

Labiotre S.r.l. – Benefit Corporation

Impact Report

2025





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Letter from General Manager

Dear Stakeholders,

It is with great pleasure that I present **Labiotre's second Impact Report**, a document that outlines the results achieved in 2025 and the evolution of our journey as a Benefit Corporation. For Labiotre, 2025 was a year of consolidation as well as transformation, during which we strengthened our industrial operations, expanded our internal expertise, and continued with determination to build a business model focused on quality, sustainability, and people.

Our commitment has been developed along the four purposes of common benefit defined in our legal status: innovation applied to production processes, environmental protection, the enhancement of human capital, and the sharing of our expertise with younger generations. In 2025, we achieved tangible results in all these areas: from obtaining **GMP** certification for the soft gel production line, to completing an **LCA database** on botanical extracts, as well as launching **initiatives** dedicated to our **employees** and **strengthening our engagement with local schools** and technical institutes.

This report demonstrates how sustainability, for us, is not a set of abstract statements, but a day-by-day journey made of operational choices, shared responsibilities, and constant attention to the impacts of our activities. Labiotre continues to grow in a rapidly evolving sector, while remaining firmly grounded in the values that guide our vision: **ethics, quality, transparency, and respect.**

I would like to thank the people of Labiotre, our partners, and all those who support our journey. It is thanks to the contribution of each individual that we can continue to generate value for our customers, our communities, and the environment.

I wish you an enjoyable reading.

Martin Gammuto
General Manager

Labiotre S.r.l. Benefit Corporation



Who we are

Labiotre was founded on the combined, **long-standing experience** of professionals operating in the field of **medicinal plant extraction** and **food supplement formulation**. Established in 2011, the company is based in **Tuscany**, in Tavarnelle Val di Pesa, in the heart of the Chianti region.

Labiotre's mission is to produce **botanical extracts** with full **control over the entire production chain**, ensuring the **highest quality standards**.

Drawing on deep botanical expertise, the company develops innovative extraction methods designed to maximize extraction efficiency while respecting plant physiology. This approach is reflected in Labiotre's range of plant extracts, which are genuine and complete, as the **phytochemical complex is preserved** in its entirety.

Thanks to the proven industrial performance of its production facilities, Labiotre manufactures dry granular extracts, soft and liquid extracts, multiple extracts, hydroalcoholic tinctures, hydro glyceric extracts, glycolic extracts, fermented extracts, liposoluble extracts, and glycerinated macerates. Each **extract** is characterized by **specific properties** that make it optimal for targeted formulations, allowing customers to select the most suitable product category for their final preparations.

In addition to botanical extraction, Labiotre operates **dedicated production lines for pilot batches and new product development**, as well as for **soft and liquid extract manufacturing**.

For all critical raw materials, the company conducts comprehensive **contaminant analyses** to ensure full compliance with applicable regulations. Continuous **research** and monitoring of scientific advancements have driven Labiotre's activities since its inception. This has resulted in the **development of innovative, patented, and branded raw materials** that guarantee safety – through regulatory studies on extracts and formulations—**efficacy**, supported by exclusive clinical studies, and **quality**, ensured through robust laboratory testing and strict control of production variables.

For soft and liquid extract production, Labiotre manufactures **three types of soft gel capsules**—bovine gelatine, fish gelatine, and plant-based—to serve **multiple therapeutic areas**. Each gelatine type can be customized in colour, while the oil-based fill may consist of single oils or blends (such as fish oil, Schizochytrium sp. algae oil, and other vegetable oils) with different physiological functions.

Overall, **Labiotre's R&D team** provides validated laboratory **methods** to support product **development** and demonstrate the **quality** of raw materials (extracts) and dietary supplements (soft gels).



Labiotre is a Benefit Corporation

Benefit Corporations define a **new way of doing business**, aiming to generate **a positive impact on both society and the environment**. Introduced in Italy through the Stability Law of December 28, 2015 (articles 376–384), this legal status combines the traditional profit purpose with **the pursuit of one or more common benefit objectives**.

As part of its growth and accountability journey, **Labiotre** took a significant step toward a more sustainable business model by **becoming a Benefit Corporation**. This represents a formal commitment to **promoting business practices that generate value** for all stakeholders, including employees, local communities, and the environment.

In alignment with **ESG (Environmental, Social, Governance) principles**, Labiotre has embarked on a structured path toward sustainability and corporate responsibility.

