



Capturing
nature's power

2024 Sustainability Report



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About this report

This Sustainability Report includes information from January 1 to December 31, 2024, aligned with the period covered by the financial reports.

Its purpose is to provide transparent, balanced, accurate, clear and comparable information that reflects the organization's impact within the broader context of sustainable development and allows stakeholders to gain a reasonable assessment of our performance.

For any question related to the Sustainability Report, please contact us by e-mail at esg@htba.com.

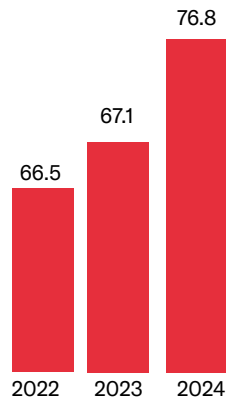


2024 at a glance

Business and governance

NET SALES

€ **77** M



INTERNATIONAL PRESENCE

54 countries where we have operated

341 customers

6 trade fairs in which we have participated

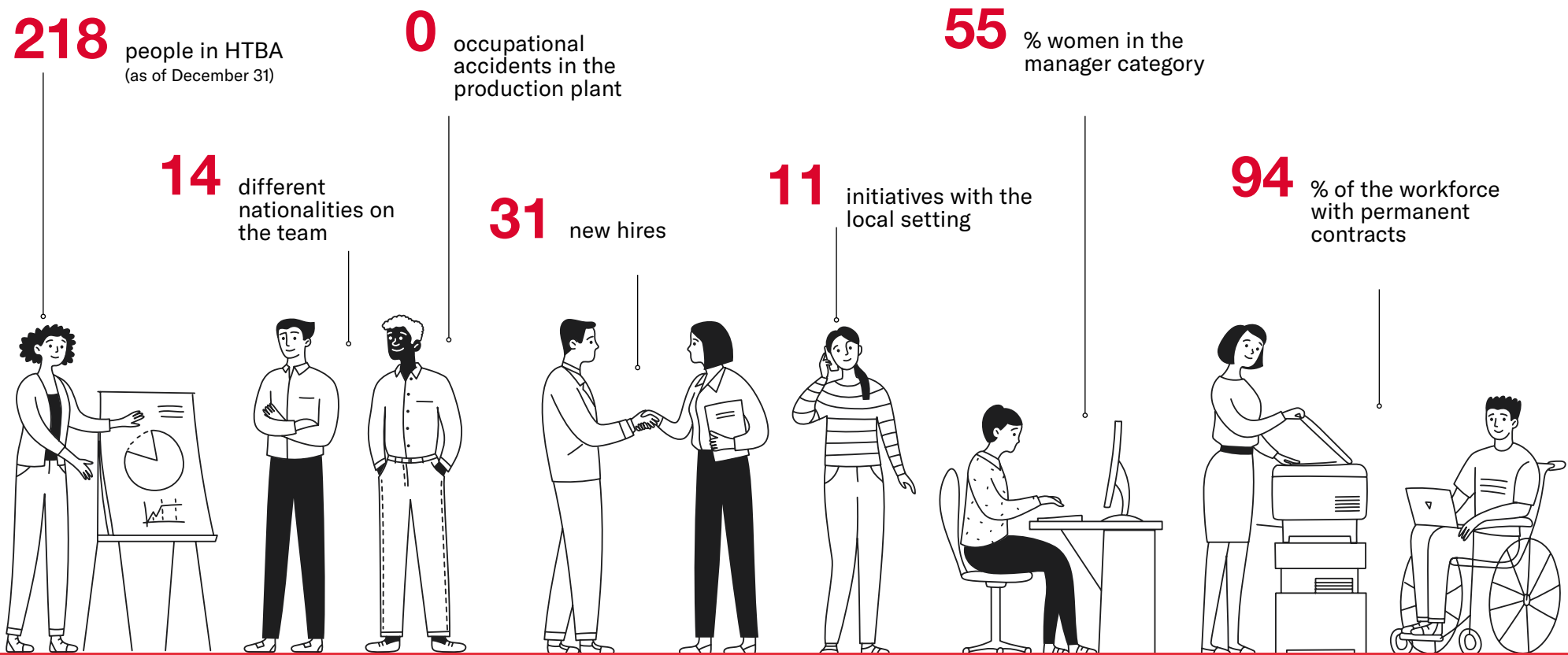
20 projects in the pipeline

5 audits of key suppliers

12 audits received (customer and certifications)



People



Environment

100 % renewable electric energy in the production plant and headquarters

2,455 t CO₂ eq
of emissions offset with offset credits

99.57 % of waste valorized

25,080 t CO₂ eq
carbon footprint

305,868 kWh
of energy generated by the photovoltaic panels at the Beniel production plant

35 % reduction in water consumption per batch in our main product compared to 2020





Letter from the CEO

Dear employees, customers, and partners:

2024 has been a transformative year for HTBA. We have continued to strengthen our global leadership in the manufacture of citrus flavonoids and active forms of vitamin B12. In recent years, we have allocated more than 25 million euros to the modernization and incorporation of more sustainable technologies in our business model. This effort has resulted in the creation of more than 58 permanent jobs and the construction of the only plant in Europe to produce all active forms of vitamin B12 in its natural form.

Miura Partners's entry as a majority shareholder launches a new chapter in our history, furthering our strategy of sustainable growth and expansion after consolidating the foundations built with The Riverside Company. This step reinforces our commitment to offering innovative, high-quality natural solutions that improve the health and well-being of people and animals.

In this new era, we have redesigned our Strategic Growth Plan so it fully aligns with the company's vision. To guarantee its fulfillment and success, we have implemented several lines of action that will enable us to be ready for the organic exponential growth expected in the coming years. This new strategic focus will allow us to take the business to the next level, where geographical expansion, the generation of new opportunities, and the exponential growth of the different business divisions will be the key to turning the company into an innovative platform for fully transformed and sustainable natural ingredients.

This transformation requires continued investment in modernization, technology, and innovation, as well as a continuous learning and growth mindset. All this is in complete harmony with our corporate values through a much more agile, collaborative, and adaptive culture.

At HTBA, we view sustainability as a cross-cutting commitment that guides our decisions, drives responsible innovation, and reinforces our mission of having a positive impact on society and the environment. This commitment is reflected in every aspect of our operations. We have continued to develop and implement new processes aligned with our vision of the circular economy and green chemistry and carried out actions to minimize our environmental impact and promote responsible practices throughout our value chain.

In addition, we have expanded our international presence to serve customers in more than sixty countries and strengthen our operations in the United States via our Cincinnati subsidiary. This international growth demonstrates the trust our customers place in us and the quality of our products.

Looking to the future, and with the support of Miura Partners, we are ready to face new challenges and take advantage of opportunities that will allow us to continue to innovate and strengthen our leadership in the natural ingredients sector. Our goal is clear: to develop solutions that contribute to a healthier and more sustainable world.

I sincerely thank the entire HTBA team for their dedication and effort, and our customers and partners for their continued support and trust. Together, we will continue to build a more sustainable future for all.

Yours truly,

Alexandre Valls Coma
Chief Executive Officer
HTBA



A new strategic focus will allow us to take the business to the next level, where geographical expansion, the generation of new opportunities, and exponential growth of the different business divisions will be the key to turning the company into an innovative, fully transformed, sustainable natural ingredients platform.

01

WE ARE HTBA



HTBA is a world leader in the manufacture and distribution of flavonoids and active forms of vitamin B12.

With more than 45 years of history, we produce all our products in our research, development, and production center in Beniel, from which we export more than 90% of our production to more than sixty countries around the world.

We manufacture and supply ingredients with natural origins that are used as active pharmaceutical ingredients for human and animal health and in nutritional supplements, as well as flavor modulators and sweetness enhancers for human food.

Our marketing covers a wide range of customers, including companies in the pharmaceutical, food supplement, food and beverage, and animal nutrition and health industries. In addition, our unique, patented manufacturing process replaces artificial solvents with water, making HTBA the only company in the world capable of producing diosmin without the use of artificial solvents.

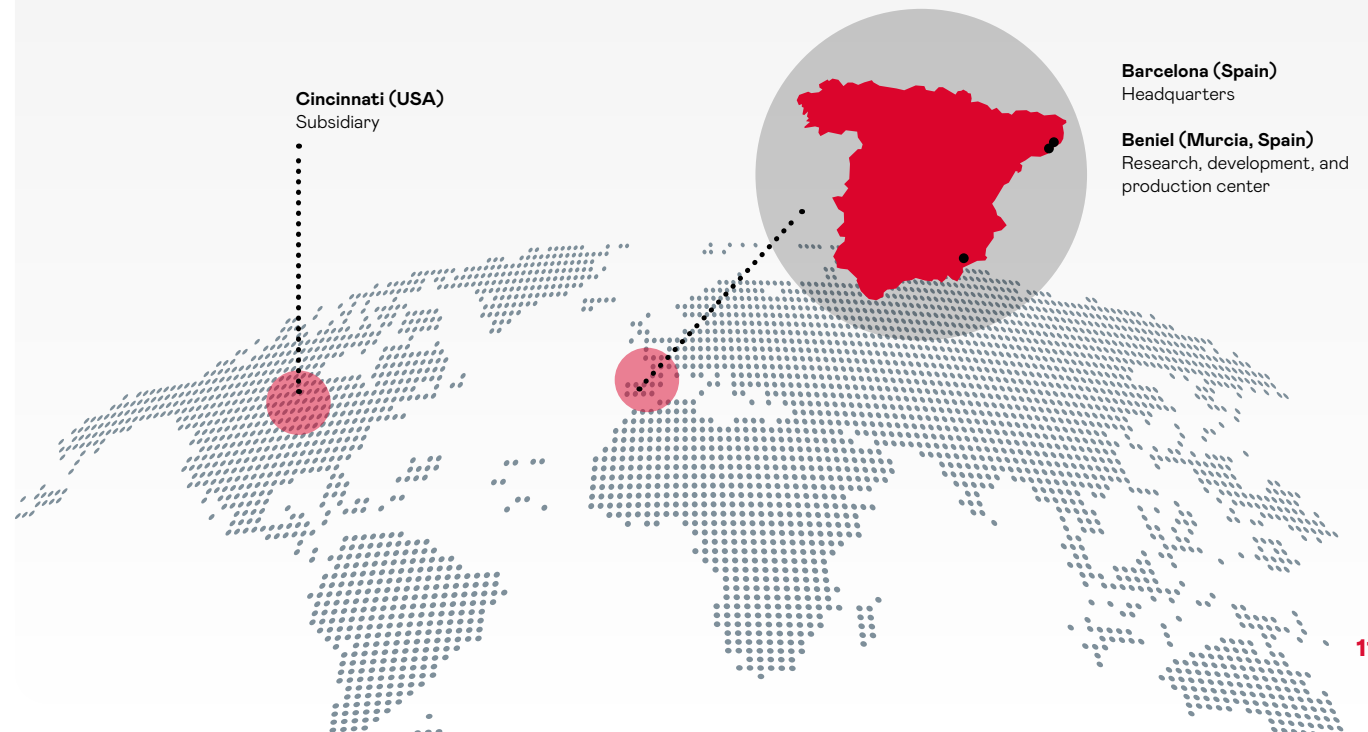
We are modernizing our industrial center

We have invested in the modernization of our research, development, and production center in Beniel (Murcia).

This project reflects the company's commitment to sustainable industrial development and attracting talent to the Region of Murcia and Spain by promoting innovation, economic growth, sustainability, and job creation.

