

SUSTAINABILITY REPORT 2025

BIOKOSMES S.r.l. — Benefit Company



Table of Contents

Introduction.....	3
Impact Measurement	4
People	4
ORGANISATIONAL STRUCTURE	4
DIVERSITY & INCLUSION.....	6
TRAINING & CAREER DEVELOPMENT.....	7
SALARY	9
ETHICS & HUMAN RIGHTS.....	11
HEALTH & SAFETY	14
ISO 45001:2018 In-Depth	16
Community & Territory.....	16
Environment	19
ISO 14001:2015 In-Depth	24
Decarbonisation Pathway	24
Supply Chain	25
2026 Objectives	26
ENVIRONMENTAL OBJECTIVES	26
PEOPLE OBJECTIVES — HEALTH & SAFETY	27
TERRITORY & COMMUNITY OBJECTIVES	28



Introduction

Biokosmes was founded in 1983 as a general partnership (S.n.c.), operating as the cosmetic production laboratory of the Braguti pharmacy, and progressively expanded its client base to other pharmacies and purchasing groups. It became a private limited company (S.r.l.) in 1990 (with revenues of approximately 250 million lire) and in 1992 relocated to its production facility on Via Ugo Bassi in Lecco, launching a sustained investment programme in technology, people, and production capacity. In 1998 it began manufacturing medical devices for leading pharmaceutical companies, and by 2001 revenues from medical devices had surpassed those from cosmetics, marking the company's transition from a cosmetic laboratory to a manufacturer and contract producer of medical devices.

In August 2004 the company moved to its current facility in Bosisio Parini, which was reorganised in 2006 in terms of personnel and goods flows to support ongoing growth. From 2007, Biokosmes consolidated its Quality Management System, completing ISO 9001 and EN ISO 13485 certifications and, in the same year, obtaining TGA registration and Ecocert qualification for eco-certified cosmetics. In subsequent years it integrated ISO 22716 (cosmetics), MDSAP (medical devices), BRC and HALAL standards (achieving ISO 22716 compliance certification in 2013) and launched a programme to modernise its production departments and bring its quality control and R&D laboratories in line with international standards.

In 2014, as part of a growth strategy, Biokosmes merged with a British client to form the Venture Life Group, listed on AIM London on 28 March 2014 and focused on anti-ageing across cosmetics and food supplements. In the years that followed, the Group pursued an acquisition strategy in the healthcare sector, internalising several production lines and expanding Biokosmes' capacity across all areas of activity.

In 2025, Biokosmes exited the Venture Life Group perimeter and joined the Healthea Group, an integrated industrial hub in the healthcare sector. Under the new structure (headed by the holding company Wellbeing Holdco S.r.l. and with Biodue S.p.A. as the operational parent company) Biokosmes operates as the Group's Contract Development and Manufacturing Organisation (CDMO) for cosmetics and medical devices. Biokosmes also holds 100% ownership of the Swedish company Rolf Kullgren AB, a medical device manufacturer.

Today Biokosmes operates as a medical device manufacturer and contract producer for cosmetics and medical devices, accompanying products from design through to final packaging in accordance with the quality requirements of its distribution markets. It serves both domestic and international markets, working with leading companies including several multinationals, with constant attention to product safety, processing quality, and the hygiene of its facilities and equipment.

On the sustainability front, Biokosmes began its journey in 2018 and in 2022 established a dedicated internal team for ESG projects. Drawing on the UN 2030 Agenda and the European Green Deal, it identified the most relevant SDGs for its activities and planned targeted interventions across the different areas of the business. In 2024 it became a Benefit Company, enshrining sustainability objectives, social responsibility, and stakeholder value creation in its Articles of Association. With the entry into the Healthea Group, ESG oversight will evolve further in 2026: the ESG expertise built up over the years is being integrated across the new organisational structure, ensuring continuity of approach and consistency with the current phase of growth.



Impact Measurement

Biokosmes S.r.l. considers its commitment to sustainability and common benefit to be of primary importance. In this regard, the company's ethical commitment aligns with the expectations of its major clients, who are equally attentive to and supportive of sustainable business development. The robustness of this approach is confirmed by the results of the ethical and compliance audits conducted by independent third-party bodies, which attest to compliance with the required standards in the areas of labour, social responsibility, and the environment.

To assess its impact, Biokosmes has selected one of the leading international assessment tools, EcoVadis, which through the completion of a dedicated questionnaire aims to evaluate the company's impact and support the development of improvement actions. The results will not be included in this Report but will feed into the preparation of the annual Group Sustainability Report.

Below, a detailed overview of all identified KPIs and their performance for the year 2025 is provided.

People

ORGANISATIONAL STRUCTURE

Staff Turnover

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Staff turnover rate	5%	4,5%	4%

Commentary:

During the reference period, the staff turnover rate remained consistently below the 5% target threshold, registering a progressive improvement: from 4.5% in 2024 to 4% in 2025. This result is particularly significant considering that 2025 was a year of substantial organisational change for the company, a context in which higher staff mobility would have been understandable.

The fact that turnover instead declined, reaching its lowest value in the three-year monitoring period, is a testament to the strength of the company's culture and the confidence that employees place in the organisation even during periods of transformation. The company attributes this result to the effectiveness of its human resources management policies, ongoing dialogue with employees, and recognition of their professional contribution.

The reduction of 0.5 percentage points compared to the previous year confirms the organisation's ability to attract and retain talent while ensuring operational stability even in an evolving environment. The company will continue to monitor this indicator closely, aware that the ongoing dynamics of change may require proactive attention in 2026 to internal climate and employees' sense of belonging.



Sickness Absence Rate

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Sickness absence rate	2,90 %	2,46 %	4,10%

Commentary:

During the reference period, the sickness absence rate showed a variable trend: after the decline recorded in 2024 (2.46%, down from 2.90% in 2023), 2025 saw an increase to 4.10%. While this rise does not reach levels of concern, it warrants attention and should also be read in the context of the organisational changes that characterised the year, a factor that can affect the perceived workload and the psycho-physical wellbeing of employees.

