htba

Capturing
nature's power



2025 Sustainability report

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About this report



This Sustainability Report includes information from January 1 to December 31, 2025, 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.



2025 at a glance

Business

€77.3 M net sales

58 countries where we have operated

367 customers

6 trade shows where we have exhibited

23 projects in the pipeline

Governance

8 management, oversight, and participation committees

5 audits of key suppliers

28 audits undergone

People

234 people in HTBA (as of December 31)

70 new hires

42% women in managerial positions

18 different nationalities on the team

99% of the workforce with permanent contracts



Environment

95 % of waste valorized

39,153 t CO_2 e carbon footprint

39.45 CO_2 e / t of manufactured product
GHG emissions per metric ton of product manufactured

3,225 t CO_2 e of emissions offset with offset credits

100 % renewable electric energy in our production plant and headquarters

306,109 kWh of energy generated by the photovoltaic panels at the Beniel production plant





Letter from the CEO

At HTBA, we are currently in a pivotal stage. It is one in which we have a clear, ambitious, and long-term plan. Above all, however, it is a stage where we have taken on the biggest challenge: Turning that vision into reality.

“A Natural Passion for Growth” is not just the tagline of our Vision 2030 Strategic Plan. It is the way we understand our present and build our future. It is the attitude we take in addressing the challenges of an increasingly competitive, vibrant, and opportunity-rich global environment. And it also reflects an organization that is moving forward with purpose, drawing on its talent, capacity for innovation, and commitment to sustainability.

In 2025, we have laid sturdy foundations for this growth. We have continued to expand our international footprint. We have brought our solutions to dozens of countries and enhanced our customers' trust. We have additionally continued to invest in our industrial and technological capabilities to shift toward a more efficient, sustainable, and future-ready model.

Innovation has once again been our key driver. With new scientific developments, regulatory advancements, and the release of solutions that cater to real market needs, we are continuing to demonstrate that it is possible to generate value through science and nature. This approach enables us not only to compete but also to spearhead change toward a more responsible, evidence-based industry.

Yet growth is not just a business issue. It is also a responsibility. So in 2025, we have taken decisive steps to embed sustainability across our entire organization. Drawing up our ESG Policy, joining the United Nations Global Compact, and rolling out a specific governance model ramp up our commitment to growth that has a positive impact on the environment, people, and society.

This commitment translates into concrete actions: We are making headway on our decarbonization plan, powering the circular economy in our processes, optimizing our use of resources, and maintaining our target of achieving climate neutrality by 2050. We are doing all that while remaining committed to the operational excellence and quality that are our hallmark.

None of this would be possible without the people who are part of HTBA. Their talent, commitment, and adaptability are the real driving force behind our transformation. Against a background of constant change, we continue to embrace a flexible, inclusive, and development-oriented organizational model in which every individual can contribute, grow, and make an impact.

Looking ahead, we have a clear ambition: To evolve into a global platform for naturally derived ingredients to expand our value proposition, diversify our business, and step up our international footprint. We do intend to continue growing, yet in a way that is consistent with our values, our purpose, and our stakeholders' expectations.

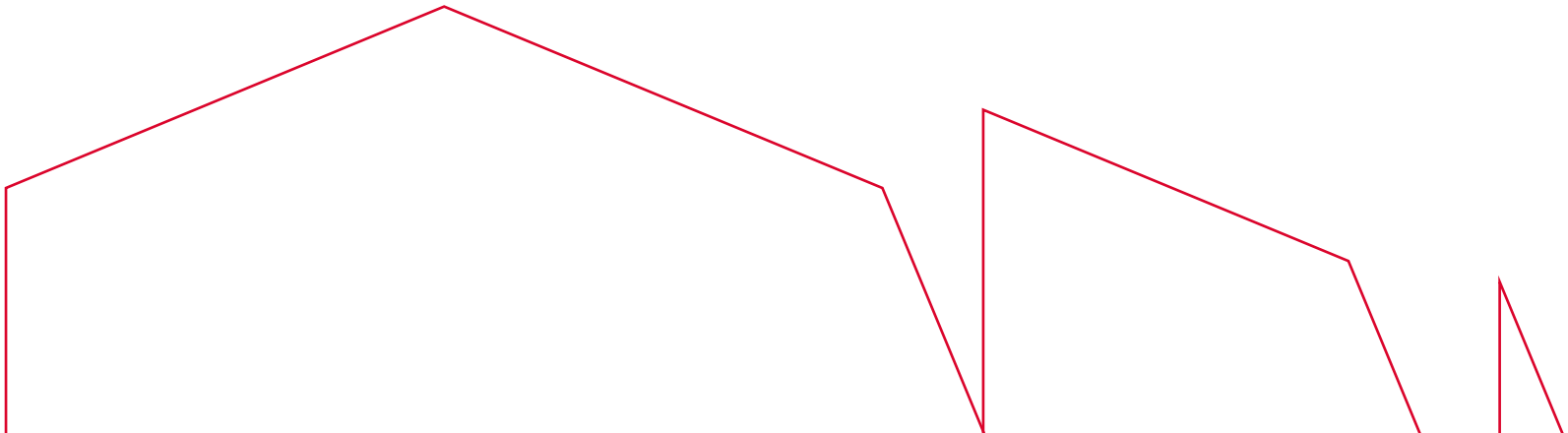
We are mindful that the challenges are significant. The transition towards more sustainable models, the pace of technological advancement, and the intricacies of the global environment call for organizations which are more resilient, innovative, and responsible. Yet we also know that we have the crucial building blocks in place to tackle them: Knowledge, experience, a robust industrial base, and, most importantly, a passionate team.

The success of this stage is up to us: It depends on our ability to work together, to anticipate, to learn, and to turn challenges into opportunities.

Because if there is one thing that defines HTBA, it is precisely this: The belief that growth is not just a goal, but rather a way to move forward, to evolve, and to make a positive impact.

I am confident that together, we have everything we need to make this happen.

Alexandre Valls-Coma
Chief Executive Officer, HTBA




01.
We are
HTBA

About HTBA

At HTBA, we develop **innovative solutions based on naturally derived ingredients** that support the well-being of people and animals. Backed by over 45 years of experience, we are a **world leader in the production of citric flavonoids and active forms of vitamin B12**, bringing together scientific, technological, and industrial capabilities.

Our core business consists of processing plant-based raw materials through controlled industrial processes featuring quality and safety standards that comply with applicable European regulations. Furthermore, we are the only company in Europe able to produce all the active forms of vitamin B12, which adds to our leadership in the industry. This approach enables us to deliver products with high levels of traceability and consistency across the entire value chain.

Headquartered in Barcelona, we have a production and innovation center in Beniel (Murcia) and an international footprint through our subsidiary in the United States. From these locations, we supply our solutions to customers in over 60 countries, primarily in the pharmaceutical, nutraceutical, food, and animal nutrition industries.

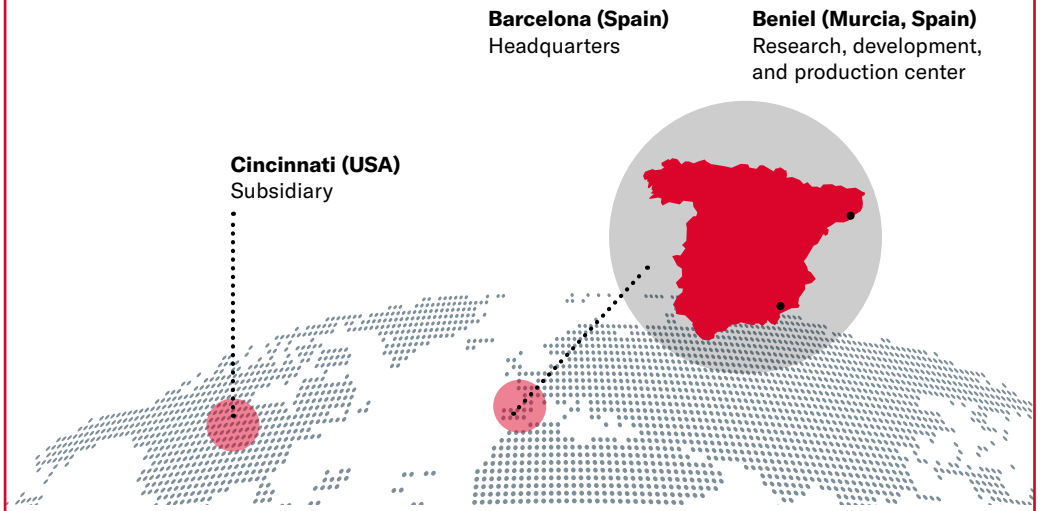
At HTBA, we are constantly pursuing a growth model anchored in quality, innovation, and corporate responsibility.

In recent years, we have invested more than €25 million in upgrading our facilities and baking more efficient technologies into our business model.

45+ years of experience in developing naturally derived ingredients

1 production center in Murcia (Spain)

60+ countries to which we export our solutions



HTBA's sales by market:

- **47 %** EMEA (Europe, the Middle East, and Africa)
- **21 %** Latin America
- **17 %** North America
- **15 %** APAC (Asia-Pacific)

HTBA is stepping up its commitment to sustainability and innovation through €25 million in investment, primarily earmarked for its industrial center in Beniel



HTBA is moving toward a more efficient and innovative model with **investment coming to €25 million, primarily earmarked for its industrial center in Beniel.** This strategic initiative is enabling us to upgrade our facilities and bring on stream new production capabilities in line with a more efficient, technology-driven model grounded in **green chemistry and circular economy principles.**

The project involves improvements designed to optimize processes, lessen environmental impact, and bolster competitiveness. It also cements HTBA's position as an organization ready to tackle the industry's future challenges.

Furthermore, this investment directly contributes to the economic and social development of the Region of Murcia as it promotes the **creation of skilled jobs**, stimulates the local industrial base, and consolidates Beniel's position as a strategic hub for the company's operations.

A 40% increase in production capacity with our new diosmin plant

In 2025, we have announced **investment coming to more than €6 million** to build a new production plant at our Beniel industrial center which will increase our diosmin production capacity by nearly 40%.

This investment **cements HTBA's position as the only company in the world able to manufacture diosmin with water as the sole solvent** in a patented process. This process helps us cut down on the use of chemicals in the manufacturing process while also delivering safer solutions for consumers.

The new plant features technological improvements designed to increase automation, make our production processes more efficient, and optimize resource use, all of which leads to more streamlined operations.

The new plant will also create job opportunities and help bolster the regional economy, showing that innovation and sustainability can go hand in hand with growth.

On December 10, 2025, a symbolic groundbreaking ceremony was held attended by relevant officials from the Region of Murcia and the town of Beniel.

This project is aligned with our plans for growth and industrial consolidation while making us more competitive and operationally resilient as we expand abroad.



Our history

1978
Founded as Natural Ingredients Technology

1986
Marketing of active pharmaceutical ingredients (APIs) and third-party nutraceutical solutions in markets abroad

1991
Construction and start-up of the neohesperidin dihydrochalcone plant

1997
Start of animal nutrition ingredients manufacturing

2004
Diosmin plant construction

1980 1990 2000

Sustainability milestones

1994
Kosher Certification

1998
ISO 9001 certification: Quality management system

ISO 9001

2005
Patented process for producing the primary form of B12 based on green chemistry principles

2007
FAMIQS Certification for animal feed

2010

2010
ISO 14001 certification: Environmental management system

ISO 14001

2012
Good Manufacturing Practices Certification (pharma)

FSSC 22000 Certification

Halal Certification

HALAL FEED AND FOOD INSPECTION AUTHORITY

GMP CERTIFIED

FSSC 22000

2013
Construction of the pharmaceutical grade hesperidin plant

2014
Production of diosmin using a patented solvent-free process

2013
SMETA Compliance Report

Sedex SMETA 4-PILLAR CERTIFIED FACTORY

2020

2021
Establishment of the U.S. subsidiary in Cincinnati (local warehousing, logistics, and technical development center)

2021
HTBA Code of Ethics

2022
First EcoVadis certification

Climate Change Policy: Goal of carbon neutrality by 2050

2023
ISO 45001 certification: Occupational health and safety management system

Integrated ISO 9001, 14001, and 45001 management system at the Barcelona and Beniel centers

For Life Certification

NSF certification for the U.S. subsidiary

ISO 45001

for life Corporate Social Responsibility

NSF

2024
New plant at the Beniel production center and inclusion of manufacturing active forms of vitamin B12

2024
Publication of the first Sustainability Report

2025
Third consecutive year with an EcoVadis Gold Medal

Joining the United Nations Global Compact

Upcycled Certified® Certification

Supplier Code of Ethics

Zero Waste Certification

GOLD | Top 5% ecovadis Sustainability Rating SEP 2025

WE SUPPORT UN GLOBAL COMPACT

UPCYCLED CERTIFIED

AENOR ZERO WASTE

The essence of HTBA



Our mission, vision, purpose, and values are the foundation of our identity and guide how we grow. They also align our business with a long-term commitment to responsibility.

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.

