable electricity by 15% annually from 2023 baseline.	This was achieved in Nichelino plant that now purchases only green energy
		100% ISO 14001 certified group companies who have been in group for at least 3 years.	Ourvita Germany is the next step
		Evaluate impacts of operational activities on biodiversity.	Ourvita decided to start this in 2026
		Implement projects to reduce water consumption during production.	Ourvita decided to start this in 2025/2026

PRODUCTS

A close-up photograph of various cosmetic products, including loose powder, pressed powders, and a blush compact, all in warm, earthy tones. The products are arranged on a light-colored surface, with some powder spilled out, creating a textured, artistic composition. The colors range from light beige to deep, shimmering reds and oranges.

PRODUCT SAFETY AND QUALITY

Ourvita has set ambitious goals to achieve high standards for its products compliance in line with the expectations of its stakeholders.

The long-term goals are to constantly improve towards the zero product recalls and to keep product complaints below 1% of turnover in value. This can be achieved through high supervision ensured by internal quality system audits and internal teamwork, along with collaboration with customers.

Specifically, two objectives have been defined, as shown in the following table.

Ourvita conducts regular internal audits to ensure its operations are in line with company standards and regulatory requirements. During these audits, the management team reviews trends in non-conformities and complaints, assesses the effectiveness of applicable policies and procedures and checks for legislative compliance. Additionally, they evaluate the outcomes of their environmental performance to identify areas for improvement and ensure sustainability goals are being met.

Ourvita tracks its related costs due to non-conformities over the years, in order to monitor the impact on turnover of non-compliance claims: considering the products marketed by Procemsa, the impact on the group turnover has decreased from 0,52% in 2023 to 0,35% in 2024.

Product conformity percentage for Financial year 2024			
	2022	2023	2024
Turnover [million Euro]	66	125	145
Cost of non-conformities [Euro]	202.159	644.409	889.987
Product conformity percentage (Cost of non-conformity/turnover)%	0,31%	0,52%	0,35%

A documented risk assessment has been prepared according to Failure Modes and Effects Analysis method, to examine each business process (production, commercial, strategy, management, business, logistics, product safety). The purpose of the risk analysis is to evaluate all the real and potential risks and opportunities and, based on the severity, the occurrence and the possibility of identification, define the most critical ones that can be used as a starting point in the definition of corporate objectives and strategies.

The risk assessment is updated with regular specific meetings that involved all function managers, where environmental aspects and impacts are analyzed, and consequently new objectives defined.

The commitment and continuous desire for growth and improvement by Ourvita is visible from the implementation of a total quality system (Quality – Environment – Safety) recognized with several certifications obtained and maintained over the years:

- 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

In addition, a specific risk analysis has been carried out to identify and reduce possible frauds with the objective of improving Food Safety Culture.



INNOVATION

INNOVATION IS IN OURVITA'S DNA.

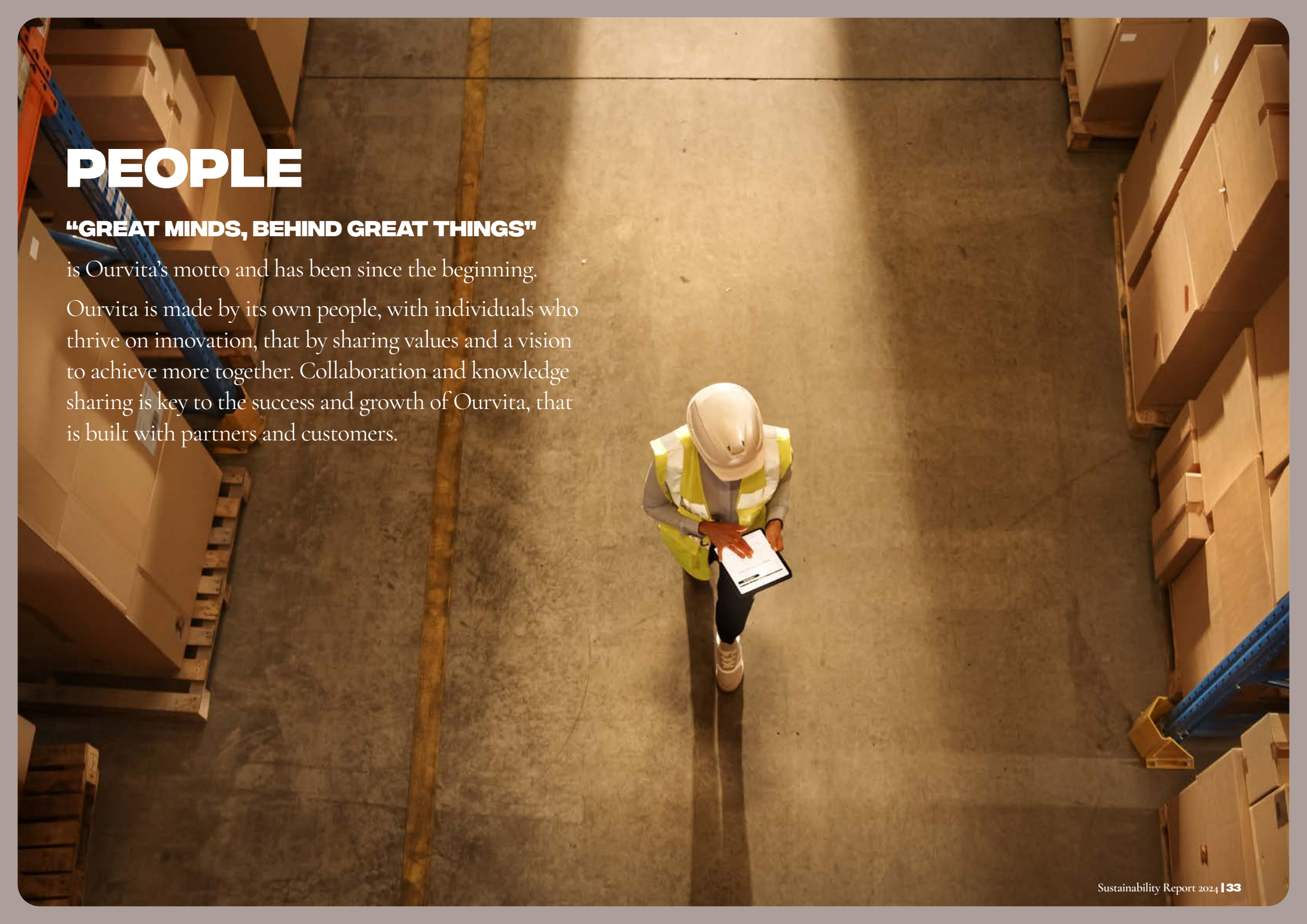
With more than 90 people in the innovation teams the group is always on top of the latest category trends, technology, science, research and raw material developments, to ensure our products are formulated to be ahead of the market and your competition. Ourvita team of expert formulators, can provide full support in the development of products from idea stage, co-develop with customer's R&D team, or provide technical transfers of current products in the market. Ourvita innovation process is based on the following four principles:

Product Proposal	Product USP's	Respect For Environment	Key Ingredients
Products are developed according to the latest research, trends & innovation, within all product categories, channels and geographical locations.	Ourvita formulas are developed with an absence of excipients which are considered unwelcome by	Ourvita is focused on using green packaging solutions currently available, and on shifting to clean energy from renewable sources	Where possible Ourvita utilizes technologically advanced raw materials, with an accentuated bioavailability profile, with a bibliography or clinical studies, sourced from qualified international suppliers providing patented technologies.