The company monitors this indicator on an ongoing basis, recognising that the sickness absence rate serves as an indirect signal of workplace quality and the overall wellbeing of its personnel. In response to this trend, attention to employee support policies remains a strategic priority. The company has indeed adopted targeted measures, such as the option to work from home, flexible hours, and ongoing dialogue with employees, to create a working environment that values people not only as professionals, but also in their personal dimension.

Work from home

Kpi	Target	Result 2024	Result 2025
Work from home	>10%	12%	15% 

Commentary:

During the reference period, the company exceeded its target for remote working adoption, reaching 12% in 2024 and 15% in 2025, both above the minimum threshold of 10%. The progressive improvement of 3 percentage points between the two years highlights a consolidated trend towards a more flexible working model, one that responds to the needs of employees and integrates into the company's long-term strategy. This evolution takes on additional significance in the context of 2025, a year marked by significant organisational changes: the growth of remote working contributed to ensuring operational continuity and supporting employee wellbeing during a period of transformation.

The adoption of smart working also generates direct environmental benefits through the reduction of daily commuting and its associated emissions. The company will continue to monitor and optimise this practice, with the aim of consolidating it as a structural element of its organisational model and of its broader commitment to sustainability.



DIVERSITY & INCLUSION

Presence of Under - Represented Groups

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Percentage under- represented groups	57%	58%	58%

Commentary:

Over the three-year monitoring period, the presence of under-represented groups remained at consistently high and stable levels: from 57% in 2023 to 58% in both 2024 and 2025, a figure that confirms alignment with the company's objectives. The stability of this data over the last two years indicates an organisational composition that is now well-established, in which diversity is not the result of isolated actions but of consolidated selection and personnel management policies.

Maintaining a representation rate above 57% in a year of significant organisational changes such as 2025 is a positive signal: it demonstrates that the ongoing transformations have not disrupted the balance achieved in the workforce composition and that the commitment to inclusion remains a stable feature of the company's culture.

The company will continue to monitor this indicator and to support initiatives that promote the access, development, and participation of under-represented groups at all levels of the organisation, recognising diversity as a factor of strategic value and resilience.

Female Representation - Top Management

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Percentage women at top management level	20%	30%	25%

Commentary:

Female representation in top management showed a variable trend over the three-year period: after the significant increase from 20% in 2023 to 30% in 2024, 2025 recorded a reduction to 25%. This decline should be read in the context of the organisational changes that characterised the year, which inevitably affected the composition of senior roles as well. At 25%, the figure nonetheless remains above the 2023 baseline, confirming structural progress over the three-year period.

The company recognises that female representation in leadership roles is sensitive to organisational changes and that the path towards a stable gender balance requires ongoing commitment, not limited to periods of growth. Policies to foster female talent (through professional development programmes and attention to gender equality in selection and promotion processes) therefore remain a strategic priority.



Female Representation - Entire Organisation

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Percentage of women employed across the entire organisation	56%	59%	58%

Commentary:

Female presence across the entire organisation remained at consistently high and broadly stable levels over the three-year period: from 56% in 2023 to a peak of 59% in 2024, with a slight decrease to 58% in 2025. This figure, while marginally lower than the previous year, remains significantly above the manufacturing sector average and confirms a workforce composition that is structurally oriented towards gender balance. The resilience of this indicator even in 2025 demonstrates that female presence within the organisation is a consolidated characteristic, not subject to significant variation during transitional phases.

The company will continue to monitor this indicator and to sustain policies that promote gender equality at all stages of the employment relationship, from recruitment to professional development opportunities, recognising that a gender-balanced organisation is more inclusive, resilient, and competitive.

TRAINING & CAREER DEVELOPMENT

Training & Development

Kpi	Target	Result 2024	Result 2025
Average training hours per employee / number of courses	22 hours per employee per year minimum / at least one course per employee	23 / at least one course per employee	14.3 / at least one course per employee (1.17)  

Commentary:

Over the two-year reference period, the average training hours per employee showed a divergent trend relative to the target. In 2024 the objective was met with an average of 23 hours per employee per year, exceeding the threshold of 22 hours. In 2025, however, the figure stood at 14.3 hours, below the target, while still ensuring that at least one course was provided to each employee.

The decline recorded in 2025 is partly attributable to the reorganisation dynamics that characterised the year, which inevitably affected the planning and delivery of training activities, in particular the non-mandatory component, which by its nature is more exposed to shifts in organisational priorities. The company acknowledges this gap and considers it a matter to be addressed as a priority in 2026.

Training remains a fundamental strategic lever for ensuring competitiveness, skills development, and employee motivation. The company is therefore committed to restoring and exceeding the 22-hour annual target in the coming period, by structuring a training plan that takes into account both operational needs



and the evolving organisational context, ensuring every employee has the knowledge and tools needed to face future challenges.

Accessibility & Equal Opportunities

Kpi	Target	Result 2024	Result 2025
Percentage of employees with access to professional development opportunities	100%	100%	100% 

Commentary:

Over the two-year reference period, the company confirmed the achievement of the 100% target, ensuring all employees have access to professional development opportunities. This result was achieved through a structured plan that included specific training programmes, mentoring activities, and participation in cross-functional projects, offering each employee the opportunity to acquire new skills and progress in their career.

With the entry into the new Group, this focus on individual development is expected to be further strengthened, thanks to people development tools and practices that can enrich the already consolidated model. The company will continue to monitor this indicator, consolidating a culture based on merit, inclusion, and continuous development.

Performance Assessment

Kpi	Target	Result 2024	Result 2025
Percentage of employees enrolled in a performance appraisal programme	100%	100%	100% 

Commentary:

Over the two-year reference period, 100% of employees were included in the performance appraisal programme, confirming the achievement of the target for both years. The programme, founded on standardised tools, transparent criteria, and structured feedback sessions, enabled the recognition of each employee's strengths and the definition of personalised professional development paths.

