



OURVITA

Sustainability Report

2023

Contents

CEO LETTER	3	1.3. The sustainability path	17	4.1.1. Energy intensity	42
2023 HIGHLIGHTS	3	1.3.1. Stakeholder engagement	17	4.2. GHG emissions	42
1. OUR BUSINESS	3	1.3.2. Material topics	18	4.2.1. Emissions intensity	48
1.1. The Group	3	1.3.3. Our strategic pillars	22	4.3. Our commitment to the environment & carbon neutrality	49
1.1.1. Our history	3	2. OUR PRODUCTS	25	4.3.1. Compensation projects	49
1.1.2. Our plants	4	2.1. Product safety and quality	25	4.3.2. Science based targets initiative	50
1.1.3. Our products	5	2.2. Innovation	27	4.4. Waste management	51
1.1.4. Our value chain	8	3. OUR PEOPLE	28	4.5. Packaging	52
1.1.5. Our Governance	8	3.1. Occupational health, safety and wellbeing	28	4.5.1. Our project	56
1.1.6. Business conduct & ethics	10	3.2. Diversity and inclusion, equal opportunities including gender equality, and fair employment	30	4.6. Water management	57
1.2. Sustainability at Ourvita	13	3.3. Training and education	35	4.7. Sustainable sourcing	58
1.2.1. Our mission, our vision, our value	13	3.4. Community engagement	37	5. ANNEX	60
1.2.2. Ourvita methodological note	14	4. OUR ENVIRONMENT	40	5.1. GHG calculations methodology	60
1.2.3. Our strategy and our objectives	15	4.1. Energy efficiency	40	5.2. GRI Index	63

CEO Letter

Dear all,

We are delighted to present the first OURVITA Sustainability Report, for 2023 fiscal year. In the previous years and since 2019 the sustainability report was published with the name Procemsa Group; with the acquisition of Master Pharm in Poland at the end of 2023, we have now become OURVITA.

In addition to corporate growth, we remain committed to sustainability and to contributing to the SDGs. In 2023, we maintained our carbon neutral status primarily by improving investments and procedures to reduce our overall energy consumption, and secondarily by purchasing certificates to offset our residual scope 1 and 2 emissions. Sustainability and its impact are one of the key pillars of our company's strategic direction; it is increasingly important for us to weave our attention to the next generation and to education and health into developing strategies that are every day more sustainable.

We are better together and we work with all our stakeholders to build a more sustainable future. We work on certifications such as ECOVADIS and B-CORP but also on small local projects engaging our employees and our communities in order to create sustainable impact as part of our overall strategy

Marc Philouze, Ourvita group CEO



SUSTAINABILITY HIGHLIGHTS

- Ecovadis Gold Medal
- Zero carbon emissions
- Sustainability Award Top 100
- UN Global signatory
- Responsible Care
- Solar Panels in Italy and Germany
- Sedex collaborative platform
- Validated Science Based Targets

2023 Highlights

1. OUR BUSINESS

1.1. The Group

For over 80 years, we have developed dietary supplements, probiotics, cosmetics and medical devices in our laboratories, manufacturing all products in our specialized facilities and combining time-tested know-how with innovation.

We operate through 4 companies and 8 manufacturing plants. We employ nearly 700 team members worldwide, over 5% of them are focused on R&D and innovation, supported by 17 patents and with over 5,000 different product SKUs manufactured each year.

Our 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.



“When we talk about what drives us, what moves us as individuals, what inspires us and what makes us happy, we talk about creating things and creating change. It’s in our DNA”.

Our Group

Ourvita is the combination of four companies;

1. **Farmaceutici Procemsa**
(Turin, Italy)
2. **OFI**
(Bergamo, Italy)
3. **Aakamp**
(Bremen & Augsburg, Germany)
4. **Master Pharma**
(Lodz & Mielec, Poland)

Together we have over 150 years of experience developing and manufacturing food supplements, cosmetics & medical devices.



Our Story

We are a leading European CDMO with a unique focus on innovation and sustainability.

1

Our why, how & what

- WHY** At OURVITA, we strive to create lasting positive impact for our colleagues, customers, investors and the community at large.
- HOW** At OURVITA, we ground our business dealings in unwavering ethical standards, superior reliability and long-term partnerships.
- WHAT** At OURVITA, 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

Our Journey

Our story extends over the years and across borders.



• **1939**
Farmaceutici Procemsa Founded



• **1946**
OFI Founded



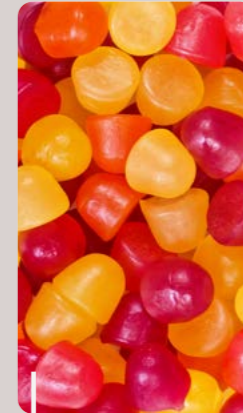
• **1982**
OFI Diversifies to Cosmetics



• **1996**
Procemsa open Mentana Manufacturing Site



• **2002**
Master Pharm Founded



• **2009**
AAKAMP Founded



• **2015**
AAKAMP Softgel Line Installed



• **2024**
OURVITA Group Creation

1.1.2. Our plants

We have different production facilities that allow us to manufacture and pack in all formats of products and all formats of packaging. The combination of the sites allows us to provide with great flexibility and agility, and when combined with the vast experience of our production teams, we can find the perfect manufacturing and packaging solutions for the projects of our clients, regardless of whether they are large or small.

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 (Mid-2019)
- 07 Newbuilding, sub-rented to a plastic molder
- 08 New site

AAKAMP

Breddorf, Germany



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

OFI

Bergamo, Italy



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

MASTERPHARM

Łódź, Poland



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

AAKAMP

Augsburg, Germany



- 01 Liquid filling
- 02 Warehouse (Raw materials)
- 03 Tablets, Capsules & Powders
- 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

1.1.3. Our products

Ourvita is a 100% CDMO (Contract Development and Manufacturing Organization) which covers the entire value chain.

- R&D, Product Development
- Marketing & Commercial Support
- Manufacturing
- Quality Assurance
- Warehouse & 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 in specialized laboratories, food supplements, probiotics, cosmetics and medical devices.



Food supplements:

Thanks to our R&D teams we are 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.

We are always looking for new and quality formulas, paying special attention to nutritional compliance. Our 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, we offer 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 produced entirely in a facility completely independent of all other food products to ensure the highest standards of safety and efficacy. Our 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.

We are specialized in the creation of cosmetic products for the health of the face, body and hair, as well as treatments to protect the skin from the sun and from the signs of aging. Our strengths are:

- **Experience in formulation:** through certified production processes and working methods, we are able to provide customers with 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:** our adaptable production capabilities allow for scalable production to meet varying levels of demand without compromising quality;
- **Innovative R&D:** through our commitment to innovative research and development, we offer unique product solutions to meet changing consumer preferences and stay ahead of the competition.



Medical devices:

We are 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, our laboratories blend scientific expertise and pharmaceutical technique to create CE-certified medical devices.

Our focus lies in producing specific types of medical devices tailored to effectively address particular symptoms and disorders, offering innovative solutions to health challenges. Our strengths are:

- **Safety first:** we carry out medical device contract manufacturing through a highly strict and controlled process, in order to guarantee the maximum effectiveness and safety of our products;
- **Scientific excellence:** the scientific competence and in-depth knowledge of the pharmaceutical technique of the laboratories is necessary for the creation and production of CE medical devices.

Our numbers:

	2022	2023
Plants	6	8
Packaging lines	56	56
Bulk manufacturing lines	53	53
Million units / year	68.6	69
Nutraceuticals	19,429,441 PZ	18.613.610 PZ
Probiotics	5,324,908 PZ	13.619.120 PZ
Cosmetics	2,553,922 PZ	841.244 PZ
Medical devices	3,200,146 PZ	2.194.258 PZ

1.1.4. Our value chain

The value chain of Ourvita Group consists of a network of suppliers of raw and packaging materials, and own manufacturing network of 8 plants located in three countries (Italy, Germany, Poland) and a wide Customer base of geographically diverse entities that sell Products under their brand that are primarily developed and manufactured by the Ourvita plants.

In 2023 Ourvita realized a total turnover of € 125 million through the sales of nearly 90 million pieces of Food Supplements, Medical Devices, Probiotics and Cosmetic products. Ourvita does not sell products that are of concern to stakeholders or subject to public debate. On the contrary, Ourvita 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.

Concerning supply chain, Ourvita relies on a wide network of nearly 1000 trusted suppliers of raw and packaging materials for a total spend of nearly € 60 million. Raw Materials suppliers are based both in Europe and Asia and supply a wide range of ingredients, including vitamins, minerals, flavors, herbal extracts, probiotics and other active ingredients, while for packaging we buy bottles, caps, film for blisters, jars and tubes.

Ourvita prefers to establish long-term relationships with its strategic supplier base, often through suppliers' agreements and frameworks contracts. It also maintains a certain number of tactical suppliers for competitiveness and business continuity reasons.

Downstream in the value chain are our Customers, in most cases well known international players in the Pharmaceutical, Nutraceutical and Food Supplement sectors, with whom Ourvita maintains long term relationships regulated by Supply Agreements and Contracts. They are mostly located in Europe, with a small proportion operating globally.

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

1.1.5. Our Governance

Ourvita has implemented robust ESG governance, demonstrated through a structured set of policies and practices.

At the Board and leadership level, ESG is discussed every four months following a set agenda. There is a dedicated Board Committee for sustainability, and a Board member, Cristina Donati, is responsible for ESG and sustainability matters, including climate change.

The Executive Committee and the Board of Directors formally review the company's sustainability performance at least annually. Additionally, an ESG steering committee meets annually, chaired by the CEO and comprising the quality and environmental team.

Ourvita has formalized a code of conduct/ethics, a diversity and equal opportunity policy, an anti-corruption and anti-bribery compliance program, a corporate governance policy, and a whistleblowing policy with a hotline. Mechanisms are in place for stakeholders to seek advice on ethical and lawful behavior and report concerns about unethical or unlawful behavior. **The company also has a responsible purchasing policy and a supplier code of conduct, which 70% of suppliers have signed.** Ourvita has a business continuity plan and crisis management protocol, as well as a conflict of interest policy.

Ourvita monitors compliance with sanctions and embargo lists and does not conduct business with countries under such restrictions, including Afghanistan, Cuba, DRC, Iran, Libya, Mali, Myanmar, North Korea, Russia, Somalia, Sudan, South Sudan, Syria, Crimea/Sevastopol, Venezuela, and Yemen.

Regarding the supply chain, there have been no significant changes in the last reporting period. Suppliers are assessed using questionnaires and internal audits against sanctions and embargo lists. Supply chain risk assessments are conducted, addressing issues

like shortages due to the Ukrainian war by approving alternative suppliers or increasing stocks. **Audits are conducted every 3-5 years using standards such as GMP, ISO 9001, 13485, and IFS. The company is audited by 55% of its customers every two years, and 10% of customers subject Ourvita to 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 some labor-related litigation cases in 2023. There have been no material product safety recalls exceeding € 50,000.

This demonstrates the company's commitment to integrating sustainability into its core operations and management practices.

The governance structure of the Group is entrusted to a board of directors made up of **8 members listed** in table of which **6 are men** and **2 are women**.

The Board members as of the 31st December 2023 and the main Group functions are defined as follows:

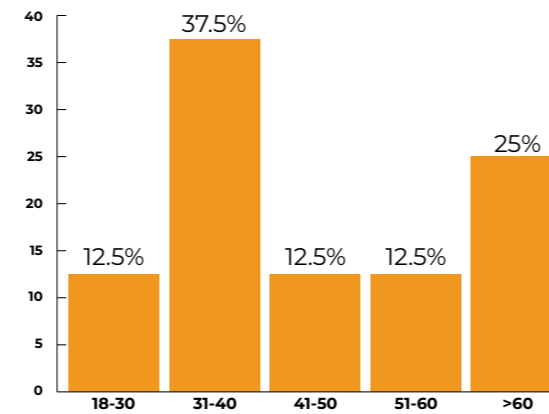
Board of Directors to December 31, 2023	
Name	Role
Alessandro Sertorio	Chairman of the Board of Directors Company's representative
Sagi Cohen	Chief Executive Officer Company's representative
Carlo Pavesio	Vice Chairman of the Board of Directors
Davide Accornero	Board member
Cristina Donati	Board member – ESG
Matteo Verna	Board member
Valentina Petrillo	Board member

Starting in 2024, to support governance, an ESG team was established, with an ESG champion assigned per group company.

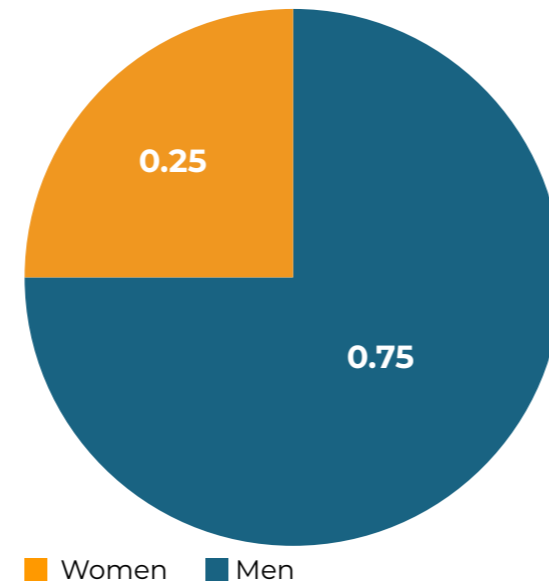
Each ESG champion is responsible for promoting sustainability within their legal entity, collaborating at a group level to collect ESG data for quarterly and annual reporting, and participating in group level projects related to sustainability.

ESG champion divided by group companies		
Name Surname	Company	Role
Cristina Donati	OFI & Procemsa	Head of Marketing & ESG
Justyna Szutenbach	Master Pharm	Senior Quality Specialist
Laurien Schrotter - Koch	Aakamp	Quality Assurance Associate

Age ranges of the board of directors



Gender share of the board of directors



1.1.6. Business conduct and ethics

In our commitment to sustainability, 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.

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

Ourvita has also adopted mechanisms for adhering to the 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, we firmly reject child labor and forced labor and we are committed to upholding the highest standards of workplace safety and hygiene, ensuring full compliance with human rights regulations. Our dedication extends to fostering a culture of respect, dignity, and fairness for all employees, reflecting our core values and ethical principles. By doing so, we not only adhere to legal requirements but also contribute to the overall well-being and development of our workforce.

Our commitment to ethical business conduct is embedded in everything we do:

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

By upholding the highest standards of integrity and ethics, we not only mitigate risks and ensure compliance but also strengthen our reputation, build trust, and create 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 pursuant to 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 three members: the Chairman, an external member and an internal member (identified in the Company’s CFO) in order to ensure the necessary expertise; the term of office is three years, with the possibility of renewal.

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

1. Legislative Decree No. 231/2001 is a law that applies only to Italian companies, and in the case of the Ourvita Group it was adopted only by Farmaceutici Procemsa S.p.A.