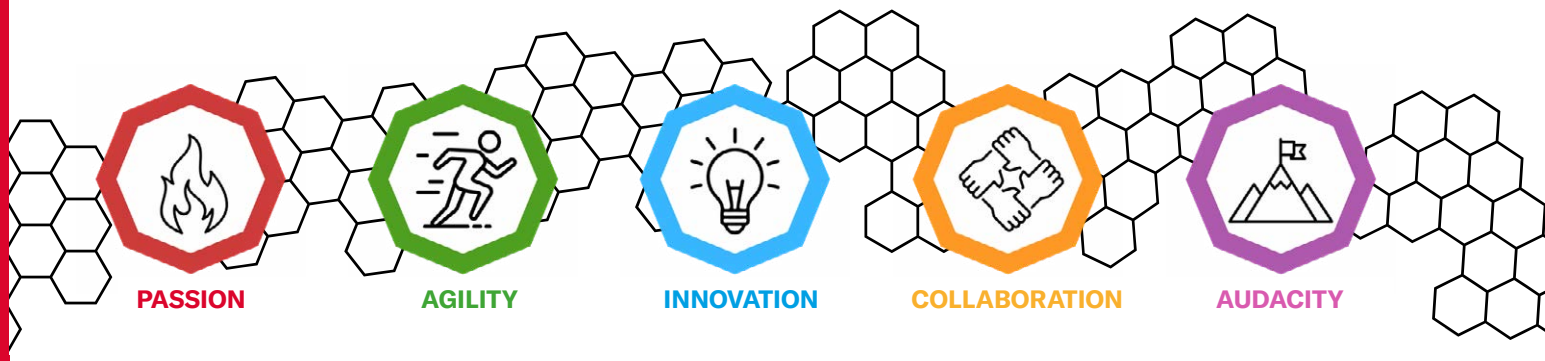
purpose

To make the most of nature in order to have a measurable impact on well-being.

HTBA’s values

Corporate values are the foundation on which an organization's culture is built and shape the way decisions are made, relationships are managed, and day-to-day challenges are addressed. More than just a formal statement, they are a shared framework that guides people's behavior and enhances a commitment to responsible management.

In 2025, the organization conducted a review of its values to make them more tangible, easier to understand, and more applicable to the workplace. This enabled us to translate corporate principles into concrete guidelines for action, which in turn meant we could build them into our daily operations and foster a culture that is more consistent, accessible, and in line with the company’s strategic objectives.



PASSION

We enjoy partnering with our clients.

We enjoy what we do and embrace new challenges with ambition and a growth mindset; we understand the purpose of our role and consistently strive for the best results; we bring enthusiasm to our work and care deeply about the customer experience; we take initiative and turn ideas into action.

AGILITY

We drive results with speed.

We adapt to change with resilience; we make quick, clear, customer-focused decisions; we learn from our mistakes and reinvent ourselves; we prioritize what matters most and act with focus and flexibility.

INNOVATION

We imagin what doesn’t yet exist.

We foster curiosity and creativity; we seek new ideas to anticipate market trends and create value for our stakeholders; we develop practical and relevant solutions; we simplify processes to drive efficiency.

COLLABORATION

We connect to succeed as a team.

We share information clearly and effectively, enabling strong teamwork; we seek and provide feedback to grow and improve; we collaborate across teams with the common good in mind; we foster an environment of trust, diversity, and mutual support.

AUDACITY

We challenge the status quo to grow.

We step outside our comfort zone and take bold risks; we honor our commitments and take ownership of the impact of our decisions; we challenge the status quo without fear of making mistakes; we express our opinions openly and assertively, focusing on what moves us forward.

02.
Our business



Natural passion for growth

Strategic Plan: Vision 2030

Driven by our **natural passion for growth** and building on sturdy foundations and a well-defined organizational culture, we have evolved our strategic approach toward a more structured, robust, and long-term growth model.

This evolution reflects our ambition to bolster our market position and expand our reach while remaining true to our values and capabilities.

Our goal is to continue transforming HTBA into a global platform for naturally derived ingredients by diversifying our business and ramping up our international presence, all while delivering an increasingly broad value proposition tailored to market needs.

This ambition takes shape in initiatives aimed at increasing the company's revenue and profitability. To this end, we are committed to organic growth anchored in our existing business, expansion into new countries and to new customers, and the development of new, standout products aligned with our portfolio.

To achieve the objectives outlined in our strategic plan, we have rolled out a cross-functional action plan organized around eleven lines of action to ensure that the company is ready to handle the growth expected in the coming years.

This approach drives the company's development and transformation, and is designed to enable implementation of the actions needed to achieve our targets while also continuously monitoring progress toward them. Making this ambition a reality calls for the cross-functional engagement of all the company's departments.

The lines of action are organized into four sections:

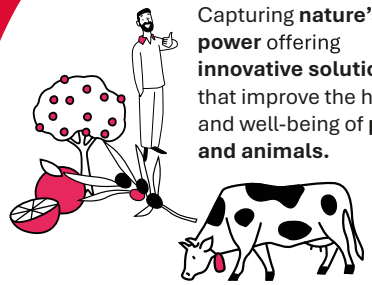
- **Strategic lines of action:** Focused on monitoring the key milestones needed to achieve medium- and long-term objectives, ensuring their timely and proper performance, and evaluating the expected impact.
- **Operational lines of action:** Setting forth the essential operational initiatives to drive projected growth.
- **Enabling lines of action:** They include the actions needed to support the company’s growth, particularly those related to digital transformation, such as technology, processes, and new ways of working.
- **Cross-functional lines of action:** They encompass the key interdepartmental initiatives required to achieve our strategic ambition.

htba Capturing nature's power

Strategic Business Plan 2030

Natural Passion for Growth

1 · Our Purpose



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

2 · GAME ON

The essence of our ambition.

We seek to become a global powerhouse for naturally derived solutions.

3 · Our Strategy

2 STRATEGIC GOALS

INCREASE BUSINESS VOLUME / DRIVE SALES GROWTH

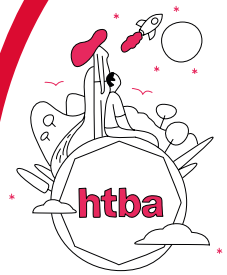
- New customers and countries
- New products

INCREASE OUR PROFITABILITY

- High standards of quality and service
- Product performance and process efficiency
- Sustainable supply chain
- Costs and resources optimization

4 · Our Horizon

We seek to become a global powerhouse for naturally derived solutions. Join this project and let's build together a future that is more natural, sustainable, and sets the global standard, with the lowest possible environmental impact.





To ensure awareness and alignment across the entire organization, a cross-functional communication plan was put in place, beginning with an in-person off-site session for the company's key personnel. This session allowed teams to share experiences and lessons learned, as well as gain a better understanding of the initiatives underway in other departments.

In addition, executive-level monitoring of progress is conducted through our "Strategic Update" communication forum, in which key personnel—especially those reporting to C-Suite—regularly share updates on progress and achievements related to HTBA's strategic vision.

Taken together, these strategic priorities seek to ensure that the company is able to make progress in three major domains:

- **Maximizing HTBA's commercial potential** by promoting a more efficient business model, expanding our customer base, growing our international presence by entering new territories, and delivering innovative solutions.
- **Achieving operational excellence** through modernization, innovation, and capacity building, with the goal of streamlining our internal processes and enhancing their contribution to the business.
- **Powering the company's transformation** based on key pillars such as data-driven decision-making, efficiency, sustainability, and a growth mindset supported by an agile and adaptive culture.



Strategic Plan presentation session.

Sustainability is an integral part of our management approach and increasingly embedded in our decision-making processes.

Sales excellence: A transformation to maximize HTBA's value

In an increasingly dynamic and competitive environment, at HTBA we continue to evolve our sales model to offer greater value to our customers and support their growth in a more flexible, personalized, and efficient manner.

In 2025, we have pursued a commercial transformation project that enhances our ability to cater to market needs and cements a sales platform poised to accelerate the company's growth.

The main objectives of this transformation include systematization of the sales model, greater efficiency in the sales cycle, and fast-tracking new business generation. It also aims to increase commercial potential and offer a value proposition and service that are better tailored to the needs of our customers and the market.

This transformation process not only adds to our capacity for growth, but also enhances the customer experience, makes our sales model more scalable, and fosters a more structured, transparent relationship geared toward generating short- and long-term value.

As a result, we have built a more robust sales model that enhances our bond with current and potential customers, enables us to support them in addressing their present and future challenges, and is aligned with our ambition for solid, long-term growth.

This transformation is organized around several key pillars:



- **Sales reorganization:** This involves designing a new, more robust and optimized sales organization where the introduction of new roles and profiles, coupled with the definition of work processes, is crucial.



- **Customer-centric approach:** A deeper understanding of the *customer journey* through sales and market intelligence allows us to offer agile solutions tailored to the needs of our customers and the market.



- **Improved sales efficiency:** Tools such as segmentation and model systematization enable us to prioritize efforts on opportunities with the greatest potential for value creation, which optimizes resources and enhances the impact of each interaction.



- **Driving lead generation and opportunity development:** We are enhancing and digitalizing the early stages of the sales process to ensure a steady pipeline of new opportunities and foster robust growth in our customer base.



- **Agility in sales processes:** We strive to shorten sales cycles, streamline our processes, and enable faster and more effective decision-making.



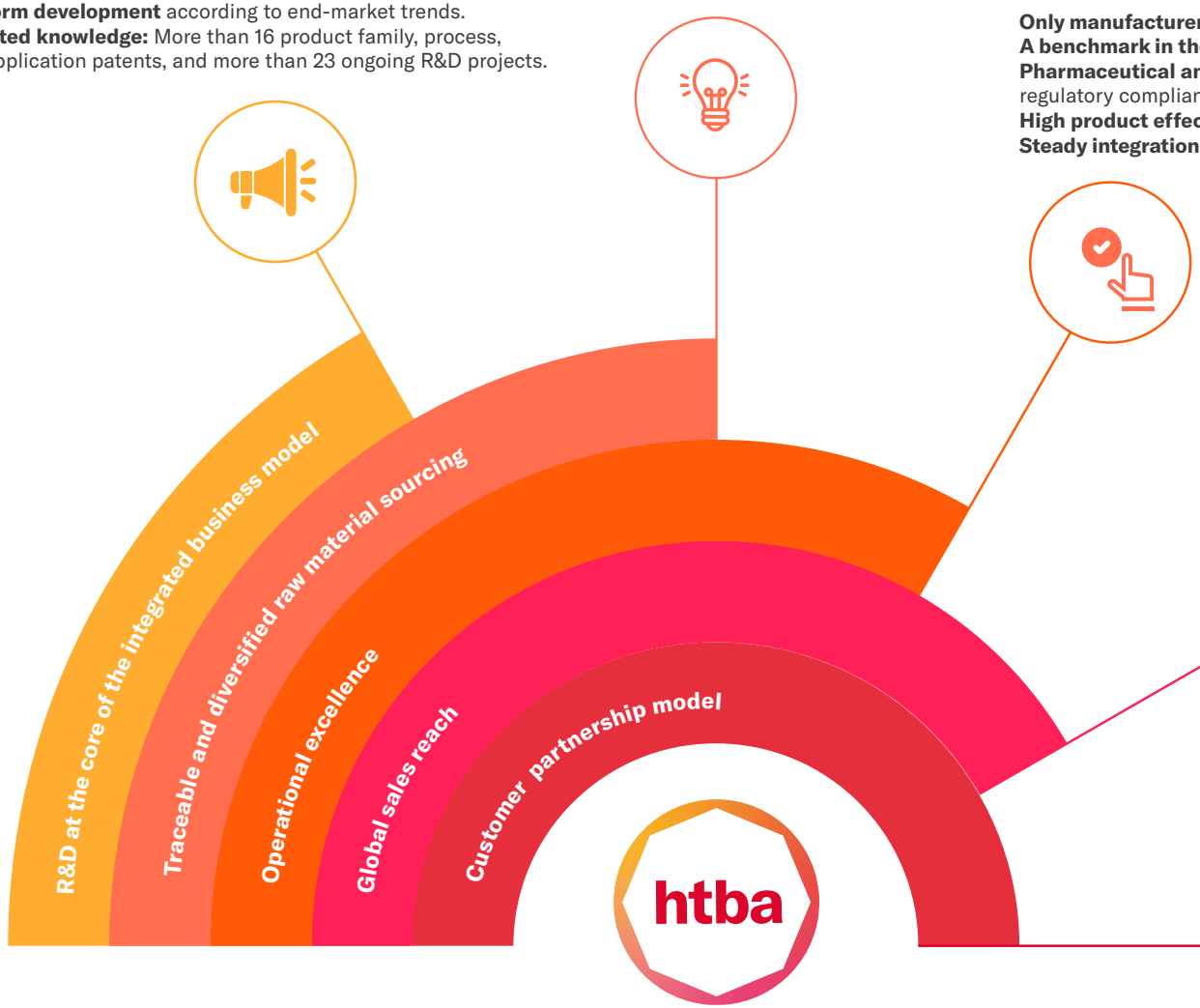
- **Digitalization and data usage:** We are bringing in sales intelligence tools and management systems that allow us to anticipate needs, improve planning, and deliver more personalized service.