Ourvita's activities span across the full value chain, representing the ONE-STOP-SHOP for customers from the development of customized formulations for clients to clinical trials, stability studies, pilot batches manufacturing and regulatory support, providing procurement and manufacturing activities and concluding with logistics, warehouse and shipment management. Ourvita also ensures superior quality products, compliant with the highest legal 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;
- Product innovation, research of new technological platforms and the review of patent possibilities;
- Development of analytical methods;
- Small-scale production for clinical testing and scientific support;
- Stability studies and product scientific technical dossier production;
- Development of medical devices dossiers;
- Regulatory, communication and marketing support to successfully access the European and International markets;

R&D DATA IN 2024: 1 Global Science centre + 6 Local Innovation hubs, 60 Professionals, 3000+ research projects and 4000+ prototypes per year



PEOPLE

"GREAT MINDS, BEHIND GREAT THINGS"

is Ourvita's motto and has been since the beginning.

Ourvita is made by its own people, with individuals who thrive on innovation, that by sharing values and a vision to achieve more together. Collaboration and knowledge sharing is key to the success and growth of Ourvita, that is built with partners and customers.

OCCUPATIONAL HEALTH, SAFETY AND WELLBEING

Ourvita prioritizes the health, safety and wellbeing of its employees and contractors by ensuring a safe working environment and preventing accidents and occupational diseases. The company complies with health and safety laws and regulations, and its entities follow management systems that include risk assessments, staff training and safety representatives.

Ourvita Italy adheres to the UNI EN ISO 45001:2018 certification for occupational health and safety management systems.

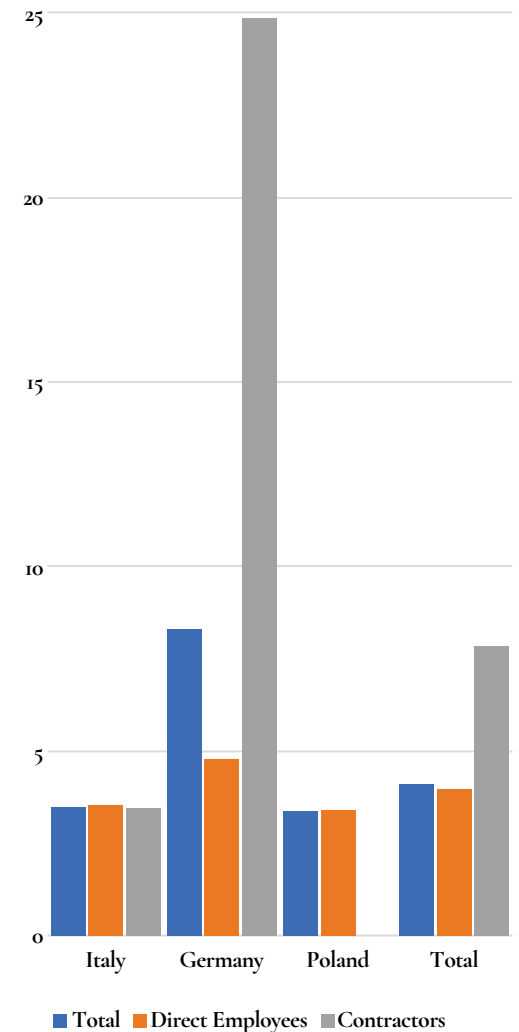
The system covers all Ourvita's workers and contractors, with management monitoring safety performance and updating the system regularly.

Key safety indicators, such as accidents and near misses, are tracked and communicated to raise staff awareness and identify areas for improvement. Preventive audits and risk assessments are regularly carried out in each plant to reduce lost time injuries, and coaching sessions and hazard identification analyses are provided to improve safety performance, risk prevention and containment measures.

In addition, workers can report issues to safety representatives that collaborate with group to verify, intervene and respond to the reporting. There is also a group Health & Safety Manager who reports directly to the CEO.

Recordable incidents are investigated to determine root causes, and corrective actions are implemented to prevent recurrence. The investigation is conducted by the safety manager together with the line manager, the person injured and any witnesses.

In the table below a comparison of 2023 and 2024 health and safety KPIs: the number of recordable accidents are stable in Italy and Germany, with a lower injury frequency rate for direct employees and a higher one for contractors in the German plant.



2024 injury frequency rate (LTIFR)

	2023			2024			
	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Total number of recordable work-related accidents and incidents resulting in injuries	4	12	16	4	12	2	18
Overall no. of hours worked in the reporting period	524.451,4	387.940,10	912.391,50	492.576,50	385.731	313.755	1.192.062,50
Total lost time injury frequency rate (LTIFR)	1,53	6,19	3,51	1,62	6,2	1,3	3,02
Number of lost time injuries to direct employees	1	12	13	3	8	2	13
Overall no. of hours worked by direct employees in the reporting period	337.771,5	365.280,62	703.052,12	358.126,50	353.274,39	286.196	997.596,89
Direct employee lost time injury frequency rate (LTIFR)	0,59	6,57	3,70	1,68	4,53	1,4	2,61
Number of lost time injuries to contractors	3	0	3	1	4	0	5
Overall no. of hours worked by contractors in the reporting period	186.679,9	22.659,39	209.339,29	134.450,00	32.456,61	27.559	194.465,61
Contractor lost time injury frequency rate (LTIFR)	3,21	0,00	2,87	1,49	24,65	0	5,14

DIVERSITY AND INCLUSION, EQUAL OPPORTUNITIES INCLUDING GENDER EQUALITY, AND FAIR EMPLOYMENT

The true strength of Ourvita lies in its people. Our commitment to being a responsible and supportive employer is reflected in the way we value, empower, and invest in our teams every day. 100% of the European workforce is covered by collective agreements or labour laws applicable in Italy, Germany and Poland.

The group believes in equal opportunities. Recruitment and growth opportunities are based solely on professional skills and merit and make no reference to gender or other personal qualities. Ourvita firmly rejects any form of discrimination based on age, gender, race, caste, colour, disability, nationality, marital status, sexual, political and religious opinions or union membership.

Ourvita is committed to preventing all forms of workplace harassment and ensuring that employees' professional merits are acknowledged to support career and salary advancement. Physical punishment, threats of physical harm, sexual harassment, verbal abuse, and any other forms of intimidation are strictly prohibited.

All employees are sensitive to the issue of diversity and inclusion. There were no incidents of discrimination in any of the Group companies during 2024.

High levels of diversity and inclusion in the workplace result in greater productivity, creativity, innovation, engagement and workforce well-being.

In the tables below are reported 2023-and 2024 Ourvita workforce composition, per European entities: in 2024, Ourvita comprised 645 employees quite evenly distributed among Italy (211), Germany (235) and Poland (199).

Compared to 2023, while the number of employees is constant in Italy, Ourvita Germany employees have grown by 13% in 2024, with a significant increase of permanent (+ 22%) and part-time (+114%) employees. Female German workforce representation increased by 22% in 2024, while the male workforce in Germany grew by 7% compared to last year.

