



EVOLVING TO MOVE FORWARD

2023

POSITIVE IMPACT REPORT

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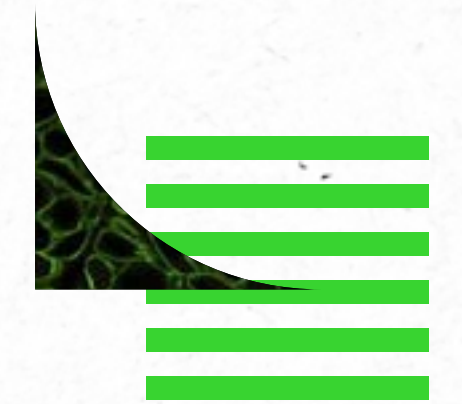
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We believe in the power of nature, enhanced by science, as the best way to improve human health and well-being, and the most sustainable too. We want to have a positive impact both on people's life and the planet.

We have a purpose



We are here to change lives. We believe in the power of nature, enhanced by science, as the best way to care for the health of people and the planet. And we drive this forward with passion. This purpose is our backbone, it moves us both from the heart and the mind.

We are aware of that feeling we are working to improve the world gives full meaning to what we do. Those who have read Yuval Noah Harari's book Sapiens will understand very well why: it explains why, out of all the species considered human, only Homo sapiens survived. The main reason? Its ability to create shared myths that enable cooperation around a common idea. All human collaborative systems are based on a belief that acts as a magnet, attracting, uniting and reinforcing. Hence the importance of having a purpose. Ours, as well as giving meaning to our work, makes the world a better place. Is there any greater satisfaction?

We want to add life to the years we live. Today, most people take responsibility for their own health, understanding it in a much broader sense than just preventing illness or taking medication. We are in a period of profound transformation. We are part of the ecosystem and we can only grow and evolve by collaborating with others, while maintaining our eagerness to learn and innovate. Inwardly and outwardly. A purpose that we proudly share collectively.

The entire Uriach team

Committed to **giving back to the planet more than we take**

For 185 years, we have been actively working towards sustainability. We care for people's health, are committed to the planet, and embrace inclusivity, both within our company and beyond. Our actions speak for themselves; sustainability is part of our DNA. But there is always room for improvement. We aspire to give back more to the planet than we take, and we continue taking steps to make this a reality.

- ✓ We turn to **the natural world** to create products of plant and mineral origin. We care about raw materials.
- ✓ We seek solutions that go beyond mitigation, aiming for a positive impact on **the planet**.
- ✓ We believe **in people**: only through can we achieve our vision.
- ✓ We strive to give back more to the planet than we take. With our feet on **the ground**, to make it happen.



2023: focused on a clear and imminent horizon

We want to change lives. That is our purpose: to improve the health and well-being of people and to improve the planet in a sustainable way. For this reason, **sustainability is at the heart** of our strategy and our action plan for the coming years.

2027 is our short-term horizon. By that year, we have set ambitious, yet realistic goals based on **key pillars** that will ensure a positive impact. In 2023, we have taken decisive steps.

Impact of 2023 at a glance

We launched an ethical marketing guide to ensure that our promotional activity is rigorous and protects the health of professionals and the public.

We quantified our waste to define impact projects that will help us to reduce even further the percentage that ends up in landfills.

We conducted a study on raw materials to assess our impact on the ecosystem and identify actions that promote its regeneration.

We offer a global health programme for all employees encouraging prevention as a lifestyle, adding life to years.
» More than 750 people on the team have improved their well-being.

We promoted the inclusion of people with disabilities through the volunteering efforts of various professionals within the company.

We switched contracts to companies that offer renewable electricity.
» We have reduced our Scope 2 emissions by around 590 tonnes of CO₂eq.

In Spain, we replaced our car fleet with hybrid cars.
» We have stopped emitting 41 tonnes of CO₂ per year.

We created a guide to sustainable packaging to help our teams design more sustainable containers and reduce unnecessary packaging.



Decarbonisation: zero emissions by 2027 (scope 1 and 2)

This is step number 1: to rapidly reduce the negative impact we cause to the environment through our emissions. To do this, in 2023:

Decarbonisation: zero emissions by 2027 (scope 1 and 2)

✓ We switched contracts to companies that offer renewable electricity.

In 2023 we switched our contracts with electricity companies to ensure that we use green energy in our facilities.

- The **energy** used in offices is from **non-fossil sources**.
- **We reduced around 590 tonnes of CO₂eq**, the equivalent of planting 5 square kilometres of forest.