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 2023, 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, can be reported 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 negative impacts to the company. In response, Ourvita is committed to taking appropriate corrective measures to address them.

For Ourvita, one of the fundamental principles is Corporate Social Responsibility. This principle reflects Ourvita’s dedication to integrating its activities with the protection of the interests of all individuals it interacts with, while maintaining respect for the economy, society, and environmental resources.

This commitment is demonstrated through initiatives that promote sustainable practices, ethical business conduct, and community engagement, ensuring that the company’s operations contribute positively to the well-being of both present and future generations.

Therefore, in order to implement a responsible business conduct throughout its activities and business relationships, Ourvita integrates its policy commitments with its economic, environmental, social, and human rights impact assessments. To make this, Ourvita created a Board Committee dedicated to sustainability, which discusses ESG questions every 4 months. In the Board Committee, the representative for ESG matters is Cristina Donati, who is also the ESG representative in the Executive Committee.



1.2. Sustainability at Ourvita

1.2.1. Our mission, our vision, our value

Four companies. One group. One vision. That's Ourvita.

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

Our mission is to innovate, to protect and to ensure the safety and quality of all products, while respecting the environment, sustainability, and protecting the safety and health of workers in the workplace. We are committed to contributing to the improvement of physical and mental health and well-being through quality, innovative and affordable products.

Our vision is to ensure the availability of 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.

How we work, who we work with, what we work on and why. It all comes down to the shared values that guide us and bind us together.

- ✓ **EMPOWERMENT:** it translates to the commitment to provide customers with the necessary tools to take control of their own health and well-being. This is achieved through the offering of innovative and high-quality products and services that support both physical and mental wellness;
- ✓ **EXCELLENCE:** it represents our 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:** we always seek to exceed our customers' expectations by providing them with exceptional services, expertise, and support. The success and satisfaction of our customers are our top priorities;
- ✓ **CONTINUOUS IMPROVEMENT:** we are committed to constant learning and enhancement, always seeking to make our products, processes, and services better than before. This commitment allows us to better serve our customers and communities, staying at the forefront of our industry.

These are the core principles on which Ourvita's business is founded, but underlying our activities are other drivers, including:

- Passion
- Respect of the Ethical Code
- Integrity and transparency
- Lean vision and approach
- Sustainability
- Environmental protection & pollution prevention
- Health and Safety for workers
- Quality
- Respect for international standards
- Approach to risk analysis
- Involvement of all employees in company life

1.2.2. Ourvita methodological note

With the 2023 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.

Procemsa Group, renowned for its excellence in the development and production of food supplements, cosmetics, probiotics, and medical

devices, has recently announced a significant change: **rebranding as Ourvita**. This transformation reflects the Group's ambition to expand its presence on a European and global scale, consolidating its extensive range of services under a single identity.



The brand Ourvita was chosen to combine the concept of "vita" – which means "life" in Italian – with the distinctive element "Our", describing the Group's roots and core values.

The logo now features an innovative icon: the "Infinity loop", symbolizing fluidity, evolution, connection, and innovation, all central elements of Ourvita's offering.

Despite the name change, the services and products remain unchanged, ensuring continuity and quality for the company's customers.

Rebranding as Ourvita represents a new chapter for the Group, extending its reach beyond borders and enhancing its expertise in the health and wellness sector through its four companies and eight plants.



“**BETTER TOGETHER** is our motto, because we firmly believe that together we are stronger. This is why we felt the need to adopt a new name that reflects our current identity and future ambitions. Our growth occurs both through internal development and global acquisitions, so it was essential to have a strong brand that unifies our group.”
Sagi Cohen, Executive Chairman

FARMACEUTICI PROCEMSA

Via Vernea, 129, 10042 Nichelino (To),
Italia. Tel: +39 011 6279337

AAKAMP

Am Lüsselsfeld 9, 27412 Breddorf,
Germania. Tel: +49 4285 25495100

OFI

Via Andrea Verga, 14 24217
Bergamo, Italia. Tel: +39 035 402929

MASTER PHARM

Ul. Warsalska 8, 91-203 Lodz,
Polonia. Tel: +48 42 712 62 00

Ourvita's 2023 Sustainability Report includes three of the aforementioned companies, with the reporting period between 01 January 2023 to 31 December 2023. Whilst Master Pharm is not included this year, it is intended to report on its performance in next year's Sustainability Report.

The document has been developed in accordance with GRI Standards and highlights the achievements of the year and the progress made by Ourvita, in alignment to the principles of the United Nations Global Compact (UNGC).

The report highlights the continuous progress of the strategic positioning process started in 2019. 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.

1.2.3. Our strategy and our objectives

Ourvita's goal is to leave a positive imprint on people and on the planet by leveraging our expertise in developing and manufacturing supplements, health products and medical devices and leaving a positive legacy in the work we do together.

To advance towards this goal, Ourvita is committed to carefully evaluating the positive and negative consequences of its activities. This commitment translates into focusing on the most impactful ESG topics for the business strategy and daily actions, thereby contributing to the SDGs and ensuring compliance with current regulations.

Over the years, Ourvita has directed its strategies to align economic goals with social and environmental aspects. Recently, Ourvita has formalized a structured approach to defining and implementing sustainability policies and initiatives, highlighting the importance of these goals in the company's overall strategy.

To Ourvita, sustainability – incorporating Environmental (E), Social (S) and Governance (G) topics – is fundamental to our business and it guides us in daily activities. In this field, the four main pillars supporting Ourvita's business are:

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

Ourvita's commitment to sustainable growth is confirmed 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.

Our achievement: Procemsa and OFI have obtained B-Corp certification in June 2024



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

Our achievement: Sustainability Award Top 100 in 2023.



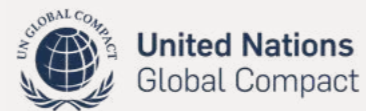
EcoVadis is one of the world's most trusted providers of business sustainability ratings. This certification is a testament to our dedication to environmental stewardship, ethical practices, and social responsibility.

Our achievement: EcoVadis Gold Medal in 2022 and 2023.



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

Our achievement: OFI has been a member for over 10 years.



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.

Our achievement: UNGC member since 2020.



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

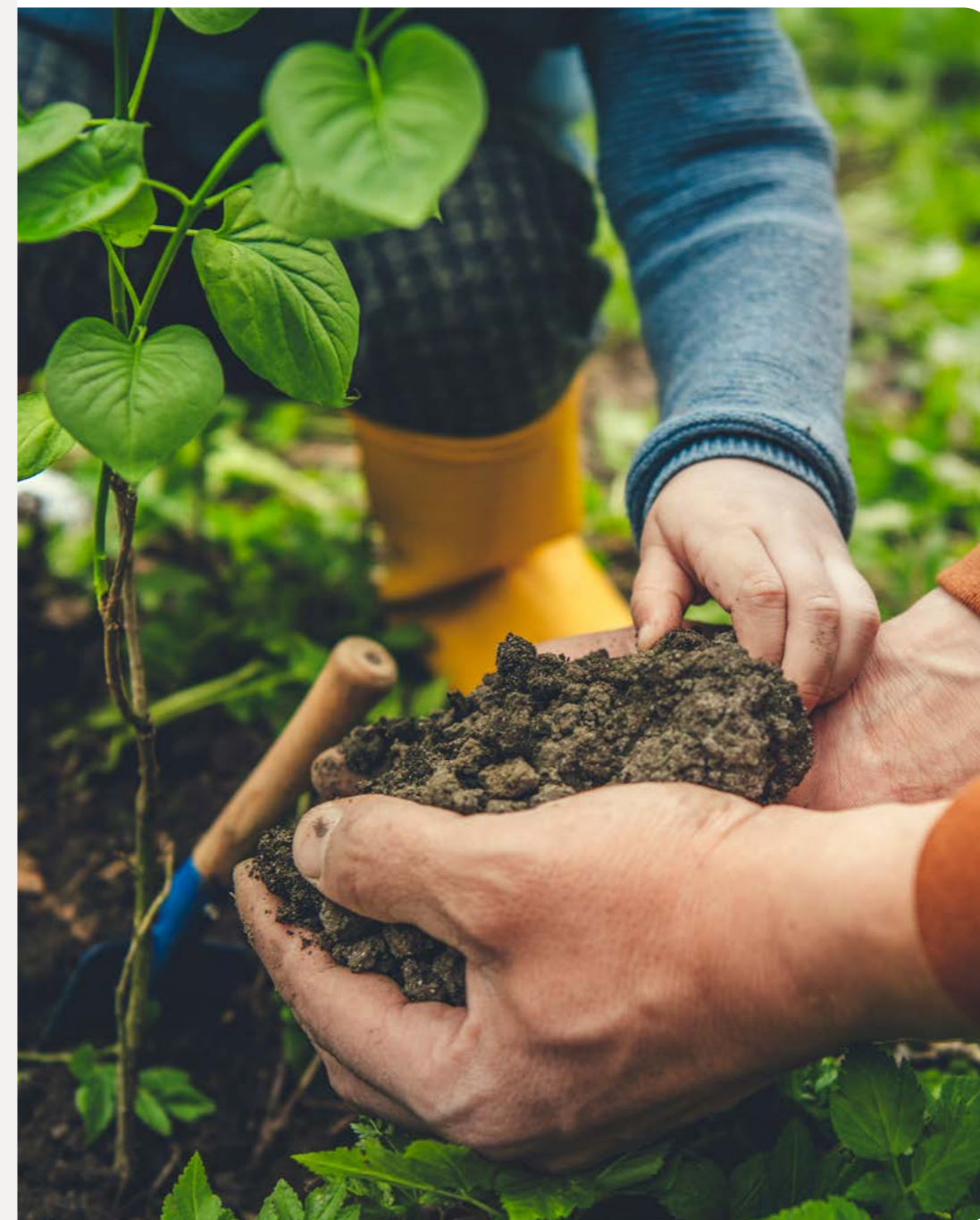
Our achievement: Sustainability Leader in 2024.



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 and future-proof business growth.

Our achievement: Procemsa commits to reduce 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 is not just a practice for us, it is ingrained in every aspect of our operations. From research and development, to production and packaging, we are committed to making a positive impact to the planet.



1.3. The sustainability path

1.3.1. 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.

Stakeholder engagement holds paramount importance for Ourvita due to its impact on its operations and fostering transparency and trust. This transparency is crucial for maintaining credibility, especially in an industry where ethical standards and safety are essential.

Moreover, involving diverse stakeholders in sustainability initiatives can enhance the company's reputation and contribute to its long-term success.

STAKEHOLDERS	WAY OF ENGAGEMENT
Suppliers	<ul style="list-style-type: none"> • Communication/collaboration in the choice of more sustainable materials • Involvement in Ourvita's Code of Conduct
Customers	<ul style="list-style-type: none"> • Commercial channels • Handling of claims • Trade fairs • Web site • Sustainability report
Employees	<ul style="list-style-type: none"> • Opinion polls among employees • Internal communication e-mails • Noticeboards • Webinars • Focus groups • Conventions, meetings and conferences • Employee training • Sustainability report
Shareholders & investors	<ul style="list-style-type: none"> • Assistance to shareholders • Annual Accounts • Progress Report on 2022 Commitment
Society & Community	<ul style="list-style-type: none"> • Collaboration in social projects • Collaboration with Unions • Collaboration with University and Research centers • Active roles in Industry Association • Collaboration with NGOs
Universities & Research centers	<ul style="list-style-type: none"> • Research projects and collaborations, including on ESG
Governments & regulatory authorities	<ul style="list-style-type: none"> • Product registrations and verification of compliance with laws



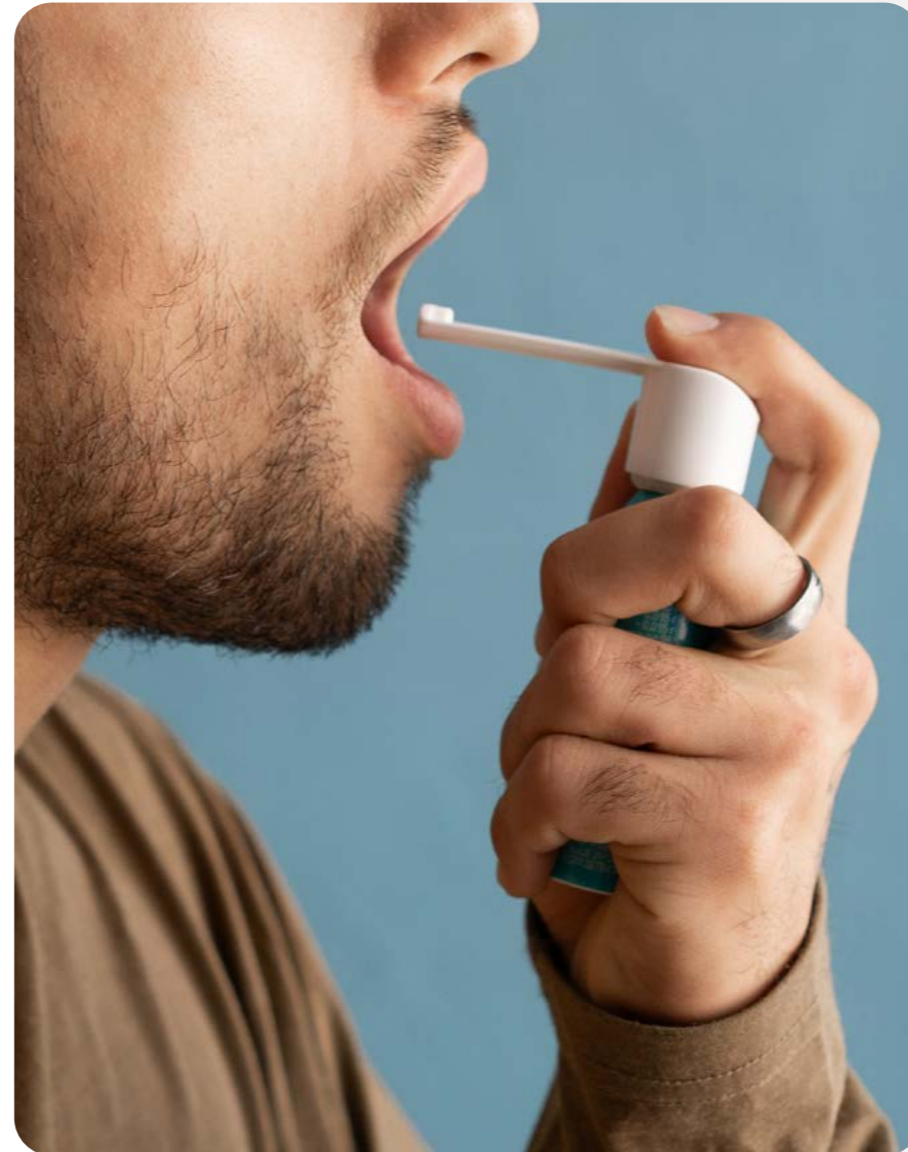
1.3.2. Material topics

In the context of our commitment to sustainability, Ourvita has adopted a structured approach to identify the material topics that influence our operations and our stakeholders' decisions. This process involved a series of consultations with internal stakeholders, industry analyses, benchmarks, and assessments of opportunities and risks, whilst external stakeholders were not directly involved in the materiality workshops. Their views were considered via internal stakeholders who engage regularly externally with suppliers, customers, trade associations, NGOs and so on.

