

ADVANCE

consumer health group

Sustainability Report 2025





Foreword

Foreword

Consumer health means more to us than providing high-quality products. It means acting responsibly towards people, the environment and the resources we use. As a consumer health company, we are committed not only to supporting the well-being of our customers but also to creating long-term value through responsible business practices across our entire value chain.

With this report, ADDVANCE Consumer Health Group presents its sustainability activities in a structured format for the first time. It marks an important milestone on our journey towards greater transparency and a systematic approach to sustainability reporting in line with the Voluntary Sustainability Reporting Standard for SMEs (VSME).

During the reporting year, we identified and assessed our material sustainability topics. The assessment highlighted climate action, responsible supply chains, product safety and our own workforce as key focus areas for ADDVANCE. At the same time, we established important foundations for the continuous development of our ESG data, processes and governance.

We view sustainability as a long-term journey of continuous improvement. Our ambition is to further integrate environmental, social and governance considerations into our business activities and to create lasting value together with our employees, customers and business partners.

We would like to thank all employees and partners whose commitment and support contributed to the preparation of this report and to the ongoing development of our sustainability activities.



A blue ink signature of Dr. Christian Zischek.

Dr. Christian Zischek

Chief Executive Officer

A blue ink signature of Johannes Langwieder.

Johannes Langwieder

Chief Financial Officer



A photograph of a person's profile on the left, looking towards a field of yellow flowers. The sky is filled with soft, white clouds. The text 'Executive Summary' is overlaid in white on the right side of the image.

Executive Summary

1 Executive Summary

1.1 Objective

This report represents the **first Sustainability Report of ADDVANCE Consumer Health Group**. Its purpose is to transparently communicate the Group's environmental, social and economic impacts while reflecting its commitment to responsible business practices. At the same time, the report aims to address increasing regulatory requirements and the expectations of key stakeholders, particularly customers, investors and employees.

Furthermore, the report establishes a foundation for systematically measuring progress and identifying opportunities for continuous improvement, thereby supporting ADDVANCE's long-term, responsible and sustainable development.

1.2 Company Profile

ADDVANCE Consumer Health Group GmbH operates in the consumer health sector across all regulatory classes (pharmaceuticals, food supplements, cosmetics, medical devices) with a strong focus on the European market. The company was **established in 2022** through the merger of Vitafy GmbH and EVP Group GmbH.

The Group brings together a portfolio of brands and Contract Development and Manufacturing (CDMO) services under a common strategic framework. Its key operational activities are carried out across six main locations in **Germany, Spain, Slovakia** and the **United Kingdom**. An overview of these locations is provided in the picture to the right, while a complete list of all entities included in the reporting scope can be found in the VSME Metrics & Performance Indicators Chapter. The business model combines both B2B and B2C activities within the consumer health sector. The Group does not generate significant revenue from business activities that are generally considered controversial or associated with elevated sustainability risks.

1.3 Reporting Framework

This Sustainability Report covers the reporting period from **1 January to 31 December 2025** and includes ADDVANCE Consumer Health Group GmbH and its fully consolidated subsidiaries. Unless otherwise stated, the reported information and key performance indicators relate to the entire consolidation

scope. Environmental data refer to the six principal operational sites described below.

The report has been prepared with reference to the **Voluntary Sustainability Reporting Standard for SMEs (VSME)** and is complemented by the results of a double materiality assessment. In addition to the disclosures required under the Basic Module, selected disclosures from the Comprehensive Module have been included where relevant information and data were available.



The reported information is based on data collected from the Group's entities and operational sites. Environmental data were **primarily derived from primary data sources**; where necessary, recognised estimation methodologies and secondary data were applied. Social and governance-related information was provided and consolidated by the responsible corporate functions. The quality and scope of the underlying data are continuously being enhanced. Selected value chain indicators and certain Scope 3 greenhouse gas emissions rely on estimates and spend-based methodologies where primary data were not available.

Prior to publication, the reported information was reviewed and validated by the responsible corporate functions, operational sites and management. This report has not been subject to external assurance.



Company Organisation

2 Company Organisation

The governance structure of ADDVANCE provides the foundation for responsible and sustainable corporate management. It ensures clear decision-making processes and the consideration of material topics, including sustainability-related aspects, at different levels of the organisation.

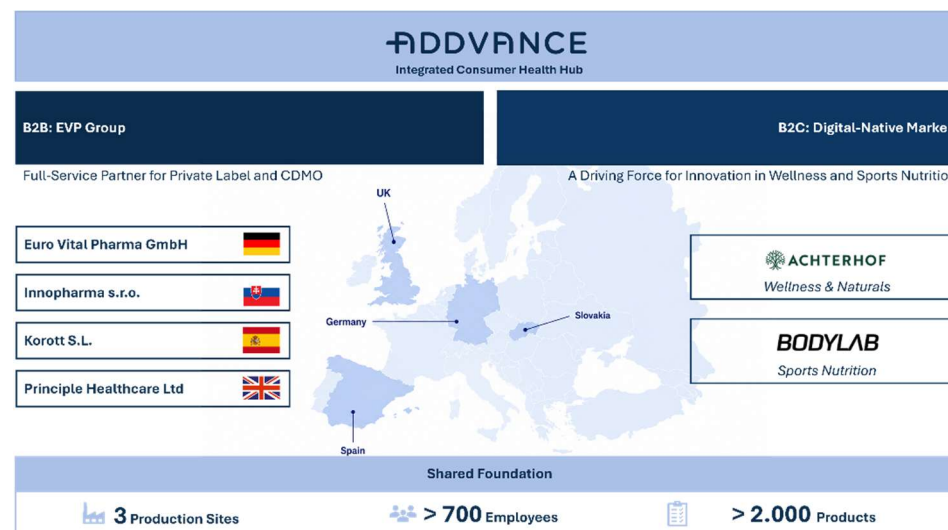
In addition to the formal governance structure, this includes the organisational integration and coordination of ESG topics across the Group. The objective is to progressively embed sustainability considerations into existing structures and business processes, ensuring their consistent implementation throughout the organisation.

2.1 Governance Structure

ADDVANCE is a company incorporated under German law with subsidiaries in Germany and other European countries. The Group operates production sites in Spain, Slovakia and Germany, as well as office and administrative locations, including sites in Germany and the United Kingdom.

As of 31 December 2025, the Group **employed approximately 700 people** across a wide range of functions, including E-commerce, B2B Sales, Quality and Regulatory Affairs, Innovation and B2B Marketing, Procurement, Production and Supply Chain Management, Finance, IT, People and Organisation as well as Sustainability. The operational management of the Group is the responsibility of the **CEO and CFO**, who oversee its strategic and operational development. Their activities are supervised and supported by an **Advisory Board** consisting of five members, two of whom are independent. The Advisory Board provides guidance on key strategic decisions and selected personnel matters, while fundamental shareholder decisions are taken by the Shareholders' Meeting. As an investor-backed corporate group, ADDVANCE regularly reports selected ESG key performance indicators and sustainability developments to its shareholders.

The governance structure promotes transparent decision-making and ensures that material business and sustainability-related matters are considered at the appropriate organisational levels.

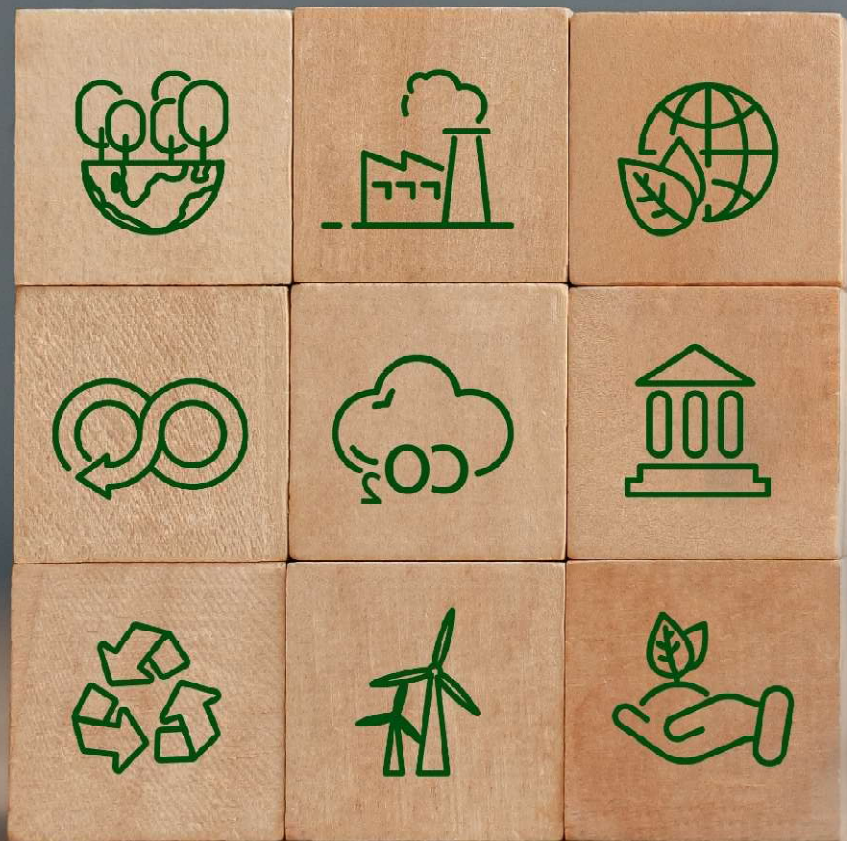


2.2 ESG Organisation & Management

ESG topics are addressed within ADDVANCE's existing governance and decision-making structures and are regularly discussed at management level. The current focus is on meeting regulatory requirements, establishing robust ESG data, and **integrating sustainability considerations into selected business areas**, including procurement, supply chain management and product development. A systematic integration of ESG into Group-wide management and incentive systems has not yet been established.