In compliance with applicable legal requirements, the company chose to measure its impacts using the B Impact Assessment tool.

In 2025, with reference to fiscal year 2024, Labiotre completed the B Impact Assessment (version 6), achieving a score of 61.8, with **Governance** being the highest-performing impact area. Starting in 2026, Labiotre will be included in the B Corp recertification process of the parent company Labomar, as part of the consolidation perimeter.

To further strengthen governance, Labiotre has expanded its corporate structure by appointing a dedicated **individual responsible for overseeing the common benefit objectives** defined in the legal status and for monitoring related activities.



A close-up photograph of several bright yellow flowers, likely chamomile, with detailed views of their centers and petals. The background is softly blurred, showing more of the same flowers.

Labiotre's Common Benefit Purposes

As a Benefit Corporation, Labiotre operates **responsibly, sustainably, and transparently** toward people, communities, territories, and the environment.

The company has defined the following specific purposes of common benefit:

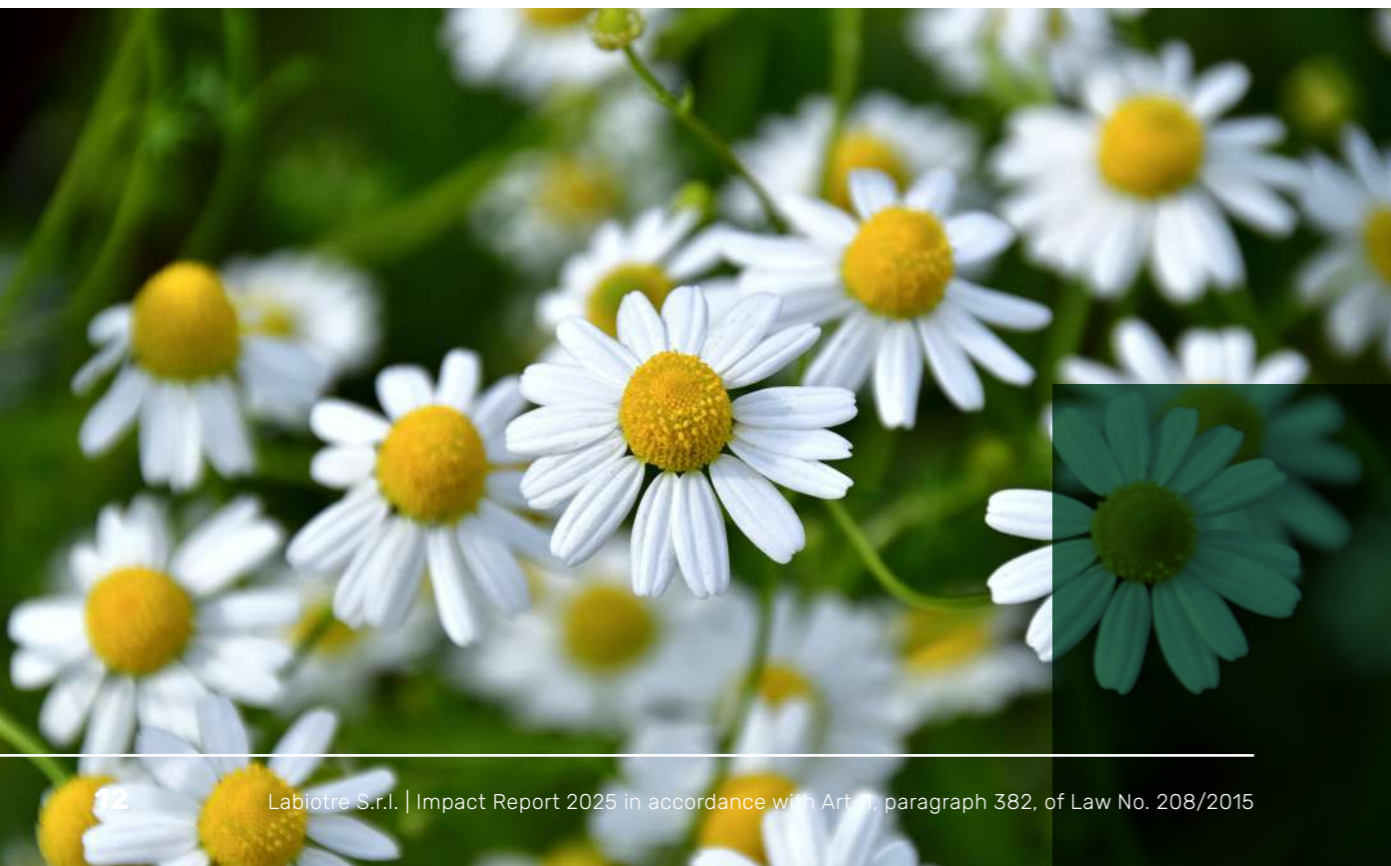
- 1** *Continuous focus on innovation to achieve high-quality standards in botanical extracts and softgel*
- 2** *Commitment to environmental protection and improvement through environmental performance mapping*
- 3** *Ensuring a positive work environment that enhances people's wellbeing and human capital*
- 4** *Sharing expertise with students through educational pathways that support career orientation and transversal skills development*