Our 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 our sustainability policies, strategies, and objectives, ensuring that our efforts are focused on the areas that matter most for our long-term success and the well-being of the communities in which we operate.

Material Topic (Governance)	Impacts	Scope of the impact	SDGs
Business Conduct & Ethics	Ourvita adopts a transparent and responsible approach to corporate governance with robust risk and compliance management processes in place.	HIGH	SDGs 16 Peace, Justice and strong institutions
	Lack of ethics and integrity could lead to misconduct, damaging the company's and the CDMO industry's reputation and undermining the trust of customers and stakeholders.	HIGH	
	Development of valuable Intellectual Property.		

Material Topic (Social)	Impacts	Scope of the impact	SDGs
Product Safety and Quality	Ourvita implements rigorous quality and safety controls to ensure that pharmaceutical, dietary and cosmetic products are safe and effective for consumers. In addition, Ourvita provides clear and accurate information on the correct use of products, promoting the health and well-being of consumers.	HIGH	SDGs 16 Peace, Justice and strong institutions
	Reduces risk of product recalls, legal action, fines and damage to the brand's reputation.	HIGH	
	In the event of defective products, incorrect information or product safety issues, the company could put customers' health at risk, compromising public trust in the company.	HIGH	
Occupational Health, Safety and Wellbeing	Ourvita prioritises and proactively manages the health, safety and wellbeing of its employees and contractors. The company adopts measures to ensure a safe and healthy working environment and implements accident and occupational disease prevention practices. It provides appropriate occupational health and safety training and promotes a positive safety culture.	HIGH	SDGs 3: Good health and well being SDGs 8: Decent work and economic growth SDGs 16: Peace, Justice and strong institutions
	Lack of attention to occupational health and safety could lead to accidents, injuries or occupational diseases amongst employees and contractors, compromising their health and well-being and creating an unsafe work environment with a poor safety culture.	HIGH	
	Flexibility in production capacity can lead to short lead times for workers to deliver a product and may contribute to negative impacts on their health and safety.	LOW	



Fair Employment	Ourvita is an attractive employer, offering fair wages, good working conditions, flexible working arrangements, and a range of staff benefits, creating a positive workplace culture.	HIGH	
Training and Education	Lack of investment in staff training and development can limit employees' growth opportunities and reduce motivation, leading to reduced job quality and talent drain.	HIGH	SDGs 4: Quality education SDGs 5: Gender equality SDGs 8: Decent work and economic growth SDGs 10 Reduce inequalities
	Staff training and development improves attractiveness as an employer, employee wellbeing and retention, and is important for employee motivation, efficiency and effectiveness.	HIGH	
Diversity and inclusion / equal opportunities including gender equality	By promoting D&I values, Ourvita becomes more attractive to the workforce of tomorrow, helping to attract and retain a high-performing workforce.	HIGH	SDGs 3: Good health and well being SDGs 5: Gender equity SDGs 8: Decent work and economic growth SDGs 10 Reduce inequalities
	High levels of diversity and inclusion in the workplace result in greater productivity, creativity, innovation, engagement and workforce well-being.	MEDIUM	
Community Engagement	Ourvita contributes to the economic development of local communities and supporting employment.	LOW	
Innovation	Enables the company to continually adapt to market and legislative challenges.	LOW	
	Development of valuable Intellectual Property.	LOW	

Material Topic (Environmental)	Impacts	Scope of the impact	SDGs
GHG emissions	With increasing pressure to reduce environmental impact, customers are starting to set expectations for their suppliers to reduce and report on their GHG emissions. In doing so, Ourvita can have a positive or negative impact by supporting (or not) their customers with their own GHG emissions reduction targets.	HIGH	SDGs 3: Good health and well being SDGs 12: Responsible consumption and production SDGs 13: climate action SDGs 14: life below water SDGs 15: life on land
	Climate change can disrupt global supply chains through extreme weather events, natural disasters, or changes in raw material availability. This could lead to production delays, increased costs, and reduced profitability for Ourvita.	MEDIUM	
Waste Management	Ourvita complies with environmental laws and regulations, adopting measures to minimise the environmental impact of its activities, such as efficient use of resources to minimise waste production, combined with proper waste management.	HIGH	SDGs 3: Good health and well being SDGs 6: clean water and sanitation SDGs 12: responsible consumption and production SDGs 15: life on land
Water Management	Ourvita implements water-saving practices, adopting efficient techniques and reducing waste in the use of water resources, thus contributing to the conservation of water resources and the protection of water ecosystems.	MEDIUM	SDGs 8: Decent work and economic growth SDGs 12: responsible consumption and production
Packaging	Use of sustainable packaging can reduce the environmental cost of production and distribution.	MEDIUM	SDGs 8: Decent work and economic growth SDGs 12: responsible consumption and production
	Providing education and clear instructions on how to process packaging helps ensure that packaging is used/reused/recycled/disposed of most efficiently.	LOW	SDGs 12: responsible consumption and production SDGs 16: Peace, Justice and strong institutions

Energy Efficiency	Lack of adequate energy management could lead to excessive energy consumption, increased greenhouse gas emissions and financial cost, negatively affecting energy resources, the environment, and the bottom line.	MEDIUM	SDGs 7: Affordable and clean energy
	Ourvita adopts measures to reduce energy consumption, improving the efficiency of production processes and investing in renewable energy sources, this contributing to the reduction of environmental impact related to energy consumption, and potentially to financial savings.	MEDIUM	SDGs 8: Decent work and economic growth SDGs 12: responsible consumption & production SDGs 13: climate action
Sustainable Sourcing	By increasing focus on our suppliers' quality performance, we will see an improvement in overall quality of our product and a reduction in negative costs such as product recalls. This should help to develop better suppliers and improve their longevity and help sustain our business.	MEDIUM	
	Collaborating with sustainable partners and suppliers allows Ourvita to stand out as a leader in sustainability in the CDMO marketplace. This can attract environmentally conscious customers, enhance brand reputation, and drive long-term competitive advantage.	MEDIUM	
	Using unsustainable raw materials obtained from non-certified sources or practices harmful to the biodiversity could contribute to deforestation, species extinction and aggravation of environmental problems.	MEDIUM	
	Using unsustainable raw materials obtained from non-certified sources, or extraction and processing practices harmful to the environment, could contribute to deforestation, species extinction and aggravation of environmental problems if not responsibly managed.	LOW	
	Working with local vs international suppliers can reduce the environmental impact of the supply chain distribution.	LOW	

1.3.3. Our strategic pillars

We have grouped the sustainability impacts identified during the materiality assessment to four main categories, namely Our Products, Our People and Our Environment, with Our Business cross-cutting each pillar.

Our Products	Our People	Our Environment
<ul style="list-style-type: none"> Product Safety & Quality Innovation Sustainable Sourcing Packaging 	<ul style="list-style-type: none"> Occupational Health, Safety and Wellbeing Fair Employment Training & Education Diversity & Inclusion / Equal Opportunities including Gender Equality 	<ul style="list-style-type: none"> GHG Emmissions Energy Efficiency Waste Management Water Management
Our Business		
Business Conduct and Ethics		

Our Products, Our People, Our Environment and Our Business are fundamental to achieving Ourvita's mission and to leaving a positive legacy through the work we do together.

Ourvita's **mission statement** is

- ✓ to make the world better;
- ✓ to help improve physical and mental health and wellness through quality, innovation and accessibility;
- ✓ to be the partner that provides excellence, expertise and world class service to propel our customers forwards.

For each pillar, we analyzed the elements that impact the business and the levers that Ourvita needs to drive value; finally we defined the commitments that Ourvita can make to accelerate performance and differentiate itself from its competitors.

Objective	Target	Target Year
Produce high quality, sustainably sourced, healthy and effective solutions for our clients.	Maintain product complaints below 1% of turnover in value *.	2025
	Zero product recalls *.	Ongoing
	90% of spend from suppliers having a sustainability evaluation.	2028
	Increase the % of ingredients in our total ingredient consumption coming from upcycling and linked to the circular economy by 2%.	Annual
Work in partnership with suppliers and customers to reduce the environmental impact of manufacturing our products, combining innovation with circular economy.	Develop an approach to sustainable packaging, including design of 100% recyclable packaging; increased % of RPET in plastic packaging; and partnerships with customers for launching refillable and reusable packaging.	2025

Objective	Target	Target Year
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.	2024
	Develop a performance management system, including personalized development, succession planning and training, for all employees.	2025
	Completion of Personal Development Review (PDR) by 100% of employees.	Annual
Promote gender equality, diversity and inclusion.	Women in 25% of management positions.	2027
	Reduce gender pay gap by 5% year-on-year from 2023 baseline.	Annual
	Collect baseline data relating to diversity metrics (beyond gender) and set diversity target accordingly.	2025
Maintain a safe working environment.	Zero accidents*.	Ongoing
	100% of new employees receive H&S induction training, within 45 days of joining*.	Ongoing



Objective	Target	Target Year
Minimize climate change impact.	Reduce carbon emissions in alignment with science-based target (SBT)*.	2030
	Establish a scope 3 reduction target, per kg of finished product, aligned with science-based target approach.	Annual
Promote sustainable resource management (energy, waste, water).	Reduce waste to less than 0.6% per million pieces*1.	2025
	Increase percentage of renewable electricity by 15% annually from 2023 baseline.	2027
	100% ISO 14001 certified group companies who have been in group for at least 3 years.	2027
	Evaluate impacts of operational activities on biodiversity.	2026
	Implement projects to reduce water consumption during production.	2026

2. OUR PRODUCTS

2.1. Product safety and quality

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

The long-term goal is to keep product complaints below 1% of turnover in value, achieved through 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.

Objective	Target KPI	Target Year	Initiatives	Status
Products complaints and non-conformities	Maintain product complaints below 1% of turnover value	2025	<ul style="list-style-type: none"> Quality system Internal audit Internal teamwork and with customers 	The non-conformities recorded for the year 2022 affected the turnover for 0,8%, improved compared to 1,4% in 2021.
Zero product recalls	Zero product recalls	Continuous implementation	<ul style="list-style-type: none"> Quality system Periodic internal audit 	

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.

Evidence has shown that there have been 0,31% on turnover cases of non-compliance claims regarding the products marketed by Procemsa and OFI in 2022. This evidence has been declared through a notarial deed substitute declaration signed by the president of Procemsa.

Product conformity percentage for Financial Year 2022		
	2022	2023
Turnover	66.224.153 €	
Cost of non conformities	202.159 €	
Product conformity percentage (Cost of non conformities/turnover) %	0,31%	

A documented risk assessment has been prepared according to Failure Modes and Effects Analysis method, in order 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 was updated following specific meetings that involved all function managers, until the environmental aspects and impacts have been analyzed, new objectives have been defined and the Group Policy has been updated.

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
- ✓ 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.



2.2. Innovation

Innovation is in Ourvita's DNA.

With over 40 people in our innovation team we are 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. Our team of expert formulators, can

provide full development of products from idea stage, co-develop with customer's R&D team, or provide technical transfers of current products in the market.

When developing for our partners or co-developing products with our partners, we always work based on the following four principles:

01.	02.	03.	04.
Product Proposal	Product USP's	Respect For Enviroment	Key Ingredients
When Innovating products, we develop them based on the latest research, trends & innovation, within all product categories, channels and geographical locations. Our proposed formulas are developed and optimized by the multidisciplinary R&D team, made up of 40+ researchers and technicians, with in-depth knowledge & experlence formulating food supplement, cosmetics & medical device products.	We develop Clean formulas, with an absence of excipients which are considered unwelcome by consumers. We pay great attention to all organoleptic characteristics to maximise the immediate positive perception of the product. Our developed formulas are ready to market and have EFSA Claims to support marketing.	We always pay maximum attention to the use of green packaging solutions which are currently available. Our plant was awarded the EcoVadis gold 2022 award. We use clean energy from renewable sources and Turin is a carbon neutral plant.	Where possible we will utilize technologically advanced raw materials, with an accentuated bioavailabilty profile. We utilize where possible, raw materials with a bibliography or clinical studies, have a list or raw materials from qualified International suppliers, providing patented technologies.

Ourvita's activities span across the full value chain, representing the ONE-STOP-SHOP for our customers: development of customized formulations for clients; clinical trials, stability studies, pilot batches manufacturing and regulatory support; procurement and manufacturing; logistics, warehouse and shipment. Ourvita also ensures superior quality products, compliant with the highest legal and technical standards and pharma industry.

We offer a wide range of services based on our brand Partners' needs:

- Raw materials & 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 writing of Product scientific technical dossier
- Development of medical devices dossiers
- Regulatory, communication and marketing support to successfully access the European and International markets

R&D Data in 2023

- ✓ 5 Research and Development Excellence Centers
- ✓ 40+ Professionals
- ✓ 17 Patents
- ✓ 2000+ research projects and 3000+ prototypes per year



3. OUR PEOPLE

“GREAT MINDS, BEHIND GREAT THINGS” is our motto and has been since the beginning of our activity.

Our people make our organization what it is, by shared values and a shared vision, with individuals who thrive on innovation, who achieve more together. At Ourvita we cooperate with people who focus on the details, whilst always keeping their eyes on the big picture, who know how to collaborate and also how to lead.

Collaboration and sharing of knowledge is key to the success and growth of Ourvita, and our partners and customers.

3.1. Occupational Health, Safety and Wellbeing

Ourvita prioritizes and proactively manages the health, safety and wellbeing of its employees and contractors. The company adopts measures to ensure a safe and healthy working environment and implements accident and occupational disease prevention practices. Ourvita is committed to ensuring compliance with laws and regulations regarding the prevention of risks and the protection of health and safety at work.

Group entities are governed by management systems required by the current regulations of the countries in which they operate and there are

common standards that include risk assessment, relevant training for staff, and the appointment of an employer's safety delegate and worker safety representatives.

Ourvita adopts the measures envisaged in accordance with the certification **UNI EN ISO 45001:2018**. This is an international standard that specifies requirements and guidance for use for occupational health and safety management systems (OHS), which enable safe and healthy workplaces, prevent occupational injuries and health problems, and proactively improve OSH.

The health and safety system covers all Ourvita's workers and contractors including direct and temporary employees. Management, supported by industry professionals, safety engineers and external consultants, monitors safety performance and periodically reviews and updates the occupational health and safety management system. Key safety-related indicators are tracked, including accidents and near misses and communicated on in order to raise staff awareness and to identify areas for improvement. Preventive audits are carried out at a predetermined frequency in each plant, including an analysis of lost time injuries, coaching sessions, etc. in order to improve safety performance.