2-7 Employees - 2023						
OURVITA ITALY				OURVITA GERMANY		
	Male	Female	Total	Male	Female	Total
Permanent employees	98	111	209	101	64	165
Total employees	99	112	211	128	79	207
Full-time employees	99	106	205	124	62	186
Part-time employees	0	6	6	4	17	21

2-7 Employees – 2024												
OURVITA ITALY				OURVITA GERMANY			OURVITA POLAND			TOTAL		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	98	109	207	117	85	202	42	89	131	257	283	540
Total employees	100	111	211	138	97	235	56	143	199	294	351	645
Full-time employees	100	102	202	121	69	190	56	115	171	277	286	563
Part-time employees	0	9	9	17	28	45	0	28	28	17	65	82

Within Ourvita, the workforce is organized into the following categories:

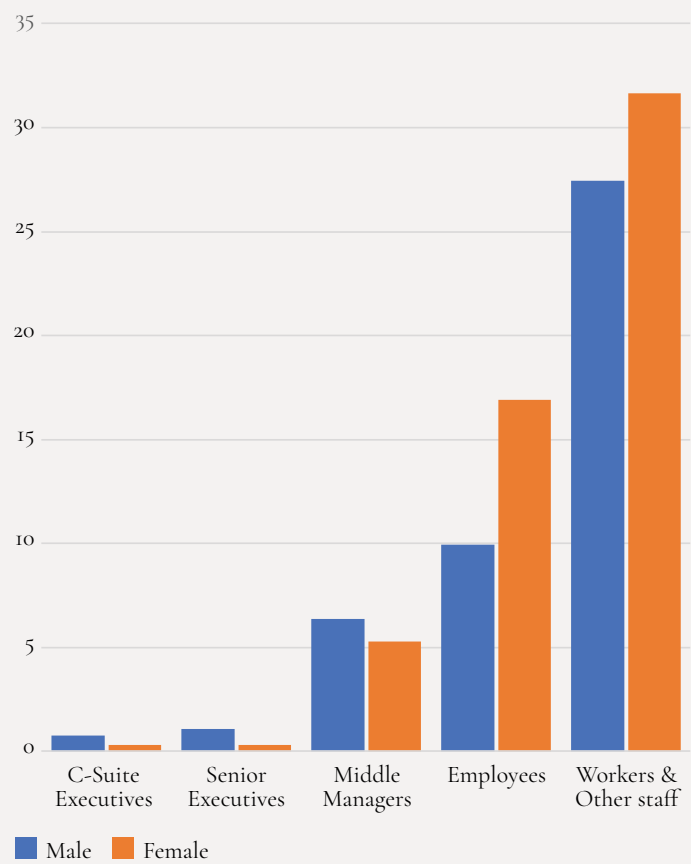
- C-Suite Executives: Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operating Officer (COO), Other C-Suite Titles;
- Senior Executives: General Directors, Vice Presidents, Senior Directors;
- Middle Managers: Department Heads, Mid-Level Managers, Project Managers;
- Employees: Specialists, Technicians, Analysts, Coordinators;
- Workers & Other staff: skilled workers, general workers, production staff.

The two tables shows gender representation per employee category, while the following graph presents the percentage of each category compared to the total number of employees of Ourvita European entities.

⁶ 2023 Ourvita group data include Italy and Germany, while 2024 data includes also Poland (Master Pharm).

	Male (Years)			Female (Years)			Total (Years)		
	<30	30-50	>50	<30	30-50	>50	Male	Female	Total
2023 OURVITA GROUP⁶									
C-Suite Executives	-	-	2	-	-	1	2	1	3
Senior Executives	-	4	2	-	-	1	6	1	7
Middle Managers	3	13	5	-	8	4	21	12	33
Employees	15	21	11	20	28	25	47	73	120
Workers & Other Staff	26	81	44	16	57	31	151	104	255
Total	44	119	64	36	93	62	227	191	418
2024 OURVITA GROUP									
C-Suite Executives	0	1	4	0	0	2	5	2	7
Senior Executives	0	5	2	0	2	0	7	2	9
Middle Managers	2	25	14	2	22	10	41	34	75
Employees	15	32	17	20	60	29	64	109	173
Workers & Other Staff	24	99	54	27	106	71	177	204	381
Total	41	162	91	49	190	112	294	351	645

Gender representation per employee categories



The tables below show the age representation in 2023 and 2024 of Ourvita workforce in Italy, Germany and Poland, per each employee category and gender. As mentioned, the number of Ourvita employees is constant in 2023 and 2024 but it is noticeable a significant rise in the middle manager category (+ 38%) especially for female representatives that almost doubled in 2024 compared to the previous year. The employees over 50 years old are also increasing, both for men (+25%) and women (+8%).

For Ourvita Germany, it is evident the - already mentioned – increase in overall workforce in 2024, especially for female employees (+22,7%) and specifically over 50 years old employees (+36%). Significant is also the growth of middle managers (+86%) in comparison to 2023.

		Male (Years)			Female (Years)			Total (Years)		
		<30	30-50	>50	<30	30-50	>50	Male	Female	Total
2023 ITALY	C-Suite Executives	-	-	2	-	-	1	2	1	3
	Senior Executives	-	1	1	-	-	1	2	1	3
	Middle Managers	0	6	4	0	5	3	10	8	18
	Employees	2	10	7	16	20	19	19	55	74
	Workers & Other Staff	11	42	13	5	29	13	66	47	113
	Total	13	59	27	21	54	37	99	112	211
2023 GERMANY	C-Suite Executives	-	-	-	-	-	-	-	-	-
	Senior Executives	-	3	1	-	-	-	4	-	4
	Middle Managers	3	7	1	-	3	1	11	4	15
	Employees	13	11	4	4	8	6	28	18	46
	Workers & Other Staff	15	39	31	11	28	18	85	57	142
	Total	31	60	37	15	39	25	128	79	207

		Male (Years)			Female (Years)			Total (Years)		
		<30	30-50	>50	<30	30-50	>50	Male	Female	Total
2024 ITALY	C-Suite Executives	0	0	3	0	0	2	3	2	5
	Senior Executives	0	3	2	0	2	0	5	2	7
	Middle Managers	0	5	5	0	8	7	10	15	25
	Employees	2	11	6	5	18	16	19	39	58
	Workers & Other Staff	10	35	18	3	35	15	63	53	116
	Total	12	54	34	8	63	40	100	111	211
2024 GERMANY	C-Suite Executives	-	1	-	-	-	-	1	0	1
	Senior Executives	-	2	-	-	-	-	2	0	2
	Middle Managers	2	12	7	-	5	2	21	7	28
	Employees	13	12	9	9	14	10	34	33	67
	Workers & Other Staff	8	47	25	9	26	22	80	57	137
	Total	23	74	41	18	45	34	138	97	235
2024 GERMANY	C-Suite Executives	-	-	1	-	-	-	1	0	1
	Senior Executives	-	-	-	-	-	-	0	0	0
	Middle Managers	-	8	2	2	9	1	10	12	22
	Employees	-	9	2	6	28	3	11	37	48
	Workers & Other Staff	6	17	11	15	45	34	34	94	128
	Total	6	34	16	23	82	38	56	143	199

Ourvita's facilities are considered accessible to people with disabilities. In 2022, people with disability represented 4,3% of employees, that became 5,5% in 2023 and 5% in 2024. By promoting the values of Diversity and Inclusion, Ourvita enhances its appeal to the future workforce, as a driver for talents and retention of high-performing employees.

In fact, also in 2024 the positive trend continues, with the number of new hires higher than departures, both as a group and locally, apart from Germany. More than 71% of the new total hires involved individuals under the age of 50 (43,8% between 30-50 years old; 28,1% of people under 30 years old). In terms of diversity, it is significant to highlight that 78,4% of new hires in Poland in 2024 were female.



NEW HIRES AND TURNOVER⁷

	2022 Italy			2023 Italy		
New hires	Male	Female	Total	Male	Female	Total
< 30 years	6	7	13	8	8	16
30-50 years	5	4	9	9	9	18
> 50 years	2	-	2	5	2	7
Total	13	11	24	22	19	41
Departures	Male	Female	Total	Male	Female	Total
< 30 years	-	2	2	6	1	7
30-50 years	6	6	12	7	3	10
> 50 years	2	-	2	-	2	2
Total	8	8	16	13	6	19

⁷ Data at 31st December of each year.