First Common Benefit Purpose

“Continuous focus on innovation to achieve high-quality standards in botanical extracts and soft gel”

Labiotre pursues an **innovation model** that integrates **scientific research, sustainability, and quality**. This model represents one of the core pillars of its commitment as a Benefit Corporation, where every production decision is guided by a strong focus on technological progress. Such progress is expressed not only through the adoption of **advanced technologies**, but also through a systemic approach that enhances **the quality of raw materials** by ensuring **full process traceability**.

Through the continuous development of precision extraction techniques and validated production processes, the Company delivers products that not only comply with regulatory requirements and meet market expectations but also embody a **strong commitment to responsibility**. This approach enables Labiotre to strengthen its role within the **phytotherapeutic and nutraceutical value chain**, fostering a synergy between **manufacturing rigor** and a conscious focus on **social responsibility**.



OBJECTIVE 2025



Status

(1) Achievement of GMP (Good Manufacturing Practice) Certification

Achieved

Details

In 2025, Labiotre reached a milestone of outstanding relevance within its continuous quality improvement journey by obtaining GMP (Good Manufacturing Practice) certification for the manufacturing and packaging of soft gel, in accordance with the requirements set out in the Code of Federal Regulations, Title 21, Volume 2, Part 111.

The achievement of this certification represented a comprehensive internal transformation project involving the entire organization, resulting in a structured strengthening of the quality management system and a further consolidation of the Company’s commitment to internationally recognized manufacturing standards.

The pathway led by the Quality Assurance function required a thorough reassessment of processes, tools, and documentation management. Operating procedures were fully reviewed and standardized in all their components in order to ensure the uniform application of regulatory requirements across all critical stages of production. Process control systems and critical control points were reinforced, with particular focus on blending, encapsulation, polishing, and packaging activities. End-to-end internal traceability—from raw materials to finished products—was significantly enhanced, ensuring full batch traceability. In parallel, the Company introduced a structured system for managing deviations, CAPAs, and change control, thereby making continuous improvement processes more robust and fully compliant with GMP requirements. Personnel were engaged in a comprehensive training program aimed at strengthening skills and awareness in the areas of quality, hygiene, safety, and regulatory compliance.

This achievement is fully aligned with the vision underpinning the First Common Benefit Purpose, which places innovation at the core as a key lever to ensure excellence in quality, transparency, and responsibility. GMP certification stands as tangible evidence of Labiotre’s commitment to advancing a manufacturing model based on technical rigor, safety, and integrity, reaffirming the Company’s dedication to creating value for its customers, stakeholders, and the nutraceutical and phytotherapeutic sectors as a whole.

NEW 2026 OBJECTIVE

(1) Labiotre corporate rebranding with a focus on product sustainability

Details

Over the course of 2026, Labiotre will undertake a corporate rebranding project aimed at strengthening its identity within the nutraceutical market and more clearly highlighting the connection between the Company, its products, and sustainability. This initiative stems from the desire to make Labiotre's distinctive positioning clearly recognizable: a company that combines quality, scientific research, supply chain transparency, and environmental responsibility. The rebranding effort will go beyond the evolution of visual elements or communication language alone, representing a broader transformation designed to consistently express the Company's strategic direction, in alignment with its values as a Benefit Corporation.



FOCUS ON

LABIOTRE



Botanical innovation meets cutting-edge encapsulation

Labiotaste Technology: a technological platform developed by combining Labiotre's extensive expertise in the formulation of innovative botanical extracts with Sphera Encapsulation's know-how in the field of sustainable encapsulation. Labiotaste is designed to improve the organoleptic profile of encapsulated products (e.g. strong odors and pungent tastes), while also enhancing processability and stability during storage. The technology is applicable to a wide range of botanical extracts, and its potential applications are virtually unlimited.