Regarding hazard identification and assessment, following each significant change (technical or organizational) a detailed risk analysis is undertaken. Based on the identified risks, risk prevention and containment measures are prepared.

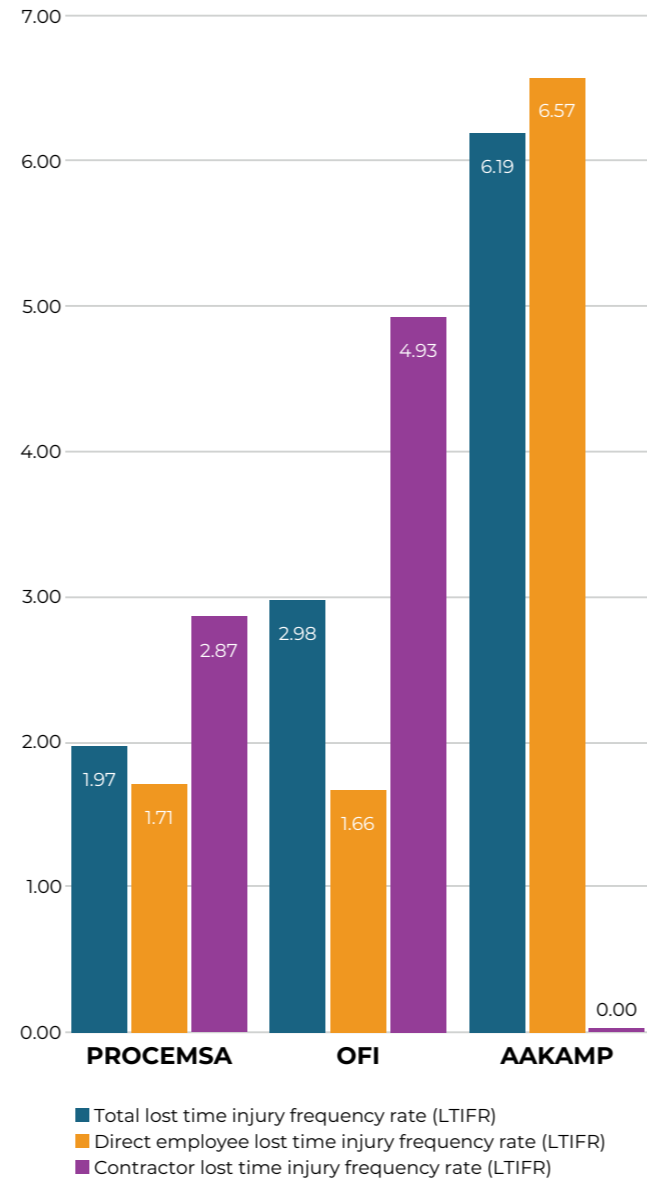
In addition, workers have safety representatives, who are responsible for reporting through special forms any critical issues to the employer, who is required to intervene to verify and respond. There is also a group Health & Safety Manager, who reports directly to the CEO.

Incidents that result in interventions beyond first aid treatment, so-called “Recordable” incidents are investigated to determine the root causes of the occurrence. The investigation is conducted by the safety manager together with the line manager and the person involved and any witnesses. Corrective action is completed with the implementation of technical and organizational measures to prevent recurrence of the same incident.

In 2023, the numbers of Ourvita’s injuries are the following:

	PROCEMSA	OFI	AAKAMP	TOTAL
Total number of recordable work-related accidents and incidents resulting in injuries	1	3	5	9
Overall no. of hours worked in the reporting period	323.200,00	201.251,40	387.940,10	912.391,50
Total lost time injury frequency rate (LTIFR)	0,62	2,98	2,58	1,97
Number of lost time injuries to direct employees	0	1	12	13
Overall no. of hours worked by direct employees in the reporting period	217.626,00	120.145,50	365.280,62	703.052,12
Direct employee lost time injury frequency rate (LTIFR)	0,00	1,66	6,57	3,70
Number of lost time injuries to contractors	1	2	0	3
Overall no. of hours worked by contractors in the reporting period	105.574,00	81105,90	22659,39	209339,29
Contractor lost time injury frequency rate (LTIFR)	1,89	4,93	0,00	2,87

Key indicators related to LTIFR



3.2. Diversity and Inclusion, Equal Opportunities including Gender Equality, and Fair Employment

The true strength of Ourvita lies in its human resources. 100% of our workforce is covered by collective agreements or labour laws applicable in the relevant country. Specifically, Procemsa and OFI applies the CCNL Chemical Pharmaceutical and Aakamp applies national German contract.

At Ourvita we believe 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 2023.

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

Ourvita’s workforce in 2023 is composed as follows:

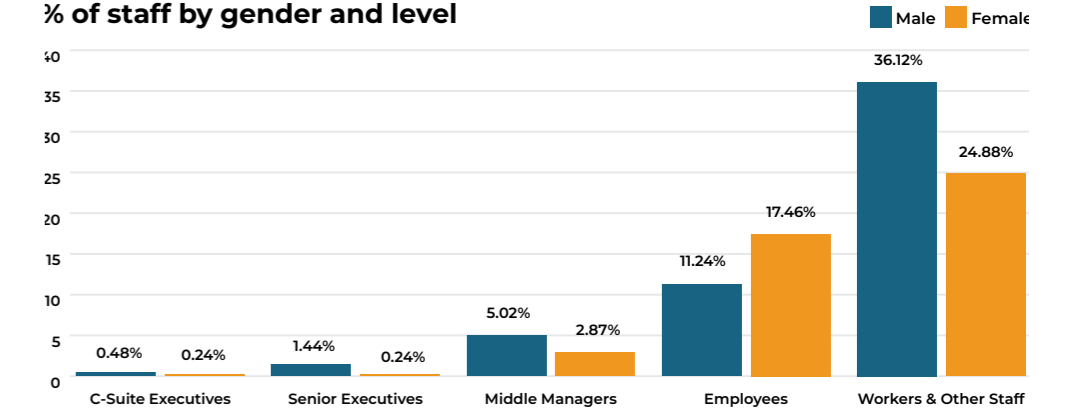
	2-7 Employees - 2023								
	PROCEMSA			OFI			AAKAMP		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	68	69	137	30	42	72	101	64	165
Temporary employees			0	1	1	2	27	15	42
Total employees	68	69	137	31	43	74	128	79	207
Full-time employees	68	67	135	31	39	70	124	62	186
Part-time employees		2	2		4	4	4	17	21

Level	2023 PROCMSA									2023 OFI									2023 AAKAMP								
	Values									Values									Values								
	Male			Female			Total			Male			Female			Total			Male			Female			Total		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	Male	Female	Total	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	Male	Female	Total	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	Male	Female	Total
C-Suite Executives	-	-	2	-	-	1	2	1	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Executives	-	1	-	-	-	1	1	1	2	-	-	1	-	-	-	1	-	1	-	3	1	-	-	-	4	-	4
Middle Managers	-	3	3	-	3	3	6	6	12	-	3	1	-	2	-	4	2	6	3	7	1	-	3	1	11	4	15
Employees	1	5	2	6	10	12	8	28	36	1	5	5	10	10	7	11	27	38	13	11	4	4	8	6	28	18	46
Workers & Other Staff	5	35	11	3	21	9	51	33	84	6	7	2	2	8	4	15	14	29	15	39	31	11	28	18	85	57	142
Total	6	44	18	9	34	26	68	69	137	7	15	9	12	20	11	31	43	74	31	60	37	15	39	25	128	79	207

Within Ourvita, the workforce is divided into the following levels:

- 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.

% of staff by gender and level



Level	2023 OURVITA (consolidated)								
	Values								
	Male			Female			Total		
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	Male	Female	Total
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 and Other Staff	26	81	44	16	57	31	151	104	255
Total	44	119	64	36	93	62	227	191	418

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.

By promoting the values of Diversity and Inclusion (D&I), Ourvita enhances its appeal to the future workforce, aiding in the attraction and retention of high-performing employees.

We can see that in both 2022 and 2023 new hires were greater than departures and involved mainly young employees: in 2022, of the total hires, 91.67% involved individuals under the age of 50 (54.17% < 30 years; 37.50% between 30-50 years); in 2023 this data amounted to 82.93% (39.03% < 30 years; 43.90% between 30-50 years).

401-1 New hires and turnover (at 12.31 of each year) ¹												
	2022 PROCEMSA			2022 OFI			2023 PROCEMSA			2023 OFI		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
New hires												
< 30 years	3	2	5	3	5	8	5	2	7	3	6	9
30-50 years	5	3	8	-	1	1	7	4	11	2	5	7
> 50 years	2	-	2	-	-	-	3	-	3	2	2	4
Total	10	5	15	3	6	9	15	6	21	7	13	20
Departures												
< 30 years	-	-	-	-	2	2	2	1	3	4	-	4
30-50 years	2	2	4	4	4	8	5	-	5	2	3	5
> 50 years	2	-	2	-	-	-	-	-	-	-	2	2
Total	4	2	6	4	6	10	7	1	8	6	5	11

1. Data refer to Procemsa and OFI; there is no data from Aakamp.



Turnover Rate	
Total	14,35%
Positive	22,16%
Negative	15,32%
Total male	40,23%
Total female	25,51%
Positive male	25,29%
Positive female	19,39%
Negative male	14,94%
Negative female	6,12%

We also cooperate with several workers who are not employees, but whose work is controlled by Ourvita. They mainly work in the production department and warehouse (storage work, production helpers, machine operators, all kinds of production activities) and are hired on temporary contracts with labor agencies. In 2023, there are 54 contractors in OPS, 1 VAT consultant and 2 contractors in Finance in Procemsa; 10 temporary employees and 1 student R&D in Aakamp.

Ourvita is an attractive employer providing fair wages, excellent working conditions, flexible work arrangements, and a variety of employee benefits, fostering a positive workplace culture. We put people in the foreground and have developed a comprehensive welfare plan. We provide job flexibility options, including part-time work schedules at the request of workers, flex-time work schedules allowing freedom to vary start and stop times, and the possibility to work from home.

Providing excellent working conditions and flexible work arrangements reflects Ourvita's understanding of the diverse needs and preferences of its workforce. By accommodating different work styles and lifestyles, the company promotes work-life balance and empowers employees to perform at their best.

By offering this, Ourvita not only attracts top talent but also fosters a positive workplace culture where employees feel valued and supported and the company retains employees in the long term.



A positive workplace culture built on trust, respect, and support not only enhances employee morale but also drives productivity and innovation, ultimately contributing to our success. 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.

401-3 Parental leave ¹						
	2023 PROCEMSA			2023 OFI		
	Male	Female	Total	Male	Female	Total
Total number of employees who became new parents	28	69	137	30	42	72
Total number of employees that took parental leave	6	9	15	1	5	6
Total number of employees that returned to work in the reporting period after parental leave ended	6	9	15	1	4	5
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	6	9	15	1	4	5
Return to work rate	100%	100%	100%	100%	80%	83%
Retention rate	-	-	-	100%	44%	33%

1. Data refer to Procemsa and OFI; there is no data from Aakamp.

Salaries provided 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.

405-2 Ratio of basic salary and remuneration of women to men									
Livello	2023 PROCEMSA			2023 OFI			2023 AAKAMP		
	Average wage	woman/ man ratio		Average wage	woman/ man ratio		Average wage	woman/ man ratio	
	Male	Female		Male	Female		Male	Female	
C-Suite Executives	213.200,00 €	221.000,00 €	1,04	-	-	-	-	-	-
Senior Executives	300.000,00 €	168.000,00 €	0,56	173.928,40 €	-	-	229.122,40 €	-	-
Middle Managers	90.322,21 €	50.026,47 €	0,55	82.778,96 €	84.200,04 €	1,02	66.036,63 €	58.175,00 €	0,88
Employees	41.759,04 €	32.797,18 €	0,79	37.398,07 €	31.631,68 €	0,85	39.841,15 €	32.388,77 €	0,81
Workers & Other Staff	29.201,67 €	27.800,01 €	0,95	25.101,72 €	22.912,67 €	0,91	33.324,24 €	28.361,39 €	0,85

3.3. Training and Education

To ensure work is performed efficiently and productively, in compliance with nutritional and environmental laws as well as workplace health and safety regulations, all employees receive continuous updates and training tailored to their roles within the company.

Annual retraining 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 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.

Average hours of training per year per employee ¹			
	2022	2023	% change
Employee training total hours	5336	8018	50%
Employee training average hours per FTE	13,4	18,3	37%

¹ Data refer to Procemsa and OFI; there is no data from Aakamp.

In the table above, we can observe that the total training hours completed by employees in 2023 increased by 50% compared to 2022, while the average hours per employee rose from 13.4 in 2022 to 18.3 in 2023, marking an increase of 37%.

The significant increase in training hours highlights Ourvita's commitment to enhancing the skills and competencies of its workforce. By investing in employee development, Ourvita not only improves the individual

capabilities 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 rates as employees feel more valued and equipped to meet the demands of their roles.

Moreover, the increase in average training hours per employee reflects a tailored approach to professional development, ensuring that each team member receives adequate opportunities to enhance their skill set. This strategic investment is essential for maintaining a competitive edge in the industry, as a well-trained workforce is better prepared to adapt to changes and innovate.

In conclusion, the data from 2023 underscores Ourvita's dedication to its employees' growth, which is a critical component of the company's overall success and sustainability.

Training courses provided, cover: required job skills (machinery operation, IT training), cyber and data security, professional development, and quality, safety, environmental and sustainability, with the majority of training hours concentrated in the latter area (58%) and in professional skills (24%).

The allocation of training hours indicates a strategic focus by Ourvita to ensure high quality standards and to enhance professional skills among its employees. The fact that 58% of the training hours were dedicated to quality shows that Ourvita places a significant emphasis on maintaining excellence in its operations and output. The substantial investment in professional skills, accounting for 24% of the training hours, underscores our commitment to equipping our workforce with the necessary expertise to excel in their roles.

By prioritizing these areas, Ourvita is aiming to build a robust foundation of technical and professional competencies that can drive innovation and efficiency.

The inclusion of cybersecurity and data protection in the training curriculum also highlights Ourvita's comprehensive approach to employee development. 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. Additionally, professional development courses contribute to the overall growth and career advancement of employees, fostering a motivated and skilled workforce.

3.4. Community engagement



During 2023, Ourvita contributed to the realization of a **multidisciplinary “day hospital” area at Turin pediatric Regina Margherita hospital**, a 200 sqm space need for pediatric patients that need specific care, that was inaugurated at the beginning of May 2023. The area is fully decorated in order to be child friendly.

Ourvita founded this new pediatric department in Turin hospital through FORMA ONLUS, a Non for profit organization.

In-line with its corporate commitment to sustainability, in 2023 Ourvita has funded the **creation of three wishing wells in Malawi**.

Having collaborated with Italian initiative, Il Pozzo Dei Desideri (The Wishing Well), three water supplies were created in a trio of villages to support almost 140 families.

With an objective to “do 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.