NEW HIRES AND TURNOVER ⁸												
	2024 Italy			2024 Germany			2024 Poland			2024 Total		
New hires	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 30 years	7	1	8	2	1	3	3	11	14	12	13	25
30-50 years	8	7	15	2	1	3	3	18	21	13	26	39
> 50 years	4	-	4	2	3	5	5	11	16	11	14	25
Total	19	8	27	6	5	11	11	40	51	36	53	89
Departures	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 30 years	2	1	3	4	3	7	2	3	5	8	7	15
30-50 years	5	4	9	9	5	14		5	5	14	14	28
> 50 years	7	3	10	6	6	12	3	2	5	16	11	27
Total	14	8	22	19	14	33	5	10	15	38	32	70

⁸ Data at 31st December of each year.

The table below showcases the voluntary turnover rate per European countries with a distinction between Executives & White-Collar employees, and Workers & Other staff. It includes only voluntary exits, not considering temporary workers.

Voluntary Turnover rate			
	2024 ITALY	2024 GERMANY	2024 POLAND
Executives & White Collars ⁹	13,68%	13,10%	9,35%
Workers & Other staff	7,88%	12,33%	3,82%

⁹ This includes C-Suite Executives, Senior Executives, Middle Managers, Employees.

Ourvita also cooperates with several temporary workers who are not employees, but whose work is controlled by the group. They mainly work in the production department and warehouse (storage workers, production helpers, machine operators) and are hired on temporary contracts through labor agencies. In 2024, Ourvita Italy hired 72 contractors (40 Procemsa and 32 OFI respectively), Germany 21 and Poland 22 ones.

The group is committed to continue providing fair wages, excellent working conditions, flexible work arrangements, part time schedules if requested and several employee benefits through comprehensive welfare plans, fostering a whole positive workplace culture. By accommodating different work styles and lifestyles, the company promotes work-life balance and empowers employees to perform at their best. Ourvita believes that its success is built on trust, respect and support, not only to enhance employee morale and well-being, but also to boost productivity and innovation.





Referring to parental leave, in accordance with legal requirements maternity leave is offered to 100% of the workforce, granting 44 weeks of leave to new mothers, 20 of which are fully paid.

Parental leave						
	2023 ITALY			2024 ITALY ¹		
	Male	Female	Total	Male	Female	Total
Total number of employees that took parental leave	7	14	21	9	11	20
Total number of employees that returned to work in the reporting period after parental leave ended	7	13	20	9	11	20
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	7	13	20	9	11	20
Return to work rate	100%	93%	95%	100%	100%	100%
Retention rate	100%	100%	100%	100%	100%	100%

¹ 2024 Italy data includes only Procemsa data.

Salaries compensation meet, at a minimum, the standards set by national law or, if higher, those specific to the industry benchmark. Clear and comprehensible written information regarding salary conditions is provided to all workers before employment and whenever changes occur, to ensure transparency.



The table below provides information on gender pay by analyzing average salaries and salary ratios between men and women in 2023 and 2024.

It is noticeable that both in Ourvita Italy and Germany the women to men salary ratio is improved for every employees category.

Ratio of basic salary and remuneration of women to men		
	2023 ITALY	2023 GERMANY
Role	woman/man ratio	woman/man ratio
C-Suite Executives	1,04	-
Senior Executives	0,71	-
Middle Managers	0,78	0,88
Employees	0,81	0,81
Workers & Other Staff	0,93	0,85

¹ Blank cells in these tables are due to absence of employees in the category.

Ratio of basic salary and remuneration of women to men			
	2024 ITALY	2024 GERMANY	2024 POLAND
Role	woman/man ratio	woman/man ratio	woman/man ratio
C-Suite Executives	1,05	-	-
Senior Executives	0,94	-	-
Middle Managers	0,97	0,94	1,11
Employees	0,89	0,88	0,91
Workers & Other Staff	0,95	0,84	0,85

" Blank cells in these tables are due to absence of employees in the category.

TRAINING AND EDUCATION

All Ourvita employees receive training updates tailored to their roles within the company, to keep ensuring efficient and productive performances in compliance with nutritional and environmental laws as well as workplace health and safety regulations.

Annual training sessions are conducted on key good manufacturing practice (GMP) procedures, involving all manufacturing employees, department heads, maintenance staff, warehouse employees, and quality assurance (QA) and quality control (QC) operators.

Ourvita plans, programs, and implements training and educational activities through:

- staff participation in external courses (symposia, seminars, etc.);
- staff participation in internal courses specific to their duties and roles;
- mentoring of new staff by experienced employees on operational methodologies and the introduction of new technologies.

Staff training and development play a crucial role in enhancing various aspects of an organization, including attracting and retaining top talent, supporting employee well-being, boosting retention rates, and improving overall motivation, efficiency, and effectiveness among employees. By investing in continuous learning and growth opportunities for staff, companies can create a more positive and productive work environment.

That's why Ourvita considers staff training and development a fundamental pillar for its growth.

	2022	2023	2024
Employee training total hours	5336	8018	5588
Employee training average hours per FTE	13,4	18,3	8,4

In the table above, we can observe that the total training hours completed by employees in 2022, 2023 and 2024 and the employee training average hours per employee. Training courses provided cover technical skills (machinery operation, IT training), cyber and data security, professional development, quality, safety, environmental and sustainability. While 2023 was an exceptional year in terms of training hours offered, due to a strong focus on quality training performed, it is noticeable that 2024 training hours lower than 2023 but are increased compared to 2022 by 4,7%.

By investing in employee development, Ourvita not only improves the skills and competences of its team members but also fosters a culture of continuous learning and growth within the organization. This focus on training is likely to yield multiple benefits, including higher employee satisfaction, better performance, and potentially lower turnover. The training investment is considered strategic by the group, essential for maintaining a competitive edge in the industry and to adapt to sector changes and innovation. For example, the inclusion of cybersecurity and data protection in the training

curriculum also highlights Ourvita's comprehensive approach to training. In an era where cyber threats are increasingly prevalent, equipping employees with cybersecurity knowledge is essential for safeguarding company data and maintaining trust with clients.

In the table above, we can observe that the total training hours completed by employees in 2022, 2023 and 2024 and the employee training average hours per employee. Training courses provided cover technical skills (machinery operation, IT training), cyber and data security, professional development, quality, safety, environmental and sustainability. While 2023 was an exceptional year in terms of training hours offered, due to a strong focus on quality training performed, it is noticeable that 2024 training hours lower than 2023 but are increased compared to 2022 by 4,7%.

By investing in employee development, Ourvita not only improves the skills and competences of its team members but also fosters a culture of continuous learning and growth within the organization. This focus on training is likely to yield multiple benefits, including higher employee satisfaction, better performance, and potentially lower turnover. The training investment is considered strategic by the group, essential for maintaining a competitive edge in the industry and to adapt to sector changes and innovation. For example, the inclusion of cybersecurity and data protection in the training curriculum also highlights Ourvita's comprehensive approach to training. In an era where cyber threats are increasingly prevalent, equipping employees with cybersecurity knowledge is essential for safeguarding company data and maintaining trust with clients.



COMMUNITY ENGAGEMENT

During 2024, Ourvita Italy has continued its collaboration with FORMA ONLUS, a non-profit organization with which Procemsa joined forces to create a multidisciplinary ‘day hospital’ area at the Regina Margherita paediatric hospital in Turin. These 200 square metre spaces for paediatric patients in need of specific care was inaugurated in May 2023 and its care and maintenance has continued in 2024.

Ourvita has funded the creation of three clean water wells in a trio of villages in Malawi to support almost 140 families, through an Italian organization, Il Pozzo Dei Desideri (The Wishing Well). . With the goal of doing “something concrete, useful and lasting for the people who live in the villages of Malawi”, Il Pozzo Dei Desideri has, since 2015, built 35 wells that allow more than 20,000 people to drink clean water every day. One of the poorest countries in Africa, but conversely most well-known for the expansive Lake Malawi, the Republic of Malawi spans more than 118 sq km and has a population in excess of 20 million people.