Integration into the new Group represents an opportunity to further enrich this system, potentially aligning it with more structured assessment frameworks and consolidated practices at Group level. The company will continue to refine its approach, maintaining performance appraisal as a central lever for employee engagement and development.



Recruitment

Kpi	Target	Result 2024	Result 2025
Merit-based recruitment process	Use of a procedure that evaluates candidates solely on the basis of merit	Confirmed	Confirmed 

Commentary:

For both reference years, the company confirmed the adoption of a recruitment process based exclusively on objective, merit-based criteria. The standardised procedure in use ensures that selection decisions are guided by clear and measurable parameters (experience, technical skills, and personal capabilities) eliminating elements of subjectivity and ensuring equal opportunities for all candidates.

The entry into the new Group may offer the opportunity to benchmark against more broadly structured recruitment practices, further strengthening the quality and consistency of the process. The company remains committed to maintaining a fair, transparent, and inclusive approach, in line with its values and with the standards expected in the context in which it operates.

SALARY

Pay Equity

Kpi	Target	Result 2024	Result 2025
Uniformity of remuneration levels	Cross - functional salary differential below 10%	Confirmed	Confirmed 

Commentary:

Over the two-year reference period, the company confirmed for both years compliance with the pay equity parameter, maintaining the cross-functional salary differential below the 10% threshold. This result reflects the organisation's concrete commitment to promoting remuneration policies based on equity and transparency, rewarding competencies and responsibilities without discrimination.

The company will continue to monitor this indicator carefully, including in the context of the evolving Group structure, consolidating a remuneration policy consistent with its values and with best practices in the sector.



Pay Ratio

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Total annual remuneration of the highest-paid employee and average total annual remuneration of all employees	Ratio of 6.5	Ratio of 6,2	Ratio of 6,15

Commentary:

Over the three-year monitoring period, the ratio between the total annual remuneration of the highest-paid employee and the average of all employees registered a progressive and consistent reduction: from 6.5 in 2023 to 6.2 in 2024, down to 6.15 in 2025. This trend indicates a continuous improvement in internal pay balance, the result of attentive salary policies and equity-oriented human resources management.

The further contraction of the ratio in 2025 is a particularly positive signal, confirming that the ongoing transformations have not generated distortions in the distribution of remuneration, maintaining instead the trajectory of progressive convergence between pay levels.

The company will continue to monitor this indicator, considering it an important reference for assessing the equity of its remuneration structure and its consistency with the values of transparency and social sustainability that guide its personnel management.

Living Wage

Kpi	Monitoring 2024	Monitoring 2025
Percentage of employees paid above the living wage, including both employees and non-employees	100%	100%

Commentary:

During the reporting period, all employees taken into consideration received remuneration equal to or above the living wage established by the Wageindicator in force, confirming the result already achieved in the previous year. This principle is an integral part of company policy, which is committed to meeting and exceeding the minimum pay thresholds set by applicable regulations.

The adoption of this policy reflects the company's core values, oriented towards protecting workers' rights and promoting dignified economic conditions. This approach not only ensures compliance with applicable regulations, but represents a concrete investment in pay equity and employee motivation.



Living Wage - Benchmarking Coverage

Kpi	Monitoring 2024	Monitoring 2025
Percentage of direct employees covered by the living wage benchmarking analysis	100%	100%

Commentary:

In 2025 as well, the living wage benchmarking analysis covered 100% of direct employees, with no exclusions. Including the entire workforce is not a foregone conclusion: it reflects a deliberate company commitment to applying the same standards to all employees, regardless of role or contract type.

This uniformity of treatment is a concrete expression of an organisational culture that places people at the centre, founded on transparency and mutual respect. As the Group context evolves, the company intends to further strengthen this approach, making full coverage a fixed point even in future processes of integration and harmonisation of remuneration policies.

ETHICS & HUMAN RIGHTS

Code of Conduct Adherence

Kpi	Target	Result 2024	Result 2025
Percentage of suppliers with full annual adherence	>70% of total revenue	68,3%	>70%* 

Commentary:

During the reporting period, the percentage of suppliers adhering to the code of conduct, weighted by revenue, is estimated to exceed 70%, surpassing the set target. This estimate takes into account that suppliers already active in previous years signed the code of conduct during past mapping activities, and that new suppliers onboarded in 2025 are systematically required to sign it during the qualification process.

It should be noted that in 2025 the structured supply chain analysis was temporarily suspended, in line with the organisational priorities of the year. For this reason the figure is reported as a conservative estimate rather than a verified point value. The company intends to resume and formalise this activity in 2026, as part of the broader supplier management review planned for the coming period.

The code of conduct adopted covers social, environmental, and ethical aspects, providing a common reference framework for all suppliers involved and confirming the company's commitment to responsible practices throughout the supply chain.

*estimated figure



Whistleblowing Reports - Confirmed Cases

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Number of confirmed cases of ethical or data protection violations reported through whistleblowing	0	0	0

Commentary:

For the third consecutive year, no whistleblowing reports relating to unethical conduct, regulatory violations, or internal irregularities were received through the dedicated channels. The continuity of this result over the three-year period reflects a company culture oriented towards transparency and compliance, as well as the effectiveness of the internal control system.

The absence of reports is not treated as a static outcome, but as the result of active oversight: the company maintains accessible reporting channels and guarantees anonymity and protection for anyone who chooses to raise a concern, ensuring that all employees feel free to do so without fear of consequences.

Whistleblowing Reports - Investigations Initiated

Kpi	Target	Result 2024	Result 2025
Number of internal investigations initiated in relation to confirmed cases	100%	Not applicable	Not applicable

Commentary:

As no reports were received during the reporting period, this indicator is not applicable: no internal investigations were initiated. The result is consistent with the findings reported in the preceding section and confirms the continuity of the organisation's overall ethical framework.