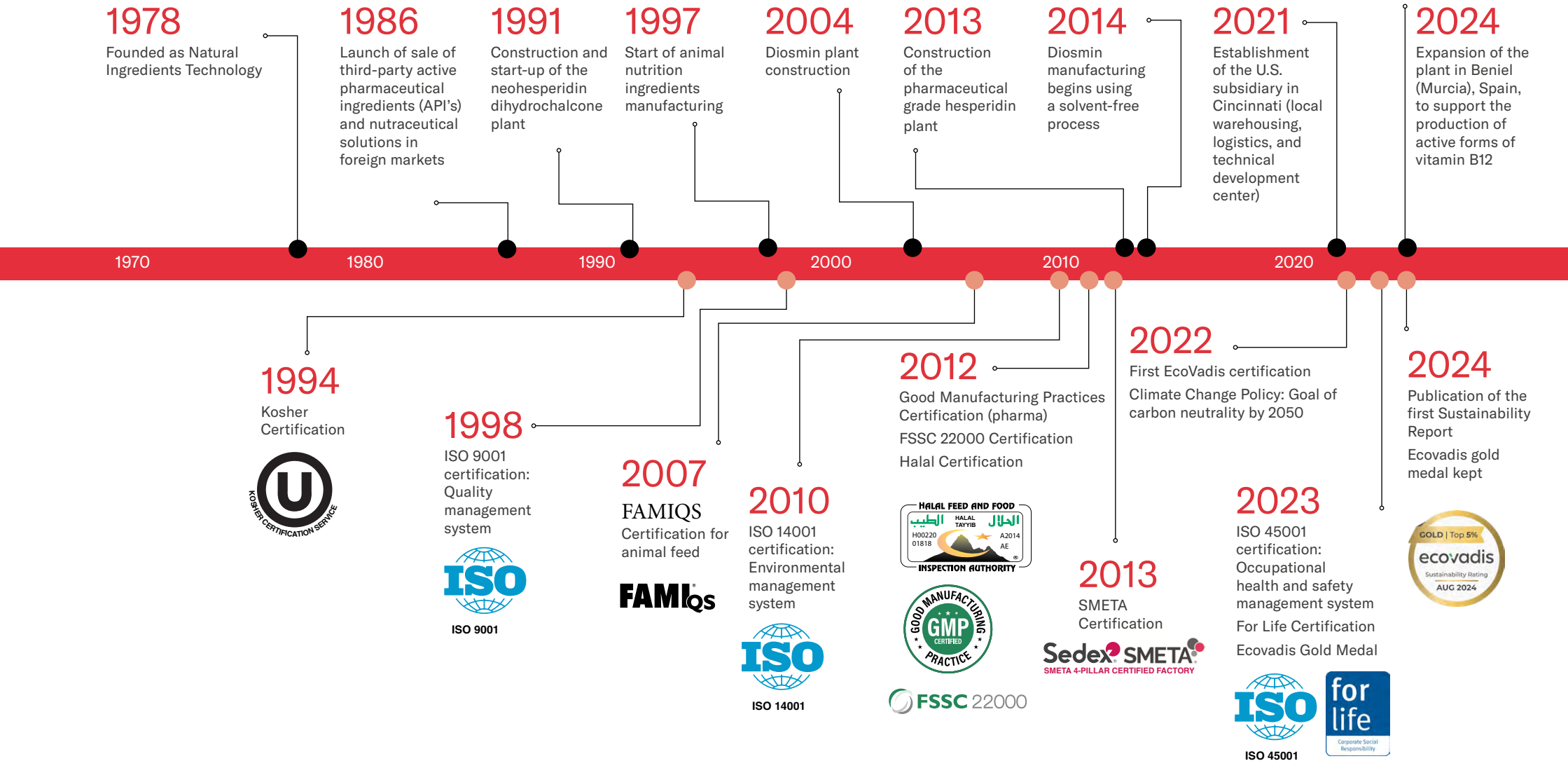
One of the center's major milestones has been the construction of an innovative production plant, making HTBA the only company in Europe capable of manufacturing all active forms of vitamin B12 in its natural form. The production process is distinguished by the use of state-of-the-art technology and automation systems, and it is also one of the most sustainable in existence.

These developments are a strong endorsement of green chemistry, the circular economy, and the application of new technologies.



With the opening of our new in-house manufacturing plant for active forms of B12 at the Beniel facility, we are consolidating our position as the only company in Europe capable of producing all active forms of B12, reinforcing our leadership in the sector.

Our history



Our cornerstones, our essence



At HTBA, we are committed to being a force for change in developing innovative and sustainable solutions that contribute to the health of people and animals.

Our mission, vision, and purpose guide us on this journey, while the company's strategic cornerstones provide the framework to set priorities and define lines of action. In this way, we can meet challenges and seize opportunities in a solid, structured way to guarantee HTBA's success and ensure that it remains competitive and relevant in a constantly evolving market.

mission

To provide innovative solutions from natural raw materials, challenging paradigms in the health and nutrition industries to improve consumer wellness.

vision

To be recognized as an integrated, sustainable partner that is a leader in the natural ingredients sector with a minimal impact on our environment.

purpose

To make the most of nature in order to have a measurable impact on wellbeing.

strategic objectives

Growth

To position ourselves as a global leader in natural ingredients

Sustainability

To integrate sustainability in all areas of our business

Innovation

To develop innovative and ambitious solutions that bring our stakeholders value

Customer-centric

To provide an exceptional customer experience

Culture

To cultivate our talent with an agile, adaptive growth culture



values

HTBA's values have been defined collaboratively and reflect our way of working and our culture.

Agility. We adapt quickly to change, reinvent ourselves with every challenge, and take risks, knowing that every experience is a learning opportunity.

Boldness. We freely express our opinions and challenge the current paradigms by taking initiative with commitment and no fear of making mistakes.

Innovation. We are curious and disruptive. We create, improve, and transform with a customer focus, always trying to simplify things.

Collaboration. We foster an environment of teamwork based on collaboration and empathy by offering our help and sharing information with everyone.

Passion. We convey a positive attitude towards our colleagues and in every process. We enjoy what we do and allow ourselves to be carried away by our enthusiasm at achieving new goals.



02

OUR BUSINESS



Business Model

Innovative mindset and continuous development:

- Continuous improvement of internal processes
 - Innovation wheel from customer plan to development of new products and/or applications
- Platform development** according to end-market trends.

Patented knowledge: More than thirteen product family, process, and application patents, and more than 22 ongoing R&D projects.

Traceability in the supply chain.

Alternative sourcing **capacity** for raw materials.

Wide range of approved suppliers for different raw materials.

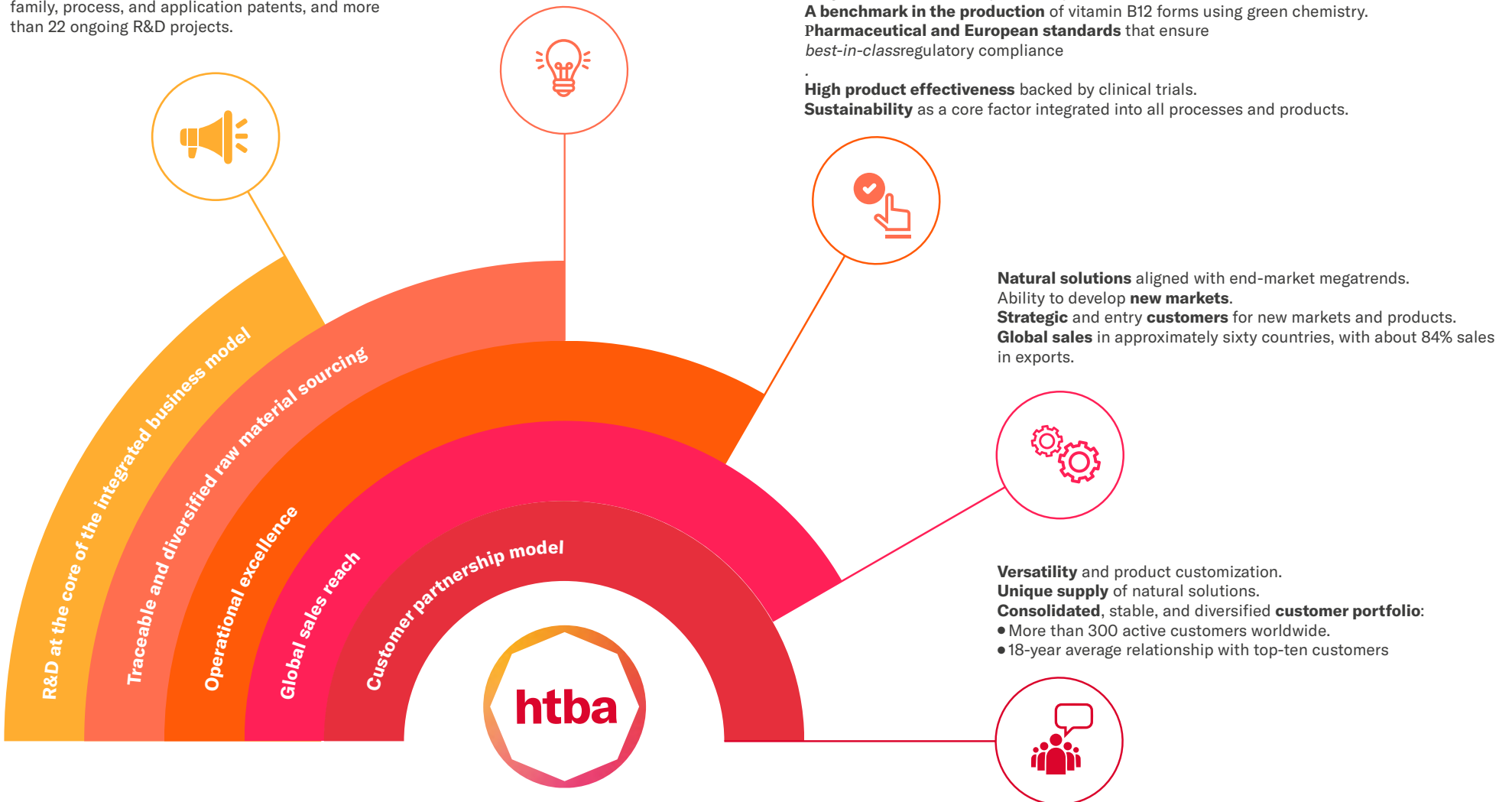
Only manufacturer that produces products free of solvents and nitrosamines.

A benchmark in the production of vitamin B12 forms using green chemistry.

Pharmaceutical and European standards that ensure *best-in-class* regulatory compliance

High product effectiveness backed by clinical trials.

Sustainability as a core factor integrated into all processes and products.



HTBA partners with Abolis Biotechnologies to sustainably produce high value-added polyphenols

In a context of growing interest in the potential of polyphenols for human and animal health, the collaboration between HTBA and Abolis is a key step in the development of sustainable fermentation processes for these high-demand ingredients.

The overall objectives of the project are to increase and guarantee the production capacity of polyphenols, as well as to lower costs compared to traditional extraction methods.

The two companies' combined experience enables us to develop new sustainable methods to produce polyphenols by fermentation. Abolis brings its track record of developing microorganisms capable of generating polyphenols, while HTBA contributes its technical expertise in purification and isolation, as well as its extensive knowledge of the global market to identify innovative applications for these solutions.

This alliance is therefore a perfect union of complementary experience.

Opening of the new social building

To accommodate the expected growth of our production, development, and research center in Beniel, a new social building was designed and its construction completed in late 2024. The project includes two buildings: one for offices and a cafeteria, and another for multiple communal uses, such as locker rooms and the infirmary. This improvement allows us to enlarge the spaces and make them more comfortable, and to enhance their operability and safety for the workers by adapting them to our new operational needs and ways of working, while encouraging collaboration and interaction.

The concept of biohabitability permeates both buildings, with natural lighting and ventilation in all rooms, along with natural and inert composition finishes that, together with the new facility systems, create a healthy work environment. The ventilated facade, which uses a ceramic material, along with a system of light detectors that regulate the indoor lights and optimize natural lighting, contribute to the building's energy efficiency. In addition, an atherothermal system was installed for sanitary hot water. All these elements make the space more sustainable and comfortable overall. All suppliers involved in the construction are local.



New manufacturing plant for active forms of B12 uses more sustainable and efficient processes

Since January 2020, HTBA has been working on the technology transfer and construction of the production plant for active forms of vitamin B12 at the Beniel facility. This effort has made it possible to manufacture them in-house and increase the production capacity required to meet expected demand, in addition to having a positive impact on new job creation.