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 16 product family, process, and application patents, and more than 23 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.
Steady integration of sustainability criteria into processes and product development.

Solutions based on naturally derived ingredients, aligned with the megatrends in end markets.
Ability to develop **new markets**.
Strategic and entry **customers** for new markets and products.
Global sales in approximately sixty countries, with about 84% sales in exports.

Versatility and product customization.
Consolidated, stable, and diversified **customer portfolio**:
- More than 300 active customers worldwide.
- 18-year average relationship with top-ten customers

Our solutions

Consumer Health Solutions

High-quality APIs to help you bring customized patient-centric formulations to market.

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.



FLAVONOIDS	
Venotonics for treatment of chronic cardiovascular disease (CVD), varicose veins, hemorrhoids, spider veins and heavy legs syndrome. Promotes blood circulation and addresses vascular discomfort.	• Diosmin • Hesperidin • Micronized purified flavonoid fraction • Diosmetin
B12 BIOAVAILABLE FORMS	
Active B12 forms to address B12 deficiency, helping to regulate blood cell formation, fostering healthy immune system function, protecting against anemia, enhancing cognitive function, and supporting neuro-physical activity.	• Mecobalamin • Hydroxocobalamin acetate • Hydroxocobalamin sulfate • Hydroxocobalamin hydrochloride • Adenosylcobalamin
EXCIPIENTS	
Improve the bitter aftertaste of medicines.	• Neohesperidin DC Pharma Grade

Functional Health Solutions

Empowering consumers to achieve their healthy lifestyles through nature and science.

Leading the way with citrus flavonoids and active forms of vitamin B12, we offer science-backed benefits in areas such as energy and cognition, vascular health, active and sports nutrition, and GLP-1 nutritional support.

ACTIVE AND SPORTS NUTRITION	
Cardiose®	A 100% natural sweet orange (Citrus sinensis) polyphenol extract with clinically proven benefits for active and sports nutrition and physical performance.
VASCULAR HEALTH	
DiosVein® **DiosVein® Forte**	A sweet orange-derived ingredient designed to support vascular health by promoting blood circulation and helping to relieve vascular discomfort.
VITAMIN B12 GAP, COGNITION, AND ENERGY	
MecobalActive® **AdenoActiveve®** **MecobalActive®**	Three forms of Vitamin B12 to meet diverse formulation requirements, produced through a proprietary green chemistry process and delivering superior bioavailability and longer-lasting levels in the body compared with cyanocobalamin.
IMMUNITY, ANTIOXIDANT, AND ANTI-INFLAMMATORY	
QuerceClean®	A solution delivering health benefits for consumers, supporting healthy aging and providing antioxidant and anti-inflammatory properties.

A new clinical study on MecobalActive® confirms its potential for cognitive function and performance

At Vitafoods Europe 2025, HTBA presented new clinical results on MecobalActive®, its active and bioidentical form of vitamin B12, showcasing its **impact on cognitive function and performance in healthy individuals.** The randomized, triple-blind, placebo-controlled study demonstrates significant improvements in key parameters such as cognitive response speed, physical strength, and reduced fatigue.

The results show that supplementation with MecobalActive® may help improve cognitive performance—with a reduction in response time—while also optimizing energy and endurance indicators. Furthermore, these findings open up new opportunities going beyond the traditional, deficiency-focused approach to vitamin B12. This advancement confirms the ingredient's position as a scientifically evidence-based solution for addressing areas such as mental clarity, vitality, and emotional well-being.

Taste Modulation Solutions

Transforming taste experiences

We are citrus flavonoid experts. For nearly 50 years, we have been transforming nature's essential goodness into ingredient solutions that help food and beverage products taste just the way consumers want.



NATURAL FLAVORS

OPTITASTE ® SOLUTIONS

A flexible natural flavor platform designed to develop taste modulation solutions tailored to specific applications.

OptiTaste Masking

- Helps mask bitterness and astringency while reducing off-notes and aftertastes, including green, metallic, and licorice notes.

OptiTaste Sweetness

- Helps optimize the overall sweetness profile, reduce off-notes and lingering notes from high-intensity sweeteners, increase sweetness onset speed, and support sugar reduction.

OptiTaste Balance

- Helps optimize the overall flavor profile by enhancing mouthfeel, fine-tuning bitterness, recovering flavor top notes, and balancing harshness from acidity, salts, or alcohol.

SWEETENERS

Citrose

A citrus-derived sweetening solution designed to optimize formulations by reducing sugar and calories without compromising sweetness quality, while providing a synergistic effect with high-intensity sweeteners and conventional sugars.

OptiTaste®: Flavonoid-based flavor modulation solutions

OptiTaste® is **HTBA's flavor modulation solutions platform** designed to enhance the sensory experience in food and beverages. Drawing on the company's specialized expertise in citrus flavonoids, it brings a fresh approach to addressing key flavor challenges across various applications.

The platform is built around two solutions—Sweetness and Masking—that enhance sweetness, balance the sensory profile, and mask off-notes. Both are designed to support brands in developing products that meet current market requirements.

OptiTaste® includes naturally derived ingredients and helps devise solutions tailored to various product categories, thereby improving the sensory profile of the end products.

OptiTaste® Solutions

Naringenin, a regulatory milestone brought about by HTBA

The **official inclusion of naringenin in the European Union's Regulation on Food Flavorings** is a milestone for the food and beverage industry and culminates a regulatory process spanning more than eight years led by HTBA.

This achievement was made possible by the organization's key role in preparing and submitting a robust scientific dossier, which was instrumental in the European Food Safety Authority's (EFSA) favorable assessment in 2024.

Naringenin, a flavonoid found naturally in citrus fruits, has been shown to be a highly effective flavor modulator, capable of enhancing sensory profiles and opening up new formulation opportunities across numerous food and beverage categories.

This recognition further reinforces HTBA's commitment to scientific innovation and its leadership in developing flavonoid-based solutions, while also helping to unlock new options for the industry on a global scale.

Animal Nutrition Solutions

Naturally enhancing performance and productivity.

As an animal nutrition manufacturer and supplier, we design and produce additives and animal feed additive premixes that help attain optimal results through every lifecycle stage.

Bioflavex®	Natural premixes based on citrus flavonoids for enhancing performance in ruminants, swine, and poultry.
Sugarex®	Sweetener premixes based on synergetic blends with NHDC, recommended for piglets, calves, and aquaculture.
Weanex®	Intake promoter based on a placenta, colostrum, and/or milk scent composition recommended for piglets and calves.

Launch of Sugarex® AQUA: Innovation for aquaculture

At the 2025 European Aquaculture Society (EAS) conference held in Valencia, **HTBA officially unveiled Sugarex® AQUA,** a new solution designed to improve feed intake and performance in aquaculture fish. The presentation drew considerable interest from industry professionals, researchers, and stakeholders.

This launch was supported by scientific evidence shown at the conference, which demonstrates how Sugarex® AQUA can improve feed palatability, increase intake, and optimize growth and feed efficiency—even under challenging conditions, such as those associated with medicated diets or ones with low palatability.

The product's reception underscores HTBA's role as a driver of science-based solutions designed to address today's challenges in aquaculture nutrition. Sugarex® AQUA contributes to more efficient production, improved feed acceptance, and more appropriate nutrition.






METTLER TOLEDO
BAE19



03. Our sustainability strategy

Governance and commitment to sustainability

Sustainability is hardwired into our strategic approach and shapes the way we conduct our business, make decisions, and engage with our community. In 2025, we have ramped up this commitment by consolidating our ESG framework, joining leading international initiatives, and aligning our business with the major global sustainable development challenges.

This approach reflects our resolve to integrate environmental, social, and governance criteria across our value chain and shift toward a model of responsible, transparent growth designed to generate a positive impact.

ESG Policy: Our framework

In 2025, **we have defined and formalized our ESGPolicy as a framework for building sustainability into our business management.** This policy sets out the principles, commitments, and lines of action that steer our activities in key areas including environmental protection, respect for people, and promoting ethical and responsible governance.

Our ESG Policy drives the integration of these criteria into decision-making, operational processes, and our relationships with our stakeholders. It also steps up our commitment to continuous improvement, responsible resource management, and creating long-term value.

Commitment to international initiatives

As part of this progress, in 2025 we formally **joined the United Nations Global Compact**, the world's largest corporate sustainability initiative. This membership represents a voluntary commitment to continue making headway in embedding sustainability and corporate responsibility standards into our strategy and operations.

Through this commitment, we harness the **Ten Principles of the Global Compact**—which address human rights, labor standards, environmental protection, and the fight against corruption—as our framework. These principles guide our actions and help us identify opportunities for improvement, enhance our corporate culture, and foster responsible relationships with our stakeholders.

Our membership comes under a strategy aimed at steadily baking sustainability criteria into our business model through responsible use of plant-based raw materials, optimizing our production processes, and rolling out initiatives designed to lessen our environmental impact.

This year, we have stepped up our sustainability approach by adopting our ESG Policy and joining the United Nations Global Compact.

Alignment with the Sustainable Development Goals

We draw on the **United Nations Sustainable Development Goals (SDGs)** as a guide for our actions in addressing major social and environmental challenges on a global scale.

We are working to identify and prioritize the SDGs most relevant to our activities and build their principles into our projects and initiatives, particularly in areas related to health and well-being, responsible production, climate action, and innovation.

This approach helps us pinpoint opportunities for improvement, steer our sustainability initiatives, and make steady progress in tracking and sharing our results in line with our commitment to continuous improvement.

Our purpose



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

Products focused on health:

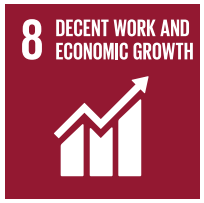
- Active ingredients that promote blood circulation and vascular health.
- Forms of vitamin B12 to address its deficiency, foster healthy immune system function, protect against anemia, enhance cognitive function, and support neuro-physical activity.
- Excipients that improve the taste of medicine.
- Ingredients for active and sports nutrition.
- 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.

HTBA is one of the sponsoring companies of the Chair in Corporate Social Responsibility at the University of Murcia, a partnership that adds to our commitment to sustainability, research, and the dissemination of best practices in line with our strategic plan and the SDGs. In 2025, the first “CSR Meeting” was held, a venue for discussion that gathered executives and professionals to share experiences and work together to further the inclusion of sustainability in businesses.

How we do this socially



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

Diversity and inclusion:
- Equal opportunities for all.
- Work environment free from discrimination and social exclusion.
- Labor rights and safety.
- Robust policies to prevent labor rights violations.
- Occupational risk prevention systems that ensure the well-being of the workforce.

Innovation and digitalization:
- Promoting modernization through technologies that enhance efficiency and optimize resources.



Promoting innovation to foster clean and sustainable technologies.

Sustainable technologies:
- Implementation of production processes that do not require chemical solvents and promote more efficient use of resources.

Research and development:
- Partnering with universities and research centers to drive scientific progress.

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.

How we do this environmentally



Ensuring responsible water management.

Water conservation:
- Consumption optimization and reuse strategies.

High-quality water discharge:
- Ensuring that water discharge complies with applicable environmental requirements.



Minimizing our environmental footprint through sustainable resource management.

Applying the principles of the circular economy:
- Prevention, reduction, recycling, and reuse.
- Manufactured using green chemistry and patented solvent-free processes.

Sustainable waste management:
- Handling waste effectively and fostering its valorization.

Energy efficiency:
- Adopting renewable energies.
- Supporting more energy-efficient equipment.



Achieving carbon neutrality and strengthening climate resiliency.

Lowering emissions:
- Ambition 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.

ESG Strategy: Cultivating a better tomorrow

HTBA's "Cultivating a Better Tomorrow" ESG strategy embodies the organization's commitment to sustainable and responsible growth. This approach provides a framework for managing environmental, social, and governance issues, and translates into an action plan that sets clear priorities and measurable targets.

The identification of key issues was based on double materiality analysis which made it possible to determine the topics of greatest relevance to the organization and its stakeholders and also to structure our ESG strategy.

Consolidation of the ESG governance model

To ensure effective implementation, HTBA has a specific governance model in place that assures cross-cutting integration of sustainability throughout the organization. This model is organized on two levels: The **ESG SteerCo**, which sets out the strategic guidelines, and the **ESG Task Force**, a multidisciplinary team with representatives from various departments that leads the implementation of initiatives and supports operational decision-making.

This structure enables the organization to further embed ESG principles into its day-to-day operations and make steady progress toward achieving its sustainability goals.



Respecting the environment

- Towards carbon neutrality: Achieving carbon neutrality by 2050.
- Towards circularity: Optimizing the consumption of natural resources and managing waste.

Caring for people

- Creating a safe workspace where we can be ourselves.
- Generating a positive impact on the community.

Forward-looking

- Continuing to innovate to create products that improve people's health.
- Incorporating ESG criteria to add value to our products and our organization.
- Promoting a culture of quality and food safety.
- Forging alliances to promote ESG factors.

Governance, transparency, and business ethics

- Integrating sustainability into HTBA's corporate culture and promoting transparency and accountability.
- Establishing a robust internal system of governance, compliance, and business ethics.