EVENTS: VITAFOODS EUROPE 2024

Vitafoods Europe is the leading annual nutraceutical event that takes place in Geneva. Whilst Procemsa has participated in the event since its first editions, in 2024 the company participated as Ourvita for the first time, embodying innovation and synergy.

Vitafoods Europe 2024 proved to be the perfect platform to launch Ourvita, through a memorable and engaging stand that highlighted the group’s values and potential. The stand was built with towering pillars representing the merging companies and foundation of Ourvita’s history.

During the event the group had the opportunity to show to the industry its strategic capabilities and to showcase 2024 launches:

- Gummies that are sugar free, with vitamins, for a metabolism boost, and gastric infection reducers
- Probiotics with 3 phase vials systems & patented probiotics in oil for infants
- Liquidstick packs for sport nutrition
- Chocolate probiotic softgels and
- Pet supplement and pet cosmetics

In 2025 Ourvita has participated to Vitafoods Europe in Barcelona and it has been awarded as “Most Innovative Consumer-Ready Nutraceutical Finished Product” at Vitafoods Europe inaugural awards, for our Priobiotic Baby Oil taking the spotlight.



OUR PATHS ARE ALIGNING

PROCEMSA ~ AAKAMP ~ OFI ~ MASTER PHARM

ENVIRONMENT

Ourvita recognizes its influential role in the sector, given its presence across the entire value chain. For this reason, the group is committed to making informed, responsible choices to minimize the environmental impact of its operations and along the supply chain.

This goal is pursued by working on continuous innovation, driven by seven Research and Development Centers of Excellence, supported by more than 3000 research projects and 4000 prototypes developed annually, to reduce Ourvita's environmental footprint, enhance efficiency and create long-term value for Ourvita's clients. This approach is reflected across various aspects of Ourvita's activities through targeted initiatives: for example, starting from the choice of raw materials, formulations are designed to reduce palm oil consumption and to avoid the use of raw materials from protected botanical species. In the cosmetics sector, the R&D department has been studying improved formulations for sun protection products with a lower impact on the environment. Concerning consumption reduction, impacts of Ourvita's production facilities are constantly monitored and evaluated to increase efficiency and reduce waste.

More generally, through continuous research and development, Ourvita strives to pioneer groundbreaking solutions that address environmental impacts and the evolving needs of the healthcare industry, by harnessing cutting-edge technologies and embracing a culture of creativity.

ENERGY EFFICIENCY

Some of the main objectives in Ourvita's strategy in terms of energy management are the improvement of energy efficiency in each operation and the shift towards renewable energy sources. For this reason, photovoltaic systems have been implemented at Procemsa, AAKAMP and Master Pharm facilities to reduce energy consumption from non-renewable sources.

The table below presents data on energy usage for the three-year period 2022-2024 for each company of the Group: Procemsa and OFI (as Ourvita Italy), AAKAMP (Ourvita Germany) and Master Pharm (Ourvita Poland). The overall energy consumption is categorized by type and source: thermal energy (by combustion from stationary sources and from mobile sources) and electric energy (consumed by national grid and produced from renewable energy sources).

In general, 2024 energy consumption increased compared to 2023, mostly due to the inclusion of the Polish company Master Pharm in Ourvita's scope that led to a production increase. In 2024, Ourvita experienced a significant increase in electricity consumption from renewable sources (+128%) showcasing its commitment towards lowering the environmental impact.

Energy type	Energy source	2022			2023			2024			
		ITALY	GERMANY	TOTAL	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Thermal energy	Total thermal energy (MWh)	7.620	43	7.663	5.547	125	5.672	7.387	255	131	7.772
	Thermal energy by stationary source combustion (MWh)	7.423	9	7.432	5.305	30	5.336	7.191	255	0	7.445
	Thermal energy by mobile source combustion (MWh)	197	34	231	242	95	337	196	0	131	327
Electric Energy	Total electric energy (MWh)	4.118	190	4.308	4.613	824	5.437	3.969	1.213	2.138	7.319
	Electricity consumed by national grid (MWh)	3.459	190	3.649	4.096	824	4.920	3.184	1.174	1.783	6.140
	Electricity from renewable sources (MWh)	659	0	659	518	0	518	784	39	355	1.179
Total Energy	Total energy consumed by the company (MWh)	11.738	232	11.971	10.160	949	11.110	11.355	1.468	2.269	15.091

ENERGY INTENSITY

The table below presents data on the energy intensity for the three-year period 2022 - 2024, for each company of the Group. The energy intensity is expressed as energy consumed per piece produced.

In 2024, the Group energy intensity was 0,21 kWh/piece, with a slight increase compared to 2023. The energy intensity of Ourvita Germany decreased from 0,12 to 0,07 kWh/piece, highlighting improved energy management in 2024. However, Italian energy intensity showed an increase compared to 2023 but a constant value considering 2022.

UDM	2022			
kWh/piece	ITALY	GERMANY	TOTAL	
Energy intensity of production (kWh/piece)	0,26	0,03	0,22	
UDM	2023			
kWh/piece	ITALY	GERMANY	TOTAL	
Energy intensity of production (kWh/piece)	0,19	0,13	0,19	
UDM	2024			
kWh/piece	ITALY	GERMANY	POLAND	TOTAL
Energy intensity of production (kWh/piece)	0,28	0,06	0,35	0,21





GHG EMISSIONS

The group greenhouse gas (GHG) emissions inventory has been developed according to the GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition.

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

Scope 2 emissions account for indirect emissions related with the electricity used for the operational activities in Ourvita facilities.

Scope 3 emissions include indirect emissions that occur outside the group activities, in the upstream and downstream phases of the value chain.

Calculation performed for Scope 3 emissions includes:

Cat. 1 – Purchased goods & services

Cat. 2 – Capital goods

Cat. 3 – Fuel and energy-related activities

Cat. 4 – Upstream transportation and distribution

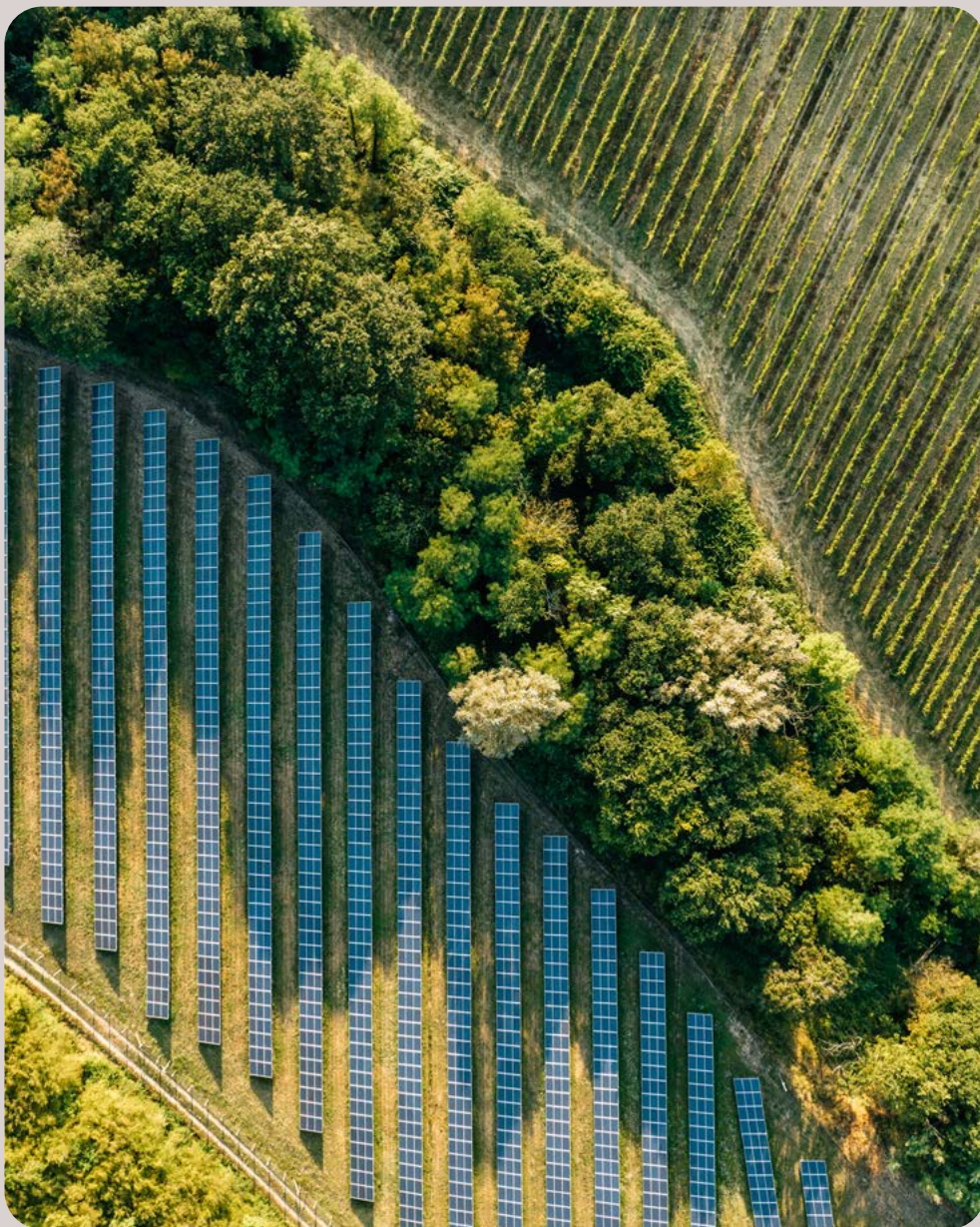
Cat. 5 – Waste generated in operations

Cat. 6 – Business travel

Cat. 7 – Employee Commuting

It's worth highlighting that, for 2024, an estimation of the emissions value was performed for some Scope 3 categories, starting from 2023 emissions which have been re-proportioned considering the ratio between 2024 and 2023 revenues. An explanation of the methodology used to perform calculation for Scope 3 is emissions provided in Chapter 6. Results for Scope 1, 2 and 3 emissions are reported in tables below. If Scope 2 location-based emissions are considered, Scope 3 emissions account for 92% of the total group GHG emissions; if Scope 2 market-based emissions are considered, the percentage of Scope 3 emissions increase to 96% of the overall emissions.

GHG EMISSIONS	2022			2023			2024			
	ITALY	GERMANY	TOTAL	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Direct Emissions (Scope 1)	1.792	10	1.803	1.207	32	1.239	1.540	3	33	1.576
Emissions resulting from natural gas used for heating and industrial processes (tCO ₂ e)	1.559	2	1.561	1.135	6	1.141	1.493	3	0	1.496
Emissions resulting from Company's car fleet (tCO ₂ e)	41	2	43	56	26	82	47	0	33	80
Emissions of refrigerant gases resulting from leakages of air-conditioning systems (tCO ₂ e)	181	7	188	15	0	15	=	=	=	=
Indirect Emissions (Scope 2) – Location Based Approach (tCO ₂ e)	854	76	931	1.032	302	1.334	663	312	777	1.751
Indirect Emissions (Scope 2) – Market Based Approach (tCO ₂ e)	1.579	117	1.696	1.872	564	2.436	0	0	0	0
Total Scope 1-2 – Location Based Approach (tCO ₂ e)	2.647	86	2.733	2.239	334	2.572	2.203	315	809	3.327
Total Scope 1-2 – Market Based Approach (tCO ₂ e)	3.372	127	3.499	3.079	596	3.675	1.540	3	33	1.576
Indirect Emissions (Scope 3 Upstream) (tCO ₂ e)	21.104	4.679	25.784	28.350	4.009	32.359	24.405	5.890	9.741	40.035
Total Scope 1-2-3 – Location Based Approach (tCO ₂ e)	23.751	4.766	28.517	30.589	4.343	34.932	26.609	6.205	10.550	43.363
Total Scope 1-2-3 – Market Based Approach (tCO ₂ e)	24.476	4.807	29.283	31.429	4.605	36.034	25.946	5.893	9.773	41.611



SCOPE 1 AND 2 EMISSIONS

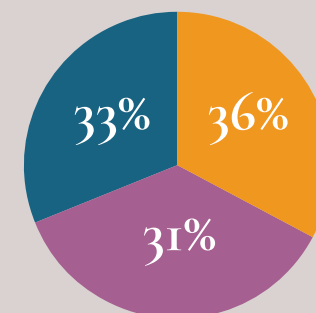
Total Scope 1 emissions have overall increased by 27% compared to 2023 and this is mainly due to the inclusion in the perimeter of Ourvita Poland (Master Pharm). Despite this, a reduction of emissions resulting from companies' car fleet has been recorded (-3%) even with the more extended 2024 perimeter, and comparing the Italian and German entities the decrease is significant (-43%).

Overall, the total electricity consumed by the company is covered by Guarantees of Origin (GO) certificates purchased by the Group, allowing Scope 2 market-based emissions to be reported as zero. This is the first year Ourvita purchased GO certificates, so the reduction in market-based Scope 2 emissions compared to 2023 emissions is 100%. Scope 2 location-based emissions are still calculated using the national grid average emission factor.

Scope 1 and 2 emissions of the Group are almost evenly distributed between emissions deriving from natural gas used for heating and industrial processes (33%), emissions resulting from company's car fleet (31%) and emissions deriving from electricity consumption (location-based approach, 36%).

2024 - Scope 1,2 distribution by categories

- Scope 1: emissions from natural gas
- Scope 2: emissions (Location-based)
- Scope 3: emissions from company's car fleet



SCOPE 3 EMISSIONS

The Group's Scope 3 emissions experienced an increase (23,72%) mainly due to the inclusion of Ourvita Poland (Master Pharm) in the calculation scope. Instead, considering only Italian and German emissions, a 6% reduction is experienced, despite the growth in sales for OFI, which affects emission from the Upstream transportation & distribution category.

Scope 3 Categories (tCO ₂ e)	2022			2023			2024			
	ITALY	GERMANY	TOTAL	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Purchased goods and services	14.476	2.250	16.726	11.612	2.626	14.238	10.702	2.926	1.879	15.507
Capital goods	1.260	1.216	2.476	2.400	65	2.465	1.473	1.452	332	3.257
Fuel & Energy related activities	448	12	460	403	58	461				
Upstream transportation & distribution	4.633	897	5.530	13.599	1.024	14.623	11.417	1.141	7.166	19.725
Waste generated in operations	101	75	176	126	13	138	79	54	60	193
Business travel	21	7	28	44	2	46	40	6	15	61
Employee commuting	166	222	388	166	222	388	247	241	145	632
TOTAL	21.104	4.679	25.784	28.350	4.009	32.359	24.405	5.890	9.741	40.035

EMISSION INTENSITY

Emission intensity was elaborated for each facility and for the entire group, based on the number of units produced by Ourvita between 2023 and 2024. Considering the Scope 2 Market base approach, 2024 Scope 1 and 2 intensity is reduced by 63% compared to 2023, and the overall emissions decreased by 2%, mostly because of the purchasing of Guarantee of Origins certificates purchased.