In 2024, all products manufactured in the new plant were successfully validated, which signaled an important milestone for HTBA: it is now the only company in Europe capable of manufacturing all active forms of vitamin B12 in its natural form.

The new plant has also allowed us to improve the production processes acquired, especially with the optimization of energy resources, process automation, and a lower environmental impact through the use of more sustainable raw materials.



Increased diosmin production capacity

In 2024, there was a notable increase in the production ratio compared to 2023, especially in diosmin production. This progress was possible thanks to a major investment during the year, which allowed us to increase our diosmin production capacity by 47%.

This increase not only reflects our commitment to growth and innovation but also has a direct impact on sustainability. By improving diosmin production efficiency, we can more effectively meet market demand and significantly advance our process optimization and operational excellence.

Lean Manufacturing: Efficiency and continuous improvement

In 2024, we began implementing Lean Manufacturing with the aim of improving efficiency, streamlining processes, and boosting customer satisfaction. After a preliminary diagnosis, key actions were defined for 2025 and teams and leaders were assigned.

The data-driven approach involves key areas and promotes sustainability by reducing waste. It also drives a culture change in HTBA by consolidating continuous improvement as part of our identity.

Our solutions

Pharmaceutical Solutions

Pioneering high-quality API's for a healthier future.

With decades of experience, we are pioneers in developing high-quality active pharmaceutical ingredients to sell customized, patient-centric formulations with our partners. Thanks to our strong supply chain and compliance with strict global regulations, we set new industry standards for safety, reliability, and environmental responsibility.



POLYPHENOLS

FLAVONOIDS

Venotonics to treat chronic venous diseases, varicose veins, hemorrhoids, spider veins, and heavy leg syndrome. They promote blood circulation and address vascular discomfort.

- **Diosmin** (CEP & DMF) IP: solvent-free method GMP | EP & USP
- **Hesperidin** (DMF) GMP approved | USP
- **Micronized purified flavonoid fraction (DMF)** (DMF) IP: solvent-free method GMP
- **Diosmetin** (DMF) GMP approved

EXCIPIENTS

They improve the bitter aftertaste of medicines.

- **Neohesperidine DC Pharma Grade** (EP & USP)

ACTIVE FORMS OF B12

Ideal for assessing vitamin B12 deficiency, as it helps regulate blood cell formation, promotes healthy immune system function, contributes to energy metabolism, promotes cognitive function, and supports neurophysical activity.

- **Mecobalamin** (DMF) GMP Approved | Green Chemistry | JP & USP
- **Hydroxocobalamin acetate** (DMF) GMP Approved | EP
- **Hydroxocobalamin sulfate** (DMF) GMP approved | EP
- **Hydroxocobalamin hydrochloride** (DMF) GMP approved | EP
- **Adenosylcobalamin** GMP and USP approved

Taste Modulation Solutions

Offering a premium taste experience.

Our flavor modulation solutions enhance natural sweetness, eliminate unwanted flavors, reduce sugar and salt without compromising taste, improve texture, and balance bitterness, delivering authentic and pleasurable taste experiences with natural and sustainable ingredients.

NATURAL FLAVORS

Masking unpleasant notes and reducing astringency

- Improves overall taste acceptability.
- Optimized for non-dairy applications.
- Approved by JECFA and FEMA GRAS.

Improving the flavor profile

- Brings sweetness to the top notes.
- Optimized for dairy applications.
- Approved by JECFA and FEMA GRAS.

Reducing bitterness and unpleasant taste

- Optimized for solid and semi-solid applications.
- FEMA GRAS.

SWEETENERS

Unique sweetener derived from citrus fruit (Citrosa+®)

- Specially designed to optimize sweetener formulations.
- Reduces sugar and calories.
- Provides a sweetness synergy with HIS and bulk sugars.
- Natural, *upcycled* origin.



Functional Health Solutions

Offering healthy benefits that meet consumer needs.

Leading the way with citrus flavonoids and active forms of vitamin B12, we offer science-backed benefits such as cardiovascular health support, improved circulation, immune boosting, and antioxidant and anti-inflammatory effects, all through natural and sustainable solutions.



POLYPHENOLS

Cardiose®

Cardiovascular/endothelial health and sports performance

- Unique natural ingredient with proprietary sweet orange extraction process with benefits for heart health and sports nutrition.
- HTBA studies:
 - Maintains arterial flexibility and minimizes cardiovascular risk factors.
 - Improves physical performance and increases endurance.
- GRAS approval in supplements and foods.

DiosVein®

Vascular health

- Ingredient derived from sweet orange to keep healthy legs.
- Scientifically proven to promote blood circulation and treat vascular discomfort.
- Patented solvent-free process.

Olews®

Antioxidant, anti-inflammatory, and immune booster

- Water-soluble olive leaf extract (standardized in oleuropein), and solvent-free.
- Contributes to bone health and immune function.

QuerceClean®

Antioxidant, anti-inflammatory, and immune booster

- High purity (95%) and solvent-free thanks to a patented technology (patent pending).
- Immunological, respiratory, and anti-inflammatory benefits.

FORMS OF VITAMIN B12

Produced according to the principles of green chemistry:

- Avoids hazardous reagents/catalysts
- Minimizes environmental impact

Advantages:

- Low impurity profile
- Highly stable, lower surplus

MecobalActive®

- Methylcobalamin is an active form of vitamin B12 that supports cognitive function, energy, and sleep.
- Low moisture $\leq 6\%$.
- JP and USP grade.

HydroxylActive™

- Hydroxocobalamin is a natural form of vitamin B12, ideal for supplements or food applications.
- Available in 3 different salts: acetate, chloride, and sulfate.

AdenoActive®

- Adenosylcobalamin/cobamamide is an active form of vitamin B12 that is essential for cellular energy metabolism.
- USP grade.

CITICOLINE

Xerenoos®

- One of the most researched ingredients for cognitive health.
- Plays a key role in maintaining brain cell membranes.
- Citicoline enhances attention and concentration.



Animal Health Solutions

Offering specific nutritional solutions for animals.

We design and manufacture high-quality feed additives and premixes, including proprietary formulations for poultry, swine, ruminants, and aquaculture.



Bioflavex®

- Natural premixes based on citrus flavonoids.
- Improves productive performance and animal health and welfare parameters.
- Natural alternative to Antibiotic Growth Promoters (APC).
- Antioxidant and anti-inflammatory properties.
- Modulates the microbiota and the immune system.
- Helps to lower methane emissions and improves rumen fermentation.
- Patented applications.
- Recommended for ruminants, swine, and broiler chickens.

Sugarex®

- Sweetening premixes based on synergistic blends with NHDC.
- Increases food ingestion in adverse conditions.
- Masks bitter and unpleasant flavors and improves low-palatability diets.
- Improves nutrient absorption and intestinal integrity.
- Enhances the perception of aromas.
- Ideal alternative to saccharin-based sweeteners following their ban in the EU.
- Only manufacturer in the EU certified by FAMI-QS for NHDC.
- Ideal for piglets, calves, and aquaculture.

Weanex®

- Ingestion promoters based on volatile substances present in placenta, colostrum, and/or milk.
- Increases voluntary ingestion from the first week of life.
- Facilitates the transition between nursing and post-weaning, reducing neophobia (fear of trying new foods).
- Lowers mortality and increases ADG (Average Daily Gain).
- Improves the homogeneity of weight in the brood and lowers the incidence of diarrhea.
- Some products contain NHDC, which improves masking, palatability, and perception of volatile substances.
- Proprietary formulations.
- Recommended for piglets and calves.



The background of the slide is a close-up photograph of peppercorns. The left half of the image is filled with bright red peppercorns, while the right half is filled with dark, black peppercorns. A diagonal line runs from the top right towards the bottom left, separating the two types of peppercorns. Overlaid on the left side of the image is a large, stylized number '03'. The '0' is a solid orange color, and the '3' is a solid magenta color.

03

COMMITTED
TO
SUSTAINABILITY

At HTBA, we view sustainability as a cross-cutting commitment that guides our decisions, drives responsible innovation, and reinforces our mission of having a positive impact on society and the environment. In recent years, we have taken firm steps to consolidate our sustainability strategy in alignment with the 2030 Agenda Sustainable Development Goals (SDG's) and based on constant transparent dialog with our stakeholders.

One of the year's milestones was the approval of our ESG (Environmental, Social, & Governance) Policy, which sets the framework that guides our actions in environmental, social, and good governance matters. This policy reflects our long-term commitment to sustainability and integrates ethical and responsibility criteria throughout our value chain.

We also have a materiality analysis that identifies the most relevant issues for HTBA and our stakeholders to reinforce strategic decision-making with a more inclusive and sustainable vision. These advances consolidate our mission of building a resilient, transparent, and future-oriented business model in which sustainability is not an isolated objective but the crux of our activity.

HTBA 's contribution to the SDG's

The alignment of our commitments and our strategy with the Sustainable Development Goals (SDG's) involves integrating a globally recognized framework that guides us to actively contribute to the international commitments of the 2030 Agenda. This alignment allows us not only to anticipate regulatory requirements and growing societal expectations but also to identify non-financial risks, sustainable innovation opportunities, and new sources of long-term value.

our purpose



To guarantee safe and effective products that improve health and wellness.

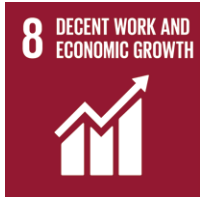
Products focused on health:

- Active ingredients that promote blood circulation and vascular health.
- B12 forms to assess B12 deficiency.
- Excipients that improve the taste of medicine.
- Ingredients for heart health.
- Antioxidant and anti-inflammatory solutions.
- Technologies to reduce and eliminate sugar.

Safety as a priority:

- Rigorous quality control ensures that all products meet the highest safety standards.

how we do it



Promoting inclusive and sustainable economic growth and guaranteeing fair labor conditions.

Diversity and inclusion:

- Equal opportunities for all.
- Work environment free of discrimination and social exclusion.
- Labor rights and safety.
- Sound policies to prevent violations of labor rights.
- Occupational risk prevention systems that guarantee the well-being of the workforce.

Innovation and digitalization:

- Boosting modernization through technology and sustainable solutions.



Promoting innovation to foster clean and sustainable technologies.

Sustainable technologies:

- Adoption of clean, solvent-free production methods with a lower environmental impact.

Research and development:

- Collaboration with universities and research centers to promote scientific advances.

Efficient use of resources:

- Continuous improvement to enhance the efficient use of resources.



Promoting an inclusive work environment with equal rights and opportunities.

Equal rights, resources, and opportunities:

- Regardless of gender, age, race, disability, religion, or economic status.

Promoting diversity:

- A workplace where people can express themselves freely to drive innovation and talent retention.

Commitment to equity:

- Eliminating discrimination and valuing the differences that make us stronger.

Socially

how we do it



Ensuring responsible water management in our operations and supply chain.

Water conservation:

- Consumption optimization and reuse strategies.

High-quality water discharge:

- Ensuring water is discharged in good condition and free of contaminants.

Responsibility in the supply chain:

- Promoting efficient water use outside our facilities.



Minimizing our environmental footprint through sustainable resource management.

Applying the principles of the circular economy:

- Prevention, reduction, recycling, and reuse.

Sustainable waste management:

- Safe handling of chemicals and waste materials.

Energy efficiency:

- Adoption of renewable energies and digitalization to minimize the environmental footprint.



Achieving carbon neutrality and strengthening climate resiliency.

Lowering emissions:

- Commitment to achieve carbon neutrality by 2050.
- Implementation of measures to lower GHG emissions.

Resilience and adaptation:

- Preparedness for climate risks and natural disasters.

Awareness and training:

- Staff training on sustainability and environmental responsibility.