Responsible sourcing

- Ensuring a responsible supply chain.

Alignment of ESG strategy, materiality, and the SDGS

Strategic lines	Governance, transparency, and business ethics	Responsible sourcing	Respecting the environment	Caring for people	Forward-looking
Objectives	- Integrating sustainability into HTBA's corporate culture and promoting transparency and accountability - Establishing a robust internal system of governance, compliance, and business ethics	- Ensuring a responsible supply chain	- Working towards carbon neutrality and achieving it by 2050 - Working towards circularity by optimizing natural resource consumption and waste management	- Creating a safe workplace where we can be ourselves - Generating a positive impact on the community	- Continuing to innovate to create products that improve people's health - Incorporating ESG criteria to bring added value to our products and our organization - Promoting a culture of quality and food safety - Creating alliances to promote ESG factors
Material issues	- Ethics, *compliance*, and anti-corruption - Risk management - Economic performance - Transparency and accountability - Transformation and digitalization - Information protection and cybersecurity	- Responsible supply chain management - Responsible consumption of raw materials	- Lower emissions and adaptation to climate change - Responsible water management - Responsible waste management - Energy efficiency - Responsible consumption of materials - Biodiversity protection	- 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	- 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
Principles of the UN Global Compact	Principles 1 and 2 on Human Rights Principle 10 on Anti-Corruption	Principles 1 and 2 on Human Rights Principles 3, 4, 5, and 6 on Labor Standards Principles 7, 8, and 9 on the Environment Principle 10 on Anti-Corruption	Principles 7, 8, and 9 on the Environment	Principles 3, 4, 5, and 6 on Labor Standards	Principles 7, 8, and 9 on the Environment
SDG's					
Key projects 2025	- Deploying ESG SteerCo and the ESG Task Force - Defining the KPIs for the Sustainability-Linked Loan - Drawing up our ESG Policy - Drawing up our Labor Practices and Human Rights Policy - Joining the United Nations Global Compact	- Setting out ESG evaluation procedures and criteria for suppliers - Drawing up our Supplier Code of Ethics	- Starting to draw up our Decarbonization Plan - Earning the Zero Waste certificate - Replacing virgin materials with recycled materials in logistics	- Drawing up our Guide to Inclusive Language - Promoting initiatives to foster dialog with employees - Strengthening responsible leadership - Bolstering emergency management	- Renewing the EcoVadis Gold Medal for the third consecutive year - Earning Upcycled certification - Raising the profile of HTBA's ESG strategy in external media

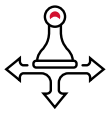




04. Governance and transparency

Transformation

To ensure the company can continue to grow and meet new challenges in an efficient, flexible, and inspiring way while increasing our competitive advantage, we have put together a corporate Growth Transformation strategy and action plan anchored in several key areas of action:



- **Customer focus:** Ensuring a premium quality customer experience anchored in service, control, and added value, coupled with thorough understanding of our customer and market relationship model



- **Process optimization:** Striving for excellence in operations and processes, while also pursuing profitability, agility, and flexibility as sources of competitive advantage over other companies.



- **Technological support:** Empowering the transformation with the necessary technological tools tailored to our needs.



- **New product innovation:** Encouraging constant innovation, both internally and externally, to inspire and expedite transformation processes.



- **Data-driven decisions:** Developing and generating high-quality data and turning it into insights that support decision-making as a *data-driven company.*



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



- **Alignment:** Ensuring alignment between action plans and strategy, and motivating people to achieve our shared success.

Data & Transformation: Towards a data-driven organization

At HTBA, we firmly believe that data are a key strategic asset for powering strong growth, improving decision-making, and creating value for our customers.

Over recent years, we have made steady progress in **buildinga data-driven organization** by embedding data in our processes, enhancing our analytical capabilities, and evolving toward a model in which information is turned into actionable knowledge.

This approach comes in response to an increasingly challenging business environment where data quality, agile decision-making, and operational efficiency are standout factors for competing and growing.

A structured path to data maturity

Our Data & Technology transformation has a straightforward roadmap.

- **Laying the foundations:** Setting up the data team and putting the initial processes and tools in place.
- **Capacity building:** Deployment of Business Intelligence solutions and initial use cases in key areas.
- **Expansion and uptake:** Extending the use of data to more areas of the organization, accompanied by cultural change initiatives.
- **Turning point:** Assessing data maturity and specifying a more scalable model, with the first use cases in artificial intelligence.
- **Scalability and the future:** The transition toward an integrated data platform and a knowledge-driven organization.



From data to business impact

Today, the use of data at HTBA translates into tangible improvements across a number of areas:

- **Better decision-making:** We have tools for visualizing key business indicators, enabling more informed and flexible management.
- **Process optimization:** Data analysis allows us to identify inefficiencies, anticipate deviations, and improve operational performance.
- **Sales growth:** Integrating data into the sales model makes it easier to identify opportunities and enhance customer relationships.
- **Fewer manual tasks:** Automating and digitalizing processes helps increase efficiency and productivity.

A model based on people, technology, and governance

Data-driven transformation is also underpinned by three key pillars:

- **People and culture:** We foster a culture of data, promote their use in our day-to-day operations, and enhance our teams' analytical skills.
- **Technology and architecture:** We are evolving toward an integrated data ecosystem featuring connected systems that enable more efficient and scalable management.
- **Data governance:** We are working to define standards, roles, and responsibilities that ensure the quality, consistency, and reliability of information.

Our goal is to continue moving toward a model in which data not only inform but also drive action. We are laying the groundwork to integrate artificial intelligence capabilities that will enable us to improve productivity, anticipate trends, and enhance our value proposition.

This approach will allow us to evolve into a knowledge-based organization that is more flexible, more efficient, and better prepared to meet our customers' needs and address the challenges of our business environment.

Fostering a data-driven culture

Fostering a data-driven culture among staff is crucial to unlocking more informed decision-making and generating greater impact within the organization. One of the initiatives we undertook was hosting the online **"HTBA Talk: Storytelling + dataviz: From Data to Impact"** event, led by communications and data visualization specialists.

The talk tapped hands-on examples and a participatory approach to share tools for improving how information is communicated, connecting with different audiences, and encouraging attendees to transition from being mere consumers of data to active creators of value.

Kaizen: Operational transformation based on continuous improvement

In 2025, we have successfully implemented Kaizen—a methodology for continuous improvement within the Lean Manufacturing framework—as the cornerstone of our operational transformation. This implementation has enabled us to move toward a more efficient, structured, and continuous-improvement-oriented model. This approach has not only allowed us to streamline processes and reduce waste but has also driven a sweeping change in the way the organization works.

Over the course of the year, this methodology has been rolled out across the entire plant by combining operational improvement initiatives, internal reorganization, and the development of new work dynamics. As a result, a **change management initiative has been carried out involving over 160 people** which helped turn our operational culture into a model anchored in data, metrics, and continuous improvement.

One of the most significant milestones has been the **28% increase in productivity at the diosmin plant,** which demonstrates the tangible impact of the measures taken.

KEY RESULTS OF THE KAIZEN MODEL

176
improvement actions implemented

35
actions in progress

48
actions with a direct economic impact



Organizational transformation and people development

The implementation of Kaizen has been coupled with organizational restructuring across the plant's departments, which has clarified roles and responsibilities, improved coordination among teams, and led to more agile and efficient organizational structures. This new model has ushered in greater team autonomy and a focus on higher value-added tasks.

Process optimization and operational efficiency

As part of the project, numerous initiatives have been undertaken to streamline processes and improve competitiveness:

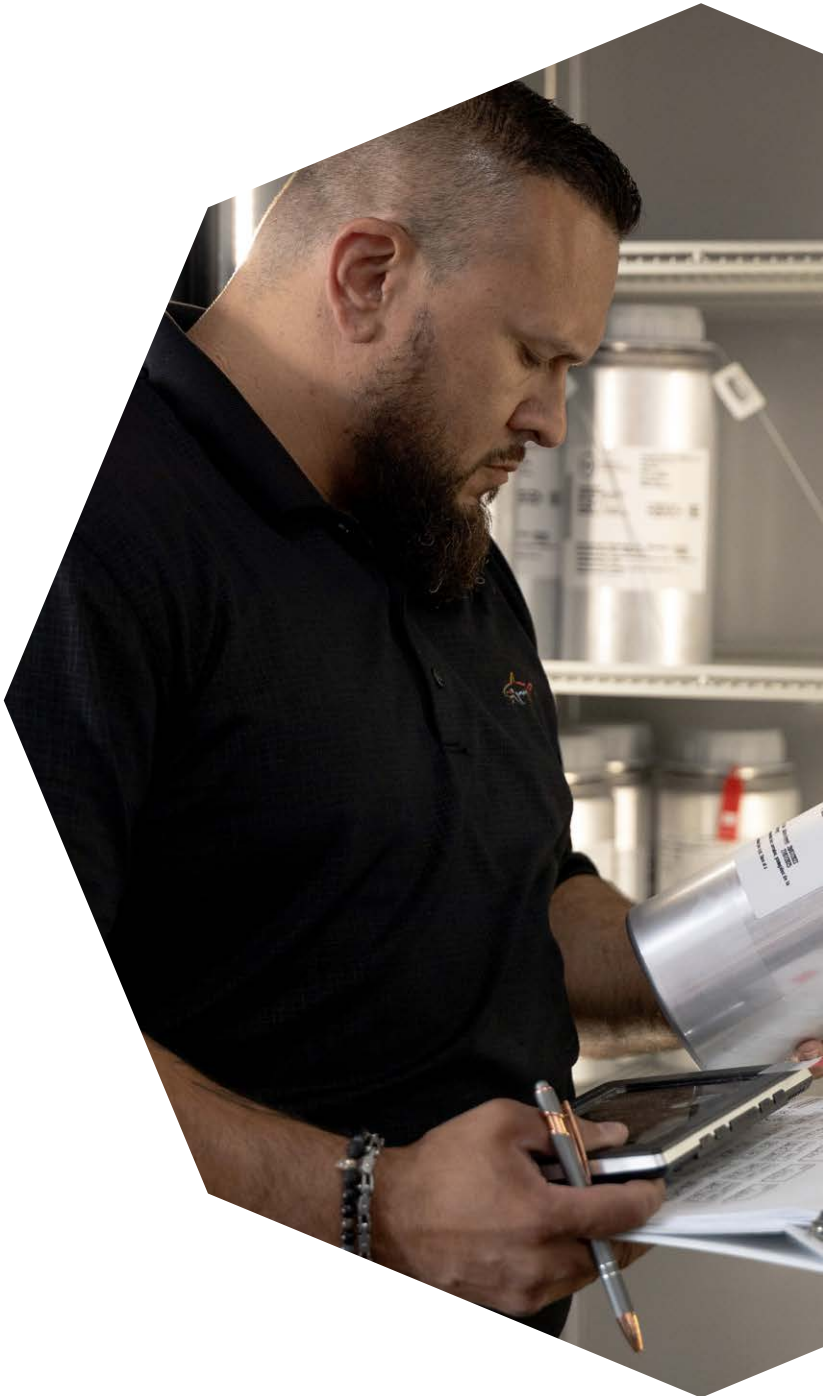
- Reducing production process steps, resulting in shorter setup times.
- Implementing quality agreements arranged with suppliers based on statistical analysis, which allow results to be validated without needing to repeat in-house analyses.
- Improved management of consumables and streamlined resource use.

Better planning and customer service

The planning model has been enhanced with new monitoring processes and tools, which has led to an improvement in the OTIF (On Time In Full) metric that measures the level of customer delivery compliance. Following the implementation of a more robust measurement system and regular planning meetings, the indicator has risen from 72% in July to 85% in December, reflecting a significant improvement in service quality.

Implementation of continuous improvement tools

Kaizen's rollout has been supported by continuous improvement tools such as the 5S and 3C (case, cause, and countermeasure) methodologies, which have helped improve workspace organization and efficiency while also enhancing structured problem-solving in areas such as production, maintenance, safety, and the environment. This approach is backed by visual management techniques, monitoring key performance indicators, and structured meetings, which make it possible to identify deviations, prioritize actions, and escalate decisions quickly. All of this contributes to a more systematic management approach geared toward continuous improvement.



Corporate governance model

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

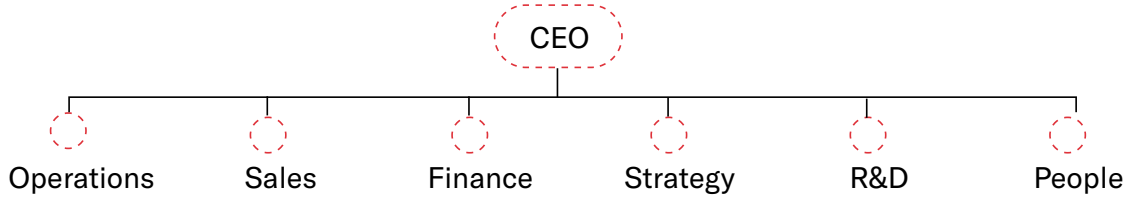
Since late 2024, **the company has been part of the portfolio of Miura Partners**, a private equity firm specializing in driving the growth of enterprises. This inclusion signals a new chapter in HTBA's evolution and enhances its corporate governance model through greater professionalization of its decision-making bodies, a long-term strategic vision, and the development of new capabilities to pursue opportunities for strong, long-term growth.

