



Sustainability Report 2025



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Sustainability at Pharmia

A place where ideas become products

Founded in 1993, Pharmia is a leading Finnish contractual manufacturer specializing in the development and manufacture of food supplements and medical devices in Europe. Since last part of 2025, Pharmia has been part of Labomar Group, an international CDMO active across Europe and North America, strengthening its industrial footprint and innovation capabilities.

We promote people's well-being by creating innovative solutions for our customers, which we develop from idea to product. Our passion for well-being drives us to be more than just a contractual manufacturer – we are a partner that realizes and enables the success of our customers.

We offer our customers a unique service concept spanning product development, manufacturing, packaging and expert services. Our operations are based on solid scientific expertise, innovation and strong client-orientation. Thanks to a highly specialized R&D team and state-of-the-art production technologies, Pharmia supports customers throughout the entire product life cycle, from concept to market-ready solutions. Our customers include well-known pharmaceutical and food supplement companies, pharmacies and wholesalers in Finland and abroad.

Our product portfolio includes vitamins and minerals, lactic acid bacteria and CE-marked medical devices such as flu treatment products and nasal sprays. Pharmia employs approximately 83 professionals, covering all key functions from product development and quality to manufacturing and supply chain, ensuring high standards of safety, quality and reliability.

FOUNDED IN
1993
IN TUUSULA

TURNOVER 2025
19
MILLION EUROS

WE EMPLOYED
83
EMPLOYEES (HC 12/2025)

PART OF
LABOMAR
GROUP
ITALIAN CDMO



A house where ideas are turned into products

Turning a promise into a product

Confidentiality in customer relationships

Comprehensive expertise

The appreciation of employees, stakeholders, and society



Pharmers enable our staff to thrive.

Welcome to the house

Sustainability is our success factor

At Pharmia, sustainability is about doing things properly, every day. It means reliable processes, safe products, and long-term responsibility towards our people, customers and society. For us, sustainability is not a communication exercise, but a prerequisite for trust and business continuity.

In 2025, Pharmia continued its integration within Labomar Group. Becoming part of an international CDMO group strengthens our ability to invest, to innovate and to operate at scale, while maintaining the rigorous standards and working culture that define us as a Finnish manufacturer. Sustainability plays a central role in this journey, as it underpins quality, operational resilience and long-term competitiveness.

During the year, our focus remained on execution. We invested in product development, quality systems and operational efficiency, ensuring compliance with stringent regulatory requirements and the expectations of global pharmaceutical and nutraceutical partners. Employee well-being and safety continued to be treated as non-negotiable priorities, supported by structured training, clear procedures and a strong safety culture.

Environmental responsibility is addressed with the same pragmatic approach. We continued to improve

energy and material efficiency, packaging solutions and environmental management practices. At the same time, alignment with the Labomar Group sustainability roadmap allows Pharmia to progressively contribute to broader climate and decarbonization objectives, in line with science-based approaches and evolving regulatory frameworks.

This report describes how sustainability is embedded in Pharmia's daily operations and decision-making. It reflects continuity, discipline and gradual improvement rather than radical change. Our ambition is straightforward: to remain a reliable, responsible and competitive partner for our customers, today and in the long term.

At Pharmia, sustainability is not an end in itself. It is one of the factors that enable trust, performance and sustainable growth.

PETTERI LAAKSOMO, CEO, PHARMIA OY



"Welcoming Pharmia into our Group is a source of great satisfaction and represents a key step in our vision for international growth" stated Walter Bertin, founder and Chief Executive Officer of Labomar Group.

Our values

CLIENT-ORIENTATION



Client-orientation is the foundation of our operations: we want to win together. For us, client-orientation means flexibility, agility, competitive pricing and a delicious product range – we want to make sure that our customers receive carefully tailored services that suit their needs . When the customer chooses our contractual manufacturing service, our goal is to commit them to the partnership so that they will continue cooperating with us also in the future.