Ourvita is committed to sustainability and its ambitions closely align with those of Il Pozzo Dei Desideri.



Events: Vita Food 2023

Vitafoods Europe is the leading annual nutraceutical event that takes place in Geneva.

This year our Group participated with a new design booth focused on one of the most important pillar of our strategy: SUSTAINABILITY

The stand was built using recyclable materials including kraft paper and also business cards were sustainable with a new concept.

During the event we had the opportunity to show to the industry our strategic capabilities:

- Pet supplement and pet cosmetics: a new entry in our capabilities portfolio
- Gummies that are sugar free, have unlimited formulas, and an unbelievable taste
- Probiotics with 3 phase vials systems and patented probiotics in oil for infants
- Cosmetics such as microbioma trend, probiotics skincare and flower infusions skincare
- Vegan softgels



4. OUR ENVIRONMENT

By continually innovating our processes and technologies across 5 research and development excellence centers, plus over 2000 research projects and 3000 prototypes per year, we are committed to reducing our environmental footprint, driving efficiency and creating value for our clients.

Ourvita is aware of the impact our activities have on the environment and is committed to making choices in order to lower our environmental impact. Starting from the choice of raw materials, our formulations are designed to reduce the use of palm oil and avoid the use of raw materials coming from protected botanical species. In cosmetic products the R&D department has been studying more sustainable and green filters for sun protection products in order to manufacture products that minimize their environmental impact.

The impact of our production facilities is constantly monitored and evaluated in order to increase their efficiency and reduce waste.

Through continuous research and development, we strive to pioneer groundbreaking solutions that address the evolving needs of the healthcare industry. By harnessing cutting-edge technologies and embracing a culture of creativity, we are committed to shaping the future. This includes:

- Raw Materials & Formulations Research
- 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

Ourvita embraces sustainable practices aimed at enhancing its environmental stewardship.

4.1. Energy efficiency

Energy consumption is a key focus for the group, given the environmental and economic impact it can have on the entire supply chain. Currently, a photovoltaic system has been implemented at the Ourvita facility to reduce energy consumption from non-renewable sources.

The table presents data on energy consumption for the years 2022 and 2023, comparing the amounts of energy consumed by three entities: Procemsa, OFI, and AAKAMP. The energy consumption is categorized by source: stationary sources, mobile sources, and total energy consumed by the company.

The data indicate an overall trend towards reduced energy consumption, with notable improvements in thermal energy efficiency. However, the increased reliance on electricity from the national grid and higher energy consumption from mobile sources highlight areas that may need further attention for achieving better energy efficiency and sustainability.

Energy Consumed by Stationary Sources

In 2022, the total energy consumed by stationary sources was 11.739.883,30 kWh. In 2023, this consumption slightly decreased to 10.772.883.40 kWh, representing a reduction of 8%. This indicates a slight improvement in the efficiency or reduction in the need for energy from stationary sources.

Thermal Energy:

- In 2022, thermal energy consumption was 7.431.973,30 kWh;
- By 2023, this had significantly decreased to 5.335.682,00 kWh, marking a reduction of 28%.

Electricity Consumed from National Grid:

- Electricity consumption from the national grid increased from 3.648.683,00 kWh in 2022 to 4.919.582,00 kWh in 2023, a 35% increase. This rise indicates a higher reliance on the national grid for electricity.

Electricity from Renewable Sources:

- The consumption of electricity produced with renewable sources decreased from 659.224,00 kWh in 2022 to 517.621,00 kWh in 2023, a 21% reduction.

Energy Consumed by Mobile Sources:

Energy consumption from mobile sources increased from 230.640,39 kWh in 2022 to 336.743,66 kWh in 2023, showing a significant increase of 46%.

Total Energy Consumed by the Company:

The total energy consumed by the company decreased from 11.970.523,69 kWh in 2022 to 11.109.627,06 kWh in 2023, a reduction of 7%. This overall decrease reflects improved energy efficiency or reduced energy requirements across the company.

Energy source	2022				2023				Change % total
	Procemsa (Kwh)	OFI (Kwh)	AAKAMP (Kwh)	TOTAL (Kwh)	Procemsa (Kwh)	OFI (Kwh)	AAKAMP (Kwh)	TOTAL (Kwh)	
Energy consumed by stationary source	9.928.622,00	1.612.620,40	198.640,90	11.739.883,30	8.307.718,40	1.610.955,00	854.210,00	10.772.883,40	-8%
Thermal energy	6.821.088,00	601.910,40	8.980,90	7.431.979,30	4.820.678,40	484.752,00	30.250,00	5.335.680,40	-28%
Electricity consumed by national grid	2.448.310,00	1.010.710,00	189.660,00	3.648.680,00	2.969.419,00	1.126.203,00	823.960,00	4.919.582,00	35%
Electricity consumption produced with renewable energy source (kWh)	659.224,00	0,00	0,00	659.224,00	517.621,00	0,00	0,00	517.621,00	-21%
Energy consumed by mobile source	152.288,29	44.766,68	33.585,42	230.640,39	159.172,02	82.412,71	95.158,92	336.743,66	46%
Total energy consumed by the company	10.080.910,29	1.657.387,08	232.226,31	11.970.523,69	8.466.890,42	1.693.367,71	949.368,92	11.109.627,06	-7%

4.1.1. Energy intensity

The table presents data on the energy intensity of production for the years 2022 and 2023, comparing the energy consumption per piece produced by three entities: Procemsa, OFI, and AAKAMP.

Energy intensity is measured in kilowatt-hours per piece (kWh/piece) produced.

In 2022, the total energy intensity of production across all entities was 0,23 kWh/piece. By 2023, this intensity had decreased to 0,18 kWh/piece,

representing a reduction of 21%. This indicates improved energy efficiency in production processes. Procemsa showed the most significant improvement, while OFI maintained a steady efficiency. AAKAMP, however, saw an increase in energy intensity, which may require targeted efforts to enhance energy efficiency in their production processes. This overall reduction in energy intensity reflects improved production practices and a move towards more sustainable and energy-efficient operations.

	2022				2023				Change % total
	Procemsa (Kwh/Piece)	OFI (Kwh/piece)	AAKAMP (Kwh/Piece)	TOTAL (Kwh/Piece)	Procemsa (Kwh/Piece)	OFI (Kwh/piece)	AAKAMP (Kwh/Piece)	TOTAL (Kwh/Piece)	
Energy intensity of production (Kwh/n.pieces)	0,33	0,11	0,029	0,23	0,24	0,10	0,13	0,18	-21%

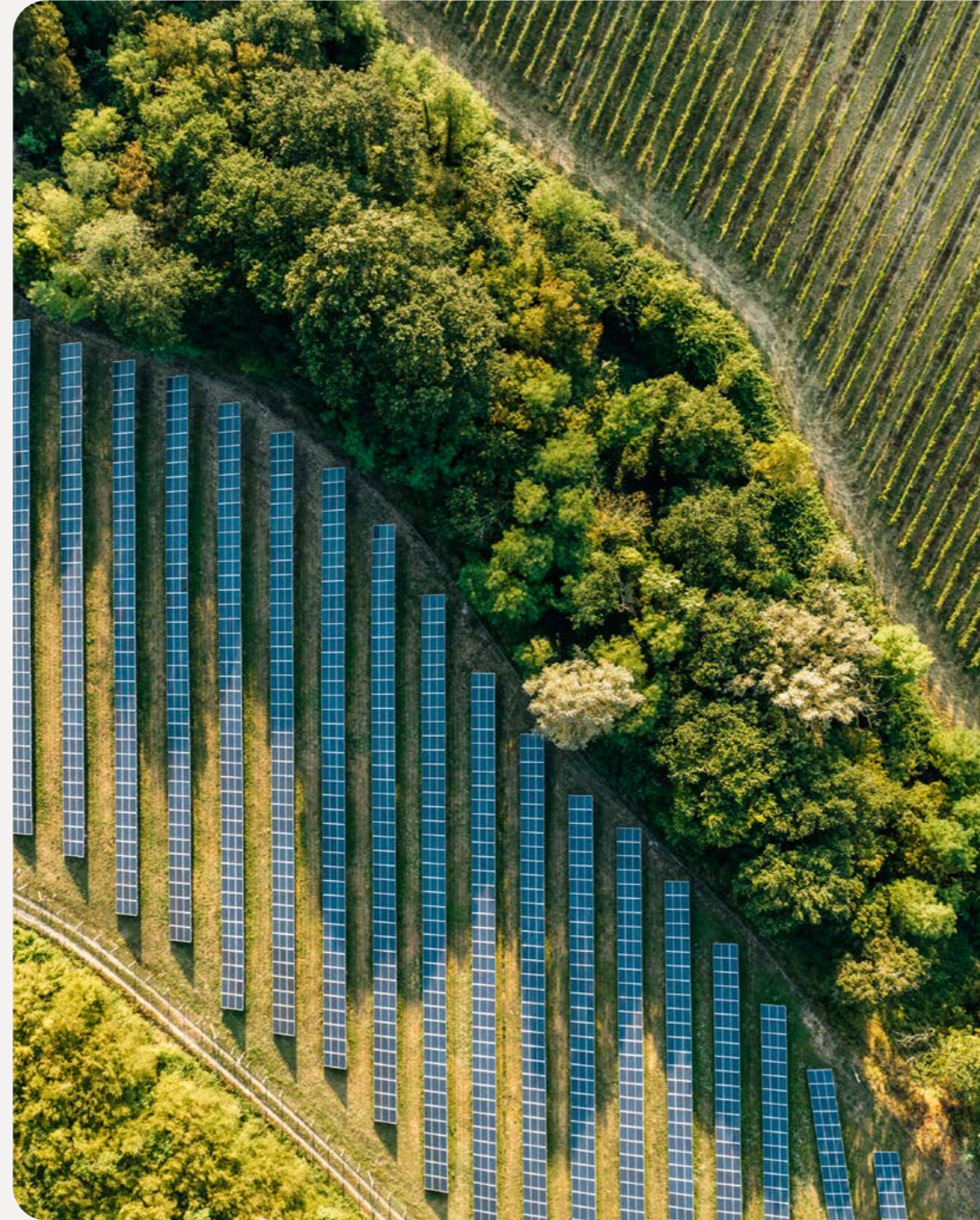
4.2. GHG emissions

The Company's GHG inventory has been developed according to the GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition. This document outlines the boundaries of the inventory, the emission categories considered, the methodologies and emission factors used and the resulting GHG emissions. GHG emissions were calculated using the location-based method (scope 2) which takes into consideration the average emissions intensity of the grids from which electricity is purchased and the market-based method, which take into consideration the average emissions intensity of the residual mixes.

Furthermore, direct emissions coming from gas consumption were also considered (Scope 1).

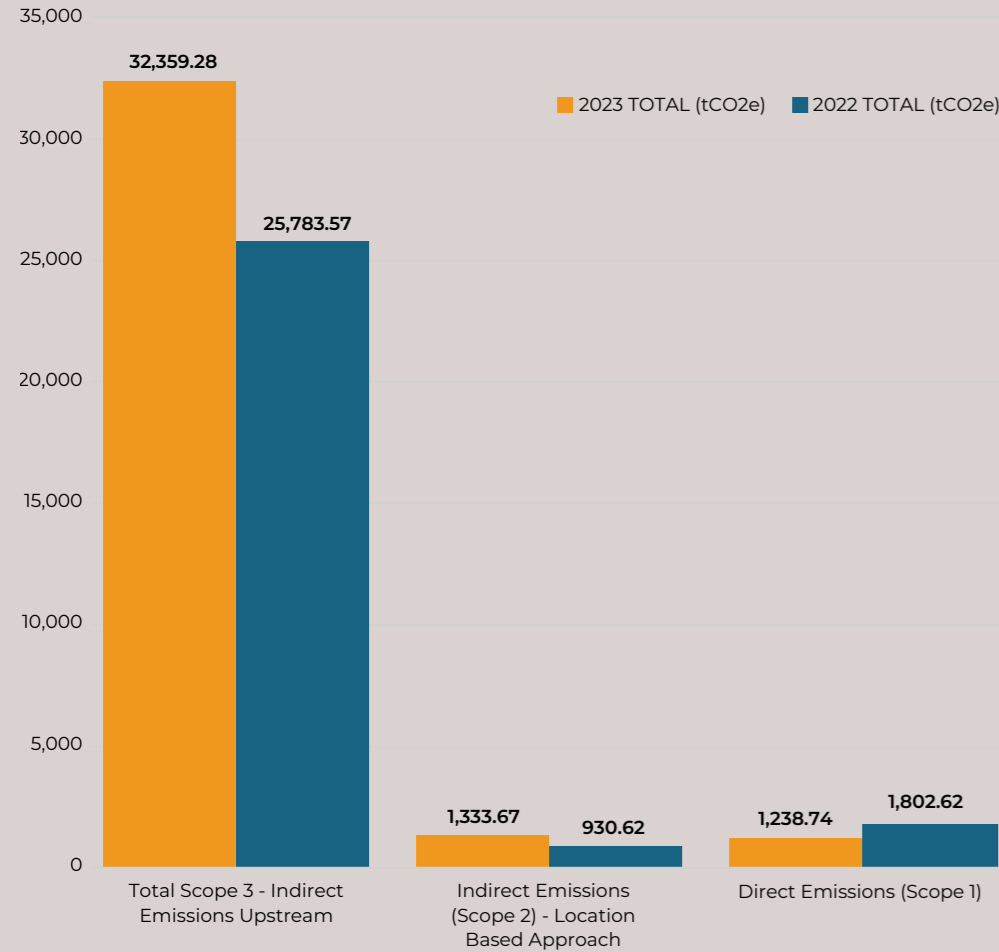
GHG emissions (Scope 1 and Scope 2) were first published in the Sustainability Report 2019. Starting from 2020, Procemsa expanded its reporting by including the following Scope 3 emission categories:

- 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



	2022				2023				
GHG EMISSIONS	Procemsa (tCO ₂ e)	OFI (tCO ₂ e)	AAKAMP (tCO ₂ e)	TOTAL (tCO ₂ e)	Procemsa (tCO ₂ e)	OFI (tCO ₂ e)	AAKAMP (tCO ₂ e)	TOTAL (tCO ₂ e)	Change % total
Direct Emissions (Scope 1)	1.618,62	173,76	10,24	1.802,62	1.064,50	142,04	32,20	1.238,74	-31,28%
-emissions resulting from natural gas used for heating and industrial processes	1.431,48	127,37	1,90	1.560,75	1.031,34	103,71	6,13	1.141,18	-26,88%
- emissions resulting from Company's car fleet	32,12	8,81	1,79	42,72	33,16	23,09	26,07	82,31	92,68%
- emissions of refrigerant gases resulting from leakages of air-conditioning systems	143,48	37,58	6,55	187,61	0,00	15,24	0,00	15,24	-91,87%
Indirect Emissions (Scope 2) – Location Based Approach	604,73	249,65	76,24	930,62	748,29	283,80	301,57	1.333,67	43,31%
Indirect Emissions (Scope 2) – Market Based Approach	1.117,83	461,46	117,18	1.696,47	1.357,47	514,84	563,61	2.435,93	43,59%
Total Scope 1-2 – Location Based Approach	2.223,35	423,41	86,48	2.733,24	1.812,79	425,84	333,77	2.572,40	-5,88%
Total Scope 1-2 – Market Based Approach	2.736,45	635,22	127,42	3.499,09	2.421,97	656,88	595,81	3.674,66	5,02%
Indirect Emissions (Scope 3 Upstream)	14.600,75	6.503,61	4.679,21	25.783,57	14.853,16	13.496,71	4.009,42	32.359,28	25,50%
Total Scope 1-2-3 – Location Based Approach	16.824,10	6.927,02	4.765,69	28.516,81	16.665,95	13.922,55	4.343,19	34.931,68	22,50%
Total Scope 1-2-3 – Market Based Approach	17.337,20	7.138,83	4.806,63	29.282,66	17.275,13	14.153,59	4.605,23	36.033,94	23,06%

Distribution of emissions Scope 1-2-3



The distribution of OURVITA's emissions depends 92.64% on the group's scope 3 emissions.