Sanctions

Kpi	Target	Result 2024	Result 2025
Value of sanctions for non-compliance with laws and/or regulations	0 euro	0 euro	0 euro 



Commentary:

In 2025 as well, Biokosmes received no sanctions or penalties related to non-compliance with laws or regulations in the areas of human rights or financial compliance, confirming full achievement of the target of zero euros. A result that, while appearing straightforward in its formulation, is in fact the concrete outcome of a structured and continuously updated internal oversight system.

The company takes a proactive approach to regulatory compliance management, through clear internal policies, defined control procedures, and periodic training activities targeting personnel at all levels. This set of measures forms the foundation of the organisation's ability to operate with full transparency and compliance, both on the human rights front and on the financial side.

As the Group context evolves, a further strengthening of these safeguards is expected, through the harmonisation of internal procedures with the standards required by the new governance framework. The objective remains to maintain a fully controlled risk profile, consistent with the values of integrity and social responsibility that guide the organisation.

Legal Proceedings

Kpi	Target	Result 2024	Result 2025
Number of pending or concluded legal proceedings relating to anti-competitive behaviour	0	0	0 

Commentary:

During the reporting period, as in the previous year, no legal proceedings (pending or concluded) relating to anti-competitive behaviour were recorded, confirming the achievement of the target for both monitored years. This result reflects the company's consistent commitment to conducting its activities in full compliance with fair competition regulations, maintaining a standard of correctness towards clients, partners, and competitors.

Underpinning this result is a system of internal policies and control procedures aimed at preventing any practice that could be interpreted as anti-competitive. The company actively promotes a culture of legality and commercial transparency, which translates into consistent behaviour at all levels of the organisation and an ethical approach in market relationships.

Maintaining a profile free of competition-related disputes remains a non-negotiable objective, expressing the values of integrity that guide the organisation's conduct.



HEALTH & SAFETY

Injury Frequency Rate

Kpi	Target	Result 2024	Result 2025
Number of workplace injuries involving absence per million hours worked (Frequency Rate)	≤ 6 incidents per million hours worked	23	24,8 

Commentary:

During the reporting period, the injury frequency rate stood at 24.8 incidents per million hours worked, a slight increase compared to 23 in 2024 and above the target. It should be noted, however, that the recorded injuries were of a minor nature, as confirmed by the contained severity index of 0.4: they predominantly involved small-scale events, often self-induced, which did not generate significant impacts on overall safety.

The company partly attributes this trend to the operational changes introduced during the year, in particular the introduction of a third production shift, which modified working rhythms and increased overall exposure. It should also be noted that the reference target (6 maximum) was defined on a historical basis, without a structured assessment of the current production context, and may be subject to revision during the objectives update process.

The company has initiated an improvement pathway that includes the strengthening of preventive measures, the introduction of a near-miss reporting system, and more intensive awareness activities for employees, with particular attention to individual behaviours. Reducing the frequency of injuries, even minor ones, remains a strategic priority in building a robust and enduring safety culture.

Injury Days

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Number of injury days	0	52	58

Commentary:

During the reference year, the number of injury days stood at 58, a slight increase compared to 52 in 2024. This figure should be read in line with the analysis of the frequency rate: the recorded events were of a minor nature, as confirmed by the contained severity index, and were largely attributable to small self-induced injuries, whose prompt management ensured a rapid return to normal operational conditions.

The increase compared to 2024 (and the significant rise from zero in 2023) is partly linked to the introduction of the third production shift, which modified working rhythms and broadened overall workforce exposure. It is precisely in this area that the company is concentrating its preventive efforts, through enhanced training, the activation of a near-miss reporting system, and more intensive employee awareness activities around individual safety behaviours.



Near Misses

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Near misses reported	2	4	4

Commentary:

Near misses reported in 2025 held steady at 4, in line with 2024 and higher than the 2 recorded in 2023. The stability of this figure indicates that the reporting system has become well-established, maintaining a consistent level of attention following the improvement recorded in the previous two-year period. Identifying and documenting potentially critical events before they result in injuries is an expression of a mature safety culture. This tool is of even greater value in the current context, where the introduction of the third production shift has changed operational rhythms and made preventive monitoring a concrete priority. Further strengthening the near-miss reporting system therefore remains a key objective for 2026.

Incident Management

Kpi	Target	Result 2024	Result 2025
Percentage of incidents or risks reported within 24 hours of identification	> 90%	100%	100% 

Commentary:

For the second consecutive year, 100% of identified incidents and risks were reported within 24 hours, exceeding the 90% target. A result that confirms the effectiveness of the incident management system in place and its full integration into daily operational practices. Timely reporting is made possible by clear, accessible communication tools and targeted employee training, elements that ensure awareness and responsiveness at all levels of the organisation. This approach enables rapid root cause analysis, the immediate adoption of corrective measures, and more effective prevention of future events (aspects of particular relevance during a phase in which operational changes make safety oversight even more strategically important).

Safety Training

Kpi	Target	Result 2024	Result 2025
Percentage of employees who successfully completed safety training	100%	100%	100% 



Commentary:

Biokosmes delivered safety training in 2025 with 100% coverage of all personnel, confirming the result already achieved in the previous year and full compliance with the target. No employee was excluded from the training programme, which included theoretical and practical sessions calibrated to the different roles and responsibilities within the organisation.

A result that takes on particular significance in light of the injury trends recorded during the same period: ensuring that the entire workforce (including staff on the third shift introduced during the year) has the skills needed to prevent and manage risk situations is a fundamental condition for reversing the trend and strengthening the safety culture over time.

ISO 45001:2018 In-Depth

Biokosmes has initiated a collaboration with a qualified expert to prepare and adapt its management system to the requirements of ISO 45001. This pathway aims to implement an effective occupational health and safety management system, compliant with international standards, with the objective of proactively improving working conditions, preventing injuries and occupational diseases, and promoting a safe and healthy environment for all employees.