✓ We replaced the fleet of cars for sales representatives in Spain with hybrid cars. In line with our emissions reduction efforts, we initiated this change with nearly 100 cars, which we plan to expand soon. Every step counts.

- **We reduced emissions by 11% (around 41 tonnes of CO₂ eq in Spain)** during 2023, the equivalent of preventing the burning of 21,500 litres of petrol.

✓ We completed the calculation of our Scope 3 footprint.

Of the three scopes into which greenhouse gases are divided, Scope 3 is the most difficult to measure, as it encompasses emissions from our entire value chain. Even so, we have managed to measure it, a key step that allows us to start charting our path towards decarbonisation.

NEXT STEPS:

We are implementing projects to replace conventional gas with green gas.

Define a global policy that allows us to replace the car fleet in all the regions where we operate.

Start working closely with our suppliers so that they can align themselves with our reduction goals as soon as possible.



Circular economy: zero waste to landfill by 2027

This is the second step on our journey: making excellent use of resources and eliminating waste destined for landfills (our goal: zero waste). To do this, in 2023:

Circular economy: zero waste to landfill by 2027

✓ We created and shared a sustainable packaging guide for our innovation and marketing teams.

The waste generated by packaging is a growing concern for consumers and for ourselves. To minimise its impact, we have created a guide that allows the Uriach team to design more sustainable containers, increase the percentage of recycled plastic and reduce unnecessary packaging.

- We have increased the percentage of **recycled and sustainably sourced paper**, and we will continue to improve.
- In 2023 we launched innovation projects, exploring the possibility of increasing the use of recycled plastic in our packaging.

✓ We have quantified our waste thanks to a study that has allowed us to calculate the waste we generate. This quantification will enable us to identify projects that will help us to reduce the percentage of waste that ends up in landfills.

- **In Spain, we recycle 100%** of cardboard, paper and plastic.
- In 2023, in Spain, we managed to recover 56% of our waste.

NEXT STEPS:

We are working to enhance the use of monomaterial blisters.

We aim to increase the use of recycled plastic in our packaging.

Define projects to further reduce waste destined for landfills.



Social: 100% focused on justice, equity, diversity and inclusion

This is when our journey creates a positive impact and branches out to expand health and well-being, not only for consumers but also for our employees and the community.

Social: 100% focused on justice, equity, diversity and inclusion

✓ **We offer a global health programme for all Uriach staff**, based on the four hormones of well-being and their effects on our body and mind.

Each of the **more than 70 actions** in the programme is designed to promote the benefits associated with these hormones, encouraging prevention as a lifestyle, adding life to years. **In 2023, the programme improved the quality of life of more than 750 people on the team.**

✓ **We launched an ethical marketing guide** to promote the correct dissemination of our products, ensuring that our promotional activity is rigorous, accurate and protects the health of professionals and the public.

- With this guide, we provide specific **recommendations** to ensure the communication from agencies, influencers and other ambassadors of Uriach is fully aligned with our mission, style and corporate image.
- Among other aspects, the recommendations propose only disseminating respectful and verified information and avoiding comparative or superlative advertising.

✓ **We launched a study on gender** aimed at highlighting female leadership within the company.

- **At Uriach, gender parity is a reality:** 50% of leadership positions are held by women, the other 50% by men.

NEXT STEPS:

The well-being plan permeates all decisions and actions taken by the company.

Revise the guide, enhancing it with more guidelines from the JEDI (Justice, Equity, Diversity and Inclusion) strategy once it is approved. This will broaden and improve its scope.

All the countries where we operate will adopt progressive measures to align salaries between men and women in the same professional category, aiming for full parity.

Social: 100% focused on justice, equity, diversity and inclusion

- ✓ **We promoted the inclusion of people with disabilities** through the volunteering efforts of various professionals within the company, in collaboration with the Prevent Foundation.
 - **One of the women mentored has launched her own insurance brokerage** specialising in disability and has received multiple awards for her achievements.

- ✓ **We launched a campaign in partnership with Eurofirms to raise awareness of disabilities** within the company.
 - **We promote the normalisation of disability** in the company, free from stigma and prejudice, turning it into an opportunity for growth for both the company and its employees.
 - **We provide information and guidance** on obtaining a disability certificate and the necessary application process.

- ✓ **We promote the mentorship of third-sector organisations** to help them improve their positioning and achieve financial sustainability. Each year, we support an organisation in tackling a specific challenge, in collaboration with Blanquerna-URL (Ramon Llull University).
 - In 2023, **we supported the Alba Association**, an organisation that assists people in vulnerable situations, fostering inclusion and social transformation.
 - **We also supported the training** of two team members, helping them enhance their skills and competencies to present projects and integrate innovation into their work.