EXPERTISE



Expertise sets us apart from our competitors. Our team consists of industry-leading professionals who are constantly developing their professional skills and keeping up-to-date with the latest innovations. We offer our customers solutions based on in-depth knowledge and experience, ensuring that they get the best possible service and results . We build trust, credibility and long-term customer relationships through our expertise.

RESPECT



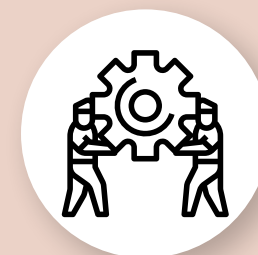
Respect guides all our activities, both internally and externally. We respect our customers, staff and partners and believe in honesty and openness in our communications. We strive to create a working environment where everyone feels that they are respected and a part of the team. Respect can be seen in the way we treat people as individuals, listen to their views and give recognition for a job well done. This positive atmosphere is also visible to the outside when the customer feels that they receive respectful service and are being appreciated.

Labomar Group's Values

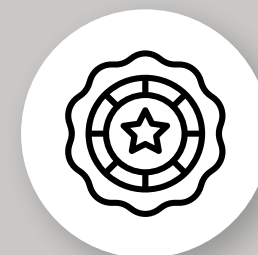
As part of Labomar Group, Pharmia shares a common set of values that guide decisions, behaviours and long-term strategy across the Group. These values are applied in Pharmia's daily operations through a strong focus on quality, reliability and responsible execution.



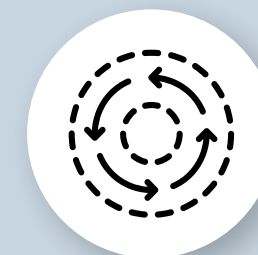
Customer Orientation



Team Spirit



Passion for Excellence



Consistency



Well-being & Sustainability

Our commitment and sustainability goals

As part of Labomar Group, Pharmia is committed to integrating sustainability into its business model and daily operations. Our approach is pragmatic and focused on continuous improvement, ensuring long-term value creation for customers, employees and stakeholders. Sustainability at Pharmia is not managed as a standalone initiative, but as a set of concrete commitments embedded in quality, operational excellence and responsible growth. Our objectives are aligned with the Labomar Group sustainability strategy.

The commitment of the management team and the active involvement of all employees are essential to the effective implementation of sustainability at Pharmia. Sustainability performance and progress towards sustainability goals are regularly monitored at executive management level and form part of decision-making processes. Members of the management team are responsible for guiding sustainability activities within their respective functions and for implementing corrective actions where needed, in line with Group governance principles.

Goals, indicators and internal monitoring mechanisms support the evaluation of the effectiveness of our sustainability actions. In alignment with the Labomar Group sustainability framework, Pharmia has identified a set of sustainability priorities that contribute to selected United Nations Sustainable Development Goals (SDGs).

PHARMIA'S SUSTAINABILITY THEMES AND KEY GOALS

PRODUCT Top-class healthy products

Integration of ESG criteria into product design and life cycle Management.
Evolution of the product portfolio to ensure full alignment with new European regulations and consumer expectations.

Labomar Group sustainability material topics

- Sustainable packaging management
- Research, development and innovation
- Product quality and safety
- Sustainable management of supplier



PEOPLE People drive Pharmia's success

Focus on promoting Pharmia as an attractive employer by leveraging collaboration, engagement and people-centricity. Strengthening a culture based on inclusion, skills development and distributed leadership.

Labomar Group sustainability material topics

- Health and safety
- Employee well-being and corporate welfare
- Attraction & retention of talents
- Employee management and development
- Diversity, equal opportunities and human rights



PLANET Joint efforts for the environment

Innovation and growth need to be aligned with Near Term (2030) and Net Zero (2050) climate targets.

Labomar Group sustainability material topics

- Fight against climate change and efficient energy use
- Water resource management
- Use of raw materials and waste management



Highlights of our sustainability work 2025



ESG integration & governance

- First full year of Pharmia's sustainability integration with progressive alignment to Labomar Group governance, policies and ESG roadmap.
- Publication of Pharmia's third Sustainability Report, reinforcing transparency toward customers and stakeholders.