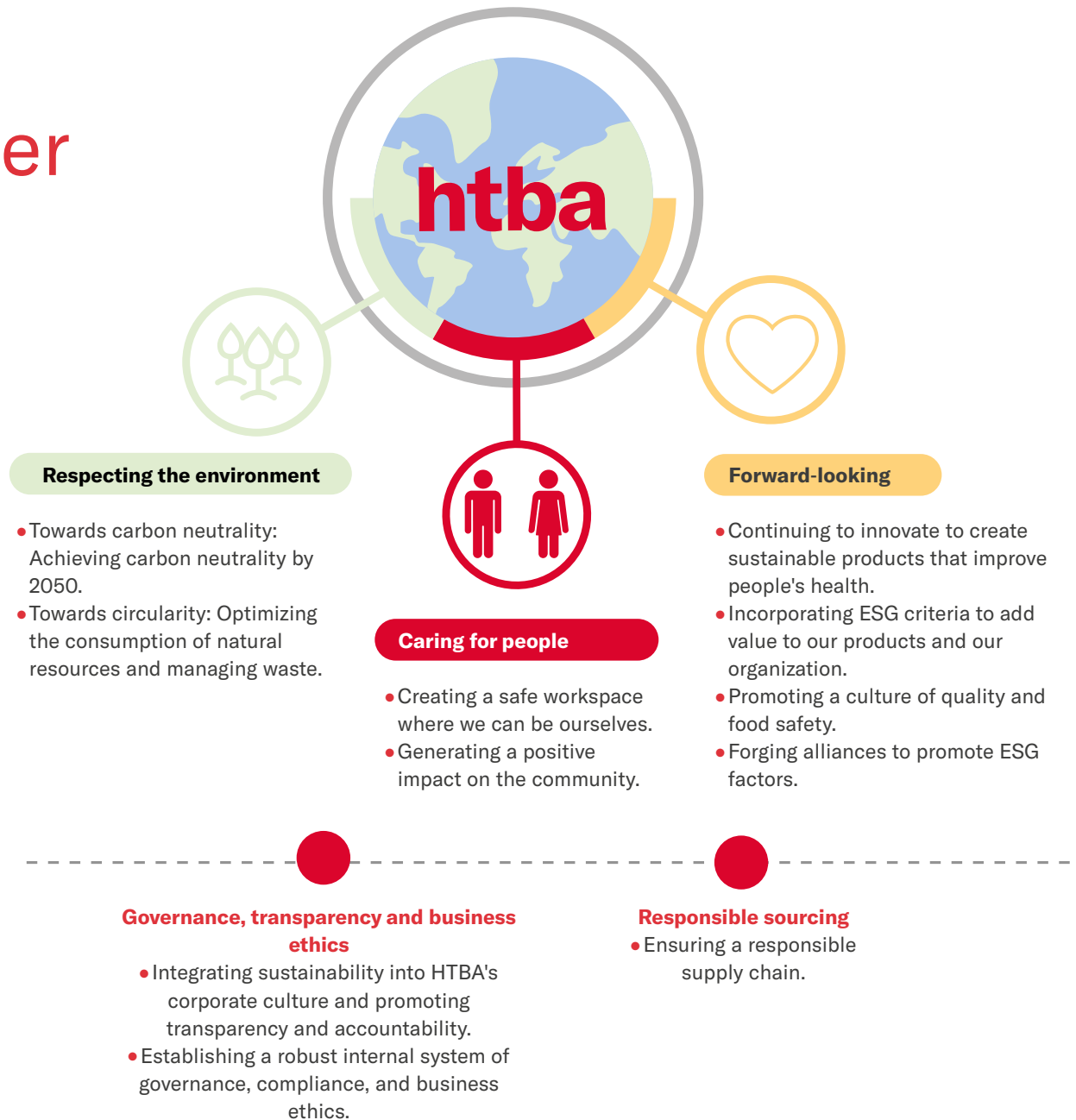
Environmentally

ESG strategy: Cultivating a Better Tomorrow

HTBA's ESG (Environmental, Social, & Governance) Strategy, "Cultivating a Better Tomorrow," reflects our commitment to sustainable, responsible development and is fully aligned with our Strategic Business Plan. This strategy is the framework that guides our actions in environmental, social, and governance matters, and it takes shape in an action plan with specific objectives and priority lines of work.













Thanks to the company's dual materiality analysis, we were able to determine which sustainability issues were relevant to both the company and our stakeholders, which allowed us to lay the foundations of our ESG Strategy. This analysis will soon be updated in accordance with the new standards.

We have also defined a specific ESG governance model within the organization to ensure a robust, consistent, and cross-cutting approach. This model is organized on two levels: the ESG SteerCo, which establishes the strategic guidelines; and the ESG Task Force, a multidisciplinary team with representatives from different areas in the company that is in charge of implementing initiatives and actively participating in operational decision-making. This organization allows us to bring sustainability into the heart of our business and move steadily toward our goals.



ALIGNMENT OF ESG STRATEGY, MATERIALITY, AND THE SDG'S



Strategic lines	Governance, transparency, and business ethics	Responsible sourcing	Respecting the environment	Caring for people	Forward-looking
Objectives	<p>Integrating sustainability into HTBA's corporate culture and promoting transparency and accountability</p> <p>Establishing a robust internal system of governance, compliance, and business ethics</p>	<p>Ensuring a responsible supply chain</p>	<p>Working towards carbon neutrality and achieving it by 2050</p> <p>Working towards circularity by optimizing natural resource consumption and waste management</p>	<p>Creating a safe workplace where we can be ourselves</p> <p>Generating a positive impact on the community</p>	<p>Continuing to innovate to create sustainable products that improve people's health</p> <p>Incorporating ESG criteria to bring added value to our products and our organization</p> <p>Promoting a culture of quality and food safety</p> <p>Creating alliances to promote ESG factors</p>
Material issues	<ul style="list-style-type: none"> • Ethics, compliance, and anti-corruption • Risk management • Economic performance • Transparency and accountability • Transformation and digitalization • Information protection and cybersecurity 	<ul style="list-style-type: none"> • Responsible supply chain management • Responsible consumption of raw materials 	<ul style="list-style-type: none"> • Lower emissions and adaptation to climate change • Responsible water management • Responsible waste management • Energy efficiency • Responsible consumption of materials • Biodiversity protection 	<ul style="list-style-type: none"> • Health, safety, and welfare of the workforce • Decent jobs and labor rights • Diversity, equity, and inclusion • Training and professional development • Talent attraction and retention • Social involvement 	<ul style="list-style-type: none"> • Product quality and safety • Innovation and sustainability in processes and products • Transparency and accountability • Customer satisfaction and experience • Research and scientific knowledge • Health and healthy eating • Creation of alliances
SDG's		 	  	  	  

Dialog with stakeholders

Stakeholder engagement is key to driving an inclusive business model based on collaboration and the establishment of long-term relationships.

This dialog is not only important for our business strategy but also allows us to meet our company's commitments. Staying in constant contact helps us proactively meet stakeholders' needs and expectations and provide solutions that generate value.



Stakeholder dialog is not only important for our business strategy but also enables us to fulfill our company's commitments.

Employees



- **Works Council:** To comply with labor rights, improve workers' benefits, and ensure the wellbeing of the people who are part of HTBA.
- **Manager:** To provide tools and opportunities for good management and set clear objectives.
- **Other employees:** To ensure decent work and wages, professional development, equality and non-discrimination, occupational health and safety, work-life balance, transparency.
- **C-Suite:** To achieve corporate objectives, corporate reputation, and company's vision.



Shareholders



Profitability, financial sustainability, business growth, ESG.

Customers



Product efficiency, quality products, compliance with specifications, on-time delivery, competitive prices, natural products.

Suppliers



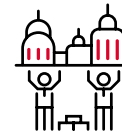
Commitment to our orders (amount, payment terms), good interpersonal relationships, transparency, trust, long-term relationships.
Financial institutions: Profitability, financial sustainability, business growth.

Public administration



Compliance with laws and regulations, payment of fees and taxes.

Local communities



Involvement with the region (job promotion, involvement in activities, economic growth). No negative social or environmental impacts (pollution, noise, odors, etc.).

Associations and partnerships



Collaborative initiatives to promote innovation and business growth, information sharing.

Market and society



Providing benefits via the products, natural and safe products, product accessibility, no harm to the environment or society, promoting employment, economic growth and sustainable growth, contributing to society.

Main topics of interest and expectations

A photograph of a male worker in a warehouse, wearing a high-visibility yellow vest over a dark blue long-sleeved shirt with white stripes on the sleeves. He is operating a forklift, looking forward. The background shows industrial shelving with blue barrels. Large, semi-transparent orange and red numbers '04' are overlaid on the left side of the image.

04

GOVERNANCE AND TRANSPARENCY

Corporate governance model

The HTBA business group is currently organized in three companies which are responsible for the activity in Spain and the United States. Their consolidated information is presented in this report:

- HealthTech HTBA Holding, S.L.
- HealthTech Bio Actives, S.L.U.
- HealthTech BioActives, U.S., Inc.

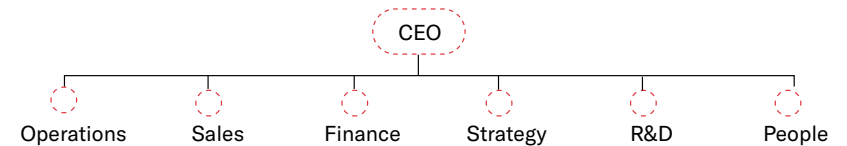
HTBA's highest governance body is the BoD (Board of Directors), comprised of representatives of the owners along with members of the company's C-Suite. The BoD manages, administers, and represents the company, meets quarterly to assess the organization's overall performance, and acts as a forum for strategic decision-making.

As an internal steering committee, the C-Suite is responsible for monitoring and making decisions on operational issues on a recurring monthly basis.

C-Suite



7 members
5 MEN + 2 WOMEN



HTBA is acquired by Miura Partners

In 2024, HTBA was sold at the end of the year and was acquired by the Spanish investment fund Miura Partners as majority shareholder.

During the five years under the ownership of The Riverside Company, the company boosted its international expansion, upgraded its facilities in Spain and the United States, and significantly increased their value.

This new chapter in our history with Miura Partners is an important step forward and reinforces our growth strategy based on innovation and sustainability. Furthermore, the transaction is fully aligned with our future expansion plans, so it consolidates our business and strengthens our market position.

There are also other governance bodies or models related to the company's different strategic projects whose main responsibilities are to develop, supervise, manage, and make decisions on the main lines of action to ensure the success of each project.

These committees are:

- NPDC (New Product Development Committee)
- Growth Transformation Committee
- ESG SteerCo
- SLoAs SteerCo (Strategic Line Monitoring Committee)

To ensure transparent and effective risk management in our business, a cross-cutting internal analysis was conducted in 2024 to identify the company's main risks. As a result, management and mitigation actions were defined and included in the company's Strategic Plan to ensure their implementation and continuous monitoring. In order to effectively integrate ESG criteria into our supply chain, we have worked to identify environmental,

social, and ethical risks in the overall supply chain, which allows us to gain a global picture of the main challenges that could affect it. This approach not only helps us anticipate and mitigate potential risks but also reinforces our commitment to responsible, sustainable management. In addition, this analysis is complemented by increasingly detailed assessments of our main suppliers to promote stronger, more transparent relationships that are aligned with our values.

Creation of ESG SteerCo

- To establish a unified vision of ESG.
- To ensure compliance with ESG policy and strategic objectives and alignment with the United Nations Sustainable Development Goals (SDG's).
- To monitor sustainability-related objectives, goals, strategies, risks, actions, and metrics according to internal and external requirements.
- To promote sound corporate governance standards by integrating ESG factors into the strategic decision-making process.
- To ensure the availability of the resources needed for the proper implementation of the ESG strategy.
- To review and approve the Sustainability Report prior to publication, as well as the materiality analysis and the identification of material issues.