The Group's **ESG organisation continues to evolve**. Responsibilities, processes and data management are being further developed with the aim of embedding sustainability considerations more systematically into existing business processes.

As part of the double materiality assessment, relevant internal and external stakeholders were systematically identified and involved in the assessment process, ensuring that a broad range of perspectives is reflected in the prioritisation of material ESG topics. Cross-functional **collaboration** and the involvement of both central and local functions support the consistent implementation of sustainability initiatives across the Group.



Materiality- analysis

3 Materiality Analysis

3.1 Methodology

A comprehensive materiality assessment was conducted to identify and prioritise ADDVANCE's material sustainability topics. The assessment considered both the **financial risks and opportunities for the Group** (outside-in perspective) and the **impacts of its business activities on people and the environment** (inside-out perspective).

The assessment was carried out in 2024 together with an external consulting partner and reviewed and selectively updated in 2025. Based on the **European Sustainability Reporting Standards** (ESRS), potential sustainability topics were identified, consolidated into company-specific focus areas and assessed in terms of their impacts, risks and opportunities (IROs). The assessment covered the entire value chain and drew on internal analyses, stakeholder feedback and external data sources.

Stakeholder Group	Examples
 Employees and Management	<i>CEO & CFO, Country Manager, Department Heads and Expert Employees</i>
 Suppliers and Service Providers	<i>Tier 1 Suppliers, Strategic Business Partners and Logistics Providers</i>
 B2B Customers	<i>Retail Partners, Pharmacies, Wholesalers and Other Business Customers</i>
 B2C Customers	<i>Consumers of the Group's Brands and Products</i>
 Public Authorities and Institutions	<i>Supervisory and Regulatory Authorities</i>
 External Experts	<i>Auditors, Consultants and Other Specialist Partners</i>

To incorporate relevant stakeholder perspectives, a **stakeholder survey** was conducted with 28 valid participants, including eight internal and twenty external stakeholders. In addition, workshops and interviews were held with representatives of key stakeholder groups, including employees and management, suppliers, customers, public authorities and external experts.

The assessment was complemented by a 360-degree analysis incorporating internal data, external studies and other relevant information. The combined results were validated internally and used to prioritise the Group's material topics. The assessment showed that a significant share of the identified impacts arises within the upstream value chain, particularly in relation to raw material sourcing, supply chains and logistics activities.

3.2 Results

The materiality assessment identified material topics across the environmental, social and governance dimensions. Key environmental topics include **climate change, water, biodiversity, resource use** and **circular economy**. Within the social dimension, the Group identified its **own workforce, working conditions in the value chain**, as well as **consumers and end-users** as the



The results of the materiality assessment form the basis for the structure and content of this Sustainability Report. The identified material topics are addressed in the following chapters, including their related impacts, risks and opportunities, as well as the corresponding management approaches and activities.



most material topics. In the area of governance, the assessment highlighted **business conduct** and **responsible business practices** as key priorities.

The results of the materiality assessment form the basis for the struc-

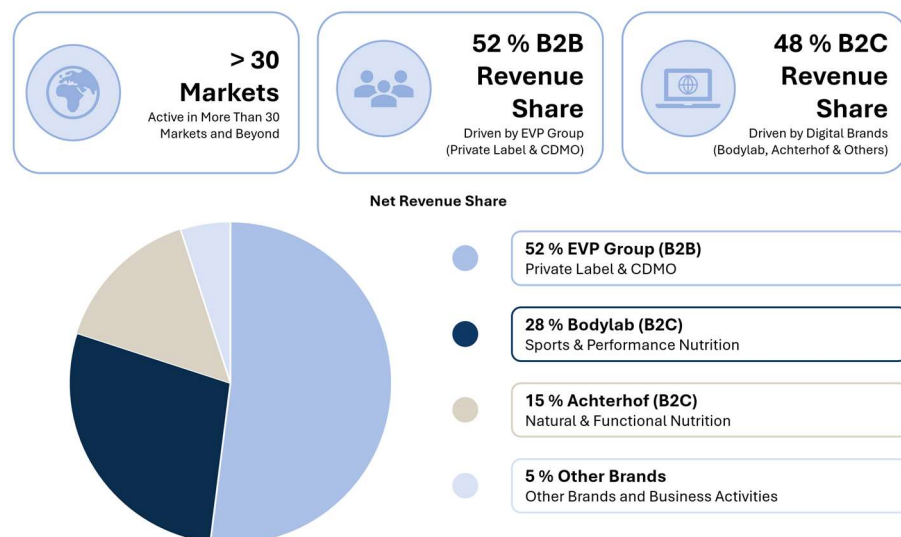
The image shows a pharmaceutical manufacturing facility. In the foreground, a curved conveyor belt is filled with numerous light blue, oval-shaped capsules. The background is a blurred industrial setting with various pieces of machinery, pipes, and bright overhead lights, creating a bokeh effect. The overall color palette is dominated by blues and greys, with the light blue of the capsules providing a focal point.

Business Model & Value Chain

4 Business Model & Value Chain

ADVANCE is an integrated consumer health platform operating in the fields of **food supplements, over-the-counter (OTC) products, medical devices and cosmetics**. The Group combines expertise across the entire value chain, from product development and procurement to manufacturing, logistics, marketing, innovation, research and development (R&D) and sales. Its business model is based on **two complementary business segments**: B2B and B2C, enabling ADVANCE to serve a broad range of customers across European markets.

Manufacturing is carried out at the Group's **own production sites in Germany, Spain and Slovakia**, complemented by qualified external manufacturing partners. Central functions such as procurement, product development, quality management, marketing, logistics, IT and other corporate services are coordinated across the Group.



B2B

Within its B2B business, ADVANCE **develops, manufactures and supplies** consumer health **products for retail and industrial customers**. Its service portfolio includes private label solutions as well as CDMO services, covering product development, manufacturing, packaging, regulatory support and logistics for food supplements, OTC products, medical devices and cosmetics.



B2C

Within its B2C **e-commerce business**, ADVANCE markets both its own brands and selected third-party brands **directly to consumers**. The portfolio includes food supplements, natural products, sports nutrition and health and wellness products, which are primarily distributed through the Group's own e-commerce platforms and other digital sales channels. The two core brands are Bodylab and Achterhof.

Together, the B2B and B2C business segments are supported by an integrated value chain spanning sourcing, product development, manufacturing, logistics and sales.

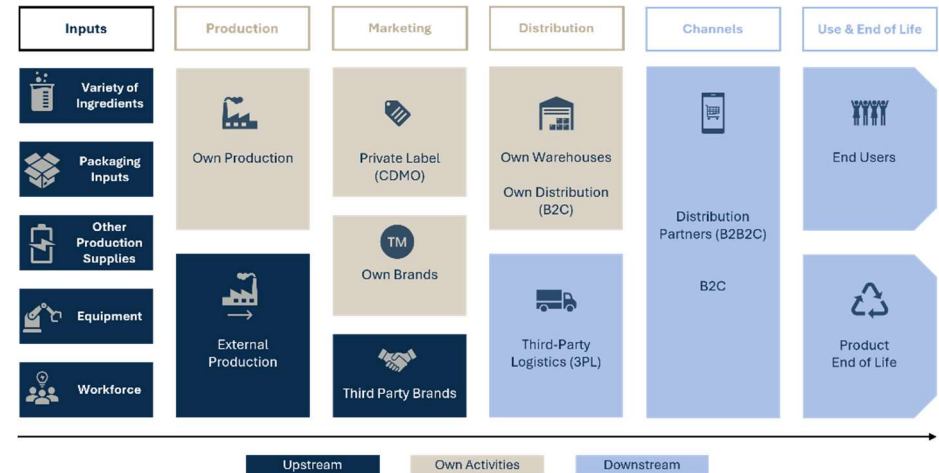
BODYLAB



Value Chain

ADVANCE's value chain spans the entire lifecycle of its consumer health products, from the sourcing of raw materials and packaging materials through product development, manufacturing and distribution to the sale of products to business customers and end consumers. By combining integrated B2B and B2C business models, the Group creates value across multiple stages of the value chain while maintaining **close collaboration** with suppliers, manufacturing partners, customers and consumers.