The adoption of ISO 45001 represents a concrete commitment by the company to ensuring regulatory compliance, reinforcing a culture of safety and attention to worker wellbeing. The collaboration with the expert will guarantee a structured and methodical approach, ensuring that the management system is efficient, sustainable, and aligned with international best practices.

Community & Territory

Volunteering Initiatives

Kpi	Target	Result 2024	Result 2025
Participation in social/volunteering programmes	No. 2 activities	No. 2 activities	No. 2 activities 

Commentary:

In 2025 as well, the company confirmed its participation in two volunteering initiatives, meeting the set target: the Camminata Manzoniana and the Milan Relay Marathon saw the active involvement of employees, who took part with enthusiasm and team spirit.

Beyond physical participation, employees contributed through financial donations directed at the charitable projects associated with the events, reinforcing the solidarity dimension of these initiatives. The continuity of participation over the two-year period demonstrates how volunteering is becoming a recurring feature of the company's culture, capable of generating internal cohesion and a concrete positive impact on the local community.



School Internships

Kpi	Target	Result 2024	Result 2025
Internship placements with local educational institutions	No. 2 internships	No. 2 internships	No. 3 internships 

Commentary:

During the reference period, the company activated 3 internship placements with local educational institutions, exceeding the target of 2 and improving on the result already achieved in the previous year. A concrete signal of a commitment that is deepening and expanding, demonstrating a genuine willingness to open the organisation's doors to young people from the local area.

Through these pathways, the company offers students and recent graduates the opportunity to engage with a structured production environment, acquiring practical skills and a first significant professional experience. The value of this initiative is reciprocal: for young people it represents a concrete growth opportunity, for the company a way to contribute to the development of the territory's workforce and to strengthen its roots in the local community.

PCTO Placements

Kpi	Target	Result 2024	Result 2025
PCTO school-to-work transition placements with local educational institutions	No. 2 PCTO pathways	No. 4 PCTO pathways	No. 4 PCTO pathways 

Commentary:

PCTO placements activated in 2025 held steady at 4, doubling the set target of 2 and maintaining the result already achieved in the previous year. The stability of this figure indicates that engagement with local schools has become an established practice, not an occasional initiative.

School-to-work transition pathways represent a particularly valuable tool in the dialogue with local educational institutions: they allow students to engage with real production processes in a structured training environment, while offering the company the opportunity to actively contribute to the preparation of future professional generations. Maintaining an offer double the minimum target reflects a deliberate choice, which the company intends to continue in the years ahead.



Suppliers

Kpi	Target	Result 2024	Result 2025
Percentage of suppliers based within a 300 km radius (by revenue)	≥ 70%	79,8%	81,6% 
Percentage of suppliers based within a 300 km radius (by headcount)	≥ 70%	N/A	81,3% 

Commentary:

The supply chain analysis for the 2025 reporting year was conducted by examining partners with a spend volume exceeding 50,000 euro, ensuring coverage of 84% of total spend and making the data highly representative. In this context, Biokosmes places particular attention on the criterion of supplier proximity, recognising it as a strategic element for supporting the local economy and reducing the environmental impact associated with logistics.

The results obtained (81.6% by revenue and 81.3% by headcount of suppliers located within a 300 km radius) confirm the company's commitment to prioritising partners in proximity to its facilities. This approach not only contributes to supporting the local economy, but also enables the minimisation of greenhouse gas emissions from transport, promoting a more sustainable supply chain. This strategy reflects the commitment to responsible management oriented towards the common good, strengthening ties with the territory while at the same time reducing the environmental footprint of its activities.

Donations

Kpi	Monitoring 2023	Monitoring 2024	Monitoring 2025
Total monetary value of financial contributions	37 €	6,000 €	4,280 €

Commentary:

In 2025 the value of donations stood at 4,280 euro, a decrease compared to the 6,000 euro of 2024 but significantly higher than the 2023 figure, which amounted to just 37 euro. The year's contribution was directed towards supporting the Camminata Manzoniana, a cultural and community initiative deeply rooted in the local area, confirming the company's commitment to maintaining a tangible connection with the local community in which it operates.

The variation compared to the previous year does not signal a withdrawal of commitment, but reflects the discretionary and unstructured nature of this type of contribution, which is assessed year by year based on available opportunities and initiatives deemed worthy of support. The company considers donations a complementary tool within its broader social responsibility strategy, through which it reinforces its role as a solidary actor in the context in which it operates, going beyond the boundaries of purely economic activity.



Environment

Gas Consumption

Kpi	Monitoring 2024	Monitoring 2025
Total gas consumption	152,222 Smc	150,980 Smc

Commentary:

In 2025 gas consumption stood at 150,980 Smc, a slight reduction compared to 152,222 Smc in 2024. The contraction, while modest, should also be read in light of the boiler replacement carried out during 2024, which covered part of the production year: the new systems, more energy-efficient and better-performing in terms of CO₂ emissions, began generating their effects only progressively. The expected benefits from the replacement (estimated at a reduction in consumption of up to 20% compared to pre-intervention levels) will be reflected more clearly in the next reporting period.

Water Consumption

Kpi	Monitoring 2024	Monitoring 2025
Total water withdrawn	15,852 mc	14,562 mc
Water withdrawn relative to bulk produced	7 mc/ton	6.7 mc/ton

Commentary:

Water consumption at Biokosmes in 2025 stood at 14,562 mc, a reduction compared to the previous year, continuing the improvement trend initiated from the 2023 figure. The reduction of approximately 1,300 mc confirms the effectiveness of the washing equipment interventions carried out in previous years, whose benefits continue to be reflected positively in consumption levels.

Water consumption in 2025 stood at 14,562 mc, down from 15,852 mc in 2024. The most meaningful indicator for assessing real efficiency is however the one normalised against production: consumption per tonne of bulk produced decreased from 7 mc/ton to 6.7 mc/ton, highlighting a concrete improvement in the use of water resources per unit of production. This indicator, which isolates the effect of management efficiency from changes in production volumes, is the one the company considers most representative.