Growth and transformation strategy

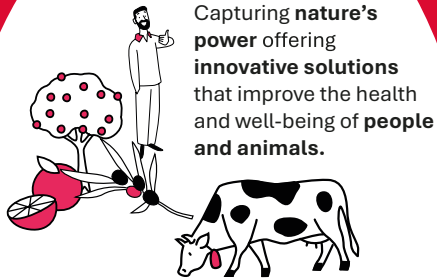
Exponential and more diversified growth

Driven by our natural passion for growth, and with a well-established, organized company with its own culture, we have turned our strategic growth plan into a much more ambitious project and set very promising future goals. With them, we seek to transform HTBA into a powerful natural ingredients platform and increase our global presence with a more diversified business.





1 · Our Purpose



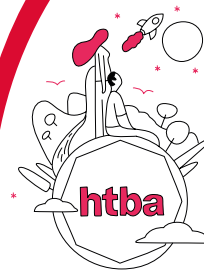
Capturing **nature's power** offering **innovative solutions** that improve the health and well-being of **people and animals**.

Strategic Business Plan 2030

**Natural
Passion
for
Growth**

4 · Our Horizon

We aim to transform ourselves into a **global powerhouse of natural solutions**. Join this project and let's build together a **future that is more natural, sustainable, and globally leading—** with the **lowest possible environmental impact!**



2 · GAME ON

The essence of our ambition.

At HTBA, to inspire is to act. We lead with empathy, and deliver with determination.

3 · Our Strategy

2 STRATEGIC GOALS

INCREASE BUSINESS VOLUME / DRIVE SALES GROWTH



INCREASE OUR PROFITABILITY



Comprehensive redefinition of the Strategic Business Plan

With the new design of our Strategic Plan for long-term sustainable growth, several strategic lines of action have been developed and activated that enable us to meet the exponential organic growth expected in the coming years.

This new approach will not only drive the company's development and transformation but will also ensure implementation of the actions needed to achieve the objectives set, while monitoring the company's evolution and progress.

The main strategic lines focus on the following aspects:

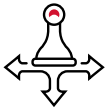
- **Maximizing sales potential:** Driving the efficiency of the business model, increasing the customer portfolio, expanding our global presence by incorporating new regions, and offering innovative solutions.
- **Working towards operational excellence:** Through modernization, innovation, and training, by accelerating our internal processes and improving their contribution.
- **Driving the company's transformation:** Addressing key factors such as data management, sustainability, and growth mindset through an agile, adaptive culture.

Focusing on these strategic lines will allow us to accelerate and consolidate our expected growth to ensure a sustainable evolution aligned with our strategic objectives.



Transformation and digitalization

In order to ensure the company's growth and to meet new challenges in an efficient, flexible, inspiring, and sustainable way while offering a competitive advantage, a company **Growth Transformation** strategy and action plan has been developed based on different areas of action:



- **Customer focus:** Ensuring a high-quality customer experience by offering service, monitoring, and added value and having precise information on our relationship model with the customer and the market.



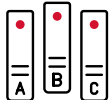
- **Process optimization:** Seeking excellence in operations and processes, profitability, agility, and flexibility as a competitive advantage over other companies.



- **Technological support:** Supporting the transformation with the necessary technological tools in line with our needs.



- **Innovation of new products:** Fostering constant innovation, both internally and externally, and inspiring and accelerating transformation processes.



- **Data-driven decisions:** Developing and generating high-quality data and transforming it into information that will help us make decisions, since HTBA is a *data-driven company*.



- **Employee management:** Supporting our employees in the company's transformation by improving their experience and sense of belonging, developing talent, and providing continuous training.



- **Alignment:** Ensuring alignment between action plans and strategy by providing people with incentives for our joint success.

Driving digital transformation to remain competitive

In order to meet the expected growth, and in line with current trends and needs, we continue to drive digital transformation at HTBA by strengthening our cybersecurity standards, advancing in the digitalization of processes, and exploring new opportunities in the field of artificial intelligence. Through a range of initiatives, we have optimized data protection, improved the efficiency of our operations, and developed innovative solutions that enable us to stay ahead in an increasingly technological and dynamic environment.

We have launched an artificial intelligence project that the company will develop over the next few years with the aim of integrating the benefits of AI into our management. This includes, within generative AI, the development of specialized smart assistants trained with specific knowledge to provide support in different key areas, as well as automation through smart agents. In addition, AI tools will be incorporated to increase productivity in our daily operations.

As part of the company's transformation process, we have undertaken several digitalization and process automation projects that have involved different areas of the company. These initiatives have allowed us to be more efficient and save time, minimize human error, facilitate access to and consultation of records, increase process traceability and data security, and - in some cases - help comply with legal requirements and improve cost control. These processes include control of staff and goods' access to HTBA facilities, management of machinery spare parts or PPE deliveries, and other key procedures, such as recording incidents in the factory and monitoring shift changes in the plant.

Our commitment to cybersecurity remains a company priority. In 2024, we are working on the following initiatives:

- Cybersecurity audits (pen tests or exhaustive penetration tests, both internal and external).
- Phishing drills.
- Awareness-raising activities for the workforce through talks.

In our commitment to optimize and validate internal processes, we have implemented a new corporate tool to manage technology requests and incidents. These changes are aimed at improving efficiency and quality in the care and control of resources, laying the foundations required for new standards and certifications.

Data culture has continued to be a cornerstone in the company's transformation and strategy as a strategic line on which we continue to work with the aim of fostering a culture of data-driven decision-making. We have evolved from using data solely for reporting to leveraging it as a forecasting and strategic analysis tool.

In particular, we have an outstanding planning tool designed specifically for sales, finance, and supply chain teams. This allows easy access to a single source of consolidated information, which makes it easier to monitor and analyze.

We have also developed IoT monitoring tools to track electricity consumption in the production plant and its corresponding equipment and sections. They include an interactive, visual, easy-to-analyze interface that goes beyond traditional transactional analytics to make it easier to collect and understand data.

Business ethics

Guaranteeing ethics and compliance

Within the framework of ethical business management, HTBA considers it essential to foster a culture of compliance, as well as to raise awareness among team members of the importance of following established policies and procedures.

The company has implemented various policies and procedures to ensure ethical business practices that promote compliance and anti-corruption. At HTBA, we have a Code of Ethics, a Crime Prevention and Detection Model, an Anti-Corruption and Anti-Bribery Policy, a Gift Policy, and a Complaint Management Policy. In addition, we have an Ethics Committee in charge of ensuring compliance with these procedures and handling possible complaints.



Data protection, ethics, and compliance training is mandatory for all members of the HTBA team. In addition, they must sign and accept the commitment to fulfill compliance and corporate policies.

The importance of data protection in the organization

Data protection is fundamental to ensure the security and privacy of the information of both our organization and team and third parties associated with HTBA, including customers and suppliers. Complying with the relevant regulations not only safeguards the company's reputation but also prevents legal and financial risks and ensures all stakeholders' trust and commitment. Implementing robust practices in this area is the key to maintaining integrity and compliance in an increasingly complex digital environment.

For this reason, HTBA has a global data protection project in which all the necessary instruments have been developed to properly manage and safeguard information. These resources include the Data Privacy Policy and the Rules for the Use of ICT Tools, compliance with which is mandatory for the entire HTBA team.

We extend ethics throughout the value chain

At HTBA, we believe that business relationships should be based on responsibility and ethics. We have therefore implemented procedures to ensure our commitment to these principles, including specific requirements related to our Code of Ethics, our Anti-Corruption Policy, and data protection, among other essential aspects.

Our supplier and manufacturer selection and approval process is rigorous and designed to ensure that all actors involved in the production, storage, distribution, and control of our products meet the highest standards of quality and reliability.

In addition, we have conducted an ESG (environmental, social, and governance) risk analysis of our supply chain, which has enabled us to identify the most salient risks related to the environment, human rights, and other social factors that could affect our operations.

With these initiatives, HTBA is reaffirming its commitment to ethical and responsible business practices and contributing to a more transparent and sustainable business environment.

Economic performance

At HTBA, 2024 was characterized by significant growth in all areas, despite the fact that demand in the markets in which we operate showed certain shifting trends as a result of the uncertainty generated by geopolitical, social, and economic-financial factors. This year has allowed us to consolidate our growth, especially in sales, along with continued development of our industrial and R&D capabilities, with new investments on both fronts, all aimed at meeting our customers' needs and the expected growth.

Net sales amounted to 76.8 million euros, a 15% increase compared to 2023, confirming that our markets have gone back to normal.

The diversification of our product portfolio, along with our presence in different markets and geographical regions and the reinforcement of our subsidiary HealthTech Bio Actives U.S., Inc. aimed at accelerating expansion in the North American market, have helped us achieve remarkable growth in 2024 and are an essential lever to continue our progress in 2025 in particular and the coming years in general.

In 2024, HTBA invested 5.2 million euros to increase its industrial capacity, improve its production processes, develop new products with more efficient technologies, and continue to focus on the sustainability of our activity, a reflection of our steadfast commitment to growth.

We also achieved a cash conversion ratio of 93%, generating cash available to ensure growth, fund industrial investments, and promote R&D.

NET SALES

€ **76,8** M

ANNUAL SALES GROWTH

15 %

INVESTMENTS

€ **5,2** M

CASH CONVERSION

93 %

The background of the slide is a photograph of an orange grove. On the right side, there is a clear view of green leaves and several ripe, orange-colored fruits. The left side of the slide is covered by a semi-transparent geometric overlay in shades of red and orange. The number '05' is prominently displayed in a large, bold, sans-serif font, with the '0' in orange and the '5' in a gradient of red to pink.

05

RESPECTING THE
ENVIRONMENT

Climate change and lower emissions

The wellbeing of the ecosystems on which we depend is essential to building a sustainable future. In this context, the industrial sector plays a key role in the transition to more environmentally responsible models. At HTBA, we accept this role with responsibility and are committed to practices that lower our environmental impact, strengthen our operational resilience, and contribute long-term value to society and the planet.

We are firmly committed to complying with all our environmental obligations and continuously improving our processes. We operate under a rigorous regulatory framework that requires periodic reporting to the competent authorities, thus ensuring transparency and compliance.

We have an Integrated Management System that incorporates environmental management in accordance with the ISO 14001 standard. This certification, in effect at our Beniel plant since 2010 and at our Barcelona headquarters since 2023, allows us to identify and

mitigate environmental risks while helping us achieve our strategic sustainability goals.

Our Food Quality, Environment, and Safety Policy establishes principles and objectives that guide our actions and ensure compliance with all applicable requirements in these key areas.

At HTBA, we accept the commitment defined by the climate science benchmarks, in line with the objectives of the Paris Agreement and the European Green Deal. This commitment is reflected in our Climate Change Policy, which sets the guidelines for achieving carbon neutrality by 2050 and acts as a guide for strategic decision-making and the implementation of specific actions. The policy establishes commitments for the period 2022-2026 which propose developing projects geared at advancing towards this objective.

The commitments established and the progress achieved in this regard are outlined below:

- **Reducing greenhouse gas emissions through a long-term mitigation target.** To this end, we have expanded the scope of the organization's carbon footprint calculation, calculated the product carbon footprint, and developed an emissions offset plan.
- **Integrating climate change into long-term strategic planning, decision-making, and risk management.** We have already completed the analysis of climate risks and opportunities according to TCFD and are pending completion of the CDP (Carbon Disclosure Project) questionnaire on climate change.
- **Driving efficient resource use through efficiency and circularity.** We have analyzed the possibilities of renewable energy supply and generation and are developing sustainable mobility initiatives. In addition, we consistently apply circular economy criteria in our processes and optimize the consumption of energy and water resources.
- **Promoting transparency and stakeholder participation.** We have begun to integrate climate change commitments into the supply chain and are working on designing a communication plan to inform our stakeholders of the progress made on these commitments.



At HTBA, we accept the commitment defined by the climate science benchmarks, in line with the objectives of the Paris Agreement and the European Green Deal.

Commitment to renewable energy

All of the electricity used at the Beniel production center and the Barcelona headquarters comes from 100% renewable sources, which covers practically all the company's electricity consumption. This commitment reflects HTBA's steadfast commitment to lowering emissions and combating climate change.

The first full year that the photovoltaic panels installed in Beniel operated was 2024, and their annual production reached 305,868 kWh, 5% of the plant's total consumption.