The upstream stage includes the procurement of ingredients, packaging materials, production supplies and equipment, supported where appropriate by qualified external manufacturing partners. These inputs form the basis for production activities as well as the development and manufacture of private label products for business customers. The value chain further encompasses marketing, innovation and R&D, where market insights, consumer trends and customer requirements **shape the development of new products as well as the continuous improvement of the Group's own brands and customer solutions**. Following production, products are distributed through a **diversified network** of retail, pharmacy, wholesale and distribution partners as well as the Group's own digital sales channels.



The final stage covers product use and end-of-life, including the disposal and recycling of packaging materials. While the Group has only limited influence over this phase, it remains relevant from a sustainability perspective, particularly with regard to packaging design, resource efficiency and circularity.

The value chain provides the **foundation for the identification and assessment of the Group's material topics**, which are described in the following chapters.



An aerial photograph showing a vast, dense forest with a thick canopy of green trees. The perspective is from directly above, looking down on the forest floor. The trees are packed closely together, creating a textured, green surface. The lighting is even, highlighting the various shades of green in the foliage.

Environmental Responsibility

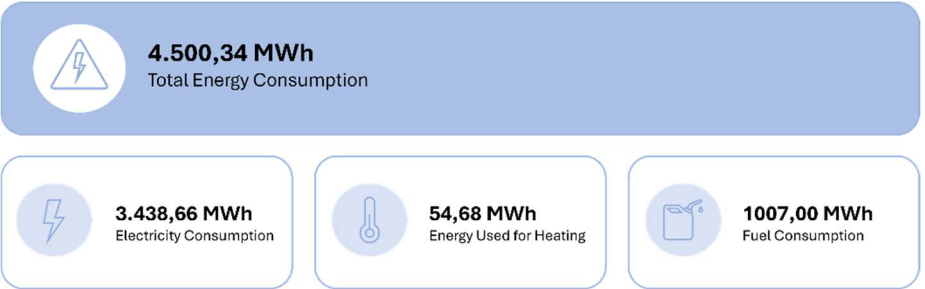
5 Environmental Responsibility

5.1 Climate Change & Energy

Climate change is a material environmental topic for ADDVANCE, as greenhouse gas (GHG) emissions arise throughout the Group's value chain. These emissions originate both from the Group's own operations and from upstream and downstream activities, particularly the sourcing of raw materials and packaging, manufacturing processes, transportation and logistics.

As part of the materiality assessment, key impacts, risks and opportunities related to climate change were identified. Material impacts primarily arise from GHG emissions across the value chain and energy-related emissions from the Group's own operations. Key risks include increasing regulatory requirements and potentially rising costs for energy, raw materials and logistics. At the same time, opportunities exist through improvements in production and logistics efficiency, optimised packaging solutions and the further development of more sustainable products and business models.

Of the Group's total electricity consumption of 3.438,66 MWh, **10,94 % originated from renewable sources**. Further increasing the share of renewable electricity represents an important opportunity to reduce the Group's GHG emissions. Fuel consumption amounted to 1.007,00 MWh, consisting primarily of gas used for heating and diesel consumed by company cars.



The preparation of the Group's GHG inventory provides the basis for the systematic assessment and transparent reporting of ADDVANCE's emissions profile and environmental impacts. The inventory has been prepared in accordance with the **Greenhouse Gas Protocol**, the internationally recognised standard for GHG emission accounting and reporting. Emissions were calculated using a combination of primary data from the Group's operations and secondary data obtained from suppliers, recognised emission databases and publicly available reference sources. Where necessary, recognised estimation methodologies were applied.



Total GHG emissions for the 2025 reporting year amounted to **64.039,44 tCO₂e (market-based¹)**.

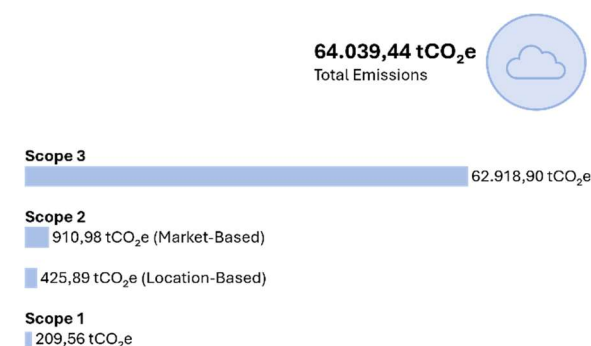
The Group's emissions profile is dominated by **Scope 3 emissions**, which account for the vast majority of total GHG emissions. In comparison, emissions from **Scope 1** and **Scope 2** are comparatively low.

Scope 1 emissions primarily result from **stationary combustion, heating and the operation of company vehicles** and represent the Group's direct GHG emissions.

For Scope 2, both **market-based** and **location-based** emissions are reported. Presenting both approaches provides greater transparency regarding the impact of electricity procurement decisions on the Group's GHG footprint and helps identify opportunities to reduce energy-related emissions. At the production sites in **Dunajská Streda** and **Alcoy**, current market-based emissions exceed location-based emissions because the purchased electricity tariffs currently have higher emission factors than the respective national electricity mixes.

¹ Market-based emissions reflect the specific quality of electricity procured by a company, such as green electricity rates or certificates of origin. Location-based emissions are based on the average emission factor of the respective power grid at that location. Total emissions include market-based emissions.

Consequently, ADDVANCE is assessing opportunities to switch existing electricity contracts to renewable electricity. At the Spanish production site, **Guarantees of Origin (GoOs) are already used for renewable electricity**, and the

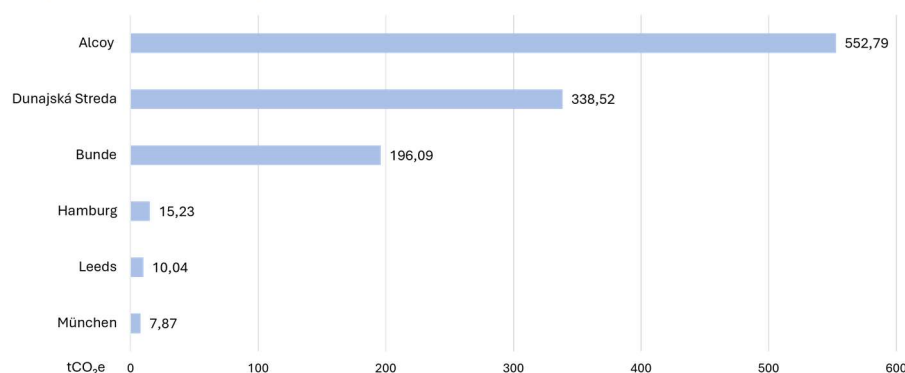


Group intends to increase the volume purchased over time. In addition, the possible installation of a photovoltaic system at the Alcoy site is currently being evaluated to further increase the share of renewable energy.

Scope 1 and Scope 2 emissions are primarily associated with the **production sites in Alcoy, Dunajská Streda and Bunde**, reflecting the higher energy demand and operational activities at these locations.

The Group's emissions profile is largely driven by emissions occurring throughout the value chain, with the upstream supply chain representing the most significant source of emissions. Against the background of ADDVANCE's integrated B2B and B2C business model and its role as a consumer health trading company, the majority of the Group's greenhouse gas emissions arise within the upstream and downstream value chain. Consequently, emissions from the Group's own operations and purchased energy account for only a comparatively small share of total GHG emissions. Total **Scope 3 emissions** amount to **62.918,90 tCO₂e**.