The first applications are already available for botanical extracts with particularly challenging organoleptic characteristics, such as Valeriana officinalis and Zingiber officinalis.

LABIO**Taste**








RAW EXTRACT



Fluid-bed coating and agglomeration

ENCAPSULATED



-  Improved flowability and processability
-  Unpleasant tastes and odors effectively masked
-  Customized release profiles
-  Enhanced bioavailability
-  Improved stability and moisture resistance

Second Common Benefit Purpose

“Commitment to environmental protection and improvement through environmental performance mapping”

Labiotre is firmly committed to actively engaging in the **protection and enhancement of the environment**, integrating sustainability into every aspect of its operations. The Company’s second common benefit purpose is grounded in the development of an operating model that considers the **environment** not as a mere external factor, but as a **central element of strategic and production planning**.

Within this context, Labiotre has taken a significant step forward in its environmental commitment by obtaining **ISO 14001 certification**, which attests to the adoption of an environmental management system compliant with international standards. This certification represents formal recognition of the Company’s ability to manage the environmental impacts generated by its activities in an effective and responsible manner.

In this regard, environmental performance mapping represents a fundamental tool for **monitoring the impact** of corporate activities on ecosystems and for subsequently implementing **actions aimed at mitigating climate change**. ISO 14001 certification is also part of a continuous improvement process that includes the transition to **green electricity**. Since July 2024, Labiotre has chosen to source electricity exclusively from **certified** renewable energy sources with **Guarantees of Origin (GO)**, thereby contributing to the reduction of the indirect carbon footprint of its operations. In **2025** as well, **100% of the electricity purchased was generated from renewable sources**.

Labiotre’s focus on environmental protection and improvement is fully aligned with **the values of transparency and responsibility** that guide the Company’s operations. Labiotre does not limit itself to complying with existing environmental regulations, but strives to go beyond them, with the goal of making a positive contribution to the **protection of the planet** and to **future generations**.

A further example of the Company’s environmental sustainability practices concerns waste management: **animal-derived gelatine** waste generated during soft gel capsule production is **transferred** to a local company that reuses it in **adhesive manufacturing**, thereby reducing waste and promoting **circular economy principles**.



OBJECTIVE 2025

(1) Life Cycle Assessment (LCA) for the evaluation of the environmental footprint of a panel of botanical extracts

Status Achieved

Details In 2025, within the framework of the VULCANO Project coordinated by Labomar and Spinlife, Labiotre completed the first environmental database dedicated to botanical extracts, enabling for the first time the scientific measurement of the environmental impact of key extracts used in selected nutraceutical formulations.

Developed in accordance with ISO 14040–14044 standards, the project made it possible to map the entire supply chain—from plant cultivation through to extract production at Labiotre—through the collection of primary data on energy consumption, raw material use, waste generation, transportation, and preliminary treatments. Through process modelling, comprehensive environmental datasets were developed for nine botanical extracts produced by Labiotre, representative of the different extraction technologies applied.

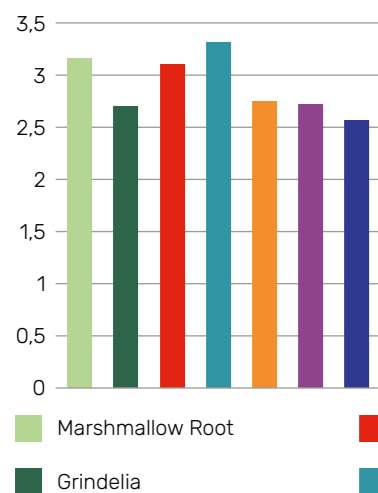
This activity enabled the quantification of environmental impacts across the entire cradle-to-gate supply chain, making it possible to carry out comparative assessments of the extracts and to analyse the most relevant impact categories. The availability of a proprietary LCA database allows Labiotre to accurately measure the environmental footprint of its botanical extracts, support the development of lower-impact products, and integrate sustainability as a lever for innovation within the botanical supply chain.

The report containing the results achieved is available at the [link](#) provided.