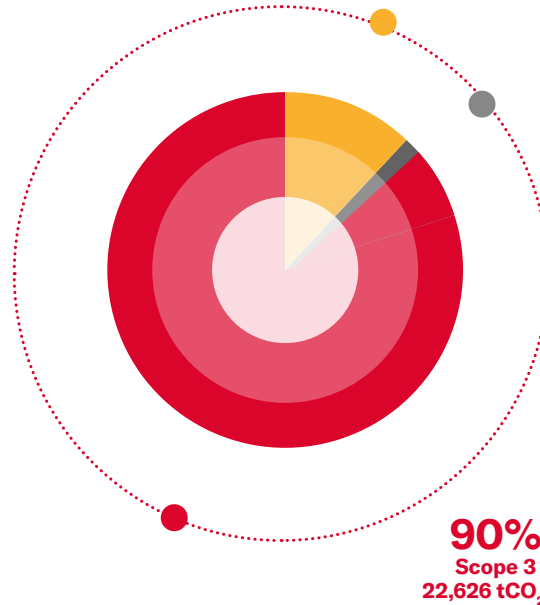


The essential first step in achieving carbon neutrality is accurately understanding the climate impact of our operations. Over the last few years, HTBA has focused our efforts on fine-tuning the way we measure our carbon footprint, with special attention to the indirect emissions associated with our value chain. These include the procurement of goods and services, transportation logistics, and corporate travel, among other factors. Expanding the Scope 3 categories gives us a more comprehensive picture of our impact and allows us to act more effectively in our decarbonization strategy.

HTBA's carbon footprint in 2024

Total:

25,080 tCO₂eq



9%
Scope 1
2,241 tCO₂eq

Direct emissions from sources owned or controlled by the organization

- Stationary combustion and leaked emissions
- In-house fleet

1%
Scope 2
213 tCO₂eq

Indirect emissions from the generation of electricity purchased by the organization

- Electricity (market-based)

Other indirect emissions

- Downstream transportation
- Upstream transportation
- Staff commutes and remote work
- Business travel
- Emissions from fuel production
- Purchases of goods and services
- Waste
- Emissions from energy production

Offsetting Scope 1 and 2 emissions with forestry projects

One of our most ambitious commitments is to achieve carbon neutrality by 2050, as defined in our Climate Change Policy. We know that achieving this goal requires time, effort, and a profound change in our processes and operations. Therefore, in addition to striving to lower our emissions, we understand that offsetting emissions is a temporary but necessary step on our path towards real and lasting decarbonization.

For the 2024 carbon footprint, we will offset our Scope 1 and 2 through agroforestry projects in China and India:

- **Household biogas project in China.** The objective of this project is to lower fossil fuel use, firewood consumption, and a significant source of indoor air pollution by installing biogas digesters for household cooking. This helps with climate change mitigation by lowering methane emissions and using biogas as fuel. In addition, it improves air quality in homes to positively impact people's health, and it lowers the amount of time spent collecting firewood.
- **Agroforestry project in Punjab, India.** The goal of this project is to combine trees and shrubs with crops or livestock in Punjab, India, to increase biodiversity, improve soil health, increase agricultural productivity, and revitalize agriculture. This initiative helps improve soil health and biodiversity by diversifying the land and allows more CO₂ to be absorbed from the atmosphere by planting trees between farm plots, which increases above- and below-ground biomass. It also promotes socioeconomic development, as farmers benefit from higher crop yields, resulting in an increase in both agricultural production and income.



HTBA Forest is born

At HTBA, we understand that sustainability is built upon both strategic decisions and an authentic connection with the people who make our organization possible. For this reason, we launched an internal campaign with a strong emotional and participatory component: the HTBA Forest, in collaboration with Treedom. This is not only an emissions offset initiative but also a symbol of unity, shared purpose, and personal involvement in our sustainability goals.

Each person at HTBA was gifted a tree - identified with unique and traceable coordinates from the Treedom platform - as part of an experience that seeks to strengthen the connection between our individual actions and our collective impact. This initiative was launched on World Environment Day with a talk for the entire organization, in which we shared our environmental progress over the last year.

Thanks to this initiative, we now have a forest of 350 trees, composed of crop species, green forest species, and fruit species in Africa and South America. This benefits both the ecosystem and local communities with its capacity to absorb 94.9 tons of CO₂ while promoting sustainable agricultural practices.

HTBA FOREST

350
trees

CO₂ ABSORPTION

94.9
tons
of CO₂

Natural resources and circular economy

The sustainability of our production model is closely linked to efficient natural resource management and a commitment to the circular economy. We are aware of the impact that our activities can have on the environment, so we work continuously to reduce our environmental footprint, optimize the use of raw materials, and promote reuse and recycling. This approach allows us to move towards a system that is more resilient, responsible, and aligned with the principles of sustainable development.

Water is one of the key resources for our activity, an essential element for both the planet and people. Aware of this, we are proactive in allocating company resources to ensuring efficient and responsible water use. We continuously review our processes to identify opportunities for improvement and lower consumption per ton produced, thereby increasing operational efficiency.



Thanks to the efficiency improvements implemented in recent years, we have managed to reduce the water consumption required to produce one batch of our main product by 35% compared to the 2020 rate.

True to our commitment to sustainability, we have developed and patented technologies to manufacture different flavonoids without artificial solvents and are the only company in the world that produces them following these standards. We also have a patented manufacturing process for active forms of vitamin B12 called green chemistry, which uses environmentally-friendly and less toxic reagents.

Reducing the use of artificial solvents in the production process brings significant environmental benefits: it lowers the consumption of chemical raw materials and thus the overall environmental impact, and it minimizes the amount of waste generated. Since the aqueous residues are free of solvents, the plant material resulting from aqueous extraction is valorized as compost.



This more respectful manufacturing model avoids the risks of environmental pollution and offers our consumers safer products, in line with our strategic mission. Our goal is to continue striving to eliminate artificial solvents in our manufacturing processes and to promote water-based extraction. This process produces wastewater that we process at our treatment plant before it is safely discharged to the sewer system.

Our business also involves the use of various raw materials that generate waste during manufacturing. In this regard, our management approach prioritizes valorization over disposal. Each year we set specific waste reduction targets, which has allowed us to make progress in both minimizing the amount of waste we generate and improving treatment and management systems, thus contributing to a more circular and sustainable model.

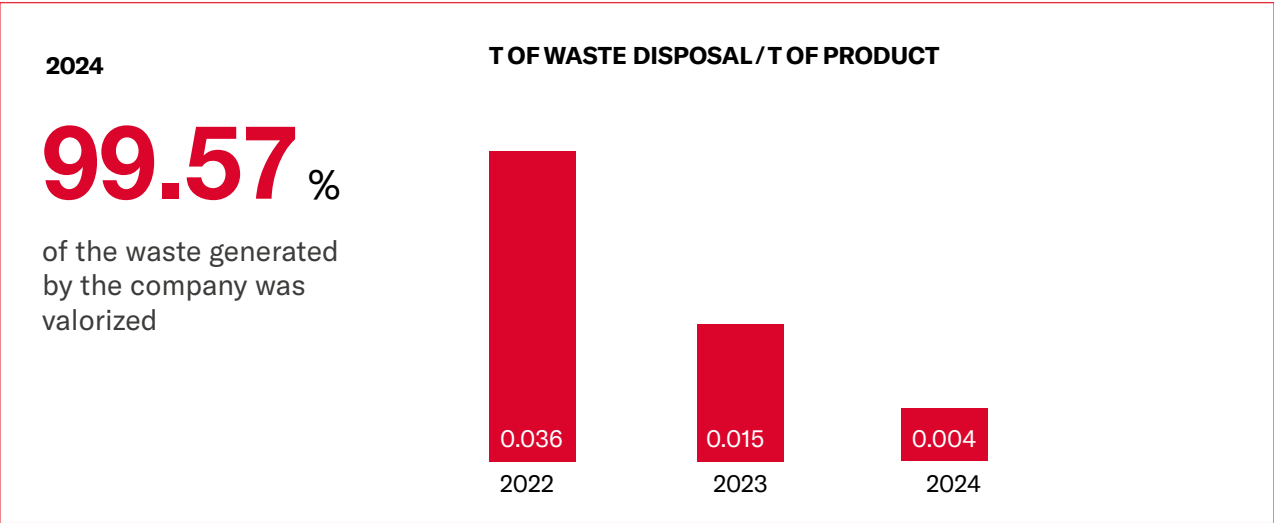
In this vein, our R&D and Technology Department works on improving processes and researching solutions to reduce waste or facilitate its reuse by other industries, thus promoting a circular economy.

As part of the comprehensive approach to sustainability adopted by the entire organization, the Purchasing Department has also implemented specific initiatives to move towards more sustainable packaging. In 2024, we replaced the purchase of virgin plastic pallets with recycled plastic pallets, while the wooden pallets we now use are reused and made from recycled wood.



The production process of one of our main products, diosmin, is completely aqueous and avoids the use of organic solvents, which makes us a benchmark in the diosmin-free market by offering safer and more respectful production.





HTBA earns Upcycled Certified® certification and reinforces its commitment to sustainability

The Upcycled Certified® certification is recognition that reinforces our commitment to the circular economy and endorses our process of reusing natural ingredients, reducing waste, and offering our customers innovative solutions.

This certification has been granted to several of our products marketed through our different divisions, highlighting their incorporation into flavor modulation solutions. These products are made with ingredients derived from flavonoids extracted from unripe oranges, a natural agriculture by-product. Instead of being discarded, they are collected and dried in the sun to transform them into high value-added ingredients.

By earning this certification, HTBA is reinforcing its competitive distinction, encouraging the use of ingredients with a lower environmental impact, and contributing to the development of a more efficient model.



06

CARING FOR
PEOPLE



The HTBA team, the key to our success

The success and growth of our company depends on our team's talent and dedication. That is why we focus on attracting the best professionals, fostering their development, and ensuring a safe, inclusive, and equitable work environment.

The investment made in HTBA during recent years has allowed new permanent jobs to be created to bolster our professional team with highly qualified professionals.

The composition of the HTBA team is outlined below.

HTBA staff in 2024

Total:

218 people



10.88
average number
of years at the
company

14
nationalities

146
Men
142 in 2023
140 in 2022

72
Women
69 in 2023
67 in 2022

By age

20
<30 YEARS OLD

129
30-50 YEARS OLD

69
>50 YEARS OLD

By country

11
USA

207
SPAIN

Town Hall 2024: That's what it was like!

In December 2024, we had the opportunity to meet again in Beniel to celebrate the Christmas Town Hall, an event full of excitement, surprises, and unforgettable moments marked by the joy of sharing together again. The celebration was also held in the United States with the presence of members of the C-Suite, who traveled there to lead it. The highlights of the year and the company's main challenges were presented at the event.



Driving growth through the Growth Mindset

At HTBA, we believe that sustainable growth depends not only on strategies and structures but also on the mindset of the people who make up our organization. Therefore, in 2024, we consolidated our commitment to the Growth Mindset, an initiative aligned with our strategic plan and designed to foster a culture that drives continuous evolution.

Over the past few years, we laid the foundation for our growth: we doubled our workforce, created new departments and functions, implemented key policies and procedures, and incorporated ever-evolving technologies. This year, we have gone a step further, focusing on the mindset and competencies needed to achieve our future goals.

As part of our cultural transformation, we identified the cornerstones of the Growth Mindset within the organization:

- **Agility and simplicity**, to optimize processes and facilitate decision-making.
- **Empowerment and accountability**, to promote individual autonomy and responsibility.

We need teams that streamline the way they work, simplify processes to be more efficient, take responsibility, and empower themselves to make things happen. Through a range of projects and actions, we defined the key constructs that will guide our transformation and ensure sustainable growth. Notable initiatives included face-to-face workshops at all our centers, which promoted reflection through experiential and experimental exercises; a Growth Mindset Duathlon, which offered tools to further drive the growth mindset in day-to-day life through the HTBA e-Learning platform; and an inspirational talk on the change mindset given by a psychologist who is an expert in neuroscience.