Scope 1 and 2 Emissions by Location



Scope 3 GHG Emissions

Category	2025 (tCO ₂ e)
Total Scope 3	62.918,90
3.1 Purchased Goods and Services	60.114,15
3.2 Capital Goods	108,19
3.4 Upstream Transportation and Distribution	1.158,60
3.5 Waste Generated in Operations	130,04
3.6 Business Travel	143,62
3.7 Employee Commuting	442,47
3.8 Upstream Leased Assets	9,06
3.9 Downstream Transportation and Distribution	789,02
3.10 Processing of Sold Products	0,08
3.12 End-of-Life Treatment of Sold Products	23,67

The Scope 3 inventory covers all emission sources considered material for ADDVANCE across its value chain. The largest share of emissions arises from **Category 3.1 – Purchased Goods and Services**. At present, these emissions are primarily calculated using **spend-based methodologies** supported by secondary data. Compared with activity-based approaches, spend-based methodologies may result in lower accuracy. ADDVANCE is therefore continuously working to increase the use of primary supplier data and activity-based calculation methods. For transportation and logistics, supplier-specific activity data have already been incorporated into the GHG inventory, and collaboration with suppliers and other business partners will be progressively expanded.

The GHG inventory provides the basis for future emission reduction activities. Priority areas include closer collaboration with suppliers, optimisation of raw materials and packaging, as well as the decarbonisation of logistics processes. At the same time, measures to improve energy efficiency and increase the use of renewable energy at the Group's own sites are expected to further reduce the Group's operational GHG emissions.

5.2 Water

Water use and the responsible management of water resources are relevant environmental topics for ADDVANCE, particularly in relation to site-specific risks and the upstream value chain. While direct water consumption within the Group's own operations is comparatively low, the materiality of the topic primarily arises from potential water stress at individual production sites and water-related impacts associated with the sourcing of raw materials. At the same time, water quality is essential to ensuring product quality and compliance with regulatory requirements.

As part of the materiality assessment, water-related impacts, risks and opportunities were assessed across both the Group's own operations and its upstream value chain. The assessment considered water use at production sites as well as potential risks relating to water availability and water quality.

In the reporting year, ADDVANCE withdrew a total of **4.341,47 m³** of water. Total water consumption amounted to **58,00 m³**, while **4.283,47 m³** were discharged after use. Overall, **the Group's direct water use is considered comparatively low**.



Site-specific water risks were assessed using the **WWF Water Risk Filter**. The assessment identified an elevated water stress risk for the production site in Alcoy (Spain), whereas no significant water stress risks were identified for the production sites in Bunde (Germany) and Dunajská Streda (Slovakia).

The production site in Alcoy is located within the Júcar Basin, a region characterised by recurring droughts and moderate to high levels of water stress. The site is also situated close to biodiversity-sensitive areas. A significant proportion of the Group's water **withdrawal in water-stressed regions** is attributable to this site, where annual water withdrawal amounts to **2.298,00 m³**. Water is primarily used for **cleaning processes, product formulations and sanitary purposes and is subject to stringent quality requirements** to ensure regulatory compliance and product quality.

Water Metrics 2025



The water withdrawn in water-stressed areas relates to the production site in Alcoy (Spain).

Despite its location in a water-stressed region, the **site-specific operational risk** is currently assessed as moderate. Actual water consumption remains low, with the majority of withdrawn water being discharged after use. Established monitoring and compliance processes support the responsible management of water resources. Wastewater generated from production and cleaning processes is treated by authorised waste management providers. Regular reporting and inspections by the relevant authorities help ensure compliance with legal requirements and minimise potential environmental impacts. In addition, the site is certified according to **ISO 14001**, supporting systematic management and continuous improvement of environmental performance.



A significant share of water-related impacts occurs within the **upstream value chain**. The production of key raw materials, including vitamins, vegetable oils and protein-based ingredients, is often associated with high water demand and may take place in regions experiencing water stress. Consequently, indirect impacts on local water availability and water quality may arise.

The materiality assessment identified key impacts, risks and opportunities related to water. Material impacts primarily arise from water-intensive processes within the upstream value chain and from potential water stress at individual production sites. Key risks include regional water scarcity, reduced water availability and increasing regulatory requirements. Opportunities lie in improving water efficiency, enhancing data transparency and strengthening the systematic assessment of site-specific risks and water-related impacts across the value chain.

5.3 Biodiversity

The protection of biodiversity and the responsible management of ecosystems are relevant environmental topics for ADDVANCE, particularly in relation to site-specific risks and the upstream value chain. As part of the materiality assessment, biodiversity-related impacts, risks and opportunities were assessed across the Group's own operations and its value chain using the **WWF Biodiversity Risk Filter**.



Three operational sites were identified as **being located in proximity to biodiversity-sensitive areas**.

However, one of these sites is an administrative office located in an urban environment, where no material biodiversity-related impacts are expected due to the nature of its activities. The assessment therefore focuses on the production and logistics sites in Alcoy (Spain) and Bunde (Germany), where potential site-specific impacts were considered more relevant.

The production and logistics sites in Alcoy and Bunde are located near biodiversity-sensitive areas. Potential impacts may arise from emissions, wastewater, transport activities and general operational processes. Based on the existing environmental management systems, the nature of the operations and established monitoring and control measures, the **actual impacts at both sites are currently assessed as low**. The production site in Alcoy is certified according to **ISO 14001** and operates structured processes for monitoring relevant environmental aspects.

At the Bunde site, the existing organic certification contributes to reducing product-related environmental and contamination risks. It supports compliance with defined requirements for raw materials, promotes the traceability of ingredients and contributes to responsible operational management.

Biodiversity Metrics 2025



Office sites with fewer than five employees were omitted.

The Group's most significant biodiversity-related impacts occur within the upstream value chain. In particular, the sourcing of agricultural raw materials such as vegetable oils, proteins, cocoa and palm oil may be associated with adverse impacts on natural ecosystems. As ADDVANCE has limited direct influence over these activities, biodiversity-related risks are when possible managed through supplier requirements and the use of recognised certification schemes, including **Organic Certification, MSC** and **RSPO**. These contribute to greater transparency and help reduce biodiversity-related risks throughout the supply chain.

Overall, the assessment indicates that the direct biodiversity-related impacts of ADDVANCE's own operations are currently limited. The most significant biodiversity-related risks arise within the upstream value chain. Consequently, future efforts will focus on further integrating biodiversity considerations into procurement processes and strengthening sustainable supply chain management.



5.4 Resources & Circular Economy

Given ADDVANCE's business model, which includes in-house manufacturing, international supply chains and a strong focus on physical products, raw materials and packaging represent the main drivers of resource use. In addition, significant environmental impacts arise from upstream processes such as the sourcing, processing and distribution of raw materials.

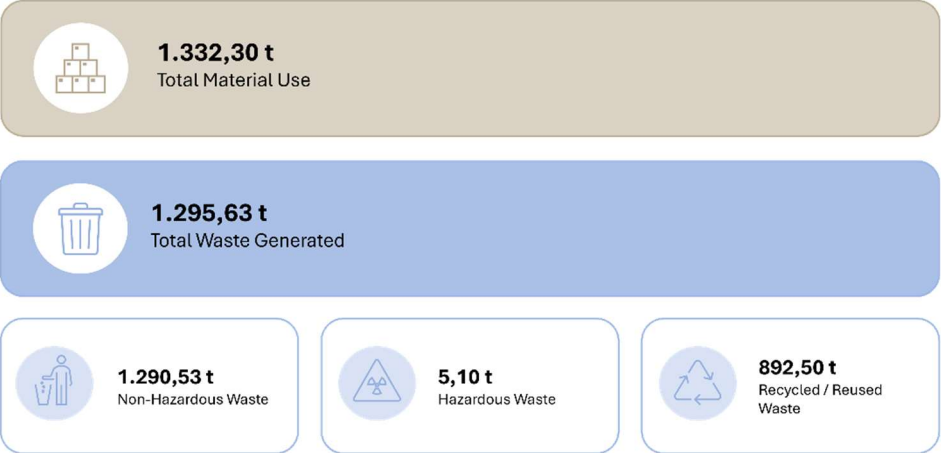
As part of the materiality assessment, key impacts, risks and opportunities related to resource use and the circular economy were identified. Material impacts primarily result from the **use of virgin raw materials, the consumption of packaging materials and the generation of waste**. Key risks include increasing regulatory requirements as well as rising material and waste management costs. At the same time, more efficient material use, optimised packaging solutions and circular approaches offer opportunities to conserve resources and improve operational efficiency.

ADDVANCE is continuously expanding the systematic collection of data on resource use and waste generation. For the 2025 reporting year, metrics were collected for the production sites for the first time. Administrative and office locations are not yet fully covered; however, due to their comparatively low resource use and waste generation, the available data is considered sufficient to reflect the Group's material environmental impacts.