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 on a quarterly basis to assess the organization's overall performance, and provides a forum for strategic decision-making.

As an in-house executive committee, C-Suite is responsible for monitoring and making decisions on operational issues on a recurring monthly basis.

We have various committees and governance bodies that help improve monitoring of our strategic priorities, foster employee engagement, and ensure responsible, ethical, and transparent management.

C-SUITE



C-SUITE MEMBERS

7

7 members

5 MEN + 2 WOMEN



MEETINGS

12

meetings held by the participation and dialog committees in 2025

Some of these bodies are engaged in developing and monitoring the company's projects and strategic initiatives. Their role is to oversee the progress of these projects and initiatives, coordinate key lines of action, and support decision-making to ensure they are successfully implemented:

- **NPDC (New Product Development Committee)**
- **ESG SteerCo**
- **SLoAs SteerCo (Strategic Lines of Action Monitoring Committee)**

We also have representative and participatory bodies that foster constant and structured communication on issues relevant to our employees and the organization:

- **Works Council**
- **Occupational Safety, Health, and Environment Committee**
- **Equality Committee**

These bodies make it possible to channel dialog and employee participation on issues concerning them and contribute to a culture based on listening, respect, and shared responsibility.

Our model is rounded off by bodies and mechanisms designed to nurture an ethical culture and ensure safe and respectful work environments:

- **Ethics Committee**
- **Investigation Committees for workplace harassment and harassment based on gender or sexual orientation**

These mechanisms help prevent, analyze, and manage conduct that may run counter to our principles and internal policies, while also enhancing the integrity of the organization and protecting its people.

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, risk management and mitigation actions were defined and have been included in the company's Strategic Plan to ensure their implementation and continuous monitoring.



Business ethics

At HTBA, ethics and regulatory compliance are the cornerstones of how we operate. We foster a culture anchored in integrity, transparency, and accountability, and make sure that all our activities are conducted in accordance with the highest ethical standards.

To this end, we have a robust compliance framework which includes policies, procedures, and control mechanisms designed to prevent risks and ensure compliance with applicable regulations.

In 2025, we have strengthened our compliance model by reviewing the **criminal risk map,** a process that involved analyzing the organization's activities and the measures already in place coupled with proposing new improvement actions.

TRAINING

95 %

of staff have received compliance and ethics training

We do this on a regular basis, which allows us to keep our system in step with changes in the environment and ensure proactive risk management. In line with this approach, we regularly update our key reference documents, such as our Anti-Corruption Policy and other critical compliance procedures.

We have also updated the mandatory training on regulatory compliance and data protection, which further raises awareness among the entire team As part of this process, everyone in the organization has reaffirmed their commitment to ethical principles and corporate policies.

In line with our commitment to transparency, **we have set up a whistleblower channel** that allows people to report any potential violations or misconduct confidentially and securely. This channel, which is fully compliant with the requirements of Act 2/2023, ensures the protection of whistleblowers and fosters an organizational culture founded on trust and accountability.

In 2025, we have not received any reports through the whistleblower channel.

Human Rights and Labor Practices Policy

In 2025, HTBA has drawn up its **Human Rights and Labor Practices Policy**, a framework that sets forth the principles and standards governing the organization's actions in terms of respect for people. This policy establishes our commitment to ensuring fair, safe, and dignified working conditions along with promoting inclusive, equitable, and discrimination-free environments.

The importance of data protection in an increasingly digital and challenging environment

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.

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 our **Data Privacy Policy and ICT Tool Usage Guidelines**, which are mandatory for the entire HTBA team, along with regular training for all staff.

Responsibility across the value chain

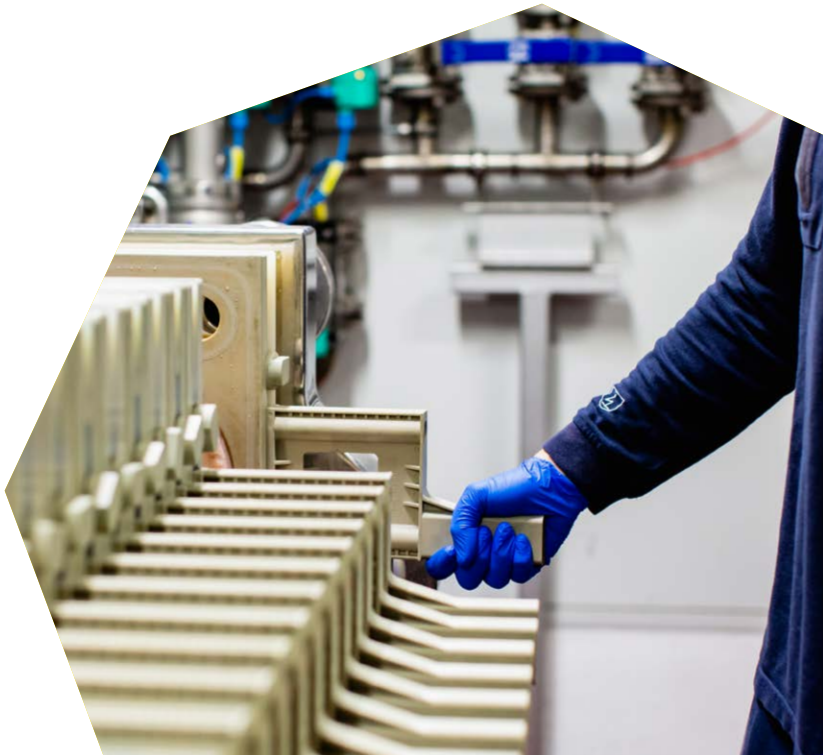
At HTBA, we are mindful that strong business relationships are built on responsibility and integrity. So we have procedures in place that enhance this commitment and include specific requirements related to our Code of Ethics, Anti-Corruption Policy, data protection regulations, and other crucial issues.

We also have a thorough selection and certification process for suppliers and manufacturers, designed to ensure that all parties involved in producing, storing, distributing, and monitoring our products operate in accordance with the highest quality, safety, and reliability standards.

In 2025, we have taken a significant step forward by drawing up a **Supplier Code of Ethics**, which sets forth the principles and standards we expect from our suppliers in key areas including human rights, working conditions, the environment, and responsible business practices.

We have also begun to put in place the governance structure needed to integrate ESG criteria into our supplier onboarding and evaluation processes. This approach includes the gradual rollout of tools such as specific questionnaires, which enable us to assess our suppliers' environmental, social, and governance performance.

We extend our ethical principles across our entire value chain through our Supplier Code of Ethics.



Economic performance

After several years of sustained growth, in 2025, a number of factors including political instability in the Middle East, coupled with measures adopted by the United States in the area of trade and tariff policy, among others, have contributed to a general climate of uncertainty. Although these factors have not directly affected the Group's operations, they have altered some macroeconomic indicators that have had an indirect impact on our business, particularly due to changes in the euro-dollar exchange rate since the U.S. dollar's average depreciation of 11.5% has hit the value of our exports.

HTBA's growth thus slowed in 2025, not only due to the aforementioned adverse impact of exchange rates, but also because of an internal business restructuring process designed to equip us with more competitive structures for the coming years. Sales have come to €77.3 million, representing growth of just 1% compared to 2024.

Notwithstanding the above, in 2025 HTBA has continued to enhance its organizational structure, invest in upgrading the facilities at our Beniel plant, and maintain its commitment to R&D activities, all designed to ensure we can continue to provide our customers with a steady supply of our products to the highest quality standards and free of any disruption. This commitment is reflected in investment standing at €4.4 million.

NET SALES

€77.3 M

INVESTMENTS

€4.4 M



Sustainability-Linked Loan: Financing tied to our sustainability goals

Sustainability is an integral part of our business strategy and our financial commitments. We have a **Sustainability-Linked Loan** (SLL), a financing instrument tied to the achievement of sustainability goals that reflect our purpose and our ability to generate a positive impact.

This financing model includes **measurable and verifiable ESG indicators, with defined targets for the 2025-2028 period**, plus regular monitoring of these indicators which allows us to assess our progress in areas critical to the company.

In 2025, we have achieved the sustainability milestones set for the fiscal year under the Sustainability-Linked Loan, including performance targets and progress in developing ESG management tools.

The Sustainability-Linked Loan enhances the connection between sustainability and value creation, aligns our ESG commitments with the organization's growth, and underscores the importance these aspects hold for our stakeholders.

Our Sustainability-Linked Loan translates our ESG commitments into measurable and verifiable targets and builds sustainability into the company's strategy and performance. It is thus tangibly embedded into our business management and relationship with our investors.

KPI	TARGET	TARGET 2025	STATUS
Number of people treated with diosmin	Annual increase in the number of people treated with diosmin	+4%	✔ Achieved
Sugar replaced by NHDC (t)	Annual increase in sugar replaced by NHDC	+4%	✔ Achieved
CO_2e emission intensity (Scopes 1, 2, and 3) (tCO_2e/t)	Implementation of a Decarbonization Plan and annual reduction in CO2 emissions per unit of output (Scopes 1, 2, and 3)	Drawing up the Decarbonization Plan	✔ Achieved
Supplier assessment (%)	Establishment and implementation of a supplier assessment system, covering 80% of direct suppliers and 20% of indirect suppliers	Inclusion of the Supplier Code of Conduct in the supplier onboarding process and drawing up the ESG questionnaire for suppliers	✔ Achieved



05. Respecting the environment

Action on climate change

Climate change is one of the major global challenges and a key priority in our strategy. At HTBA, we are constantly working to lessen our environmental impact, improve energy efficiency, and shift toward a lower-carbon business model in line with our ambition of achieving climate neutrality by 2050.

We have a **Climate Change Policy** that is guided by the goals of the Paris Agreement and the European Green Deal. This policy sets forth the guiding principles for managing our emissions and building environmental criteria into our decision-making. This framework guides our current and future actions, which are aimed at steadily reducing our emissions and contributing to the energy transition.

In 2025, we have conducted an energy audit at our production center in accordance with statutory requirements and as part of our commitment to continuous improvement, which has enabled us to identify new opportunities to optimize our energy usage. Likewise, over the year we have been working on the development of our **Decarbonization Plan**, with the goal of defining specific measures to reduce our direct emissions, those associated with energy usage, and others generated across our value chain. This lays the groundwork for putting in place a comprehensive emissions reduction plan that will ultimately cover all of our operations and value chain.

As part of this process, in 2025 we have recalculated all carbon footprint categories for 2023 and 2024, which has made the data more accurate and traceable.

As for the measures already implemented, we are continuing to step up our **use of renewable energies**. Our Beniel plant has self-consumption facilities equipped with photovoltaic panels, and 100% of the electricity used by our production plant and Barcelona headquarters comes from certified renewable sources with a guarantee of origin.

This raft of initiatives reflects our step-by-step and structured approach to climate change based on analysis, continuous improvement, and setting long-term targets that enable us to move forward in cutting our emissions and improving our environmental performance.

We are making progress in mapping out our Decarbonization Plan and improving the tracking of our emissions.

USE OF RENEWABLE ENERGIES

306,109 kWh

of energy generated by the photovoltaic panels at the Beniel production plant



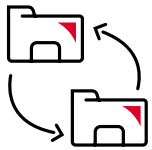
Follow-up on the Action Plan for the 2022–2026 Climate Change Policy



Reducing greenhouse gas emissions through a long-term mitigation target.	
Expanding the scope of the organization's carbon footprint calculation by including additional Scope 3 categories	✔ Completed
Calculating product carbon footprint	In progress
Setting a target for cutting GHG emissions	In progress
Drawing up an emissions offsetting plan	✔ Completed



Building climate change into long-term strategic planning, decision-making, and risk management.	
Analyzing climate-related risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD)	✔ Completed
Rolling out projects aimed at integrating HTBA's positioning, management, and response to climate change	In progress



Driving efficient resource use through efficiency and circularity.	
Analyzing the options for both the supply and on-site generation of renewable energies	✔ Completed
Implementing energy-efficiency measures at our facilities	✔ Completed
Starting up measures to foster sustainable mobility	In progress
Embedding circular economy principles into process management	✔ Completed
Using water resources responsibly in our main production processes	✔ Completed



Promoting transparency and stakeholder participation	
Partnering with our supply chain to agree on improvement commitments	In progress
Building climate change-related evaluation criteria into procurement	In progress
Designing an internal and external communication plan about the organization's commitment	✔ Completed

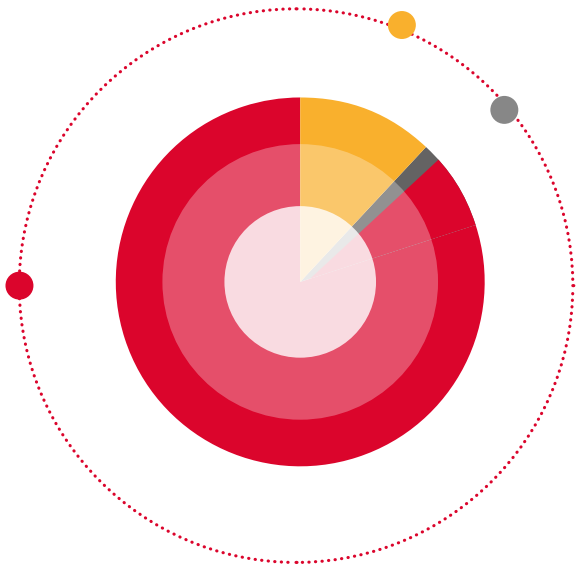
HTBA's carbon footprint in 2025

7%
Scope 1: 2,719.93 tCO_2e

Direct emissions from sources owned or controlled by the organization
- Stationary combustion
- In-house fleet
- Leaked emissions

<1%
Scope 2: 0.50 tCO_2e

Indirect emissions from the generation of purchased electricity consumed by the organization
- Electricity (market-based)



93%
Scope 3: 36,432.90 tCO_2e

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

Total:

39,153 tCO_2e

* Calculated in accordance with the GHG Protocol and ISO 14064:2018.