The Growth Mindset is not just a project but a cultural evolution that will allow us to face the future with greater resilience, adaptability, and innovation.



The leadership model and professional development

Leadership plays a crucial role in employee development and the consolidation of the corporate culture. This is why we have Leaders Lab, a program designed to help managers enhance their team management skills. We also prioritize internal promotion, facilitate temporary role assignments, and encourage staff rotation.

At HTBA, we apply the innovative 70:20:10 methodology of “learning by doing,” which allows us to cultivate a dynamic, enriching learning environment. In addition, our HTBA e-Learning platform offers access to a wide variety of multi-format content.

As a novelty, in 2024 we began implementing a new platform to optimize performance assessment, which centralizes records, facilitates decision-making, and promotes the accountability and transparency of the processes.

HOURS OF TRAINING

6,579

(+76 % compared
to 2023)

TRAINING PER PERSON

30

 hours

Fostering an open culture

At HTBA, we celebrate the constructive, open expression of ideas. This is why we provide our employees with tools for their development, such as strengths workshops.

We also strive to establish open communication through different channels such as People Talks, which are targeted at the entire HTBA team and address a range of topics. Similarly, we take care of work-life balance by offering 50% remote work for roles that allow it and promoting efficiency and performance.

In line with our open culture, we have invested in the construction of the new social building at the Beniel plant, which has collaborative work areas and several meeting and training rooms.



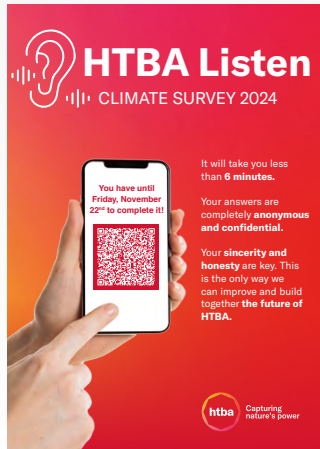
HTBA listens: Climate Survey 2024

The results of the 2024 climate survey, which had higher participation than in 2023, told us how the people who work in the organization feel and what can be done to continue improving.

What motivates us:

- Most participants expressed that they were happy to be part of HTBA.
- We value diversity and inclusion, which is reflected in a positive perception of our work environment.
- We are clear about what is expected of each of us, which contributes to better job performance.

Everyone's commitment is crucial to HTBA's success, so we strive to analyze each team's insights and set continuous improvement initiatives to ensure a good working environment in the company.



At HTBA, social dialog is a fundamental part of fostering a fair, inclusive, and transparent work environment. The organization actively values employee participation and feedback, which strengthens internal relationships and promotes continuous improvement at all levels.

To channel this communication and ensure effective listening, we have several representative committees that address key issues:

- Works Council
- Ethics Committee
- Occupational Health and Environment Committee
- Equality Committee
- Investigation committees specialized in the Workplace Harassment Protocol and the Sexual Harassment Protocol for reasons of sex or sexual orientation

These spaces guarantee employees' active participation in issues that directly affect them, thus promoting an organizational culture based on respect, equity, and co-responsibility.

MEETINGS HELD BY THE COMMITTEES

12

Celebrating diversity, equity, and inclusion

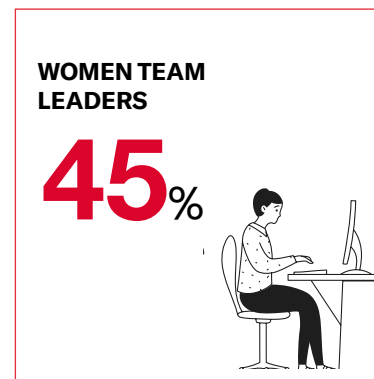
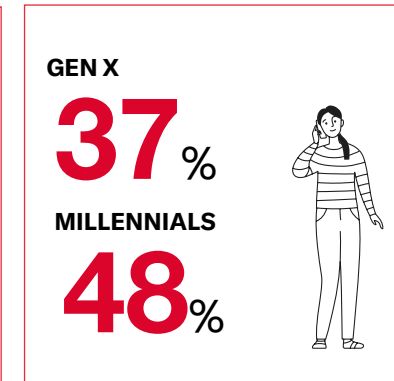
At HTBA, our mission is clear: we want everyone to feel authentically themselves, every single day. We are deeply committed to Diversity, Equity, and Inclusion (DEI) not only because it is the right thing to do but because we believe it is the engine that drives innovation, engagement, and talent. And that translates into a positive impact on our business.

DEI is not just a concept; it is a cornerstone of our culture. Our goal is simple but powerful: to help each individual shine and offer the best of themselves, guided by our values and inclusive behaviors.

In 2024, we launched our Diversity, Equity, and Inclusion Policy, a milestone that is a major step towards creating an environment where everyone can thrive. With this policy, we intend to achieve the following objectives:

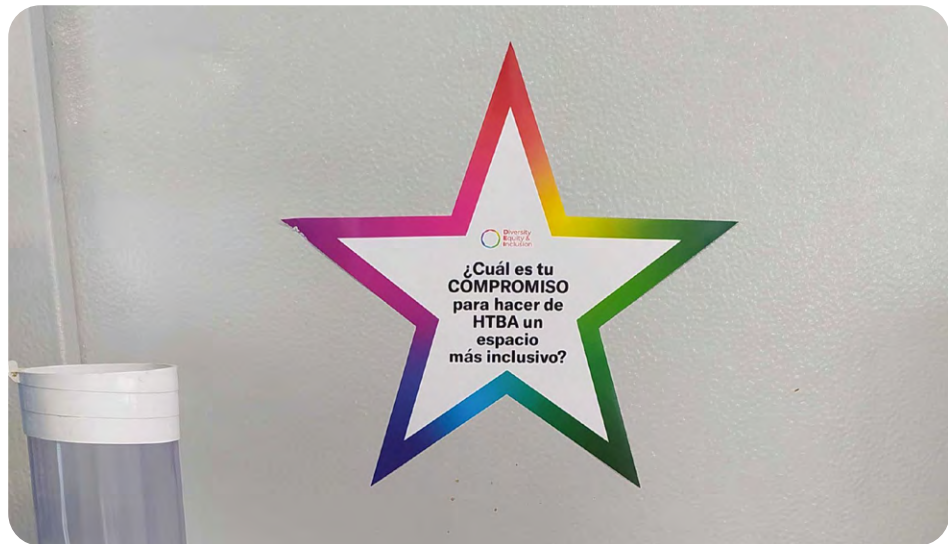
- Promote understanding of diversity in all its forms.
- Ensure fair treatment and equal opportunities for all people.
- Foster a culture in which all people feel included, respected, and valued.
- Drive continuous improvement of our DEI practices to support innovation and professional development.

At HTBA, every step towards inclusion brings us closer to a brighter future for all. We work to realize our vision by valuing people's diversity, fostering an inclusive environment, and having a positive social impact. To this end, we aim to achieve our philosophy by raising individual awareness, promoting a leadership and work style that fosters an appropriate work environment, and fostering a company-wide culture through our ways of working.



In 2024, we eliminated the gender pay gap thanks in part to increased hiring of women in leadership roles.

On Pride Day, we celebrated our unstoppable journey towards Diversity, Equity, and Inclusion with the slogan #beproudoofhoweare, and we encouraged the team to share their reflections and commitments to continue fostering an inclusive culture at HTBA.



We promote a zero-accident culture

Occupational health and safety are bedrocks at HTBA, reflecting our commitment to people's well-being and risk prevention. Given the stringent legal and regulatory requirements associated with our activities, we take a comprehensive and sustainable preventive approach in all our operations.

To guarantee a safe working environment, we have an Occupational Health and Safety Management System certified under the ISO 45001 standard, which covers our centers in Beniel and Barcelona. This system fosters a safer and healthier environment, facilitates compliance with national and international occupational health and safety regulations, improves risk management, and optimizes processes by integrating safety into our organizational culture.

The Safety, Occupational Health, and Environment Committee plays a key role in supervising and continuously improving the ORP management system and acts as the main channel for consultation, participation, and communication in this area. In addition, it promotes awareness and dissemination initiatives to reinforce the organization's safety culture.

Thanks to this proactive approach, HTBA has an occupational accident rate below the industry average, reflecting the effectiveness of our health and safety strategies. This commitment translates into a significant increase in our team training, with a 400% increase in training hours compared to the previous year. This effort strengthens our internal competencies and ensures an increasingly safe and prepared working environment.

HEALTH AND SAFETY TRAINING IN 2024

4,779

(+446 % compared to 2023)

SEVERITY AND FREQUENCY INDICES IN 2024

0

Indexes for HealthTech Bio Actives S.L.U. and HealthTech HTBA Holding S.L.

1 minor occupational accident without sick leave in 2024 outside HTBA's premises

Index calculation:

Severity rate = (no. of days lost due to accidents x 1,000) / no. of hours worked

Frequency rate (annualized in November 2024) = (no. of occupational accidents with sick leave x 1,000,000) / no. of hours worked



We will end 2024 with ZERO accidents in the production plant and offices.



Our social commitment

Involved with the community

The relationship between Beniel, Murcia, and HTBA has been forged for decades through mutual social, economic, and emotional ties. This is where the company was founded, where the production plant is located, and where most of our employees work. For this reason, our involvement with the local community is very strong, and we collaborate in projects with universities, schools, and the public administration.

- **UMU CSR Chair:** HTBA sponsors the CSR Chair at the University of Murcia, which promotes research, training, and best practices in sustainability, in accordance with our strategic plan and the SDG's. We also participated in the round table of the Chair on circular economy, where we shared real sustainability and innovation experiences.
- **SDG's in schools:** Since 2022, we have been collaborating with the mODStegg educational project to share the SDG's with primary school students. In 2024, more than 1,000 students participated in a competition on waste reduction and the circular economy.
- **Greener Beniel:** We partner with the Beniel City Council on a European project for urban renaturalization in the face of climate change. The plantings were completed in 2024, and the results will be assessed in 2025.
- **Local connection:** We support the Zeneta fun run and the patron saint festival in Beniel, El Mojón, and Zeneta, which strengthens our bond with the community. We also participated in the 6th Business Fun Run of Murcia with twelve people from the HTBA team, where we stood out for our team spirit and a successful ranking.

Celebration of cultural days

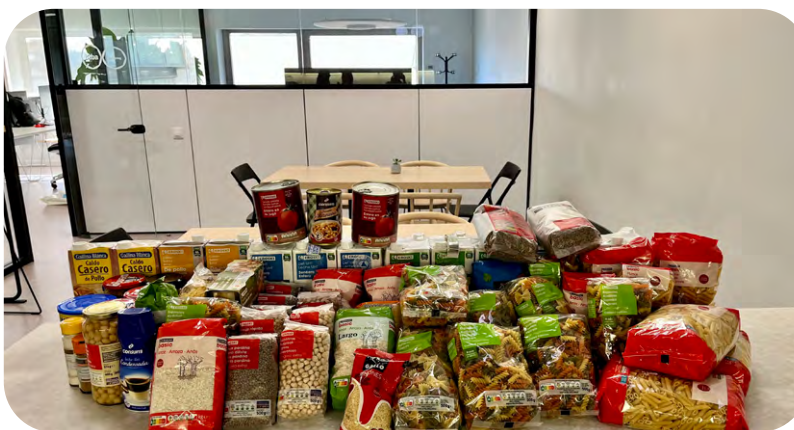
At HTBA, we like to foster a diverse and inclusive environment, and there is no better way to do that than by sharing experiences and celebrating special days that connect us with each other and with other cultures.