The Group's main material inputs comprise raw materials used in food supplements and other consumer health products, as well as packaging materials such as plastics, paper, cardboard, glass and aluminium. **Waste streams sent for recycling** mainly consisted of paper and cardboard (539,10 t), plastics (227,19 t), glass (105,42 t), metals (20,40 t) and waste electrical and electronic equipment (0,37 t).

The collected data provides an important basis for improving the transparency of resource use and waste generation and for systematically identifying opportunities to conserve resources. Current priorities include optimising packaging solutions, reducing material use and preparing for future regulatory requirements, particularly the Packaging and Packaging Waste Regulation (PPWR).

Resource Use and Waste Metrics 2025



The reported figures are based on the currently available data from the production sites and do not yet cover the entire Group. Data collection will be progressively expanded.

Packaging solutions are continuously being improved to increase resource efficiency and reduce packaging waste. Measures include **optimising packaging sizes, reducing unnecessary filling materials and increasing the use of recyclable packaging materials**. For selected product ranges, refill solutions and packaging concepts with reduced material use have already been introduced. For example, the Achterhof brand uses spice containers with a paper content of approximately 95 %, offers refill packs and promotes the reuse of packaging.

Some sites have already implemented practical **circular economy measures**. At the Alcoy site, waste is systematically separated and recycled, while material and waste streams are regularly monitored to identify further improvement opportunities. During the reporting year, the recyclability of packaging was also assessed to identify optimisation potential and prepare for future regulatory requirements. In addition, ADDVANCE is working on introducing mono-material blister packaging for selected products to further improve packaging recyclability.

A woman with curly hair, wearing a green jacket, is looking down at a small brown glass bottle she is holding. She is in a pharmacy or drugstore, with shelves of various medicine boxes and bottles visible in the background. The shelves are made of light-colored wood. The text "Social Responsibility" is overlaid in large white font on the right side of the image.

Social Responsibility

6 Social Responsibility

6.1 Own Workforce

ADVANCE's employees are a key factor in the Group's long-term success and sustainable development. Creating a respectful, inclusive and supportive working environment forms the foundation of its people strategy, encompassing fair working conditions, occupational health and safety, diversity, equal opportunities and continuous professional development.

As part of the materiality assessment, key impacts, risks and opportunities relating to the Group's own workforce were identified. Material topics include working conditions, occupational health and safety, employee satisfaction, diversity, and the attraction and retention of qualified employees. Key risks relate to increasing workloads, potential unequal treatment and competition for skilled talent. At the same time, attractive working conditions and a positive corporate culture create opportunities to strengthen employee engagement, productivity and ADVANCE's attractiveness as an employer.

During the reporting year, ADVANCE employed **703** people. The employee turnover rate amounted to **7,85 %**. Attracting, developing and retaining qualified employees is considered a key success factor given the Group's diverse business activities and international presence.

ADVANCE promotes flexible and modern working conditions to accommodate the diverse needs of its employees and support their **long-term wellbeing and performance**. Flexible working time arrangements and mobile working options enable employees to organise their work within clearly defined frameworks. At the same time, binding rules on working hours, breaks and rest periods ensure compliance with legal requirements and support a healthy work-life balance. Employee development is supported through a structured performance review process that includes regular performance and development discussions combining self-assessments with manager feedback. This creates a transparent framework for feedback, goal setting and professional development while strengthening internal communication. In addition, employee engagement surveys are conducted on a regular basis. In 2025, the **participation rate reached 65 %**, and the results are used to continuously improve HR initiatives and employee-related measures.

Share of Employees by Country (FTE)

Germany (DE) 292 FTE	53,0 %
Spain (ES) 123,6 FTE	22,4 %
Slovakia (SK) 121,4 FTE	22,0 %
United Kingdom (UK) 14 FTE	2,6 %

Occupational health and safety is supported through regular training, occupational health services and ergonomic workplace measures. Employees are also made aware of potential risks associated with mobile working. At the production sites, working conditions and occupational health and safety are regularly reviewed through external audits, including **SMETA** audits. During the reporting year, **30** work related accidents were reported, resulting in a **Total Recordable Injury Rate (TRIR)** of **7,0** per 200.000 hours worked. No work-related fatalities occurred. Measures to promote both physical and mental well-being are continuously being expanded and include, for example, health promotion and mobility initiatives.

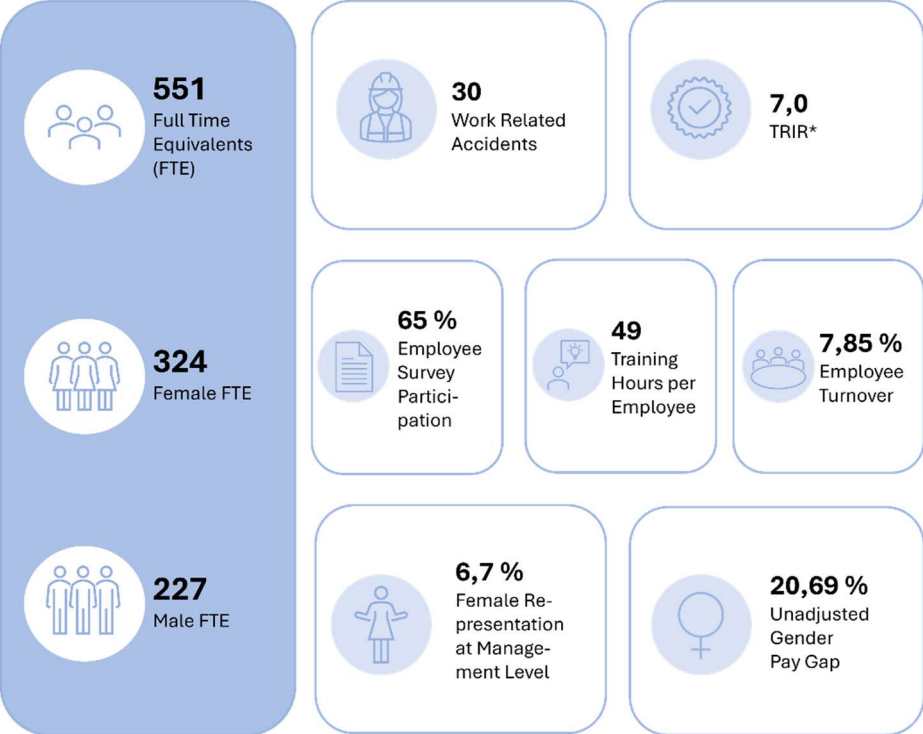
Diversity, equal opportunities and mutual respect are integral parts of ADDVANCE's corporate culture. The Code of Conduct defines the Group's principles in this area and prohibits all forms of discrimination and harassment. In addition, ADDVANCE is committed to respecting human rights and ensuring fair working conditions throughout its operations. Diversity and equal opportunities are regarded as important drivers of innovation, collaboration and long-term business success.



diversity-related data and intends to analyse the underlying drivers of pay differences more systematically in the future.

Employee development and retention are viewed as ongoing priorities. In addition to structured development and feedback formats, Group-wide HR structures continue to be strengthened through the implementation of central HR systems and the further development of performance management and learning approaches. Professional and personal development is supported by a wide range of training and qualification measures. During the reporting year, employees completed an average of **49** training hours per person.

Own Workforce Metrics 2025



*TRIR (Total Recordable Injury Rate): Number of recordable occupational accidents per 200.000 hours worked.

ADDVANCE will continue to enhance its workforce-related data, **refine existing performance indicators and generate additional insights** to support the ongoing development of people-related initiatives.

6.2 Supply Chain

Working conditions within the upstream value chain are a key aspect of ADDVANCE's social responsibility. As a company with global sourcing activities, potential social impacts primarily arise from the sourcing of raw materials and upstream manufacturing processes.

As part of the materiality assessment, key impacts, risks and opportunities relating to workers in the value chain were identified. Material topics include working conditions, occupational health and safety, fair remuneration and respect for human rights. Key risks relate to potential violations of labour and social standards within the supply chain, particularly in countries with elevated social risks. At the same time, clear supplier requirements and the development of long-term, responsible supplier relationships provide opportunities to strengthen social performance throughout the value chain.