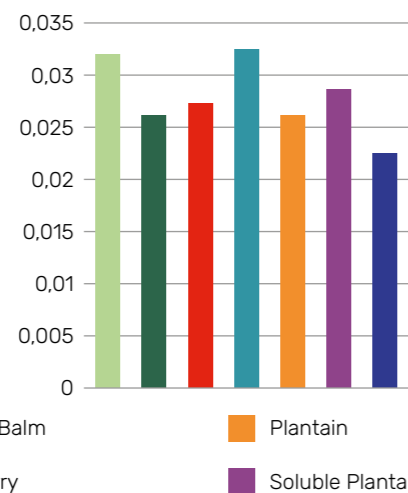
Extract comparison

The results refer to the production of 1 kg of finished and packaged extract, based on 2023 data, covering the entire upstream and production process—from plant cultivation, through suppliers' primary treatments, to the processing activities carried out by Labiotre.

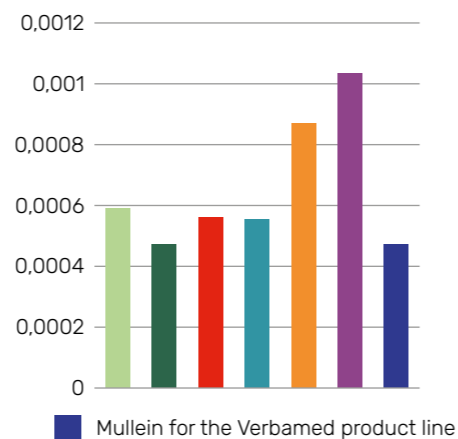
Climate change [Kg CO₂ eq]



Eutrophication, terrestrial [mol N eq]



Eutrophication, freshwater [mol N eqkg P eq]



NEW 2026 OBJECTIVE

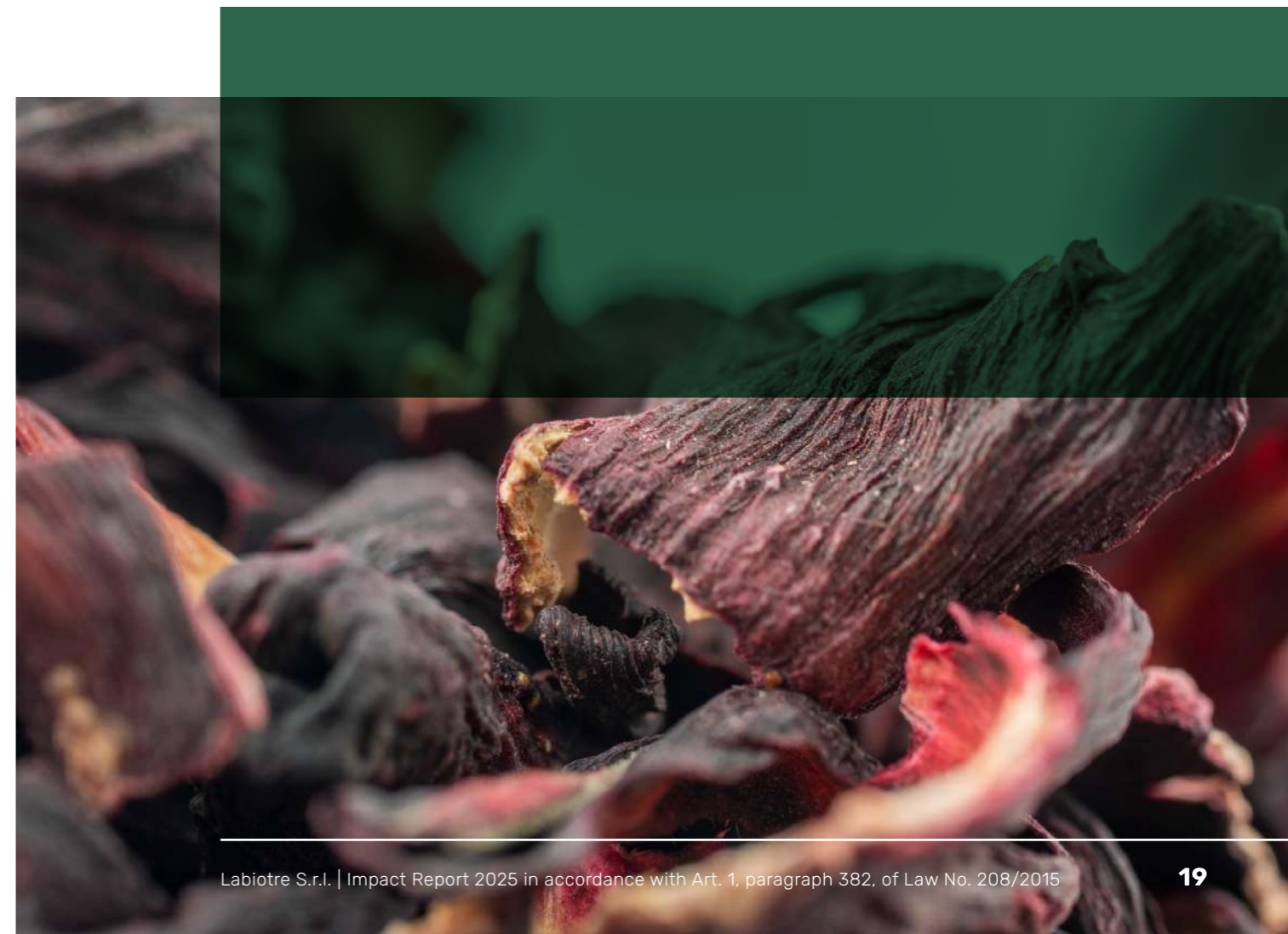
(1) Energy audit to be carried out in the third quarter of 2026