Investments in operational efficiency produce lasting effects, making a concrete contribution to reducing environmental impact and conserving a critical resource such as water, a commitment the company intends to maintain throughout future reporting cycles.



Waste Generated

Kpi	Monitoring 2024	Monitoring 2025
Total waste generated	292,952 kg	351,295 kg
Waste generated relative to bulk produced (kg/kg)	0.13 udp	0.16 udp

Commentary:

During the reporting period total waste production stood at 351,295 kg, an increase compared to 292,952 kg in 2024. The proportion sent for recovery reached 91.7% of the total, with only 8.33% directed to landfill, confirming a waste management approach oriented towards the principles of the circular economy. The ratio of total waste to bulk produced stood at 0.16 kg/kg, a figure the company will use as a reference benchmark in future reporting cycles.

Non-hazardous waste, at 291,445 kg, shows a ratio to bulk produced of 0.13 kg/kg, broadly stable compared to 0.12 kg/kg in 2024. The increase in absolute terms is partly attributable to the extraordinary warehouse cleaning and reorganisation activities carried out during the year, which involved the disposal of packaging and raw material stocks.

Hazardous waste produced in 2025 stood at 59,850 kg, with a ratio to bulk produced of 0.03 kg/kg. The increase relates primarily to washing waters and reaction residues, categories directly linked to the intensity of production processes. The company is monitoring this trend carefully, with the aim of analysing the causes and evaluating possible optimisation measures in the coming period.

Water Quality — Biodiversity

Kpi	Target	Result 2024	Result 2025
Wastewater quality	Compliance with AUA requirements	Compliant	Compliant 

Commentary:

In 2025 the self-monitoring analyses of wastewater confirmed compliance with all parameters established by the Single Environmental Authorisation (AUA), with no exceedances of the prescribed limits. On one occasion, following a sample taken by the supervisory authority, an analytical comparison via counter-sample was initiated, the outcome of which is still pending. The company managed the situation with promptness and transparency, providing all required documentation.

The overall compliance picture remains positive and in line with applicable environmental standards, demonstrating the effectiveness of the monitoring system in place.



Carbon footprint

Kpi	Target	Result 2024	Result 2025
Measurement of Scope 1, Scope 2, and Scope 3 emissions	Measurement performed	Measurement performed	Measurement in progress 

Commentary:

For the second consecutive year, the measurement of Scope 1, 2, and 3 emissions has been carried out, confirming the continuity of the emissions monitoring pathway initiated by the company. The analysis, entrusted to an independent third party, ensures the accuracy and reliability of the data collected, offering an objective basis on which to ground decisions relating to climate impact reduction.

It should be noted that the assessment for 2025 is currently in progress and the complete results will be available in the coming months. This does not affect the continuity of monitoring, but reflects the methodological complexity of a measurement structured across all three scopes, in particular Scope 3, which by its nature requires the involvement of the value chain and more extended processing times.

Looking ahead, the carbon footprint theme is set to assume growing relevance within the new Group context: a decarbonisation and climate impact measurement plan is under development at consolidated level, which will provide a more structured and ambitious framework. In future reporting cycles, this approach will enable a transition from measurement alone to the definition of concrete and verifiable reduction targets, in line with international best practices in climate strategy.

Electricity Consumption

Kpi	Monitoring 2024	Monitoring 2025
Total electricity consumption	872,018 kWh	840,613 kWh
Total electricity consumption relative to bulk produced	386.5 kWh/ton	384.9 kWh/ton

Commentary:

Total electricity consumption in 2025 stood at 840,613 kWh, a reduction compared to 872,018 kWh in 2024. As with water consumption, the most indicative figure is the one normalised against production: consumption per tonne of bulk decreased from 386.5 kWh/ton to 384.9 kWh/ton, a reduction that, while modest, confirms an improvement in energy efficiency per unit of production.

The combined reading of the two indicators (absolute and normalised) presents a consistent picture of progressive improvement, which the company intends to consolidate in future reporting cycles.



Maintaining a profile of progressively declining consumption represents one of the environmental objectives the company intends to pursue on an ongoing basis, including in the context of a more structured approach to energy management.

<u>Green energy</u>		
Kpi	Monitoring 2024	Monitoring 2025
Percentage of green energy consumed relative to total	12.1%	12.8%

Commentary:

During the reference period, the proportion of green energy consumed relative to the total grew from 12.1% to 12.8%, marking an increment that, while gradual, confirms a positive trajectory in the use of renewable sources. The production derives from the company's photovoltaic plant, whose output is subject to seasonal variability and is preserved through a structured programme of routine and extraordinary maintenance. Progressively increasing the share of renewable energy in total consumption represents one of the company's long-term environmental objectives. Looking ahead, the new Group context may offer the opportunity to evaluate additional investments in this direction, contributing to increasing the green energy share in the overall energy mix more significantly.

<u>Green Formulations</u>		
Kpi	Monitoring 2024	Monitoring 2025
Percentage of formulations developed as "green"	* NI calculation 5% * Biodegradability calculation 0% Silicone-free 74% Microplastic-free 87% Cold-process manufacturing 38%	* NI calculation 9% * Biodegradability calculation 0% Silicone-free 81% Microplastic-free 92% Cold-process manufacturing 43%

*Calculation performed on a commission-only basis at the client's request

Commentary:

Biokosmes reaffirms its concrete commitment to sustainability through the development of green formulations, designed to reduce environmental impact and promote responsible use of resources. In 2025 the green formulation parameters show improvement across all monitored dimensions: the proportion of silicone-free formulations rose to 81%, microplastic-free formulations to 92%, and cold-



process manufacturing to 43%. The Natural Index calculated on a commission basis reached 9%, up from 5% in the previous year.

The values for Natural Index and biodegradability, while modest, do not reflect an inherent limitation of the formulations developed: these calculations are carried out exclusively at the client's request and, in the absence of such an instruction, are not performed. The proportion of formulations for which these parameters have not been calculated should therefore not be interpreted as an absence of natural characteristics or biodegradability, but simply as the absence of a client request to that effect.