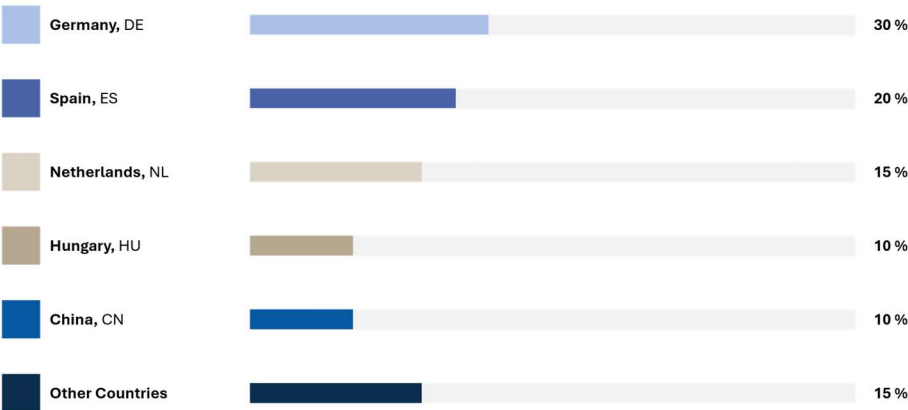
A significant proportion of these risks arises in **the upstream stages** of the value chain, particularly during the production of raw materials and ingredients. Some of these activities take place in regions where internationally recognised labour and social standards are not consistently applied. This may result in risks relating to working conditions, fair remuneration, occupational health and safety, and the protection of human rights.

ADDVANCE's direct influence over upstream activities is limited. Risk management therefore focuses on supplier requirements, contractual obligations, the Group-wide **Supplier Code of Conduct**, established review mechanisms and a **Whistleblowing System** through which potential violations of labour and social standards can be reported. Introduced in 2025, the Supplier Code of Conduct defines minimum requirements relating to human rights, labour standards, occupational health and safety, environmental protection and business ethics.

As part of its supplier management approach, ADDVANCE is a member of **Sedex** and uses the platform to promote transparency and responsible business practices throughout its supply chain.



Supplier Country Distribution by Purchasing Volume



Approximately **95 %** of the Group's suppliers are located in **European countries with established labour, social and environmental regulations**. For suppliers located outside Europe, ADDVANCE places particular emphasis on appropriate sustainability requirements and supplier assessments. Approximately half of these suppliers have undergone **SMETA audits**, providing additional assurance with regard to working conditions, occupational health and safety and labour standards.

In addition, certifications applied throughout the supply chain, including Organic Certification, MSC and RSPO, contribute to greater transparency and support responsible social practices.

ADDVANCE continues to strengthen its systematic approach to identifying and assessing social risks in the supply chain. Current priorities include the further development of supplier requirements, increasing supply chain transparency and the stronger integration of social criteria into existing procurement and sourcing processes.

6.3 Consumers & End users

Responsibility towards consumers and end users is a core element of ADDVANCE's business activities, particularly in light of its **direct-to-consumer business model**. As a provider of consumer health products, the Group places a strong emphasis on product safety, quality, transparent communication and the responsible handling of customer data.

As part of the materiality assessment, key impacts, risks and opportunities relating to consumers and end-users were identified. Material topics include product safety and quality, transparent product information, responsible marketing, data protection and customer satisfaction. Key risks arise from potential product quality issues, insufficient product information or regulatory non-compliance. At the same time, opportunities exist to strengthen customer trust, brand loyalty and ADDVANCE's long-term position as a responsible company.

Product safety and quality are supported by rigorous requirements throughout product development, manufacturing and quality control. These requirements include compliance with regulatory requirements for food products (particularly food supplements), cosmetics, medical devices and medicinal products, as well as comprehensive testing and approval processes across the value chain. These processes are further supported by recognised quality, product safety and sustainability standards, including **GMP, IFS, BRC** and **ISO** certifications at relevant Group locations. An overview of the Group's key certifications, memberships and audit programmes is provided in the VSME Metrics & Performance Indicators Chapter.

Transparent and accessible communication with consumers and end users is another important element of ADDVANCE's product responsibility. Information on products, ingredients and their intended use is provided to enable informed purchasing decisions. Depending on the product category, customers are provided with information on raw material origin, quality standards, certifications and product characteristics, including health-related claims, in accordance with applicable legislation and scientific evidence. Product claims are developed in accordance with applicable regulatory requirements and scientific evidence to ensure transparent and responsible communication. Environmental claims are made taking into account evolving regulatory requirements, including the EU Empowering Consumers for the Green Transition Directive.

Depending on the product category, customers are also provided with **guidance on the appropriate use and disposal of packaging**, as well as information aimed at reducing food waste or preventing inappropriate product use. Comprehensive product information, customer reviews and digital advisory services support customers in selecting suitable products before purchase, helping to reduce unsuitable purchases and avoid unnecessary product returns. Through **direct interaction** with end users via digital sales channels, ADDVANCE continuously gathers customer feedback that contributes to the ongoing improvement of products, services and internal processes.

Within the Group's digital business model, the **protection of customer data** is of particular importance. Personal data is processed in accordance with applicable data protection legislation, in particular the General Data Protection Regulation (GDPR). Employees receive regular awareness training on the responsible handling of personal data, and data protection processes are continuously reviewed and further developed.

Another relevant aspect of product responsibility is the **use of animal-derived ingredients**. ADDVANCE markets products containing ingredients such as fish oil, gelatine and milk-derived components. These may give rise to risks relating to animal welfare, reputation and changing consumer preferences. To mitigate these risks, the Group relies, where possible, on recognised certification schemes such as MSC certification for fish-derived raw materials. In addition, product portfolio development increasingly considers alternative and plant-based ingredients.

Quality and Consumer Satisfaction



Both indicators relate to the two e-commerce brands Bodylab and Achterhof.

Overall, ADDVANCE systematically integrates the expectations and needs of consumers and end users into product development, communication and customer service. Customer satisfaction metrics, such as the NPS, together with product quality indicators, including complaint rates, provide valuable insights into customer experience and support the continuous improvement of products, services and long-term customer relationships.



Governance

7 Governance

7.1 Business Conduct & Compliance

Responsible corporate governance forms the foundation of ADDVANCE's sustainable development. An ethical and compliance-oriented corporate culture is therefore of central importance. The Group has established clear values and standards of conduct that are binding on all employees and are set out in the publicly available **Code of Conduct**. All employees are required to acknowledge the Code of Conduct and comply with its principles in their daily work. Violations of the Code may result in appropriate disciplinary measures.

Comparable expectations also apply to business partners. In 2025, ADDVANCE introduced a Group-wide **Supplier Code of Conduct**, which defines the Group's minimum sustainability and ethical requirements for suppliers. The Code covers material topics including child labour, forced labour, human trafficking, discrimination, occupational health and safety (including accident prevention), fair working conditions, fair remuneration, freedom of association, environmental protection, climate protection, biodiversity, animal welfare, anti-corruption and business ethics.

By the end of the reporting year, around **50 %** of the Group's **431** relevant suppliers have signed the Supplier Code of Conduct. ADDVANCE will continue to increase supplier coverage and further integrate sustainability requirements into its procurement processes as part of the ongoing development of its sustainable supply chain management.

Supplier Code of Conduct Coverage



To further standardise governance structures and business processes, Group-wide policies have been implemented across all entities. These policies support the harmonisation of key processes and ensure consistent standards, particularly in the areas of quality, compliance and internal controls. Their implementation is supported by internal procedures, corporate policies and the gradual expansion of training programmes, particularly in the areas of data protection, information security and compliance.

7.2 Risk Management & Internal Control

ADDVANCE continues to develop and harmonise its risk management framework. The objective is to identify, assess and manage material risks and opportunities at an early stage.

The **Advisory Board** provides strategic oversight of the Group's governance framework. As of 31 December 2025, the governance body consisted of five members, all of whom were male.

Operational responsibility for risk management, internal control and the implementation of sustainability-related activities rests with the **CEO** and **CFO**. Risks and opportunities are considered as part of operational and strategic decision-making based on established business intelligence, sales and management control tools, as well as regular management reporting. Assessments take into account both the likelihood of occurrence and the potential impact on the Group's financial position and performance.

Key elements of the internal control system are already in place. These include Group-wide policies, internal review procedures, the four-eyes principle for material business processes, as well as internal audits and self-inspection processes. A particular focus is currently placed on information security and data protection, for which structured processes, defined responsibilities and supporting systems have been established.

The integration of ESG considerations into existing risk management and governance processes continues to evolve. The results of the materiality assessment provide an important foundation for systematically identifying sustainability-related risks and opportunities across the value chain and incorporating them into future decision-making.

7.3 Whistleblowing System & Reporting Mechanisms

The Whistleblowing System is an integral part of ADDVANCE's compliance framework and supports an open and transparent corporate culture. Employees and external stakeholders can report potential violations of legal requirements or internal policies through established reporting channels. These may include, for example, reports relating to compliance breaches, unethical behaviour or potential misconduct within the value chain.