We support climate projects through carbon credits

One of our commitments is to make steady progress toward climate neutrality by combining emission reduction measures with premium quality offsetting solutions. On this journey, we view offsetting as a complementary tool that allows us to take action today while we continue to transform our operations toward a low-carbon model. We are committed to offsetting Scope 1 and Scope 2 greenhouse gas emissions, which correspond to our direct emissions and the indirect emissions associated with the energy we purchase.

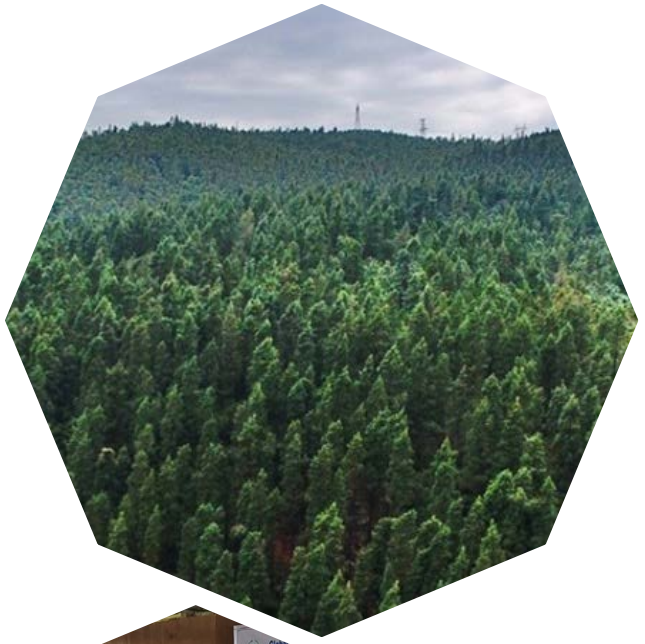
To offset Scope 1 and 2 emissions for 2025, we engage in projects that blend emissions avoidance and carbon removal initiatives, in line with best practices in the voluntary market and internationally recognized standards. This approach allows us to make an immediate impact while supporting nature-based solutions with long-term benefits.

Specifically, we contribute to the following projects:

Afforestation project in Qianbei (China). This is a carbon removal initiative based on the restoration of degraded land through tree planting across an area covering over 50,000 hectares. This project acts as a carbon sink, capturing CO_2 from the atmosphere and storing it in biomass and soil. It also promotes biodiversity recovery through the introduction of native species and generates a positive social impact by creating local jobs and fostering sustainable livelihoods.

Efficient stoves project (India). This is an emissions reduction initiative which hands out improved stoves to rural households. These technologies significantly lessen firewood consumption, which lowers CO_2 emissions and eases pressure on forest resources. They also help improve indoor air quality, people's health, and living conditions—especially for women—by reducing the time spent gathering fuel.

Overall, this approach enables us to offset our emissions in a rigorous manner that is consistent with our climate strategy. Furthermore, it generates both environmental and also social and economic benefits in the communities where the projects are carried out.





Circular economy and efficient resource use

Our production model includes measures geared towards the efficient management of natural resources and integration of circular economy principles. Mindful of the impact of our operations, we continuously implement measures designed to lessen our environmental footprint, optimize the use of raw materials, and encourage reuse and recycling. This approach allows us to make progress toward a more efficient, responsible model based on continuous improvement.

We are working to lessen our environmental impact through various areas of action:

Efficient and responsible water use

We are constantly striving to optimize water consumption in our production processes by improving operations, implementing technological solutions, and monitoring water usage. These initiatives have enabled us to cut the water usage required to produce a batch of our main product by 35% compared to 2020 levels, which supports more efficient and responsible management of this key resource.

Manufacturing without synthetic solvents

We have a patented process for extracting flavonoids that eliminates the need for synthetic solvents, making us the only manufacturer in the world to use this process. This production model helps mitigate the environmental impact associated with traditional chemical processes while ensuring the quality and safety of the end product.

Making best use of raw materials

Ever since it was founded, HTBA has been using citrus fruits that fail to ripen during cultivation to extract high value-added bioactive compounds. This strategy allows us to take advantage of raw materials that might otherwise not be used for these purposes and turns naturally occurring byproducts into functional ingredients for the pharmaceutical, food, and nutraceutical industries. This process has earned us Upcycled Certified® certification for several of our products, externally endorsing our commitment to the circular economy and responsible resource use.

UP CYCLED CERTIFIED

AENOR ZERO WASTE

Responsible waste management

We have a waste management hierarchy that prioritizes prevention, reuse, and recycling, with valorization as the preferred alternative to disposal. This approach enables us to minimize the amount of waste we send to landfill and shift toward a more circular model.

Containers and packaging meeting environmental criteria

We work closely with the procurement department to include environmental criteria in the selection of packaging and containers and to promote the use of recycled materials. This collaborative effort helps us integrate recycled materials into our packaging and logistics systems, while also optimizing resource use across the supply chain.

WASTE

95%

of the waste generated by the company was recovered

Zero Waste certification: A milestone in our waste management

In 2025, we have earned **Zero Waste certification from AENOR** for our production plant, recognition that reflects our commitment to responsible waste management.

This certification **confirms that we valorize at least 90% of the waste we generate** and that we ensure it is properly sorted, recycled, and tracked, which helps reduce the amount of waste sent to landfill.

This certification acknowledges our efforts to build circular economy principles into our daily operations and helps cement a model based on waste valorization and the continuous improvement of environmental management processes.



Replacing virgin materials with recycled ones

In 2025, we have furthered the transition to using recycled materials in our logistics systems following the change in pallet usage that began in late 2024:

- **56 metric tons of virgin plastic replaced by recycled plastic**
- **174 metric tons of virgin wood replaced with first-generation recycled wood**

This initiative has been rolled out without compromising the quality and safety standards of our products and fosters the use of recycled materials in our supply chain.

We drive the conversation about sustainability in the agri-food sector

We took part in the **“Key Factors for Sustainability in Murcia’s Agri-Food Sector” panel discussion** hosted by the CSR Chair at the University of Murcia. The event provided an opportunity to exchange ideas on the role of sustainability as a driver of innovation and long-term value creation.

We shared our vision and experience in areas such as responsible sourcing, green chemistry, and the circular economy, and reiterated our commitment to a production model that generates a positive impact on both the environment and society.







06. Caring for people

Our team: The driving force behind our growth

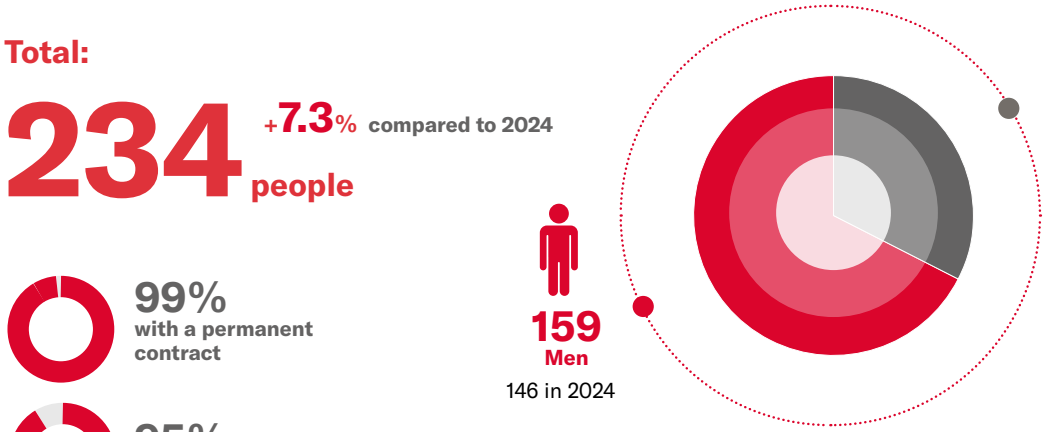
Our growth and development are directly tied to the talent, commitment, and skills of our team. Hence we strive to attract and retain qualified professionals, foster their development, and furnish a safe, inclusive, and equitable work environment.

The investments we have made in recent years have helped to create stable jobs and recruit specialized professionals who enhance our capabilities.

HTBA staff in 2025

Total:

234 people +7.3% compared to 2024



159 Men
146 in 2024

75 Women
72 in 2024

99% with a permanent contract

95% with a full-time contract

10.88 average number of years at the company

18 nationalities

By age

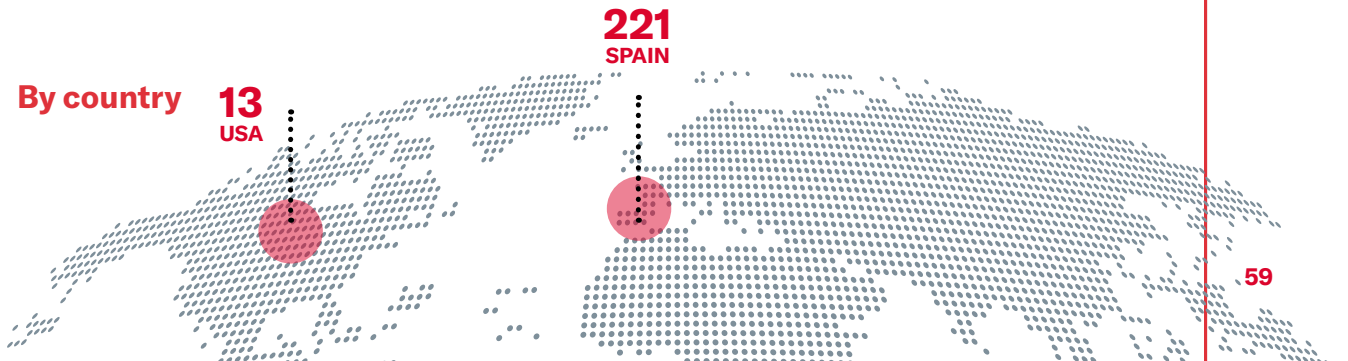


22 <30 YEARS OLD

137 30-50 YEARS OLD

75 >50 YEARS OLD

By country



We listen, share, and move forward together

At HTBA, we believe that a strong organization is built on listening. So we foster an open, honest, and ongoing dialog with the people who are part of HTBA anchored in approachability, transparency, and active participation. This approach allows us to better understand our teams, build trust, and continue to grow as a company.

In 2025, we have launched various initiatives to keep this conversation going:

Active listening through the workplace climate survey

Every year, we measure how people at HTBA feel and gather their feedback to continue improving. In 2025, we achieved an 89% participation rate, reflecting the high level of engagement among our teams and their trust in this channel.

This feedback enables us to identify strengths and areas for improvement and implement specific actions that will help make HTBA a better place to work.

The aspects people at HTBA pick out the most are:

- They are happy to work at HTBA
- They are familiar with the strategic plan and the associated challenges
- They have a clear understanding of the role they play

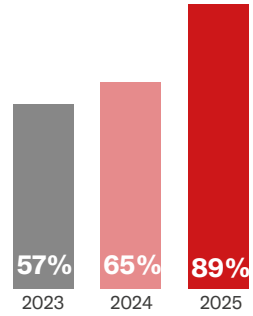
WORKPLACE CLIMATE SURVEY

Average survey score

3.72
out of 5

Change in participation

89 %
2025





Information accessible to the entire organization: employee meetings

To get information out to the entire organization, especially our production teams, we have made Employee Meetings a regular feature at our Beniel center.

These sessions are tailored to the industrial setting and held at different times to cover all shifts—morning, afternoon, and night—and thus ensure equal access to information.

Two events were held in 2025, with strong participation by plant teams and direct input from management. They shared information on business performance, strategic priorities, and the impact of our daily work, which improved the connection between teams and the company.



Coffee with the CEO

In 2025, we have kicked off “Coffee with the CEO,” a new venue for direct conversation where more than 35 people have been able to share ideas, concerns, and suggestions with the company’s CEO in a relaxed and informal setting.

This initiative makes leaders more accessible, provides first-hand access to strategic information, and, most importantly, creates a trusting environment where people can listen and be heard.