NEXT STEPS:

We are preparing a strategic global volunteering plan to expand the reach of our initiatives.



**We dream of giving
back more to the
planet than we take**

This is where our path widens, taking a giant leap forward. The origin of our products lies in nature, which is why we are fully aware of the need to care for our environment and the planet, working in its favour and giving back more than we take. We aim to restore and regenerate the environment. In 2023:

We dream of **giving back more to the planet than we take**



We conducted a study on raw materials to assess our impact on the ecosystem and to give back to nature far more than we take.

- We work **with over 147 plants that nourish us**, which we scientifically transform to improve health and well-being.
- **Around 90%** of our sales come from products with **ingredients of natural origin**, as defined by Uriach.
- In 2023, we continued to increase the use of key raw materials, particularly those related to **thermal water and natural salts**.



NEXT STEPS:

We aim to be a driving force for change, helping to transform the way we cultivate and harvest the plants that contribute to our health and well-being

We dream of giving back more to the planet than we take



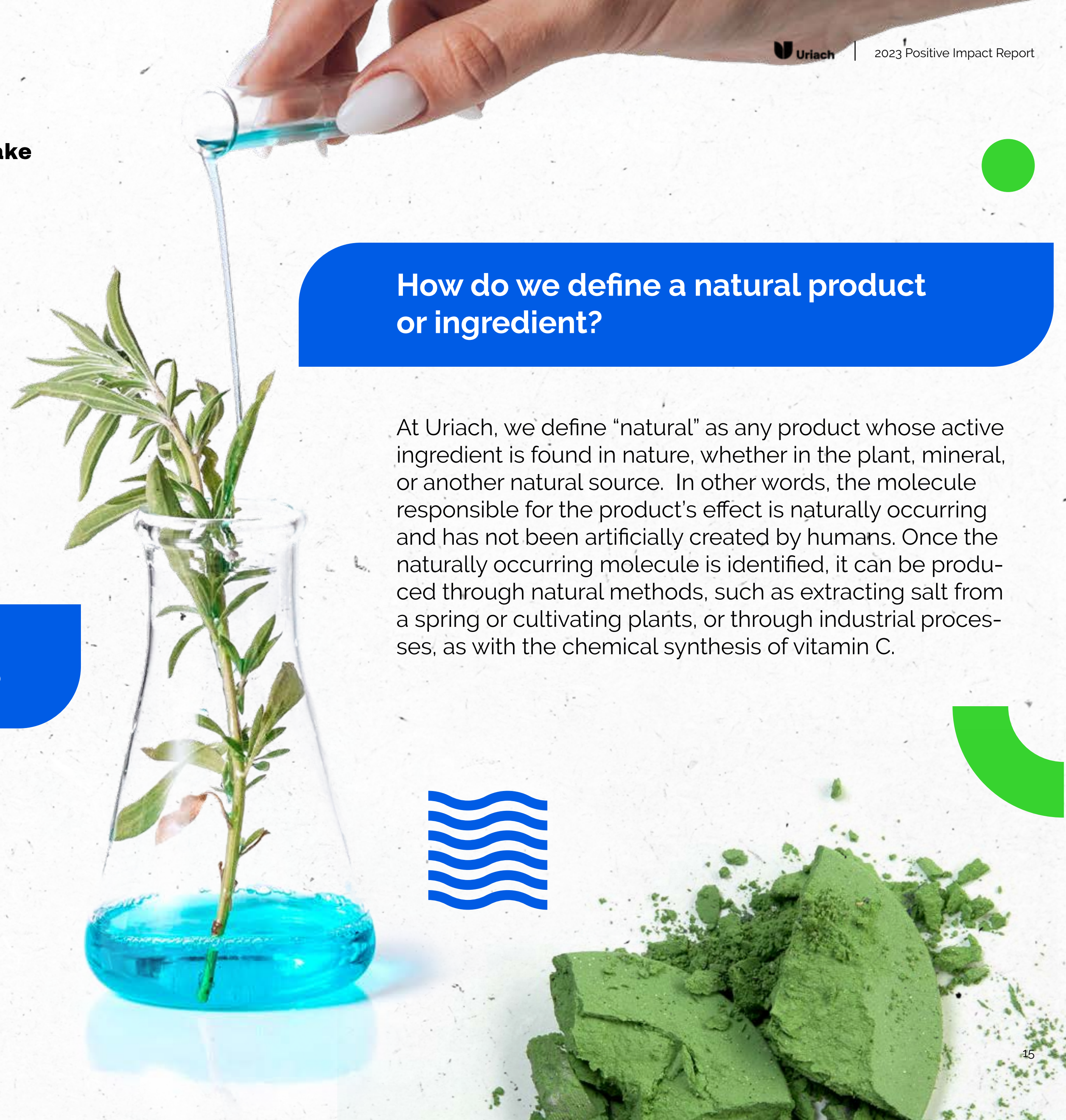
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What does Natural Consumer Healthcare mean to Uriach and why is it so important?