To support this process, ADDVANCE has implemented an independent **digital whistleblowing platform**

(Hintcatcher). Employees, customers and suppliers can submit reports through the system **either by name**

or anonymously. The protection of whistleblowers is ensured, and all reports are treated confidentially and investigated through a structured process.



hintcatcher

ADDVANCE maintains a **zero-tolerance** approach to serious misconduct and ensures that appropriate corrective measures are taken where necessary. The Whistleblowing System supports the early identification, assessment and management of potential risks, thereby strengthening the integrity and trustworthiness of the Group. **No confirmed compliance violations** were identified during the reporting period.



Looking
Ahead

8 Looking Ahead

ADVANCE has already implemented initial measures to address the material ESG topics identified through the materiality assessment. These measures are described throughout the respective chapters of this report and relate to the Group's key impacts, risks and opportunities across the value chain.

Based on the identified priorities, the Group's future focus will be on **further strengthening its sustainability management framework**. Key priorities include:

- enhancing **data availability and transparency**, particularly for resource use and social performance indicators;
- integrating ESG considerations more systematically into governance, decision-making and business processes;
- strengthening sustainability-related measures across the upstream value chain;
- establishing **measurable ESG targets** together with appropriate action plans and reduction pathways;

- developing a structured **climate risk assessment** covering physical and transitional risks across the value chain; and
- further **harmonising people management** through Group-wide HR systems and a consistent employee benefits framework, including occupational pension schemes, mobility initiatives and health and well-being programmes.

The Group's sustainability approach will continue to evolve in line with regulatory developments and stakeholder expectations. ADVANCE views sustainability as a continuous improvement process and will continue to enhance its ESG-measures, data quality and management systems.

As ADVANCE's first Sustainability Report, this publication represents an important milestone towards greater transparency and a more systematic approach to environmental, social and governance matters. It also provides the foundation for the continued development of sustainability management across the Group.

ESG Maturity and Ongoing Activities

Topic	Already Established	Ongoing Activities	Next Steps
Climate Change & Energy	Greenhouse Gas Inventory in Accordance with the GHG Protocol; Recording of Scope 1–3 Emissions	Improvement of Data Quality, Particularly in Scope 3; Inclusion of Additional Primary Data	Development of Specific Climate Targets and Reduction Pathways
Climate Change & Energy	Guarantees of Origin for Green Electricity at the Alcoy Site	Assessment of Switching Existing Electricity Tariffs to Renewable Energy	Increase the Share of Renewable Energy
Climate Change & Energy	Supplier-Specific Data Available for Parts of Transport Emissions	Expansion of Collaboration with Suppliers and Logistics Partners	Improve Transparency along the Value Chain
Water	Analysis of Water Stress Risks Using the WWF Water Risk Filter	Monitoring of the Alcoy Site Located in a Water Stress Area	Further Development of Water-Related Data Collection and Risk Assessment
Water	ISO 14001 Environmental Management System at the Alcoy Site	Monitoring of Water-Related Requirements and Regulatory Obligations	
Biodiversity	Assessment of Biodiversity-Related Risks Using the WWF Biodiversity Risk Filter	Use of Existing Environmental Management Processes at Sensitive Sites	More Systematic Consideration of Biodiversity Aspects in Procurement and Site Decisions

Biodiversity	Use of Certified Raw Materials, Including Organic, MSC and RSPO	Expansion of Transparency Along the Supply Chain	Further Development of Biodiversity-Related Criteria in Procurement
Resources & Circular Economy	Initial Cross-Site Recording of Material and Waste Streams	Expansion of Data Collection for Additional Entities and Sites	More Comprehensive Resource and Waste Monitoring
Resources & Circular Economy	Recycling and Reuse of Key Waste Streams	Assessment of Optimization Opportunities for Packaging and Material Use	Improve Recyclability and Resource Efficiency
Resources & Circular Economy	Preparation for Regulatory Requirements (PPWR)	Analysis of Future Requirements and Fields of Action	Integration of Regulatory Requirements into Packaging Strategies, Testing Use of Monomaterial for Blisters
Own Workforce	Performance Review Process and Regular Feedback Session	Further Development of Group-Wide HR Structures	Expansion of Central HR Systems and Processes
Own Workforce	Employee Survey	Use of Results to Further Develop Measures	Improve Employee Satisfaction and Employer Attractiveness
Own Workforce	Training and Qualification Offerings	Expansion of Performance Management and Development Approaches	Further Development of Qualification and Development Programmes
Own Workforce	Occupational Health and Safety Measures; External Audits at Production Sites	Further Development of Health Promotion Measures	Strengthening Health and Safety at all Sites
Supply Chain	Supplier Code of Conduct	Further Development of Supplier Requirements	Stronger Integration of Social and Environmental Criteria into Procurement Processes
Supply Chain	Use of Certifications Such as Organic, MSC and RSPO	Increase Transparency in the Supply Chain	More Systematic Assessment of ESG Risks at Suppliers
Supply Chain	Whistleblowing System for Internal and External Stakeholders	Expansion of Existing Review and Control Mechanisms	Further Development of Supplier Management
Consumers & End Users	Quality and Release Processes Along the Value Chain	Ensuring Regulatory Requirements and Product Quality	Continuous Development of Quality and Safety Standards
Consumers & End Users	Transparent Product Information and GDPR-Compliant Processes	Consideration of new Regulatory Requirements, e.g. Green Claims	Further Development of Responsible Communication
Governance & Compliance	Code of Conduct for Employees	Expansion of Training in Compliance, Data Protection and IT Security	Strengthen the Compliance Culture
Governance & Compliance	Supplier Code of Conduct	Expansion of Supplier Coverage	Stronger Embedding of ESG Requirements in the Supply Chain
Governance & Compliance	Digital Whistleblowing System (Hintcatcher)	Ongoing Processing and Assessment of Incoming Reports	Further Development of Compliance Processes
Risk Management	Initial Group-Wide Policies and Internal Control Mechanisms	Further Expansion and Harmonization of Risk Management	Systematic Integration of ESG Risks and Opportunities

A row of orange pill bottles with teal caps is shown on a conveyor belt in a factory setting. The bottles are filled with orange pills. The background is blurred, showing industrial equipment and a bright light source.

VSME Metrics & Performance Indicators

9 VSME Metrics & Performance Indicators

This chapter summarizes the quantitative metrics included in the report and shows how they align with the requirements of the Voluntary Sustainability Reporting Standard for SMEs (VSME). The references are provided for guidance and help readers understand the reported information.

VSME Disclosure Index

VSME Ref.	Disclosure	Report Section	Status
B1	Basis for Preparation	1.2-1.3, 9.2	Reported
B2	Practices, Policies & Future Initiatives for Transitioning towards a more Sustainable Economy	2, 3, 5-8	Reported
B3	Energy & Greenhouse Gas Emissions	5.1, 9.3	Reported
B4	Pollution		Not Applicable
B5	Biodiversity	5.3, 9.3	Reported
B6	Water	5.2, 9.3	Reported
B7	Resource Use, Circular Economy & Waste Management	5.4, 9.3	Reported
B8	Workforce – General Characteristics	6.1, 9.3	Reported
B9	Workforce – Health & Safety	6.1, 9.4	Reported
B10	Workforce – Remuneration, Collective Bargaining & Training	6.1, 9.4	Reported
B11	Governance	7, 9.5	Reported
C1	Strategy: Business Model & Sustainability-related Initiatives	1, 4, 8	Reported
C2	Description of Sustainability Practices & Policies	2, 5-7	Partial
C3	Climate Transition Actions & Targets	5.1, 8	Partial
C4	Climate Risks	3, 5.1	Partial
C5	Additional Workforce Characteristics	6, 9.4	Partial
C6	Additional Own Workforce Information - Human Rights Policies and Processes	6, 7.1, 9.4	Reported
C7	Severe Human Rights Incidents	6.2, 7	Partial
C8	Revenue from Certain Activities / EU Benchmarks	1.2, 9.2	Not Applicable
C9	Gender Diversity in the Governance Body	7.2, 9.5	Reported