Details

During the third quarter of 2026, Labiotre will carry out an Energy Audit with the aim of conducting a comprehensive analysis of energy consumption across the extracts and soft gel departments, laboratories, and auxiliary areas, in order to identify inefficiencies and opportunities for improvement. This initiative is part of the path initiated with ISO 14001 certification and the progressive mapping of the Company's environmental performance and will provide a detailed technical overview of the facility's energy and water requirements, supporting the planning of efficiency measures and targeted investments.

The decision to schedule the Energy Audit in the third quarter is not random. By the second half of 2026, a new concentrator, a new centrifuge, and new rooms within the extracts department will be installed—structural upgrades expected to result in a significant improvement in the department's energy performance. Conducting the audit after these assets are fully operational will allow updated performance levels to be measured and the impact of the new equipment to be accurately assessed, providing a realistic and comprehensive snapshot of post-intervention consumption.

In this way, the Energy Audit will effectively function as a “diagnostic check-up,” enabling the analysis of new energy dynamics and the identification of further opportunities for optimization in both energy and water consumption.



Third Common Benefit Purpose

“Ensuring a positive work environment that enhances people’s wellbeing and human capital”

Labiotre recognizes that the Company’s success and growth depend on the **wellbeing** and **enhancement** of its **human capital**. For this reason, the third common benefit purpose focuses on creating a positive working environment oriented toward the development and wellbeing of people, while promoting the value of human capital.

The Company is committed to ensuring working conditions that foster **both professional and personal growth** for its employees, acknowledging their fundamental role in achieving **corporate objectives**. Labiotre aims to build an **inclusive** and **stimulating** corporate culture in which each individual can fully express their **potential** and actively contribute to **collective success**.

As further confirmation of Labiotre’s commitment to ensuring the **health, safety, and wellbeing** of its employees, the Company has obtained **ISO 45001:2018** certification, the international standard that defines requirements for occupational **health and safety management systems**. This important achievement demonstrates Labiotre’s dedication to implementing corporate policies that contribute to the creation of a working environment in which **safety, training, and wellbeing** are regarded as constant priorities.





OBJECTIVE 2025

(1) Organization of a company event involving all employees

Status Achieved

Details In 2025, Labiotre achieved the objective set for the third common benefit purpose by organizing a shared moment dedicated to all employees and collaborators.

On December 19, 2025, prior to the Christmas closure, a company lunch was held at a local restaurant, bringing together 26 participants, including employees and collaborators. The initiative provided a simple and informal opportunity to reconnect, strengthen internal relationships, and celebrate the work carried out throughout the year.

Although modest in scale, the event contributed to creating a positive atmosphere and fostering a sense of belonging, fully aligned with the spirit of the common benefit purpose dedicated to employee wellbeing and the enhancement of human capital.

NEW 2026 OBJECTIVE

(1) HSE safety day

Details In 2026, Labiotre will introduce an HSE Safety Day, a dedicated day aimed at raising awareness and strengthening the culture of occupational health and safety. The initiative will be organized within the year and will involve all employees, with the objective of increasing awareness of safe behaviours, encouraging direct dialogue with the health and safety function, and promoting a more responsible and prevention-oriented working environment.