The overall picture confirms the company's strategic direction towards increasingly sustainable formulation, in response to a market demand that is growing ever more attentive to the environmental impact of cosmetic and pharmaceutical products.

This approach is reflected in the use of natural-origin ingredients, renewable raw materials, and optimised production processes, with the aim of delivering products that are respectful of both the environment and people.

Green formulations represent a key element in the company's innovation strategy, which is committed to meeting the needs of a market and consumer base that is increasingly attentive to sustainability, without compromising the efficacy and quality of its products. This result demonstrates the organisation's commitment to actively contributing to global sustainability objectives and to consolidating its position as a responsible leader in the sector.

<u>Raw Materials</u>		
Kpi	Monitoring 2024	Monitoring 2025
Raw material usage	3,874,955 kg	5,464,251 kg

Commentary:

In 2025 raw material usage stood at 5,464,251 kg, an increase compared to 3,874,955 kg in 2024. It should be noted that the figure reported reflects the quantity ordered rather than actual consumption: for operational reasons, the procurement-side monitoring system does not allow for the isolation of precise consumption data, and the ordered quantity, while presenting a physiological time lag, has historically been considered a sufficiently representative proxy for actual usage.

The increase is attributable to two main factors: general growth in activity volumes and an evolution of the product mix towards a higher proportion of anhydrous products. These products, containing no water in their formulation, inherently incorporate a higher percentage of raw materials per unit of bulk produced compared to water-based products, making absolute value comparisons not fully representative of resource use efficiency.

Beyond the absolute variation, the company consistently pursues an approach oriented towards resource optimisation throughout the production cycle: from the selection of raw materials (prioritising natural and renewable-origin ingredients) to the reduction of processing waste, through to the recovery of residual fractions within a circular economy framework. The company is also evaluating more granular methodologies to refine monitoring of this indicator, with the aim of having more precise and comparable actual consumption data available in future reporting cycles.



Green Packaging

Kpi	Target	Result 2024	Result 2025
Green packaging proposals	100%	100%	100% 

Commentary:

The company confirms its ability to offer clients green proposals during the development phase of new products, integrating sustainable solutions aimed at reducing environmental impact. During this process, options are presented that include the use of eco-friendly materials, optimised processes, and innovative low-impact solutions.

The final decision rests with the client, who has the option of confirming or declining the proposed green version based on their own needs and priorities. This approach allows the company to actively promote responsible and sustainable choices, without compromising the flexibility and satisfaction of the end client. The company remains committed to raising awareness of and encouraging the adoption of environmentally responsible solutions, thereby contributing to a more sustainable and considered approach to development.

ISO 14001:2015 In-Depth

Biokosmes has initiated a collaboration with a qualified expert to structure its environmental management system in accordance with the requirements of ISO 14001. The objective is to establish an effective system for controlling the environmental impacts associated with production activities, with particular attention to risk prevention, reduction of consumption, and compliance with applicable requirements.

The adoption of ISO 14001 reinforces the company's commitment to responsible environmental management and is part of the broader sustainability pathway undertaken in recent years.

Decarbonisation Pathway

In the course of 2025, Biokosmes completed a decarbonisation study commissioned from a specialist external consultant, obtaining a structured analysis of its emissions and the principal reduction opportunities, with particular attention to energy efficiency, the adoption of renewable sources, and the optimisation of production processes. The findings of the study provide the foundation on which to build concrete actions for the years ahead.

In 2026, an updated measurement of the corporate carbon footprint is being carried out, which will allow the company to verify the evolution of emissions relative to the baseline and to calibrate priority interventions. This step is part of a broader framework: a structured decarbonisation and climate impact measurement plan is under development at Group level, which will provide a consolidated framework with shared objectives, coordinated timelines, and targeted investments across the entire value chain.



The company recognises this pathway not as a formal compliance exercise, but as a concrete commitment to reducing its environmental impact and to future generations.

Supply Chain

The company has implemented and developed a sustainable procurement policy with the objective of integrating environmental, social, and governance (ESG) criteria into its procurement process. This strategy is supported by a dedicated operational procedure that establishes clear guidelines for the selection and management of suppliers, ensuring they are evaluated not only on economic parameters but also in relation to their commitment to sustainability and social responsibility.

Within this framework, the company has adopted a supplier ranking system that classifies partners according to specific ESG characteristics (such as environmental performance, respect for human rights, business ethics, and the adoption of sustainable practices) through the completion of dedicated questionnaires. Consistent with the information provided earlier in this report, it should be noted that in 2025 the monitoring activity and updating of the ranking via questionnaire were temporarily suspended and, as a result, no new specific analyses were conducted on suppliers and CMOs for the current year. The assessment system will be regularly resumed and updated following the organisational changes that occurred during the reference year, in order to continue recognising partners who demonstrate a strong commitment to sustainability.

Ethics & Human Rights

Despite the temporary suspension of direct supply chain analyses for 2025, Biokosmes maintains its firm commitment to ensuring that every business partnership is aligned with the values of equity and respect for fundamental human rights. The objective remains to ensure that partners comply with the company's ethical standards and with efforts to combat modern slavery, activities that will resume monitoring under the new assessment flows planned for the next reporting cycle.

In parallel, the company has launched a new digital training platform, designed to provide employees with continuous access to training content, including modules dedicated to social topics such as respect for Human Rights and ethical principles. This initiative aims to raise awareness and strengthen employee understanding, promoting an organisational culture that is increasingly attentive to social responsibility and integrity. The company thus reaffirms its commitment to building a working environment founded on knowledge, respect, and the protection of the rights of all, both within its own organisation and throughout the supply chain.



2026 Objectives

Looking ahead to 2026, Biokosmes intends to consolidate and further develop its sustainability pathway, pursuing clear and measurable objectives in the environmental, social, and governance domains. Biokosmes enters 2026 with an already initiated and structured process for managing ESG topics: the primary objective is therefore the maintenance of the KPIs monitored in 2025, ensuring the continuity of the path already undertaken.