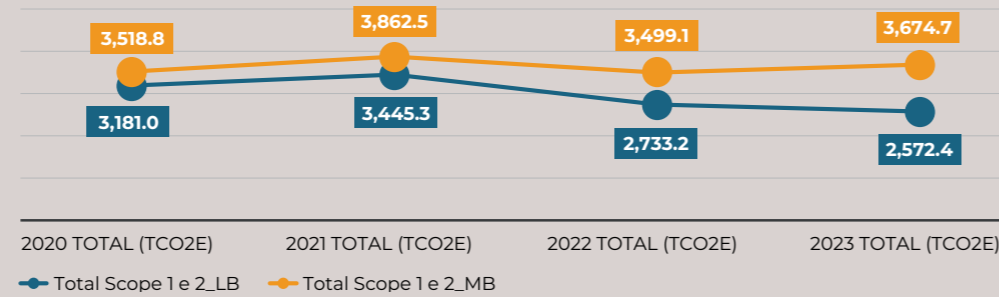
% Distribution by the scope



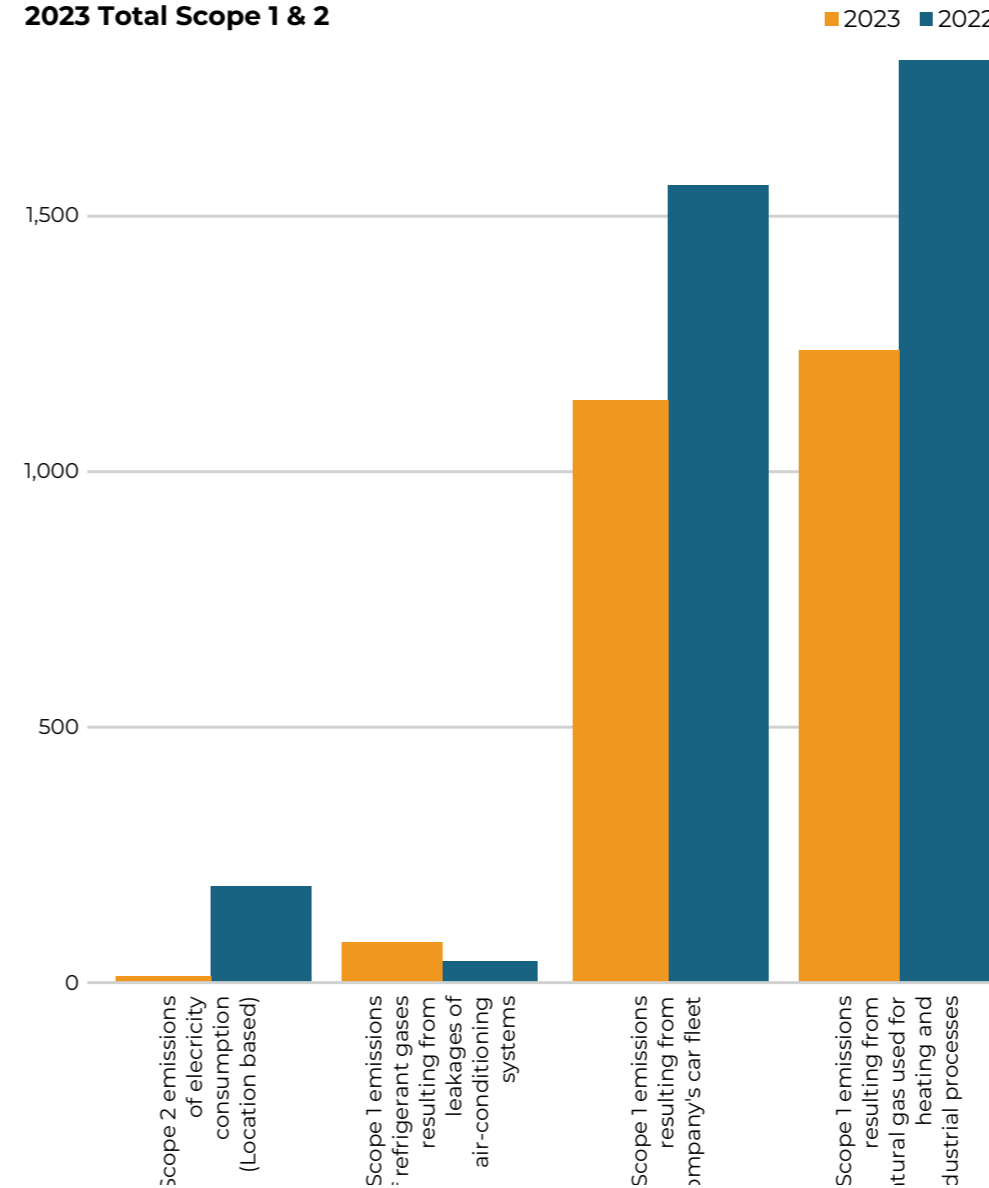
Scope 1 and 2 emissions

The strategy for reducing CO₂e emissions of the OURVITA group is progressing rapidly towards the electrification of company production processes. The impact of the reduction in natural gas use (-31,28%) represents the main driver towards the group's decarbonization. This year, the group also reduced its direct (Scope 1) and indirect (Scope 2) location-based greenhouse gas emissions by 5,88%. For the same reason of increased electrification and the simultaneous increase in the emission factor of the German national residual mix, market-based emissions have slightly increased (5,05%).

Scope 1 and 2 Location Based - Market Based compared

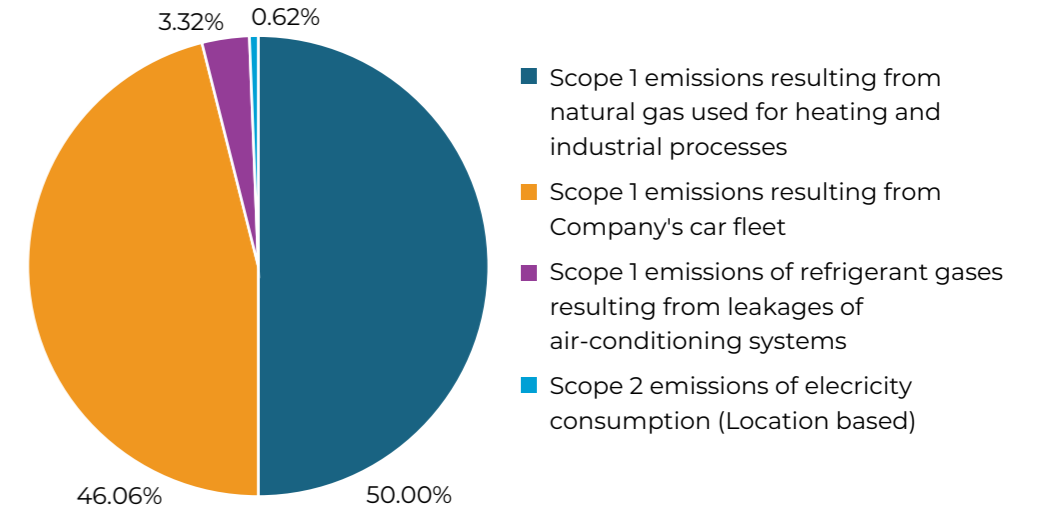


2023 Total Scope 1 & 2



The distribution of scope 1 and 2 emissions of the group is 50% due to natural gas used for heating and industrial processes.

% Distribution 2023



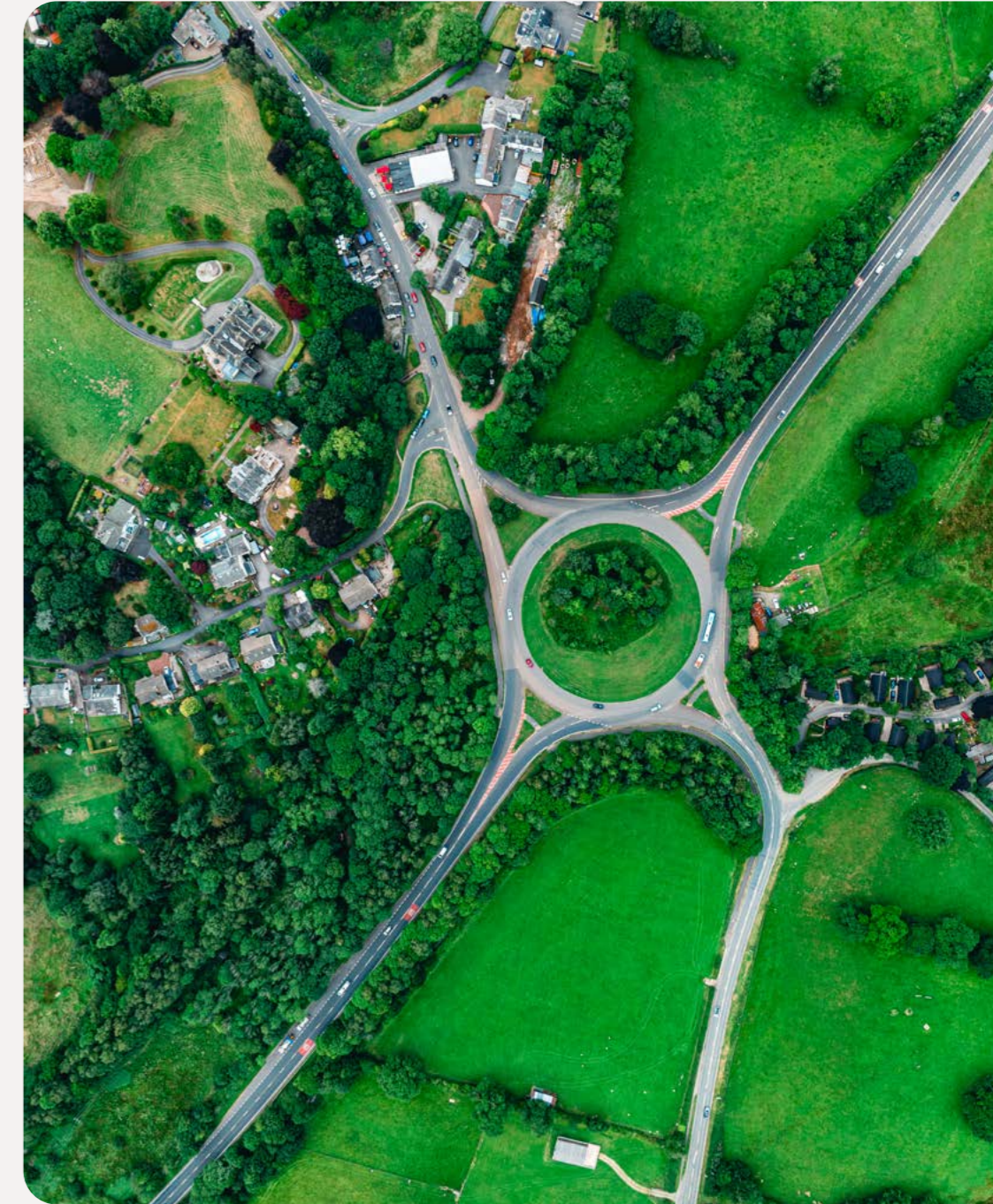
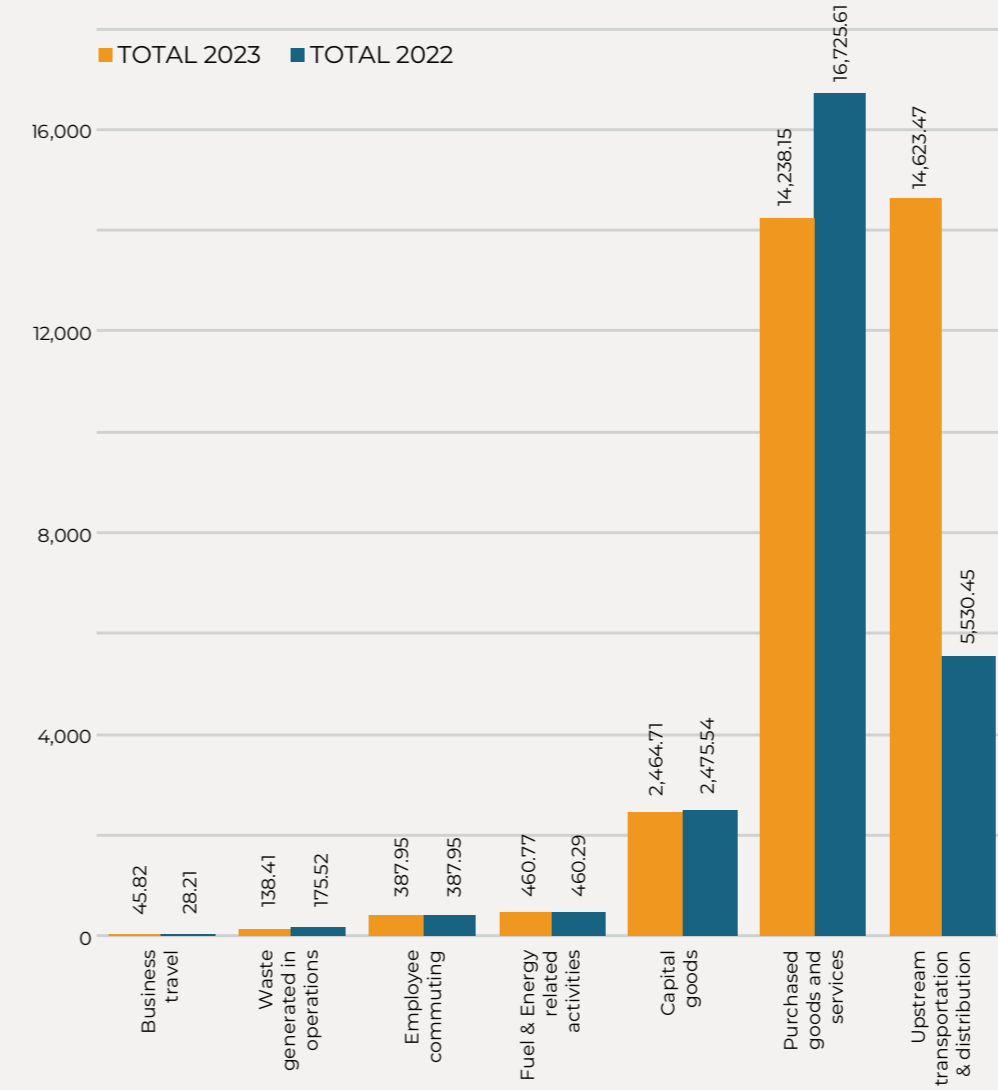
Scope 3 emissions

The group's Scope 3 emissions experienced a slight increase (25,50%) due to increased sales by OFI and Procemsa. As required by the GHG protocol, emissions from the transport and distribution of products sold by the company must be reported under the category of Upstream Transportation & Distribution. A significant decrease (14,87%) was recorded for emissions from the purchase of raw materials and packaging, as more environmentally friendly raw materials and types of packaging were used.