HTBA TALKS 2025

HTBA Talks are another opportunity for communication that allows us to share information openly.

- How to hold effective meetings
- Trade shows at a glance
- Nature and business: Our footprint matters
- Keep driving your development: Our approach, tools, and what's new at HTBA Learning
- Neuroproductivity: How to train our brains to improve our performance
- Cybersecurity: Protecting our business day by day
- Storytelling + dataviz: From data to impact

HTBA takes part in Magic Line

In keeping with our efforts to promote healthy lifestyles, we support initiatives that **encourage physical activity, well-being, and team cohesion.**

These include our involvement in the Magic Line charity walk organized by Sant Joan de Déu Hospital, which supports vulnerable people. Employees and their families joined this event held in Barcelona, which enhanced both our social commitment and our sense of belonging.



Healthy environments, safe teams

At HTBA, people are at the core of our corporate culture and a crucial factor in the organization's success. We firmly believe that a healthy, safe, and inclusive work environment enables our professionals to achieve their full potential, power innovation, enhance interpersonal relationships, and have a positive impact on both the company and society.

Occupational safety and health are a strategic priority for HTBA. **We promote a "zero-accident" culture** based on prevention, shared responsibility, and continuous improvement. The regulatory requirements associated with our activities mean we take a holistic and proactive approach to managing occupational risks.

We have an **ISO 45001-certified Occupational Safety and Health Management System** that covers our centers in Beniel and Barcelona. This system enables us to guarantee safe and healthy work environments, ensure compliance with applicable legislation, and optimize risk management by embedding safety across all levels of the organization.

The Occupational Safety, Health, and Environment Committee plays a key role in this area, providing consultation, participation, and oversight. The committee promotes continuous improvement of our OSH system together with awareness initiatives that enhance HTBA's culture of safety and well-being.

We are continuing to enhance our emergency response capabilities to ensure safer work environments.



Over the course of the year, we have significantly improved the way we **handle emergencies** in a preventive approach geared towards continuous improvement. We have made progress in drawing up and updating relevant documentation—including the emergency plan—to ensure a more flexible and effective response to potential hazards. Likewise, we have stepped up team training to equip operators with the skills needed to manage emergencies and use response systems, including fire suppression systems. These measures are backed up by drills and verification processes that allow us to evaluate our response capabilities and continue to improve our protocols, particularly in environments exposed to chemicals.

As part of our commitment to psychosocial health, we regularly conduct **psychosocial risk assessments**, which in 2025 have been a key tool for analyzing the work environment and tracking changes in the factors that influence the well-being of our teams. This systematic process means we can identify trends, anticipate potential risks, and tailor our actions to people's actual needs. Actively listening to our employees is essential to driving continuous improvement; therefore, the results of these evaluations are translated into specific action plans aimed at preventing, reducing, or eliminating the identified risks, thereby helping to build a healthier and more balanced work environment.

Due to our ongoing efforts to tighten preventive measures and engage the entire organization in our safety culture, in 2025 we have logged only one minor workplace accident at the plant with one day off work. This result translates into exceptionally low frequency and severity rates, demonstrating the effectiveness of our management system and our collective commitment to protecting safety and health in the workplace.

FREQUENCY RATE*

3.23

SEVERITY RATE**

0.016

MINOR WORKPLACE ACCIDENT

1

HOURS OF OCCUPATIONAL SAFETY AND HEALTH TRAINING PROVIDED

1,545

* Rate for HealthTech Bio Actives S.L.U. HealthTech HTBA Holding S.L. has had a rate of 0 in 2025.
Calculation of the frequency rate:
FR = (no. of occupational accidents with time off work × 1,000,000) / no. of hours worked
** Rate for HealthTech Bio Actives S.L.U. HealthTech HTBA Holding S.L. has had a rate of 0 in 2025.
Calculation of the severity rate:
SR = (no. of days off due to accidents × 1,000) / no. of hours worked

Talent and leadership as levers for transformation

Talent and leadership development is a key lever for driving people's professional growth, enhancing our culture, and supporting HTBA's transformation. To this end, we have **Leaders Lab**, our framework for leadership and talent development which encompasses various initiatives designed to bolster our teams' capabilities, foster their growth, and cement a shared culture. Over the course of the year, we have run several initiatives within this framework:

- At the meeting to unveil the Strategic Plan, we worked with leaders to convey to them the importance of their role in **building committed and motivated teams** to achieve the company's goals. We provided tools and resources to help our leaders enhance team cohesion, support employee development, and engage in responsible leadership aligned with the company's values and behaviors.

- **ELEVATE**, our Development Center for leaders, held another session in June. Through hands-on activities and observation-based exercises, it helps participants develop key leadership behaviors and foster a genuine feedback culture. It also guides each participant in mapping out a personal development plan aligned with their strengths and areas for improvement.





- **Vitamina Project**, launched in 2025, introduces a new performance assessment process to foster and manage internal talent and support the career development of our production plant teams. The project creates opportunities for growth and development that match the expectations set for each position and role, always in line with HTBA's values and behaviors.

- **Commercial Meeting** is our annual gathering to align our sales strategy, share goals and results, and enhance coordination among the teams involved. In 2025, the gathering also included a team-building activity designed to foster team integration, provide hands-on experience with HTBA's values and behaviors, and reinforce the key concepts covered during the event.

TRAINING HOURS

6,471
hours

TRAINING PER PERSON

28
hours



People first: Diversity, equity, and inclusion

At HTBA, we view diversity, equity, and inclusion (DEI) as cornerstones for the organization's development and the well-being of our people. We are committed to **building a work environment where everyone can be their authentic self, feel valued, and realize their potential with equal opportunities.** The diversity of perspectives, experiences, and abilities enriches decision-making, drives innovation, and enhances our corporate culture.

The organization runs initiatives that encourage discussion and dialog on the challenges that still persist in the workplace.

To mark International Women's Day, an in-house meeting was held where various professionals shared their experiences, identified barriers, and proposed actions to move toward a more inclusive work environment. The session addressed key issues such as overcoming hurdles in accessing leadership positions, the real impact of flexibility on work-life balance, identifying and managing imposter syndrome, and the importance of support networks and mentoring in fostering professional development.

A **training event on unconscious bias was also held for leaders**, delivered by an external consultant who is an expert in diversity, equality, and inclusion. The workshop was designed as a discussion forum to identify and mitigate biases in decision-making related to the teams they lead.

The Human Resources team also attended a training session on the **role of People in DEI as agents of change**, which explored the strategic impact of leading with inclusion and the key factors for driving DEI across the organization.

These types of initiatives bolster the organization's commitment to building a diverse, equitable, and inclusive work environment where everyone can reach their full potential with equal opportunities.

First Guide to Inclusive Language

At HTBA, we believe in the power of words to build a more equitable and inclusive society. That is why we have drawn up a **Guide to Inclusive Language that encourages us to think about how we communicate** and how little things can help us to create a more respectful, equitable, and inclusive work environment.

We foster venues for in-house conversations to identify real barriers and make progress toward a more inclusive environment.

Celebrating cultural diversity

HTBA supports **recognizing and celebrating the cultural diversity within its team.** Throughout the year, we mark various holidays representative of the regions where the company operates, such as Thanksgiving in the United States, Sant Jordi in Catalonia, and the Bando de la Huerta in Murcia These initiatives help enhance a sense of belonging, foster intercultural respect, and showcase the value of a diverse and global organization.

Involved in the community

Promoting industrial and technological development in the Region of Murcia

In 2025, **we hosted the presentation of the Region of Murcia Industrial Plan at our facilities**, thus reaffirming our commitment to the region's economic and technological development. This event brought together institutional representatives, businesses, and key players in the industrial ecosystem to share the strategic priorities that will shape the sector's future in the region.

This initiative helps us create opportunities for public-private partnership that foster innovation, competitiveness, and attracting industrial investment. We also enhance our role as an active player in the region, committed to building a more robust industrial base that is better prepared for future challenges.



Commitment to the educational community

The organization is firmly committed to the educational community and developing young talent, and it supports initiatives that make sustainability and industry more accessible to younger generations.

The **mODStegg educational project**, which it has supported since 2022, raises awareness of the Sustainable Development Goals (SDGs) among elementary school students. The 2025 edition addressed ideas for building sustainable and resilient cities.

Likewise, we foster**connections with the academic community** by hosting tours of our production plant, which offer vocational training students and Pharmacy majors the chance to gain firsthand insight into industrial processes and settings.

In 2025, **HTBA has donated a gas chromatography system to the Polytechnic University of Cartagena (UPCT)** for use in teaching labs and academic research. This initiative will enable engineering and environmental science students to work with cutting-edge technology used in professional settings. The equipment makes it easier to analyze volatile compounds, with applications in analyzing food aromas, detecting airborne contaminants, and identifying compounds in biological samples. This partnership helps bring industrial innovation into the academic setting and drives technical training and talent development.



VISITS

71
students have visited the Beniel production center in 2025

INTERNSHIPS

20
interns in 2025

HIRING

45%
of the interns were hired in 2025

We celebrate the Day of Women and Girls in Science

To mark the International Day of Women and Girls in Science, we attended the **2nd Meeting of Women Scientists** hosted by the Beniel Town Council, an event aimed at making science more accessible to younger generations and raising the profile of female talent in this field.

At the meeting, we shared experiences, challenges, and lessons learned related to career development in science with high school students and conveyed a strong message about the importance of increasing the presence of women in STEM disciplines.

Our participation underscores our commitment to diversity, equal opportunity, and encouraging careers in science, while also helping to create role models and nurture the talent of the future.



Partnership with our region

- We sponsored the Zeneta charity race, with proceeds going to a foundation that supports people with ALS, furthering our commitment to the community and causes with a social impact.

- We have partnered with the Beniel Town Council to host the 3rd National Speed Painting Contest, an initiative that turns the town into one big outdoor art studio. Our input, involving donation of one of the prizes, encourages creative talent, increases access to culture, and supports activities that make social life more vibrant and showcase local heritage.

07.
Forward-looking



Driving innovation

At HTBA, innovation applied to production processes is a key lever for moving toward a more efficient model geared toward responsible use of resources. This approach does not start from scratch; rather, it has been an integral part of our business model for years and takes shape in initiatives geared toward circularity, green chemistry, and making our operations more efficient.

We have well-established processes and technologies that embody this commitment:

- **Patented diosmin manufacturing** through aqueous processes that do not require solvents and reduce the environmental impact associated with its production.
- **Harnessing agricultural byproducts** by using unripe citrus fruits as raw material to get flavonoids, enabling more efficient use of plant resources and the inclusion of circular economy approaches.
- **Production of active forms of vitamin B12** through patented green chemistry-based processes that use alternative reagents and reduce waste generation.
- **Continuous promotion of water-based processes** as an alternative to traditional solvents, thereby cutting down on the use of certain chemicals in our production processes.
- **High revalorization of waste** for its reuse and recycling in our processes in line with circular economy principles.

We hold 16 patent families that protect our products and processes.

Furthermore, in 2025 we have also continued to work on optimizing our operations through improvements aimed at simplifying processes, making more efficient use of resources, and lessening their associated environmental impact.

We have stepped up production efficiency and optimized our production capacity for active forms of vitamin B12, which has allowed us to use resources more efficiently and cut down on energy usage.

We are also continuing to make progress in developing standout processes and technologies, both through strategic biotechnology partnerships and by developing and optimizing new processes. These initiatives enable us to continue evolving toward solutions that are more efficient and aligned with our goals.



We unlock in-house innovation: Paco Borrego competition

In 2025, we held the second **Paco Borrego Innovation Program**, an initiative that encourages the entire team to play an active role in generating ideas and solutions for the organization's strategic challenges. It embodies the spirit of our former colleague Paco Borrego and his disruptive and innovative vision. As he used to say: "If you don't know where you're going, you'll end up somewhere else."

This competition, open to everyone in the company, promotes teamwork, creativity, and innovation applied to the business, and evaluates proposals based on criteria such as feasibility, impact, degree of disruption, and collaboration.

This year's event featured **seven multidisciplinary teams** that addressed three strategic challenges in the following areas:

- Maximizing our current portfolio through new applications, products, or technological processes.
- Improving production processes via green chemistry solutions.
- Supporting sales and growing customer relationships.

Three winning teams were selected—one for each challenge. The chosen projects offer solutions with a real impact in areas including sustainability, operational efficiency, and developing new business opportunities. The organization is also fully committed to driving their implementation, following through on the proposals, and putting them into practice.

In particular this year, input from our employees at the Beniel plant has led to tangible improvements in our production processes, spearheaded by the Innovation team. This demonstrates how the Paco Borrego Innovation competition provides an opportunity to foster cross-functional discussion that enables HTBA to innovate and make a positive impact.