Emission intensity (kgCO ₂ e/piece)	2022			2023			2024			
	ITALY	GERMANY	TOTAL	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Scope 1 and 2 Location Based	0,06	0,01	0,05	0,04	0,05	0,04	0,05	0,01	0,13	0,05
Scope 1 and 2 Market Based	0,07	0,02	0,07	0,06	0,09	0,06	0,04	0,00	0,01	0,02
Scope 1, 2 (Location Based), Scope 3	0,48	0,68	0,56	0,59	0,68	0,56	0,65	0,26	1,63	0,61
Scope 1,2 (Market Based), Scope 3	0,54	0,69	0,57	0,61	0,72	0,60	0,64	0,25	1,51	0,59

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 scope 2 greenhouse gas emissions.

Ourvita's primary climate mitigation approach is to reduce its absolute carbon emissions over time. From the outset, 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.



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.

The 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.

GUATEMALAN CONSERVATION COAST PROJECT¹³, CENTRAL AMERICA

The Guatemalan Conservation Coast program 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.

The 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 v3.1, 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) is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

The SBTi defines and promotes best practice in science-based target setting providing companies with a clearly defined path to reduce emissions in line with the Paris Agreement goals. The SBTi independently assesses and validates companies' targets.

Ourvita Goup has set emissions reduction targets through the Science Based Targets initiative, aligned with the goals of the Paris Agreement. The perimeter covered by the targets includes Farmaceutici Procemsa, OFI and Aakamp and the reductions targets are referred to overall Scope 1 and Scope 2 GHG emissions. In detail, the commitment to SBTi includes:

- Reducing absolute Scope 1 and 2 Greenhouse Gas (GHG) emissions 23% by 2030 (from a 2021 base year): in 2024 marked based approach emissions are already below the set target, with the support of the purchasing of the Guarantee of Origins certificates;
- Measuring and reducing absolute Scope 3 GHG emissions: every year we improve the quality of our primary data collection in order to build a better baseline and in 2024 considering the Italian and German entities we achieved a 6% reduction compared to 2023.



WASTE MANAGEMENT

Concerning waste management, the total amount of waste produced in 2024 increased for the overall Group in comparison with the previous year, also due to the inclusion of Master Pharm in the scope. Comparing data related only to Italian and German companies, it is important to outline that the value of recycled/reused waste increased by almost 40%.

The Group is engaged in separate collection of waste where most of the recycled material comes from packaging waste (mainly used for the final product, it consists of paper, cardboard, aluminum and multilayer materials).

Wood is also recycled, when the packaging pallets are no longer suitable for transport then they are recycled.

Ourvita is committed to more responsible and sustainable waste management, promoting recycling and the growing adoption of circular economy models.

For the calculation of each waste categories generated by Procemsa in 2024, an approximation was made starting from waste produced in 2023, adjusted proportionally based on the 2024 vs 2023 revenue ratio (more info the methodological note).

Type of wastes (tons)	2022			2023			2024			
	ITALY	GERMANY	TOTAL	ITALY	GERMANY	TOTAL	ITALY	GERMANY	POLAND	TOTAL
Total non-hazardous wastes	449	387	836	592	63	655	417	319	200	937
Non-hazardous waste recycled/reuse	256	-	256	433	-	433	356	245	90	691
Non-hazardous waste not recycled/reuse	294	-	294	158	-	158	62	74	110	246
Total Hazardous wastes	98	-	98	88	-	88	94	30	2	126

R&D PROJECTS IN SUSTAINABILITY

Over the years, Ourvita - predominantly through Farmaceutici Procemsa entity - has taken part in several research projects funded by the European Union, with the aim of studying, testing and developing, together with participating partners, technological innovations to create more ethical and sustainable products and processes, characterized by the use of raw materials derived from circular economy processes and sustainable packaging.

Here are some examples.

The NUTRIBEV project, carried out by Procemsa in collaboration with the Baladin brewery, demonstrates the effectiveness of the circular economy in the food and cosmetics sectors. Two production waste products were repurposed: barley fibres and *Saccharomyces cerevisiae* yeast fermentation residues, transforming them into active ingredients for nutraceuticals and cosmetics.

A protein spread, similar to Marmite, has also been developed, with improved flavour. In addition, the survival of probiotics in pasteurized and unpasteurized creams has been tested, with promising results in the unpasteurized version, extending the idea to a cosmetic product containing live probiotics.

With the NUTRACOS and PRECIOUS projects, Procemsa has confirmed its commitment to the circular economy by participating in studies for

the transformation of by-products and waste from the Piedmontese agri-food supply chains and beyond – specifically tomatoes, rice, oil, wine and spirits – into new natural, safe and high added-value raw materials for the production of food supplements and natural cosmetics. The pilot projects involved the optimisation of innovative extraction processes with a lower environmental impact and the use of advanced purification systems (ultra- and nanofiltration, reverse osmosis) to obtain bioactive compounds of interest for production.

The projects in which Procemsa has participated over the years and the collaboration network it has created demonstrate how the principles of the circular economy can transform industrial waste into sustainable and valuable products.

WATER MANAGEMENT

Water consumption for the last three years is reported in the table below. The total consumption increases in 2024 due to the group production growth in 2024 and also because of the greater amount of water used by Ourvita Germany compared to 2023.

	2022				
	ITALY	GERMANY	TOTAL		
Water Consumption (m³)	32.775	1.735	34.510		
Water intensity (m³/piece)	0,0007	0,0003	0,0007		
	2023				
	ITALY	GERMANY	TOTAL		
Water Consumption (m³)	32.146	1.700	33.846		
Water intensity (m³/piece)	0,0006	0,0003	0,0006		
	2024				
	ITALY	GERMANY	POLAND		TOTAL
Water Consumption (m³)	30.296	2529	7.000	39.825	
Water intensity (m³/piece)	0,0007	0,0014	0,0011	0,0010	



SUSTAINABLE SOURCING

Ourvita carefully selects suppliers who share its values and its commitment to sustainability, prioritizing those who have implemented internal sustainability policies and maintaining robust control processes.

During the initial evaluation of a new supplier, Ourvita internal teams collaborate with the supplier in completing a questionnaire assessing key areas such as human rights, business ethics, anti-corruption practices, quality standards, health and safety, and sustainability commitment.

Product quality and safety are focus points for business ethic, as stated in the Code of Conduct, which all raw materials and packaging suppliers must adhere to; it is mandatory and subject to audits.

In the event of a violation of Code of Conduct, Ourvita is committed to working with the supplier to align it with principles and practices required by the Code, setting up a collaborative approach instead of terminating the relationship. However, serious Code of Conduct breaches may result in immediate resolution of the commercial partnership.

Ourvita expects suppliers to maintain transparency and cooperate with both internal and third-party inspections. This shared commitment is the evidence of mutual dedication to high standards and social responsibility.

The principles the Code of Conduct are listed below:

- Employment is freely chosen
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed
- No bribery or corruption will be tolerated
- Environmental management
- Audit and termination of agreements

During 2021, the Group started to share principles of its Code of Conduct with suppliers, with a view to 100% of suppliers being compliant with the Code of Conduct in the near future. By the end of 2024, 70% of suppliers had signed the Ourvita Code of Conduct.

Ourvita aims to further strengthen the links with current suppliers, who are for the most part historical suppliers, and to create a network of organizations where innovation and best practices regarding product sustainability are shared and developed, also through Client ESG portal participation and University projects.

ANNEX



METHODOLOGY FRAMEWORK

With 2024 Sustainability Report, the Group renews its annual commitment to all stakeholders, prioritizing open and transparent communication. Through the presentation of key results, recorded impacts and future outlooks, the document offers a comprehensive and detailed analysis of the relationship between economic, social and environmental factors.