Product quality and safety

- 100% of product categories covered by comprehensive health and safety impact assessments.
- Zero voluntary non-conformities and no significant product safety complaints reported during the year.



Supplier management & responsible sourcing

- Full commitment to Pharmia's Supplier Code of Conduct by category A and B suppliers (~90% of purchasing volume).
- Structured supplier qualification and monitoring aligned with ISO frameworks.



People and workplace

- Strengthened employee engagement through the Pharmers well-being team and structured listening initiatives.
- Targeted training focused on quality, regulatory compliance and occupational health and safety.



Occupational health & safety

- Further development of a proactive safety culture, with structured incident and near-miss monitoring.
- Continued progress along the safety-culture development path.



Climate & Environment

- 79% of electricity purchased covered by renewable energy certificates.
- Significant reduction in Scope 2 emissions compared to 2024.



Sustainability Theme 1

TOP-CLASS HEALTHY PRODUCTS

SUSTAINABILITY THEME 1

Top-class healthy products

The number one priority of Pharmia’s sustainability and business activities is to manufacture products that are safe, compliant and effective, promoting the well-being of end users and the long-term trust of customers. We operate in highly regulated markets and comply with rigorous safety and quality standards for food supplements and CE-marked medical devices, ensuring that all products meet applicable statutory requirements and recognized industry standards throughout their life cycle.

This commitment is fully aligned with the Labomar Group’s material sustainability topics with the greatest impact on the Group, in particular **product quality and safety, research, development and innovation, sustainable management of suppliers, and sustainable packaging management**. Together, these topics support our shared commitment to delivering market-ready nutraceutical solutions that combine scientific excellence, product effectiveness, customer service and environmental responsibility, as defined in the first pillar of Labomar Group ESG 5y Plan 2026-2030.

TOPIC	LABOMAR GROUP TOPIC	GOAL	PROGRESS IN 2025
MORE SUSTAINABLE PACKAGING MATERIALS	<ul style="list-style-type: none"> Sustainable packaging management 	We will include certified or sustainable packaging options that place a smaller burden on the environment in our product portfolio.	Introduce and follow up PPWR requirements started.
SUSTAINABLE INGREDIENTS	<ul style="list-style-type: none"> Product quality & safety Research, development and innovation 	<p>We will survey the supply chain in accordance with Food Fraud & Food Defence processes every year.</p> <p>We conduct a risk assessment for each ingredient every three years.</p>	<p>Food Fraud and Food Defence evaluated 2025.</p> <p>Material risk assessment conducted new ingredients. Pack materials included into risk assessment.</p>
CODE OF CONDUCT	<ul style="list-style-type: none"> Sustainable management of supplier 	We require our suppliers* to comply with Pharmia’s Code of Conduct guidelines.	Implemented Pharmia rules, based on Pharmia Code of Conduct to increase everyday awareness of ethical actions.

*Most significant and continuous suppliers (approx. 90% of purchase volume), excluding individual orders


Pharmia's product portfolio

We develop and manufacture high-quality food supplements and CE-marked medical devices under contract. We have an extensive product portfolio, and we specialize in tablets, capsules and liquid products. Our clientele consists of pharmaceutical companies that advertise food supplements and CE-marked medical devices and natural product wholesalers around the world.



Medical devices

- Flu treatment via the nose
- Flu treatment via the mouth
- Nasal health
- Aural health
- Gastric health
- Oral health



Minerals

- Calcium
- Zinc
- Magnesium
- Iron
- Other



Vitamins

- Vitamin B
- Vitamin C
- Vitamin D
- Multivitamins
- Other vitamins



Melatonin, collagens

- Melatonin, different strengths
- Collagens



Lactic acid bacteria

- Lactic acid bacteria
- Boulardii
- Other lactic acid bacteria



Other food supplements

- Caffeine
- Enzymes
- Fatty acids
- MSM
- Amino acids
- Xylitol
- Glucosamine

Innovation and client-orientation at the core of product

Pharmia manufactures several million consumer packages every year and pro-activity remains a strategic priority to ensure the competitiveness and regulatory robustness of both existing and new products, in line with the Labomar Group's focus on innovation and sustainable growth.