305-3 GHG Emissions Scope 3

Scope 3 Categories	2022				2023				Change % total
	Procemsa (tCO ₂ e)	OFI (tCO ₂ e)	AAKAMP (tCO ₂ e)	TOTAL (tCO ₂ e)	Procemsa (tCO ₂ e)	OFI (tCO ₂ e)	AAKAMP (tCO ₂ e)	TOTAL (tCO ₂ e)	
Purchased goods and services	10.160,98	4.314,63	2.250,00	16.725,61	7.017,18	4.595,16	2.625,82	14.238,15	-14,87%
Capital goods	851,93	407,77	1.215,84	2.475,54	1.798,16	601,98	64,57	2.464,71	-0,44%
Fuel & Energy related activities	373,61	74,72	11,96	460,29	325,77	77,28	57,72	460,77	0,10%
Upstream transportation & distribution	3.078,80	1.554,17	897,48	5.530,45	5.538,67	8.060,55	1.024,25	14.623,47	164,42%
Waste generated in operations	20,47	80,50	74,55	175,52	38,14	87,39	12,88	138,41	-21,14%
Business travel	13,72	7,11	7,38	28,21	34,00	9,64	2,18	45,82	62,42%
Employee commuting	101,24	64,71	222,00	387,95	101,24	64,71	222,00	387,95	0,00%
TOTAL	14.600,75	6.503,61	4.679,21	25.783,57	14.853,16	13.496,71	4.009,42	32.359,28	25,50%

Scope Emissions 2022 - 2023 by categories



4.2.1. Emissions intensity

Emissions intensity was calculated for each facility and for the entire group, based on the number of units produced by Ourvita between 2022 and 2023. There was an overall reduction in emissions intensity due to a general production increase of 14%. The company is staying below the SBTi targets while increasing its production capacity without raising its impact on climate change. The reference data for the SBTi shows that the Scope 1 and 2 Market Based emissions intensity decreased by 7.9%.

305-4 GHG Emissions Intensity									
	2022				2023				Change % total
	Procemsa	OFI	AAKAMP	TOTAL	Procemsa	OFI	AAKAMP	TOTAL	
Intensity Scope 1 and 2 Location Based (KgCO ₂ e/N. Pieces)	0,07	0,03	0,01	0,05	0,05	0,03	0,05	0,04	-17,5%
Intensity Scope 1 and 2 Market Based (KgCO ₂ e/N. Pieces)	0,09	0,04	0,02	0,07	0,07	0,04	0,09	0,06	-7,9%
Intensity Scope 1, 2(Location Based), 3 (KgCO ₂ e/N. Pieces)	0,49	0,46	0,68	0,56	0,47	0,84	0,68	0,56	-0,5%
Intensity Scope 1,2 (Market Based), 3 (KgCO ₂ e/N. Pieces)	0,56	0,49	0,69	0,57	0,49	0,85	0,72	0,60	4,6%



4.3. Our commitment to the environment and carbon neutrality

4.3.1. Compensation Projects

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 compensate for ("offset") its residual Scopes 1 and 2 operational emissions. Ourvita's primary climate mitigation approach is to reduce its absolute carbon emissions over time. Through the purchase of carbon credits, Ourvita also provides carbon financing to climate mitigation projects beyond its value chain. As each credit corresponds to the reduction (or removal) of one ton of CO₂ equivalent (CO₂e), Ourvita can – under voluntary carbon market standards and guidance – claim it has reached carbon neutrality (Scope 1 and 2) in a given year by purchasing credits to offset its residual emissions.

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.



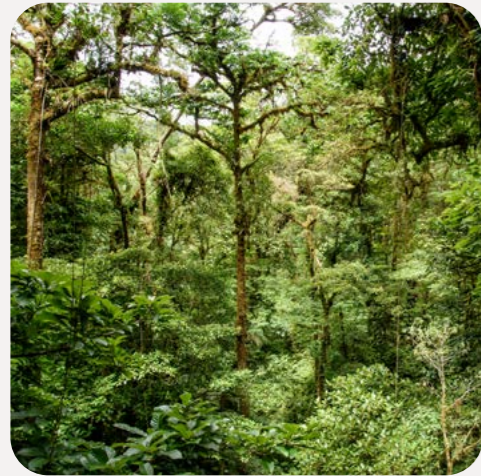
Great Bear Forest Carbon Project⁷, Canada

The Great Bear Forest covers 6.4 million hectares of north and central coast in British Columbia in Canada and is home to the First Nations people who have inhabited this land for up to 10,000 years. This rare and rich ecosystem is also home to rare species of plants and animals (including the Kermode Bear). The aim of this project is to improve forest management in the region, generating emission reductions through the protection of forest areas that were previously designated, sanctioned or approved for commercial logging. The project activities include changes in land-use legislation and regulation that result in the protection of forest areas and reduction of harvest levels.

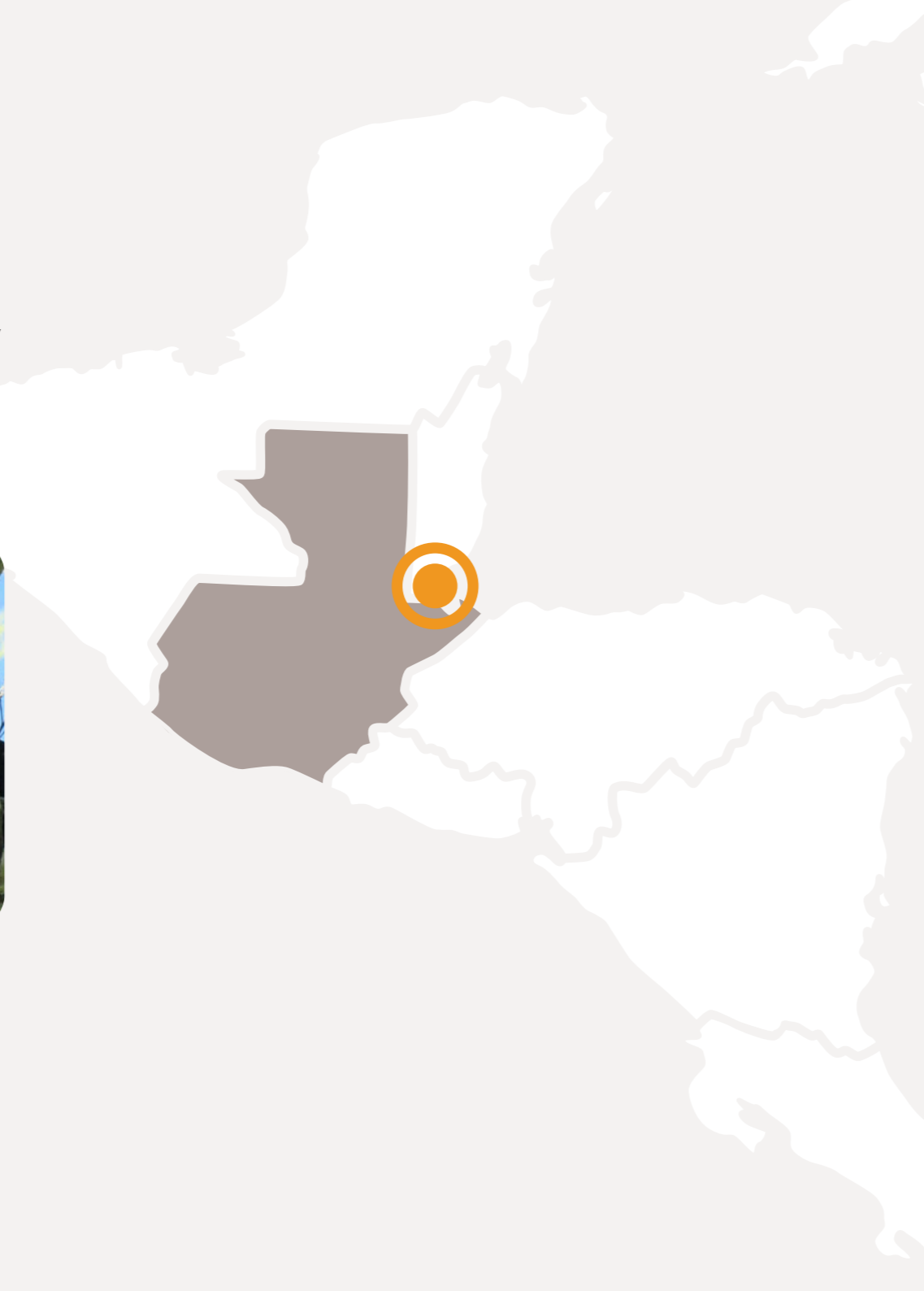
⁷The Great Bear Forest Carbon project is registered on the British Columbia Registry under three different projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798 aims to generate Improved Forest Management and reforestation-based carbon credits.

Guatemalan Conservation Coast project⁸, 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.



8. 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 v.3.1, and will generate carbon credits from avoided unplanned deforestation representing c. 22 million tonnes of CO₂e.

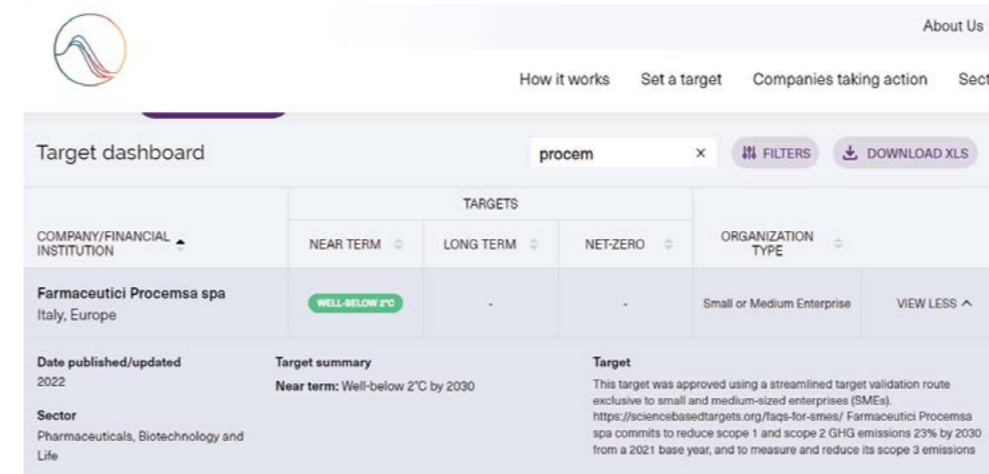


4.3.2. Science Based Targets Initiative

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 has set emissions reduction targets , approved by the SBTi. The targets covering greenhouse gas emissions from Ourvita’s operations (scopes 1 and 2) are consistent with reductions required to keep warming to well-below 2°C by 2030 target.



Ourvita base year and targets have been settled as follow:

SBTi Target (2030): 23% Reduction Before 2030	Year reduction objective	Simulated objective	Value obtained
3.001,58 target year 2030	2022	3.776,18	3.499,1
	2023	3.679,36	3.674,66
	2024	3.582,53	
	2025	3.485,71	
	2026	3.388,88	
	2027	3.292,06	
	2028	3.195,23	
	2029	3.098,41	
	2030	3.001,58	

4.4. Waste Management

Overall, the data show significant progress in waste management, especially in terms of increased recycling and reduced non-recycled waste. These improvements indicate greater environmental awareness and the adoption of more sustainable practices by the involved entities.

- Non-Hazardous Wastes: in 2022, the total amount of non-hazardous waste was 836,31 tons. By 2023, this had significantly decreased to 591,79 tons, representing a reduction of 29,24%. This decline is attributed to improved waste management practices and an overall reduction in production.

A positive development is the increase in the amount of non-hazardous waste that was recycled or reused. In 2022, 255,51 tons of non-hazardous

waste were recycled or reused. This figure increased substantially in 2023, reaching 433,37 tons, showing an improvement of 69.61%. This highlights a stronger commitment to sustainability and recycling practices.

Conversely, the amount of non-recycled/reused non-hazardous waste showed a significant reduction. In 2022, it was 294,35 tons, while in 2023, it decreased to 158,42 tons, marking a 46.18% decrease. This indicates effective implementation of recycling strategies and more efficient waste management.

- Hazardous Wastes: regarding hazardous wastes, the total slightly decreased from 97,9 tons in 2022 to 87,97 tons in 2023, a reduction of 10,14%. Although the reduction is not significant, it is a step in the right direction, suggesting improved hazardous waste management.

	2022				2023				Change % total
	Procemsa	OFI	AAKAMP	TOTAL	Procemsa	OFI	AAKAMP	TOTAL	
Total non-hazardous wastes (tons)	190,51	258,94	386,86	836,31	296,65	295,14	63,11	591,79	- 29,24%
Waste recycled/reuse(tons)	88,99	166,52	n.d	255,51	274,21	159,16	n.d	433,37	69,61%
Waste not recycled/reuse (tons)	201,65	92,7	n.d	294,35	22,44	135,98	n.d	158,42	-46,18%
Total Hazardous wastes (tons)	1,50	96,4	n.d	97,90	6,08	81,90	0,19	87,97	- 10,14%

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

Even the wood is recycled. This comes from pallets no longer suitable for transport which are then recycled.

4.5. Packaging

At Ourvita, we prioritize your preferences by offering over 1000 packaging options, ranging from 1 to 1000 ml capacity.

We embrace innovation with cutting-edge packaging solutions and we contribute to a better world with our commitment to sustainability,

where choices include wood, recycled, recyclables, and materials up-cycled from waste.

The materials used for Ourvita’s product production have been analyzed to demonstrate a reduction in material usage for greater efficiency. The results show that in terms of weight, the reduction from 2022 to 2023 was 23,18%.