The Safety Day will represent a concrete and operational opportunity to reinforce the good practices already adopted by the Company and to recognize the contribution of each employee in building a workplace that is strongly oriented toward health and safety.

Fourth Common Benefit Purpose

“Sharing expertise with students through educational pathways that support career orientation and transversal skills development”

Labiotre recognizes the importance of sharing its expertise with younger generations, thereby contributing to the education and development of **skilled and aware future professionals**. In line with this mission, in 2024 the Company launched a **student** orientation and training program designed to provide practical tools and knowledge to support entry into the **labour market** and the development of **transversal skills**.

The program is structured around several activities, including workshops, seminars, and mentoring sessions, during which Labiotre’s professionals share their experience and expertise with students. These initiatives aim to bridge the **gap** between **academic education** and **professional practice**, offering students a concrete insight into working dynamics and the skills required within the sector.

In addition, Labiotre has established **collaborations** with **secondary schools and universities** to integrate the orientation program into existing educational pathways, thereby ensuring a broader and more structured impact. These partnerships enable students to take part in real-life projects, gaining hands-on experience and developing **practical skills** that will be essential for their **future professional careers**.

Through these initiatives, Labiotre is committed to promoting a culture of **continuous learning** and supporting the **professional growth** of **younger generations**, thus contributing to the development of qualified human capital capable of addressing the challenges of the labour market.

OBJECTIVE 2025

(1) At least two events at local State Technical and Industrial Institutes (ITIS)

Status Achieved

Details In 2025, Labiotre carried out concrete training and career-orientation activities addressed to students from local technical institutes, successfully achieving the objective set. In particular, the Company had the pleasure of hosting students from the PROFARMA BIO 23 course of ITS Vita, within the training module dedicated to Production Management and Lean Manufacturing.

The visit created an opportunity for direct interaction between students and the industrial environment, allowing participants to closely observe the organization and operations of a manufacturing company within the nutraceutical sector. Through this experience, students gained insight into daily operational challenges, the application of Lean principles, and the role of quality control.

The sessions related to the Chimbiolab 25 course in June and the Bioqualtech 25 course in September were experienced as hands-on learning opportunities, during which students were able to deepen their understanding of technical and operational topics of strong professional relevance. Labiotre firmly believes in the value of sharing expertise with younger generations and considers these initiatives a concrete contribution to the development of future professionals in the sector. The strong interest and active participation shown by the students confirmed the effectiveness of the initiative and further strengthened the relationship with the local education system.

NEW 2026 OBJECTIVE

(1) Sponsorship initiatives to support the local community and the organization of at least one event at a local ITIS

Details In 2026, Labiotre aims to further strengthen its commitment to the local community through two complementary initiatives. On the one hand, the Company will support social and healthcare projects promoted within the local area, contributing to initiatives dedicated to more vulnerable individuals and reinforcing its role as a responsible enterprise. On the other hand, Labiotre will organize at least one educational event at a local State Technical and Industrial Institute (ITIS), with the objective of providing students with technical expertise and practical insights useful for professional orientation. This combined objective reflects Labiotre’s commitment to promoting social value both for the benefit of the local community and in support of younger generations.

Conclusions

The 2025 Impact Report confirms the path of growth and maturity undertaken by Labiotre in its role as a Benefit Corporation. Throughout the year, the Company achieved significant results across the four common benefit purposes, increasingly embedding sustainability principles into its production, organizational, and relational activities.

The year 2025 marked several key milestones: the attainment of GMP certification for the soft gel production line, further raising the Company's quality standards; the completion of the LCA database, which enables the measurement of the environmental footprint of botanical extracts and represents a decisive step toward a more transparent supply chain; initiatives dedicated to the direct involvement of employees; and the strengthening of Labiotre's contribution to the local community, including through training and educational activities for students.

These results demonstrate that, for Labiotre, sustainability is not a theoretical concept, but rather a daily practice that involves every function and every individual within the organization.

The journey does not end here. The objectives already set for 2026—ranging from the energy audit to product-sustainability-driven rebranding, as well as the HSE Safety Day and initiatives supporting the local community and younger generations—represent the natural continuation of the Organization's commitment.

Labiotre continues to look to the future with determination, fully aware of its role within the nutraceutical value chain and of the expectations of its stakeholders.





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