During 2026, an activity of integration and harmonisation of ESG KPIs and objectives into a more organic framework is also planned, taking into account the new organisational context in which the company now operates, which will lead to a more structured and comparable reporting framework going forward. Specific details for certain objectives are provided below.

ENVIRONMENTAL OBJECTIVES

Corporate Carbon Footprint

On the carbon footprint front, an updated measurement will be carried out in 2026, providing precise data on which to set credible and verifiable reduction targets for subsequent periods.

With regard to Scope 1 and Scope 2, the company sets a target of progressive, incremental emissions reduction: the boiler replacement has already begun to produce the first effects on gas consumption, while on the electricity side the purchase of energy from certified renewable sources will be evaluated. Specific quantitative targets will be defined once the results of the new measurement are available, which will provide an updated baseline against which to calibrate precise targets.

For Scope 3, 2026 represents the year in which a structured analysis of the principal areas of impact along the value chain will be conducted, with the aim of identifying improvement opportunities and defining intervention timelines and priorities.

Decarbonisation Plan

In the course of 2025, through collaboration with qualified sector professionals, Biokosmes completed a study aimed at identifying and evaluating the principal areas of improvement in terms of emissions, with reference to Scope 1, Scope 2, and Scope 3. The findings enabled the analysis of the impact of the most efficient solutions from an environmental, organisational, and economic standpoint, laying the foundations for a structured intervention plan oriented towards the achievement of the UN 2030 and 2050 Agenda objectives.

Building on these findings, the company has translated the identified priorities into concrete interventions, some of which have already been initiated or approved for 2026:

- Wastewater treatment plant: commencement of preparatory work and approval for the installation of a new treatment system, with expected benefits both on the environmental front and in terms of wastewater management.
- Electric vehicle charging points: installation of four charging stations, in support of sustainable employee mobility and the progressive electrification of the company vehicle fleet.
- Packaging department works: completion of works that have enabled an improvement in working conditions and a reduction in energy consumption associated with the department.



- Air conditioning system replacement: installation of new electric split units in place of gas-powered systems, with a direct impact on the reduction of Scope 1 emissions.

These interventions represent concrete steps in the company's decarbonisation pathway and will contribute to progressively reducing the carbon footprint in the Scope 1 and Scope 2 areas, in line with the long-term objectives of the global sustainability agen

ISO 14001:2015

Biokosmes has initiated a collaboration with a qualified expert to structure its environmental management system in compliance with the requirements of ISO 14001. The pathway aims to implement a systematic approach to controlling and reducing the environmental impacts associated with production activities, with particular attention to pollution risk prevention and the management of environmental emergencies.

PEOPLE OBJECTIVES — HEALTH & SAFETY

Supplier Audits

A thorough mapping of the supply chain (examining suppliers' practices from a safety, sustainability, ethics, and human rights perspective) represents a sound practice for ensuring the alignment of partners with Biokosmes' principles.

In 2026 the company intends to continue the assessment pathway already initiated, with the objective of updating and enhancing the supplier assessment system by introducing a ranking approach that enables the identification of intervention priorities and the monitoring of the supply chain risk profile over time. The process will be developed progressively, taking into account available resources and the broader evolving organisational context, which may in due course offer more structured tools and frameworks within which supplier management can also be integrated.

ISO 45001:2018

During 2025, Biokosmes deepened its understanding of the principles of ISO 45001:2018 on occupational health and safety management systems, confirming its interest in pursuing certification with an Accredia-accredited notified body. The process will be evaluated and planned during 2026, taking into account organisational priorities and available resources.

In parallel, the installation of containment barriers for the management of potential spills of liquids and raw materials in the warehouse area is under evaluation, an intervention that forms part of the broader operational safety oversight strategy and the prevention of environmental risks associated with production activities.



WHP & Welfare Measures

Biokosmes confirms its participation in the regional and national Workplace Health Promotion (WHP) programme, ensuring a systematic and integrated approach aimed at improving the health and wellbeing of employees within the workplace. The programme encompasses strategies, policies, and interventions designed not only to prevent illness and reduce work-related risks, but also to promote healthy lifestyles and create a working environment conducive to psycho-physical wellbeing.

In 2026 the welfare and organisational wellbeing initiatives will be enriched with new tools:

- **Benefit Hub:** implementation of a corporate welfare platform that expands the range of benefits available to employees, increasing the flexibility and personalisation of the overall remuneration package.
- **Aptitude questionnaire:** introduction of a survey tool aimed at monitoring soft skills and supporting the personal growth of employees, with a view to individual and organisational development.
- **Employee satisfaction questionnaire:** evaluation of the implementation of a structured tool for the periodic monitoring of internal climate and employee engagement levels, in support of people management decision-making.

TERRITORY & COMMUNITY OBJECTIVES

Social Responsibility & Local Engagement

Biokosmes confirms its commitment to the territory in which it operates, giving preference to suppliers based within a defined geographical radius, in a spirit of proximity to the local community and support for the local economic fabric.

On the education front, collaborations continue with upper secondary schools in the Lecco area through PCTO pathways (Percorsi per le Competenze Trasversali e per l'Orientamento), confirming the company's commitment to maintaining an active dialogue with local educational institutions and offering young people concrete opportunities to engage with the world of work.

For 2026 Biokosmes confirms its participation in two fundraising events for charitable purposes: the Camminata Manzoniana in Lecco (a cultural event dedicated to the locations of Alessandro Manzoni's novel *I Promessi Sposi*) and the Milan Relay Marathon (a team relay race with solidarity aims in support of social causes and community projects).

On the front of employment inclusion, the company has developed and intends to pursue a formal agreement with a local organisation dedicated to the employment of people with disabilities, with the objective of creating structured and ongoing work pathways. A concrete commitment that translates into opportunities for stable employment and a tangible contribution to the wellbeing of the local community.

For the Board of Directors