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

PACKAGING							
	2022			2023			
	Procemsa	OFI	Total	Procemsa	OFI	Total	Change %
KG	1.369.360,99	1.117.732,26	2.487.093,25	983.527,84	927.057,60	1.910.585,43	-23,18%
Consumables	0,00	0,00	0,00	0,00	43.625,30	43.625,30	#DIV/0!
Packaging	262.697,00	57.252,00	319.949,00	199.378,00	63.007,32	262.385,32	-17,99%
Raw Materials	1.106.663,99	1.060.480,26	2.167.144,25	784.149,83	820.424,98	1.604.574,81	-25,96%
LT	23.326,20	0,00	23.326,20	17.631,40	0,00	17.631,40	-24,41%
Consumables	0,00	0,00	0,00	0,00	0,00	0,00	#DIV/0!
Nitrogen	11.978,40	0,00	11.978,40	17.467,60	0,00	17.467,60	45,83%
Raw Materials	11.347,80	0,00	11.347,80	163,80	0,00	163,80	-98,56%
Pieces	335.106.695,00	72.266.928,00	407.373.623,00	295.550.553,00	87.677.846,00	383.228.399,00	-5,93%
Consumables	0,00	0,00	0,00	0,00	970.776,00	970.776,00	#DIV/0!
Packaging	161.945.693,00	72.266.928,00	234.212.621,00	171.012.553,00	83.195.070,00	254.207.623,00	8,54%
Raw Materials	173.161.002,00	0,00	173.161.002,00	124.538.000,00	3.512.000,00	128.050.000,00	-26,05%



The data has been reported as monitored by the company's management systems; therefore, they may not coincide with the weight data reported in the following table.

Further analyses were conducted on the types of packaging used in production to confirm efforts to reduce material usage. For packaging materials where weight data was not available, sampling was conducted in 2022 and 2023 on individual material weights. In line with enhanced management control, efforts are being made to increase data collection regarding packaging material weights, aiming to more accurately demonstrate the results of effective production and quality management across Ourvita and monitor trends.

The results show significant reductions in plastic used in packaging (-57%) as well as cardboard (-48%).

	2022			2023			
	Procemsa	OFI	TOTAL	Procemsa	OFI	TOTAL	Change %
Plastic	1.021.772,92	411.965,26	1.433.738,18	528.334,49	82.555,49	610.889,98	-57%
Aluminum	35.819,74	46.702,00	82.521,74	13.165,31	11.931,46	25.096,77	-70%
Cardboard	894.802,70	447.064,44	1.341.867,14	601.193,13	92.325,92	693.519,04	-48%
Glass	33.593,49	6.080,53	39.674,02	109.384,98	0,00	109.384,98	176%
TOTAL (kg)	1.952.395,36	911.812,23	2.864.207,59	1.142.692,93	186.812,87	1.329.505,80	-54%

4.5.1. R&D Projects in Sustainability

NUTRIBEV PROJECT: As part of the NUTRIBEV project, the Baladin brewery supplied two waste raw materials obtained from its industrial process: soluble prebiotic fibers from barley and brewing residues-post-biotic metabolites derived from the fermentation of the yeast *Saccharomyces cerevisiae*.

The key to the environmental sustainability project is to limit the waste sent to landfill, obtaining active nutraceutical and/or cosmetic ingredients.

1. **BARLEY FIBERS:** after receiving the barley fibers extracted using the ROTOCAP hydrodynamic cavitator from the University of Turin, it was decided not to use them due to their inferior characteristics compared to those obtained with subcritical water and their insolubility which caused problems in the formulation of pharmaceuticals.
2. **EXHAUSTED YEASTS:** the company therefore focused on atomized yeasts as a source of proteins, developing a nutraceutical prototype of a soluble protein mixture to add to water or milk. The low protein content of the yeast (38.6%) and its aromatic characteristics represented technical and organoleptic challenges. To mask the flavor, a chocolate flavoring was used, but the yeast aftertaste was still noticeable. As a result, the amount of yeast has been limited to 10g per 100g of product, providing 1g of protein per 15g dose. The prototype also included dry extract of lemon balm for its beneficial properties.



For subsequent/future phases of the project it is suggested to:

1. Develop a method to concentrate the protein content without increasing unwanted organoleptic aspects;
2. Titrate the micronutrients of the extract;
3. Optimize the extraction process to reduce costs.

Furthermore, a protein food spread similar to Marmite has been developed, with modifications to improve the organoleptic component. Also in this case the quantity of yeasts was limited by their organoleptic characteristics.

Finally, the company and university monitored the survival of probiotic strains in a pasteurized and unpasteurized cream for cookie filling, finding that the probiotics survived better in the unpasteurized cream. Replicating this product, the company inoculated the *L. rhamnosus* Sp1 probiotic into a cosmetic vehicle, modifying the cream to avoid heat treatments and maintain the viability of the probiotics, with promising results requiring further stability analysis.

4.6. Water Management

Water intensity, calculated as the ratio of the number of pieces produced to water consumption, decreased by 13,67% from the previous year. This data shows a decoupling between the increase in production and water usage detecting greater efficiency in resource consumption.

	2022				
	Procemsa	OFI	AAKAMP	TOTAL	
Water Consumption (m ³)	21.560,00	11.215,00	1.735,00	34.510,00	
Produced Pieces	30.058.419,00	14.136.154,00	6.900.126,00	51.094.699,00	
Water intensity (m ³ /piece)	0,00072	0,00079	0,00025	0,00068	
	2023				Change % total
	Procemsa	OFI	AAKAMP	TOTAL	
Water Consumption (m ³)	20.790,00	11.356,00	1.700,00	33.846,00	-1,92%
Produced Pieces	35.213.834,00	16.657.908,00	6.416.433,00	58.288.175,00	14,08%
Water intensity (m ³ /piece)	0,00059	0,00068	0,00026	0,00058	-13,67%

4.7. Sustainable sourcing

We choose our suppliers that will help us in our sustainability journey, we prefer suppliers who internally implement a sustainability policy and have strong control processes. During the initial assessment of a new supplier the internal Team collaborate with the partner in order to complete a questionnaire in which, human rights, business ethics, anti-corruption, quality standard, H&S and sustainability approach is evaluated.

Ourvita's Business ethics revolve around product quality and safety, which are reflected in daily operations and guided by their Code of Conduct. All suppliers of raw materials and packaging materials for Ourvita are obligated to adhere to this Code of Conduct. In the event of suppliers breaching this code, the company is committed to collaborating to enhance standards, fostering supplier alignment with the principles. This collaborative approach is deemed more favorable than terminating the collaboration. However, severe violations could lead to immediate termination. The Code of Conduct is mandatory and subject to audits. Ourvita expects Suppliers to maintain an open attitude toward supervision, cooperating with both internal and third-party inspections. Any supplier subcontracting manufacturing or packaging operations for Ourvita's products must notify the company and ensure subcontractors comply with the Code. Unauthorized subcontractors are prohibited.

Adherence to these policies is indispensable for Ourvita and the company believes that suppliers also place importance on these principles.

This shared commitment reflects mutual dedication to high standards and social responsibility. The principles upon which the Code of Conduct is based are as follows:

- Employment is freely chosen
- Working conditions are safe and hygienic
- Child labour shall not be used
- Land Acquisition
- 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
- Quality
- Audit and termination of agreements

During 2021 the Group started to share and checked that all suppliers could sign or have their own Code of Conduct. 70% of Italian suppliers have accepted to be part of this process and have signed an Ethical Code. Our future vision is to have it approved by all our suppliers of the group including all sites. We intend to collaborate with those suppliers who do not undertake or pass the assessment. Our aim is to further strengthen the links we have with our suppliers, who are for the most part historical suppliers. For this reason, in addition to working with them, we have defined medium and long-term objectives as a company. Our future vision is to create a network of organizations to share innovation and best practice regarding product sustainability, through Client ESG portal participation and University projects on ESG.



Objective	Target KPI	Target Year	Initiatives	Status
Include business ethics and anticorruption questions into the supplier assessment process	70% of code of conduct signed	2021	Send code of conduct to suppliers and require their signature	A written code of ethics has been applied for years, with 70% of suppliers becoming signatories of the code of conduct in 2021
	100% of code of conduct signed	2023	Collaborate with suppliers not answering or answering «no» to the assessment	On going

In 2023, it was calculated that the total expenditure for purchases from suppliers amounted to €33.033.671,00. This calculation considered suppliers that represent at least 80% of the company's total non-labor expenses in the last fiscal year, excluding labor-related costs. Costs derived from employee benefits (such as private health insurance providers) were included. External contractors who are not considered employees (those who do not work indefinitely or more than 20 hours a week for a period of +6 months) were also included. This approach was implemented in accordance with the requirements to obtain Benefit Corporation certification, achieved by Ourvita.

In 2023, the suppliers that formally adopted the code of conduct were those with expenses amounting to €22.916.319,64, which corresponds to 69,37% of the total expenditure.

5. ANNEX

5.1. GHG calculations methodology

The calculations of greenhouse gas (GHG) emissions are made taking into account the directives of the GHG Protocol Corporate Accounting and Reporting Standard.

In order 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.

The previous reports referred to the former trade name Procemsa Group, which has been changed to Ourvita, as mentioned in the methodological note. The reporting perimeter of the companies concerning the evaluation of GHG emissions covered the entire group (excluding Masterpharma S.P.A., which was not part of the group in 2023). The reporting is in line with the companies calculated in 2022, thus ensuring continuity in the evaluation of GHG indicators.

Ourvita’s GHG emissions have been calculated as follows:



SCOPE	CATEGORY and SOURCE
SCOPE 1 (Direct GHG emissions)	Stationary Combustion: HEAT: Natural gas;
	Mobile Combustion: CAR FLEET: diesel and gasoline consumption.
SCOPE 2 (Energy indirect GHG emissions)	Fugitive Emissions: Leakages from air-conditioning systems of refrigerant gases.
	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:

For Scope 1:

- **DEFRA 2023**

DEFRA (Department for Environmental, Food & Rural Affairs): a UK government department, its wide database contains EF for Scope 1, Scope 2 and Scope 3 emissions.

For Scope 2:

- **Market Based**

- o EAM: 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 Market-Based GHG emissions from the electricity purchased. It is considered a low parameter since there were no agreements for renewable energy supply with the energy provider or agreements that involved the emission of greenhouse gases.

- **Location based**

- o EEA: the European Environment Agency (EEA) is the agency of the European Union (EU) which provides independent information on the environment. Its goal is to help those involved in developing, implementing and evaluating environmental policy, and to inform the general public.

For Scope 3:

- **For Categories 1**

- o EU database for PEF (Product Environmental Footprint): this database is composed of different data sources, validated by the European project for PEF.
 - ECOINVENT: this 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).
 - GABI: Sphera Solutions GmbH, with 15,000 plants and processes, built from several times as many unit process instances and largely based on primary data collection during their global work with companies, associations, and public bodies, offers GaBi, the leading product sustainability solution for Life Cycle Assessment, with over 10,000 users worldwide.
 - Independent PEF validated by UE.

- o Science Direct Research Studies: is a search engine and online platform for accessing academic and scientific publications. It is one of the largest digital resources in the field of scientific research, providing access to a wide range of scientific articles, journals, books, and conferences from various academic disciplines.

- **For Categories 2**

- o DEFRA 2023

- **For Categories 3-4-5-6-7**

- o DEFRA 2023

The GHGs included in the reporting, as required by the GHG Protocol and ISO 14064, are as follows: CO₂, CH₄ and N₂O. Biogenic emissions have also been separated in the calculation, in order to account only for fossil fuel emissions, as requested by the GHG Protocol. The source of the Global Warming Potential (GWP) applied to different GHGs is the IPCC Climate Change 2022 AR 5, and it represents the value for a 100-year atmospheric lifetime of the gases.



5.2. GRI Index

GRI STANDARD	DISCLOSURE number	DISCLOSURE name
General Disclosures		
GRI 2: General Disclosures 2021	The organization and its reporting practices	
	2-1	Organizational details
	2-2	Entities included in the organization's sustainability reporting
	2-3	Reporting period, frequency and contact point
	2-4	Restatements of information
	2-5	External assurance
	Activities and workers	
	2-6	Activities, value chain and other business relationships
	2-7	Employees
	2-8	Workers who are not employees
	Governance	
	2-9	Governance structure and composition
	2-10	Nomination and selection of the highest governance body
	2-11	Chair of the highest governance body
	2-12	Role of the highest governance body in overseeing the management of impacts
	2-13	Delegation of responsibility for managing impacts
	2-14	Role of the highest governance body in sustainability reporting
2-15	Conflicts of interest	
2-16	Communication of critical concerns	

	2-17	Collective knowledge of the highest governance body
	2-18	Evaluation of the performance of the highest governance body
	2-19	Remuneration policies
	2-20	Process to determine remuneration
	2-21	Annual total compensation ratio
	Strategy, policies and practices	
	2-22	Statement on sustainable development strategy
	2-23	Policy commitments
	2-24	Embedding policy commitments
	2-25	Processes to remediate negative impacts
	2-26	Mechanisms for seeking advice and raising concerns
	2-27	Compliance with laws and regulations
	2-28	Membership associations
	Stakeholder engagement	
	2-29	Approach to stakeholder engagement
	2-30	Collective bargaining agreements
Material Topics		
GRI 3: Material Topics 2021	3-1	Process to determine material topics
	3-2	List of material topics
	3-3	Management of material topics
Materials		
GRI 301: Materials 2016	301-1	Materials used by weight or volume
	301-2	Recycled input materials used
	301-3	Reclaimed products and their packaging materials

Material topics: Environmental sustainability		
GRI 302: Energy 2016	302-1	Energy consumption within the organization
	302-2	Energy consumption outside of the organization
	302-3	Energy intensity
	302-4	Reduction of energy consumption
	302-5	Reductions in energy requirements of products and services
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions
	305-2	Energy indirect (Scope 2) GHG emissions
	305-3	Other indirect (Scope 3) GHG emissions
	305-4	GHG emissions intensity
	305-5	Reduction of GHG emissions
GRI 306: Waste 2020	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria
	308-2	Negative environmental impacts in the supply chain and actions taken
Material topics: Social		
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3	Parental leave
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system
	403-2	Hazard identification, risk assessment, and incident investigation
	403-3	Occupational health services
	403-4	Worker participation, consultation, and communication on occupational health and safety
	403-5	Worker training on occupational health and safety

	403-6	Promotion of worker health
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8	Workers covered by an occupational health and safety management system
	403-9	Work-related injuries
	403-10	Work-related ill health
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee
	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees
	405-2	Ratio of basic salary and remuneration of women to men
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling
	417-2	Incidents of non-compliance concerning product and service information and labeling
	417-3	Incidents of non-compliance concerning marketing communications

The logo for 'OURVITA' is positioned in the lower-left corner of the page. It features a white icon consisting of two small circles connected by a horizontal line, resembling a stylized infinity symbol or a pair of eyes. Below this icon, the word 'OURVITA' is written in a bold, black, sans-serif font. The background of the entire page is a solid orange color with a pattern of overlapping, semi-transparent circles in various shades of orange and brown, creating a textured, organic feel.

OURVITA