At Uriach we like to say that Natural Consumer Health is a unique area for which we have created our own definition: it refers to health products that do not require a prescription or social security reimbursement and are characterised by the use of active ingredients of natural origin. It is the consumer who makes the purchasing decision. And that is crucial because empowers them to take an active role in their health and self-care.

How do we define a natural product or ingredient?

At Uriach, we define “natural” as any product whose active ingredient is found in nature, whether in the plant, mineral, or another natural source. In other words, the molecule responsible for the product's effect is naturally occurring and has not been artificially created by humans. Once the naturally occurring molecule is identified, it can be produced through natural methods, such as extracting salt from a spring or cultivating plants, or through industrial processes, as with the chemical synthesis of vitamin C.





What would you say to suppliers who are interested in improving their work in this area?

Respect for our planet was, until recently, a relatively minor concern. However, today sustainability is a crucial element in any business, because neither the end consumer nor the investor will accept that the cost of making good products is the destruction of our planet. Just as quality is inherent in our products, suppliers must understand that, looking to the future, sustainability will be just as important as quality.

This requires a significant shift in mindset: we must move from ensuring what is in the plant (the active ingredient content) to ensuring how the plant was grown (for example, the conditions in which the land where it grew was left). The value chain may take time to adapt to this new reality, but the movement is unstoppable.

How do we address sustainability and environmental impact in the production of natural products?

Uriach is aware that many of our products primarily come from plants. For this reason, we have launched an ambitious project to understand what happens at the origin of our products —specifically, where the plants are grown— and to ensure they are cultivated in a way that is respectful of both our planet and society.



Governance:

Yes, we are Sustainable.

How do we do it?

We are clear about our purpose, and we lead the organisation based on social commitment and a genuine desire to contribute to the well-being of all people and the planet. We are consistent, and this consistency emanates from the heart of the company, from our essence.

Our approach fosters a horizontal working style, in open-plan offices. We have measures in place to support work-life balance, enabling our entire team to maintain a well-rounded life. We are located in facilities designed on a human scale. All of this reflects who we are and how we operate.

Our governance serves as the compass, guiding us to implement sustainability across all areas of Uriach.



Yes, we are Sustainable. How do we do it?

In 2023:

- ✓ We implemented a **global whistleblowing channel that guarantees 100% anonymity**. Thanks to an online platform, all our employees can receive support in a fully protected manner whenever needed.
 - In 2023 we did not receive **any reports or cases** of corruption, bribery, or human rights violations.
- ✓ We implemented a **new code of ethics** in all our subsidiaries, providing general guidelines for conduct and behaviour that promote responsibility and ensure the entire team acts in alignment with the company's values.
 - In 2023, **100% of our new suppliers** signed Uriach's code of ethics.
- ✓ We have **amended our bylaws** to ensure that all **decisions and actions** are aligned with the achievement of the **SDGs**.
- ✓ We promoted various internal initiatives to strengthen the team, including a **training plan specifically designed** to meet the needs of our people.
 - **15,230 hours of training** provided to employees across the group globally.
- ✓ We renewed our commitment to the United Nations Global Compact, the world's largest voluntary corporate social responsibility initiative.
- ✓ During 2023 **we approved and/or updated the following policies and protocols:**

NEXT STEPS:

Achieve B Corp certification in 2024. The prestigious seal indicates that the company meets the highest standards of social and environmental performance, responsibility and transparency.





" 'Pradera' (2022) is the representation of a natural prairie where different cells and organelles of living beings are backbone and constituent elements of plants and blend with nature in such a way that the human does not interfere with the inherent capacity of nature to sustain life, but lives in symbiosis with it, creating a hybrid between the animal and plant kingdoms full of harmony.

A prairie is a natural field like a biome that is characterized by a tapestry of grasses of medium and short height and small scrub whose relief is generally natural and undulating.

The natural grassland contributes to maintaining the atmospheric composition, sequestering carbon, absorbing methane and reducing nitrous oxide emissions. Grasslands sequester large amounts of carbon in the soil in the form of organic matter. "

- Anna Rierola - (The artist)