Ourvita group is the result of rebranding and grouping 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 presence on a European and global scale, consolidating their extensive range of services under a single identity. Despite the name change, which combines the concept of “Vita” – which means “life” in Italian – with the distinctive element “Our” that highlights the group’s core values and synergy, the services and products remain unchanged, ensuring continuity and quality for the company’s customers.

The companies that are part of Ourvita group are:

Ourvita ITALY	Ourvita Germany	Ourvita Poland	Ourvita Asia
FARMACEUTICI PROCENSA, Nichelino (Torino)	AAKAMP, Breddorf	MASTER PHARM, Lodz	BRAVEIY, Nanjing
OFI, Bergamo		LABORATORIA NATURY, Lublin	



Ourvita's 2024 Sustainability Report includes four of the aforementioned companies, excluding from the data collection, elaboration and disclosure, Laboratoria Natury and Braveiy, due to their acquisition in the last months of the year.

This document has been developed “with reference” to the GRI Standards, one of the most acknowledged international sustainability reporting standards. The reference period for the reporting goes from 01 January 2024 to 31 December 2024 and the document highlights the achievements of the year and the progress made by Ourvita, in alignment to the principles of the United Nations Global Compact (UNGC). In this context, Ourvita has actively promoted and prioritized the SDGs (Sustainable Development Goals), fully integrating them into its business model and subsequently reporting on its contributions.

This Report focuses on the material topics identified through a materiality assessment conducted in 2023. This assessment was based on the outcomes of engagement and consultation activities with stakeholders, ensuring an accurate reflection of the issues deemed priorities by all parties involved.

The data collection and GRI indicators elaboration have been performed by gathering primary data in each entity included in the disclosing perimeter. In some cases, due to data limitations or structural complexity, certain assumptions were applied. All the methodological hypothesis and assumptions are provided in this chapter.

For the elaboration of each waste categories generated by Procemsa in 2024, an approximation was performed from waste produced in 2023, adjusted proportionally based on the 2024 vs 2023 revenue ratio, basing on the following formula:

2024 Procemsa waste approximated= 2023 Procemsa waste 2024 Procemsa revenue/2023 Procemsa revenue*

Energy intensity, emissions intensity and water intensity were elaborated through and estimation of the pieces produced in 2024 by OFI, which has been calculated as the difference between total pieces produced by Ourvita Group and the amount of pieces produced by Procemsa, by Master Pharm and by Aakamp.





GHG CALCULATIONS METHODOLOGY

The calculations of greenhouse gas (GHG) emissions are elaborated considering the guidelines of the GHG Protocol Corporate Accounting and Reporting Standard.

To create an accurate account of its emissions, Ourvita has identified major GHG emission sources following the guide published in the GHG Protocol Corporate Accounting and Reporting Standard “Appendix D – Industry Sectors and Scopes”, which lists GHG sources and activities along the value chain by scope for various industry sectors. For Scope 3 calculations, the process relied on two additional documents, namely 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 & Reporting Standard” issued by the GHG Protocol.

Ourvita GHG emissions have been calculated as follows:

SCOPE	CATEGORY and SOURCE
SCOPE 1: (Direct GHG emissions)	Stationary Combustion: HEAT: Natural gas; biomethane
	Mobile Combustion: CAR FLEET: diesel and gasoline consumption.
	Fugitive Emissions: Leakages from air-conditioning systems of refrigerant gases.
	Stationary Combustion: Electricity purchased from the national grid.
	Electricity autoproduced from photovoltaic
SCOPE 2: (Energy indirect GHG emissions)	Stationary Combustion: Electricity purchased from the national grid.
SCOPE 3: (Other indirect GHG emissions)	Cat. 1 – Purchased Goods & Services: Upstream emissions from the production of products purchased or acquired.
	Cat. 2 – Capital Goods: Upstream emissions from the production of capital goods purchased or acquired.
	Cat. 3 – Fuel And Energy-Related Activities: Emissions related to the production of fuels and energy purchased and consumed.
	Cat. 4 – Upstream Transportation And Distribution: Emissions associated with the transportation and distribution of products purchased in the reporting year, between a company's tier 1 suppliers and its own operations in vehicles not owned or operated by the reporting company. Emissions related to 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 from third-party disposal and treatment of waste generated by the company's owner or controlled operations.
	Cat. 6 – Business Travel: Emissions from the transportation of employees for business related activities.
	Cat. 7 – Commuting: Emissions from the transportation of employees between their homes and their worksites.

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:

GHG Emissions = Emission factor * Activity data

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

- DEFRA (Department for Environmental, Food & Rural Affairs): 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 Tunisia, 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).

- ADEME CLIM'FOOT PROJECT: its wide database contains economic EF for capital goods. This database was used to calculate Scope 3.2 (Capital goods) emissions.
- FEFCO: it's the European Federation of Corrugated Board Manufacturers; it publishes the inventory data for corrugated board production and processing.
- EAA: it's the European Aluminium Association; it publishes the inventory data for aluminium production and processing

Also for GHG emissions, the data collection and GRI indicators elaboration have been performed by gathering primary data in each entity included in the disclosing perimeter. In some cases, due to data limitations or structural complexity, certain assumptions were applied. All the methodological hypothesis and assumptions are listed as follows.

For the Scope 1 calculation, emissions of refrigerant gases resulting from leakages of air-conditioning systems were not considered for year 2024, as the primary data was not available.

For certain scope 3 categories, an estimation of the emissions value was performed. In some cases, 2024 emissions were approximated from 2023 emissions which have been re-proportioned considering the ratio between 2024 and 2023 revenues, according to the following formula:

$$2024 \text{ emissions approximated} = 2023 \text{ emissions} * 2024 \text{ revenue} / 2023 \text{ revenue}$$

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

Scope 3 Categories - 2024		PROCEMSA	OFI	AAKAMP	MASTER PHARM
3.1	Purchased goods and services	Value approximated	Value calculated	Value approximated	Value calculated
3.2	Capital goods	Value calculated	Value approximated	Value calculated	Value calculated
3.3	Fuel & energy related activities	Value calculated	Value calculated	Value calculated	Value calculated
3.4	Upstream transportation & distribution	Value approximated	Value approximated	Value approximated	Value approximated
3.5	Waste generated in operations	Value approximated	Value calculated	Value calculated	Value calculated
3.6	Business travel	Value calculated	Value approximated	Value calculated	Value calculated
3.7	Employee commuting	Value calculated	Value calculated	Value calculated	Value calculated

For the elaboration of Scope 3 emissions associated with waste generated by OFI in 2024, the waste load data referring to both 2023 and 2024 were considered, as they could not be disaggregated. This applies to both hazardous and non-hazardous waste. The choice to consider waste load data is based on the fact that it reflects the actual waste production linked to the Group’s

operational processes. Moreover, the share of non-hazardous waste sent for recycling or reuse was calculated as the difference between the total amount of non-hazardous waste recorded (load 2023+2024) and the quantity sent to waste recovery (incinerator).

GRI INDEX

Statement of use	Ourvita has reported the information cited in this GRI content index for the period 1.01.2024-31.12.2024 with reference to the GRI Standard.
GRII 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 Plants 1.4 Ourvita portfolio 1.5 The value chain



2-7	Employees	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment
2-8	Workers who are not employees	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment
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
302-3	Energy intensity	5.1.1 Energy intensity
GRI 303: Water – 2018		
303-5	Water consumption	5.7 Water consumption
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
305-4	GHG emissions intensity	5.2.1 Emissions intensity
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 401: Employment – 2016		
401-3	Parental leave	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment
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	1.6 Business and sustainability governance
405-2	Ratio of basic salary and remuneration of women to men	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	4.2 Diversity and inclusion, Equal opportunities including gender equality and Fair employment
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