9.1 General Information

VSME B1 Consolidation Scope

Company	Location		Key function
ADVANCE Consumer Health Group GmbH	Munich, Germany	48.1276°N 11.5368°E	Group Holding; Central Procurement, Shared Services and B2C Brand Management
EVP Group GmbH	Hamburg, Germany	53.60524°N 9.98205°E	B2B Segment Holding and Commercial Management
Euro Vital Pharma GmbH	Hamburg, Germany		B2B Office
Blank's GmbH & Co. KG	Bunde, Germany	53.1836°N 7.2678°E	B2C Operations
Blank's Beteiligungs GmbH	Bunde, Germany		General Partner of Blank's GmbH & Co. KG
Innopharma s.r.o.	Dunajská Streda, Slovakia	47.9856°N 17.6128°E	B2B Operations
Korott S.L.	Alcoy, Spain	38.7036°N 0,4746°W	B2B Operations
Conostar XXI S.L.	Alcoy, Spain		Intermediate Holding Company Spain
Principle Healthcare Ltd	Leeds*, United Kingdom	53.8753°N 1.7126°W	B2B Office
Principle Healthcare International Ltd	Leeds, United Kingdom		Intermediate Holding Company UK
Grupo Viveplus S.L.	Madrid, Spain	40.4973722°N 3.8869950°W	B2B Office and B2C Brand
Vitafy Brands GmbH	Munich, Germany		B2C Brands
Vitafy Naturals GmbH	Munich, Germany		B2C Brand Achterhof
Vitafy Sports GmbH	Munich, Germany		B2C Brands
German Nutrition GmbH	Munich, Germany		B2C Brands
RSH Functional Food GmbH	Munich, Germany		B2C Brands
WYLD GmbH	Munich, Germany		Dormant
G&S Sportpower GmbH	Meerbusch, Germany	51.275007°N 6.614732°E	B2C Brand Bodylab

*Principle moved from Skipton to Leeds in autumn 2025; the environmental metrics are consolidated under the Leeds site. The Group's key operating activities take place at the production sites in Alcoy (Spain), Dunajská Streda (Slovakia) and Bunde (Germany), as well as at the administrative and sales locations in Germany, Spain and the United Kingdom.

Company Profile

Disclosure	2025
Revenue*	€220,8 Million
Total Assets	€152,0 Million
Employees (HC)**	703
Employees (FTE)**	551
Sites	6
Countries	Germany, Spain, Slovakia, UK
NACE Sector Classification Codes	10.41, 10.8, 21.10, 46.37.0, 46.38.9, 46.45.0, 46.46.1, 47.27, 72.10.2, 82.92.0

*The Group does not generate significant revenue from sectors that are commonly classified as controversial or particularly sustainability-critical business areas.

** Reporting date is 31 December 2025.

Certifications

Area	Examples
Quality Management	ISO 9001, ISO 13485, GMP, GDP
Product Safety & Food Quality	IFS Food, IFS Broker, IFS HPC, BRC Food, BRC Agents & Brokers, BRC Storage & Distribution
Environmental Management	ISO 14001, Carbon Footprint Recording
Sustainable Raw Materials	Organic Certification under EU Regulation 2018/848, MSC, RSPO
Social Standards & Supply Chain	Sedex Memberships, SMETA Audits, BSCI Audits
Consumer-Oriented Quality Labels	V-Label, Cologne List, SGS Institut Fresenius

The certifications, memberships and audit programmes apply to different companies and sites within the Group. The overview provides a summarized presentation of key standards within ADDVANCE.

Consumers & End Users

Disclosure	2025
Net Promoter Score (NPS)*	72
Complaint Rate*	1,33 %

*Both indicators relate to the two e-commerce brands Bodylab and Achterhof.

9.2 Environmental Performance Metrics

VSME B3 Energy & Greenhouse Gas Emissions

Disclosure	Unit	2025
Total Energy Consumption	MWh	4.500,34
Electricity from Non-Renewables	MWh	3.062,64
Electricity from Renewables	MWh	376,02
Heating	MWh	54,68
Fuels*	MWh	1007,00
Total GHG Emissions	tCO₂e	64.039,44
GHG-Emission Intensity	tCO ₂ e/mio. €	290,03
Scope 1 GHG Emission	tCO ₂ e	209,56
Scope 2 GHG Emissions (Market-Based)	tCO ₂ e	910,98
Scope 2 GHG Emissions (Location-Based)	tCO ₂ e	425,89
Scope 3 GHG Emissions	tCO ₂ e	62.918,90
3.1 Purchased Goods & Services	tCO ₂ e	60.114,15
3.2 Capital Goods	tCO ₂ e	108,19
3.4 Upstream Transportation and Distribution	tCO ₂ e	1.158,60
3.5 Waste Generated in Operations	tCO ₂ e	130,04
3.6 Business Travel	tCO ₂ e	143,62
3.7 Commuting	tCO ₂ e	442,47
3.8 Upstream Leased Assets	tCO ₂ e	9,06
3.9 Downstream Transportation and Distribution	tCO ₂ e	789,02
3.10 Processing of Sold Products	tCO ₂ e	0,08
3.12 End-of-Life Treatment of Sold Products	tCO ₂ e	23,67

* Data is not yet fully available for all companies.

VSME B5 Biodiversity

Disclosure	Unit	2025
Sites Assessed Using WWF Biodiversity Risk Filter*	Number	6
Sites Located Near Protected Areas	Number	3
Total Land Use	ha	5,64
Nature-Oriented Area On-Site	ha	0,33

*Only sites with more than 5 seats included.

VSME B6 Water

Disclosure	Unit	2025
Total Water Withdrawal	m ³	4.341,47
Water Withdrawal in High Water Stress Areas	m ³	2.298,00
Water Consumption	m ³	58,00
Water Discharge	m ³	4.283,47

VSME B7 Resource Use, Circular Economy & Waste Management

Disclosure*	Unit	2025
Material Consumption	t	1.332,30
Total Waste Generated	t	1.295,63
Non-Hazardous Waste	t	1.290,53
Hazardous Waste	t	5,10
Waste Recycled	t	892,48

*The data is not yet fully available for all companies.

9.3 Social Performance Metrics

VSME B8, B9, B10 & C5 Workforce

Disclosure*	Unit	2025
Total Headcount	Employees	703
Full Time Equivalents Female	FTE	324
Full Time Equivalents Male	FTE	227
Employee Survey Participation Rate	%	65
Employee Turnover Rate	%	7,85
TRIR (Total Recordable Injury Rate)	Rate	7,0
Work Related Accidents	Number	30
...of Which Were Fatalities	Number	0
Unadjusted Gender Pay Gap	%	20,69
Female Representation at Management Level	%	6,7
Average Training Hours per Employee	Hours	49
Permanent Contract	FTE	476
Germany	FTE	292
Spain	FTE	123,6
United Kingdom	FTE	14
Slovakia	FTE	121,4
Number of Employees Covered by Collective Bargaining Agreements	FTE	123,6

*The reference date is December 31, 2025.

VSME C6 Supplier Code of Conduct Topics

Code of Conduct	Covered
Does the undertaking have a Code of Conduct or human rights policy for its own workforce?	Yes
Child Labour	Yes
Forced Labour	Yes
Human Trafficking	No*
Discrimination	Yes
Accident Prevention	Yes
Other (Human Rights, Harassment, Bullying, Diversity and Equal Opportunities, Fair Remuneration, Working Hours, Freedom of Association, Environmental and Climate Protection, Anti-Corruption, Conflicts of Interest, Data Protection, Consumer Protection and Whistleblowing)	Yes
Does the undertaking have a complaints-handling mechanism for its own workforce?	Yes
*Human trafficking is not explicitly addressed in the current Code of Conduct.	
Disclosure	2025
Relevant Suppliers	431
Suppliers that Have Signed the Supplier Code of Conduct	50 %

9.4 Governance Performance Metrics

VSME B11 Governance

Disclosure	Unit	2025
Employees Covered by the Code of Conduct	%	100
Fines/Sanctions	€	0
Members of the Governance Body (Advisory Board)	Number	5
Men in the Governance Body	%	100
Women in the Governance Body	%	0
Whistleblowing Reports	Number	0
Confirmed Compliance Violations	Number	0
Confirmed Corruption Cases	Number	0

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Publisher

ADVANCE Consumer Health Group GmbH

Radtkoferstraße 2

81373 Munich

Germany

Phone: +49 89 9213 1418 0

E-mail: info@advance-consumer-health.com

Website: www.advance-group.com

Represented by:

Dr. Christian Zischek, Johannes Langwieder

ESG Contact

sustainability@advance-group.com

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Use of Artificial Intelligence

Artificial intelligence (AI) tools were used as editorial support for drafting, language editing and formatting of this report. All content was reviewed and approved by responsible employees prior to publication. Selected illustrations in this report were created using artificial intelligence and subsequently reviewed and approved by ADVANCE.

Disclaimer

This report has been prepared with the greatest possible care. Nevertheless, errors or omissions cannot be entirely excluded. All information reflects the state of knowledge at the date of publication. This report contains forward-looking statements based on assumptions and expectations at the time of publication. Actual developments may differ materially due to economic, regulatory or other influencing factors.

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