- Thanksgiving Day
- Sant Jordi



Solidarity commitment: Supporting those who need it most

- **Great Food Drive:** We participated in the national campaign to end food poverty with donations to the Food Bank of Barcelona and Cáritas in Beniel.
- **Support in the wake of the hurricane:** We made a financial donation to the Red Cross to help people affected in various regions.
- **Sant Jordi in solidarity:** We donated nearly 90 books to the Congenital Heart Disease Association and distributed roses with the Portolà Foundation.
- **Solidarity packages and layettes:** We commissioned the Portolà Foundation, which promotes the integration of people with disabilities into the labor market, to make these packages and layettes.
- **Waste management with social impact:** We have been collaborating with Traper@s of Emaús, which promotes the insertion of socially excluded groups, in waste management since 2012.
- **Supporting education:** We sponsor the Coca-Cola Scholars Foundation, which awards scholarships so students in the U.S. can attend outstanding universities.



07

FORWARD-
LOOKING



Our social commitment

Innovation: Transforming our journey

At HTBA, we are continuously working on new ways to innovate in all areas of the organization. Innovation is a strategic cornerstone that drives us to develop ambitious, valuable solutions for our stakeholders.

In recent years, the R&D area has experienced significant growth by carving a niche for itself within the company and expanding its team, with a presence in all our locations.

In addition, innovation is a key to moving towards more sustainable processes and products. The R&D team spearheads different circular economy projects focused on waste reduction and the use of materials to minimize our environmental impact:

- **Solvent-free diosmin production:** Patented by HTBA, this provides consumers with the only diosmin on the market that is free of residual solvents.

- **Production of mecobalamin:** Our patented process is considered green chemistry due to the use of reagents that do not generate toxic waste. With construction of the new plant completed in 2023, we manufacture the active forms of vitamin B12 in-house, which improves the production processes acquired, automates processes, and optimizes the consumption of natural and energy resources.

- **Water extraction:** We made progress in the transition from solvent extraction to water extraction for certain products produced in the plant. This change ensures compostable waste and lowers the use of chemicals. In addition, through the Biocosmefood collaborative project, we will also study advanced sustainable water-based extraction techniques.

- **Waste valorization:** We continue to allocate resources to minimize waste generation and explore new ways of adding value. We continue to research the transformation of waste into products that can be used in agriculture, thus contributing to a more sustainable and efficient model.



We currently have fourteen patent families protecting our products and processes.



The New Product Development Committee

The New Product Development Committee (NPDC) aims to accelerate innovation in the company by identifying and developing unmet market opportunities, as well as new technologies, processes, and value-added applications.

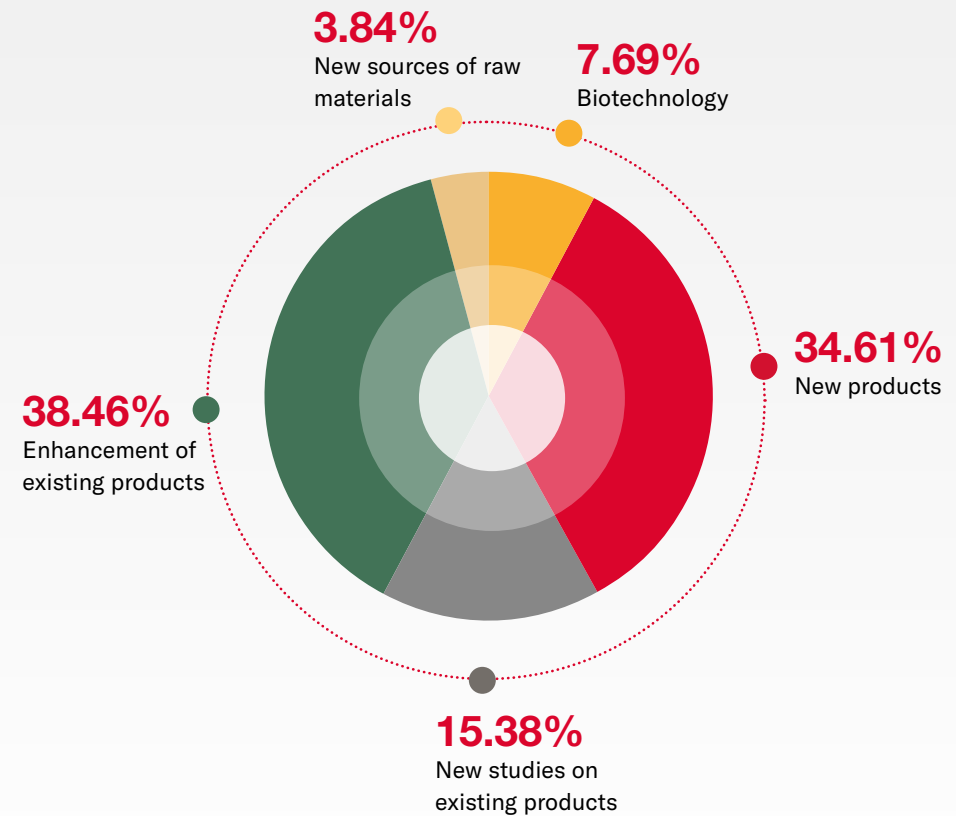
Under the premise of innovating and evolving together with our customers, we constantly promote the development of new products. We do this through both collaborations and shared projects with our customers and internal initiatives that meet market demands. In addition, we continue to refine our products, with a special focus on optimizing their solubility and dissolution.

In line with the innovation pillar of our ESG strategy, in 2024 HTBA consolidated its commitment to innovating with impact through a tax lease operation aimed at financing RDI projects in strategic sectors such as healthcare and aerospace.

This initiative reinforces HTBA's commitment to developing scientific and technological solutions that contribute to social welfare and future sustainability, positioning the company as a key player in the construction of a responsible and transformative innovation model.

INNOVATION PROJECTS DEVELOPED IN 2024

20



Alliances with impact

At HTBA, we encourage partnerships as drivers of innovation, learning, and growth. We are convinced that cooperation strengthens all parties involved and allows us to move forward together towards a common goal. For this reason, we partner with the following organizations:

Universities



Technology centers and other entities specialized in RDI



Other leading organizations in the sector



HTBA is part of the BIOCOSMEFOOD project, dedicated to revaluing food by-products

The project was founded thanks to the merger of a consortium of several companies that work with the support of research centers to create a more respectful, socially egalitarian, and environmentally sustainable industry. It was approved at the end of 2024 and will be launched in 2025.

BIOCOSMEFOOD aims to revalorize waste from the agri-food industry through sustainable and scalable processes to extract and preserve compounds with high added value. These by-products will be used as new ingredients in the food, cosmetics, and detergents sectors. As a forward-looking project, it anticipates market trends and proactively addresses the challenges ahead.

To achieve this objective, more efficient and sustainable extraction methods will be developed and alternatives will be sought to replace synthetic ingredients and ingredients with low biodegradability with natural ingredients, contributing to improving the environment, the surroundings, and people's health.

Growing together: Commitment to our customers

Quality and excellence, our priority

At HTBA, quality is a key principle guiding our management and development. To guarantee the highest standards in our processes and products, we have a Quality, Environmental, and Food Safety Policy, which sets our strategic guidelines and objectives in these areas.

Over the years, we have worked to earn and keep different voluntary certifications that reflect our commitment to safety, sustainability, and best industry practices.

These certifications not only back the quality of our management but also reinforce our commitment to consumer welfare, business ethics, and care for the

environment. In addition, we continue to make progress in continuous improvement by integrating international standards that allow us to offer innovative, sustainable solutions.

Since 2023, our U.S. headquarters has also been audited to ensure its compliance with high quality standards. This audit assesses whether the facility is in compliance with the requirements of the NSF Warehouse & Distribution Good Manufacturing Practices (GMP) Registration program. It focuses on areas such as administration, regulations, quality management, complaint management, product safety, production and process controls, laboratory controls, warehousing, and distribution.



We guarantee quality throughout the entire value chain

To maintain the highest quality standards in our products, we conduct periodic audits of our main raw materials suppliers and subcontracted services. In addition, as part of our commitment to excellence, our customers also audit our performance as suppliers of their raw materials.

AUDITS

5

of key suppliers
in 2024

12

by customers
in 2024



In 2024, all active forms of vitamin B12 produced by the company were included under the GMP certification, reaffirming our commitment to the highest quality and safety standards.

Transformation towards Customer Success

In 2024, the company undertook a strategic restructuring aimed at optimizing the customer experience and improving operational efficiency. As part of this transformation, the Customer Service and Sales Support Departments were unified under a new structure called Customer Success. This integration reflects a vision focused on outstanding service to ensure smoother, faster, and more effective customer service.

This evolution is grounded on strategic and operational reasons that seek to strengthen our internal capabilities and guarantee a higher-value service.

In the short term, the company has focused on system and process integration, as well as staff cross-training to ensure a successful transition. In the long term, this initiative seeks to improve customer satisfaction, increase operational efficiency, and strengthen customer loyalty through outstanding customer service.

With a focus on continuous improvement, in 2024 we worked on a new version of the Service Policy, which will take effect in 2025. These improvements have been meticulously designed to enhance the service quality we provide our customers.

With this transformation, we are reaffirming our commitment to business sustainability, service innovation, and especially customer satisfaction and loyalty.

Every year, we conduct a customer satisfaction survey to ascertain and analyze our customers' needs and then incorporate their feedback into our continuous improvement process. We also gather valuable information that allows us to continue to evolve and optimize our services, ensuring that our actions respond effectively to market expectations.

Benefits of the merger

The creation of the Customer Success Department significantly benefits the company, the workforce, and customers.

- Company: Greater efficiency, market agility, and customer loyalty.
- HTBA team: More opportunities for professional development, better collaboration, and higher motivation.
- Customers: More agile, personalized, and high-quality service, which generates greater trust.



In 2024, we reorganized Customer Success to improve efficiency and optimize the customer experience.

Consolidation of the HTBA brand: Leadership, expertise, and presence in the sector

Our focus is on improving the customer experience by ensuring stronger and closer relationships. With our international representation, we have a global vision of the market and our customers' needs that allows us to adapt and remain pioneers in our industry.

This year, we have increased our presence at scientific conferences by participating in papers, which solidifies our position as leaders in the field of flavonoids.

HTBA's website has been improved and expanded with new sections to provide a more comprehensive and accessible experience. Now, users can find sections on sustainability, job opportunities, and company news, which allows for easier and more direct access to relevant information. In addition, the website design has been updated to align with our corporate identity, and the browsing has been made more intuitive to improve the visitor's experience.

In 2024, we earned a Gold Medal in Better Stands at the Vitafoods fair, the highest rating possible. This recognition highlights our commitment to sustainability and safety in booth construction. We chose reusable stands, an option that reduces waste by up to 80%

EVENT	TOPIC OF THE TALK
23rd Meeting of the Federation of European Physiological Societies and the 41st Meeting of the Spanish Society for Physiological Sciences (Spain)	Effects of Hesperidin-2S on physical performance.
17th World Congress on Polyphenols Applications (Italy)	Cardiose®, a natural flavonoid with potential health benefits.
NutrEvent (France)	New sources of botanical ingredients and extracts for dietary supplements: Opportunities and challenges on the road to innovation.
7th Annual Conference Strength and Conditioning Society (SCS): A fundamental tool for performance improvement, injuries, and disease prevention in different stages of life (Spain)	SCS • Workshop 10: "Hesperidin 2S and its effects on sports performance."
4th Advancing Sugar Reduction & Reformulation Summit (U.S.A.)	Acceleration of the development and application of new technologies in profitable and popular products.
11th International Conference on Polyphenols and Health	Promising new polyphenols for cardiometabolic health and cardiovascular disease prevention.
SupplySide West (USA) (U.S.A.)	Improve physical performance with citrus flavonoids.

and is safer, cleaner, easier, and more reliable to assemble. This achievement places us among an elite group of companies that are committed to more responsible construction aligned with the principles of sustainability.

In 2024, we exhibited at several trade fairs, which allowed us to interact directly with the public and show who we are and how we can contribute to both society and our customers:

- Vitafoods Europe
- IFT First
- CPHI Europe
- SupplySide WEST
- EuroTier
- FI Europe

These advances, which reflect the company's evolution in recent years, allow us to highlight the strengths of the business's different areas and optimize the way we connect with our customers.



In 2024, we earned the Gold Medal in the Better Stands Programme of Vitafoods Europe.