Programa de Innovación Paco Borrego

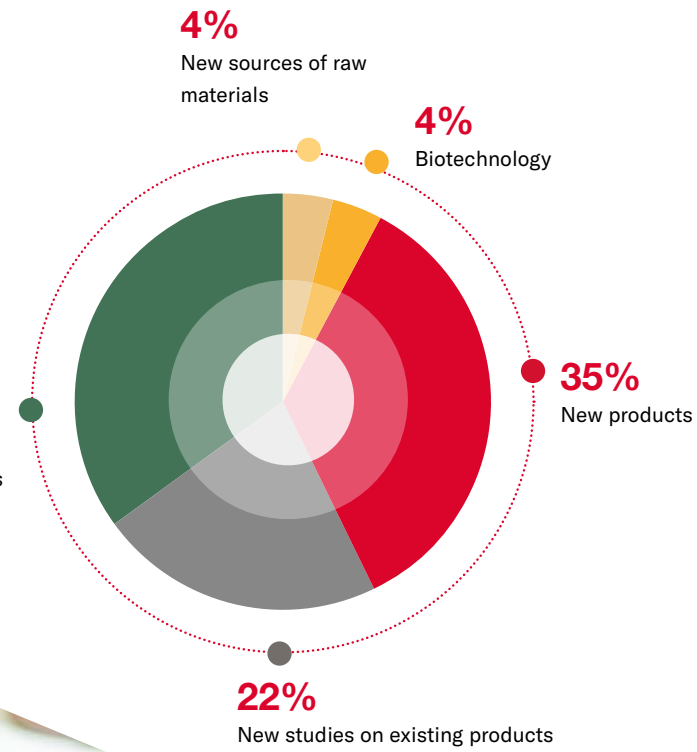


The New Product Development Committee

The **New Product Development Committee (NPDC) is tasked with fast-tracking innovation within the company** by identifying unmet market opportunities and developing 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 hone our products, with a special focus on optimizing their solubility and dissolution.

INNOVATION PROJECTS DEVELOPED IN 2025

23





Alliances that create shared value

At HTBA, we view alliances as a strategic lever to help us achieve our goals and make a positive impact. Cooperating with other institutions allows us to exchange knowledge, drive innovation, and continue to evolve as an organization. We firmly believe that working together multiplies our results and helps us tackle future challenges through shared knowledge and collaboration. We accordingly partner with these organizations:

Universities

- Universidad Politécnica de Cartagena
- Universidad de Murcia
- UCAM Universidad Católica de Murcia
- Loughborough University
- IQS Universitat Ramon Llull
- UAB Universitat Autònoma de Barcelona
- Universidad de Navarra

Technology centers and other entities specialized in RDI

- ainia centro tecnológico
- AquaBioTech Group
- eurecat Centre Tecnològic de Catalunya
- Vedic Lifesciences Clinical Research
- ProDigest Gastrointestinal Expertise
- CENAIM-ESPOL
- CEBAS Centro de Edafología y Biología Aplicada del Segura
- CSIC Consejo Superior de Investigaciones Científicas
- Gobierno de España, Ministerio de Ciencia, Innovación y Universidades – CDTI Innovación
- Centro Tecnológico Nacional de la Conserva y Alimentación

Other leading organizations in the sector

- European Pharmacopoeia
- edqm
- usp

Associations

- FEFANA
- FFAC Factory Farming Awareness Coalition
- AGRAGEX
- aefaa asociación española de fragancias y aromas alimentarios
- Asociación de Bebidas Refrescantes Anfabra
- FEMA Flavor & Extract Manufacturers Association
- Cluster acuiplus
- International Sweeteners Association
- IOFI
- NASC Quality Seal National Animal Supplement Council

Partnerships that make a difference

We conduct intervention studies and collaborative projects with research centers, universities, and specialized companies. These partnerships enable us to continue innovating and developing solutions to address new challenges in the market and society:

- **Study on vitamin B12 supplementation** (MecobalActive vs. cyanocobalamin) in a vegetarian population, in partnership with Eurecat (Reus).
- **Study of Cardiose in healthy aging**, in partnership with Loughborough University (United Kingdom).
- **Study of citrus flavonoids** for gastrointestinal discomfort, in partnership with Vedic Lifesciences (India), completed in 2025.
- **Study on MecobalActive** and its effects on physical and mental performance, in partnership with the Catholic University of Murcia, completed in 2025.
- **Study to evaluate the effects of MecobalActive, Cardiose, and their combination** on physical and mental performance, in partnership with the Catholic University of Murcia.
- **Study of the use of process water from diosmin production** to obtain a byproduct.
- **ALIMENS Project**, in partnership with Spanish companies, to develop foods with properties that help prevent neurodegenerative diseases.
- **BIOCOSMEFOOD Project**, dedicated to revalorizing food byproducts for use as new ingredients in the food, cosmetics, and detergent industries, with the goal of replacing poorly biodegradable synthetic ingredients with naturally derived ones.



Growing together with our customers

Quality and excellence: Strong and firmly established foundations

Quality is the cornerstone of everything we do. We have a robust and firmly established management system backed by international certifications, including ISO 9001 which we have held uninterruptedly since 1998 through annual audits and regular recertification processes.

This long-standing commitment reflects an organizational culture geared towards excellence in which continuous improvement is part of our daily routine.

The thoroughness of our system is also evidenced by our extensive auditing activities, which ensure the reliability of our processes and enhance the trust of our customers and partners.

This full-spectrum approach enables us to ensure compliance with the highest standards across the entire value chain, while also identifying opportunities for improvement and anticipating potential risks.

AUDITS

5

of key suppliers in 2025

28

audits undergone in 2025, including customer assessments, certification audits, and internal audits

EcoVadis Gold for three years in a row

In 2025, we retained our **EcoVadis Gold medal** for the third consecutive year, cementing our position in sustainability and corporate responsibility.

We also improved our scores in all evaluated categories, which reflects our continuous progress in environmental, social, and governance practices.

This progress means that **HTBA ranks among the top 5% of companies** assessed by EcoVadis—one of the leading international rating agencies for corporate sustainability—over the past 12 months.

Customer Success and customer experience: Consolidated transformation

At HTBA, our relationship with our customers is a crucial part of our strategy. In addition to delivering premium quality products, we also strive to build strong relationships grounded in trust, transparency, and continuous improvement. This approach allows us to evolve alongside our customers, anticipate their needs, and support them in an increasingly challenging and ever-changing environment.

In 2025, we have consolidated our transformation toward a **Customer Success** model designed to offer more integrated, efficient, and customer-centric service.

This change has enabled us to:

- Simplify our relationship with our customers through a single point of contact
- Improve internal coordination and step up support for our sales team
- Create a more streamlined and consistent customer experience

The department has additionally continued to evolve to keep pace with the company's growth. As part of this process, it has added new key activities that allow us to better anticipate market needs and optimize planning.

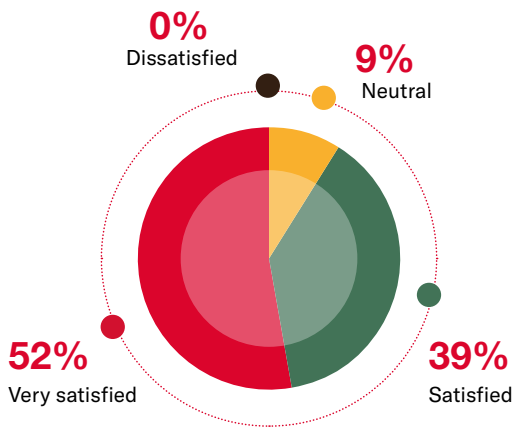
This model not only improves operational efficiency but also enhances our ability to create value in every customer interaction.

We make the customer the center of everything we do by bringing together processes, people, and knowledge to deliver a truly distinctive experience.

Global customer satisfaction survey

In 2025, we have rolled out a new edition of our **customer satisfaction survey,** featuring greater scope and depth.

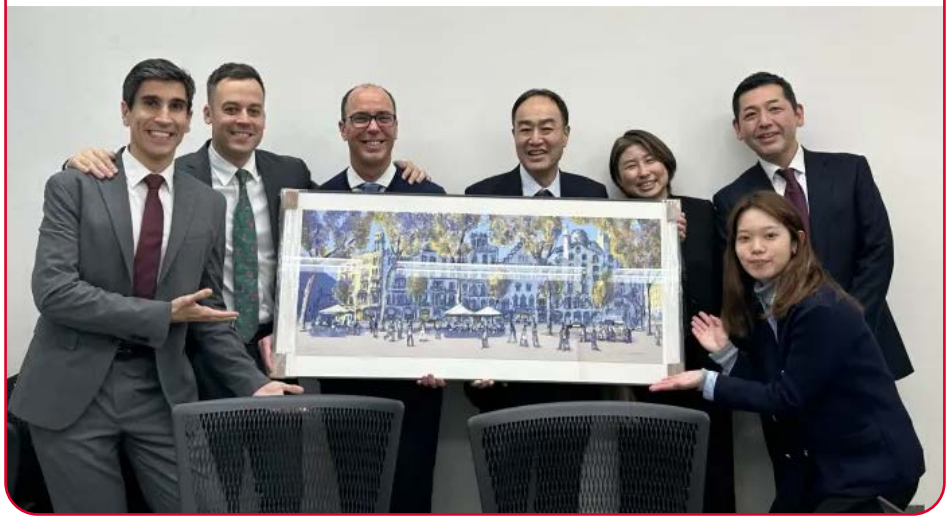
We have primarily targeted service quality, which has allowed us to measure and improve our operational performance.



Forty years of partnerships based on trust and shared growth

HTBA is celebrating four decades of partnership with Fujikawa—a relationship anchored in mutual trust, long-term commitment, and a shared vision for growth. This strategic cooperation has been pivotal to the organization's development and international expansion, enabling it to build capacity, open up new market opportunities, and generate sustained value for both sides.

The milestone reflects not only the strength of the relationship, but also the **importance of forging lasting alliances** grounded in excellence, cooperation, and continuous adaptation to the challenges of the global environment.



Closer to the market: Visibility and global connectivity

In an ever-more competitive setting, staying close to the market and the ability to convey our unique value are critical to continuing to grow alongside our customers.

In 2025, we have stepped up our presence at international events and knowledge-sharing forums, cementing our position as an industry leader.

Our involvement has included:

- Scientific and technical presentations at key trade shows
- Participation in international conferences and panel discussions
- Dissemination of in-house studies and innovative solutions

These initiatives enable us to share knowledge, raise awareness of our solutions, and bolster our position as a leading player in the industry.

We share knowledge and create value extending beyond the product itself.

MecobalActive® attracts interest at Vitafoods Europe 2025

At Vitafoods Europe 2025, **we presented the latest developments in MecobalActive®**, our active and bioidentical form of vitamin B12, in a session that generated significant interest among nutraceutical industry professionals.

The talk unpacked the scientific basis of the ingredient and its role in key areas such as cognitive function, vitality, and emotional well-being, in response to growing demand for effective, science-backed solutions.



Participation at the International Congress on Nutrition (IUNS-ICN)

At the International Congress on Nutrition (IUNS-ICN 2025) held in Paris, we took part in a panel discussion alongside international experts to address the **role of flavonoids in health and healthy aging.**

The session explored key aspects such as their impact on cardiometabolic health, interaction with gut microbiota, and the challenges of their metabolism, furnishing an opportunity for discussion and debate on the future of nutritional science.

Gut health and animal performance at VIV Asia 2025

At VIV Asia 2025, we hosted a specialized seminar on **the role of citrus flavonoids in improving gut health and animal performance.**

The session featured innovative approaches tapping solutions based on naturally derived ingredients to optimize microbiota and promote well-being and productivity in animal nutrition. It also provided a forum for technical exchange with industry professionals.

Upcycling: Innovation and resource use at SupplySide Global 2025

At SupplySide Global 2025, we took part in a session exploring the **potential of upcycling as a driver of innovation and responsible use of resources** in the food and nutraceutical industry.

The talk unpacked how valorizing byproducts makes it possible to turn waste into high-value-added ingredients, while it also looked at the challenges and opportunities associated with their development and integration into new applications.

This approach, in keeping with our commitment to the circular economy, reinforces our dedication to developing innovative solutions based on the use of byproducts—something we are already doing in products certified under the Upcycled standard.

We have also ramped up our communications and marketing strategy to shift toward a **more structured, digital, and value-driven model**. The team's growth with the addition of more specialized professionals has enabled us to make headway in developing technical content, building a stronger brand narrative, and rolling out digital initiatives aimed at attracting potential customers.

These efforts have led to a significant increase in our domestic and international visibility coupled with the development of new communication channels and formats.

The year's key milestones include the **growth of our digital community**, which has reached 10,000 followers on LinkedIn, and the release of new audiovisual content, such as podcasts on YouTube, which help enhance the brand's positioning and industry awareness.

In 2025, **we attended several leading international trade shows**, which enabled us to engage directly with our stakeholders, bolster our presence in the industry, and showcase our solutions and value proposition:

- VIV Asia
- Vitafoods Europe
- IFT FIRST
- CPHI Europe
- SupplySide Global
- Fi Europe

MEDIA COVERAGE

322
appearances in the domestic and international press

MEDIA REACH

31
million estimated impressions

DIGITAL COMMUNITY

10,000
followers on LinkedIn

htba

Capturing
nature's power

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Avinguda Diagonal, 567, 4ª planta
Barcelona, Spain 08029

Research, Development, and Production Center
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