We work in close cooperation with raw material and technology partners and actively monitor market trends, regulatory developments and evolving customer needs. New product ideas are identified through a structured and proactive approach and then adapted into market-ready solutions that meet customer expectations in terms of quality, effectiveness, safety and time to market.

Our deep knowledge of food supplements and CE-marked medical devices is combined with strong pharmaceutical, technological and regulatory expertise. Pharmia provides an integrated service offering that covers the entire product value chain, from product design and formulation to sourcing, manufacturing and packaging, ensuring consistency and control throughout the life cycle.

Innovation capabilities continued to strengthen in 2025, also benefiting from closer integration within the Labomar Group.

Building on the innovation process developed in previous years, we further consolidated project-based approaches to product development, enabling clearer prioritization, cross-functional collaboration and efficient execution. Particular focus has been placed on the field of lactic acid bacteria, where Pharmia has reinforced its scientific and technical expertise, in alignment with the Group's strategic emphasis on probiotics and high-value technologies.

Through continuous innovation, disciplined execution and close collaboration with customers and suppliers, Pharmia contributes to the evolution of the Group's product portfolio, ensuring full alignment with new European regulatory requirements and increasing consumer expectations, while supporting long-term competitiveness and responsible growth.



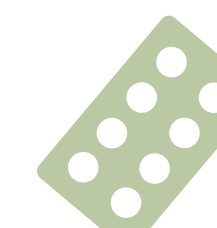
DESIGN

- Contact
- Product idea from the customer
- Product idea from Pharmia



COMPOSITION & OFFER

- Preliminary composition
- Form of product and packaging
- Cost estimate



PRODUCT DEVELOPMENT

- Manufacturing trial batches
- Final composition
- Selection of production methods



MANUFACTURING

- Product manufacturing
- Production analysis
- Shelf-life monitoring and analyses



PACKAGING & DELIVERY

- Procurement of packaging materials
- Product packaging
- Delivery to the customer



Product quality and safety

Pharmia is committed to responsible manufacturing and continuously invests in the quality and safety of its products. Product safety represents a core element of our fundamental requirement for operating in the food supplement and CE-marked medical device markets. We ensure product safety and compliance throughout the entire value chain, safeguarding the integrity of our customers' brands.

All Pharmia products are manufactured in accordance with applicable statutory requirements, relevant standards and recognized best practices. Particular attention is paid to the origin, quality and purity of raw materials and ingredients, as well as to their traceability and ongoing monitoring. Supplier qualification, material controls and quality assurance processes are essential components of our responsible supply chain management.

<p>MORE THAN</p> <p>118</p> <p>SAFETY ASSESSMENTS</p>	<p>IN 2025</p> <p>0</p> <p>PRODUCT RECALLS</p>
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Pharmia ensures that 100% of product categories are subject to a comprehensive assessment of health and safety impacts, guaranteeing high standards, quality continuity and consumer protection in all markets in which it operates.

Pharmia during 2025 did not report any voluntary non-conformity events or significant complaints with reference to non-conformity events with potential impacts on product health and safety.

DEVELOPMENT TARGETS FOR 2025 IN PRODUCT SAFETY

- Reduce product complaints.
- Renewal and continuous improvement of the HACCP system.

ONGOING MEASURES TO ENSURE PRODUCT SAFETY

- We obtain our ingredients from trusted suppliers so that we can be sure of their high quality.
- We comply rigorously with hygiene rules, instructions and recipes at all stages of the production process.
- We have received also during September 2025 the best "Oivallinen" result in the Oiva inspection, which shows that our food quality and safety supervision is at a high level.
- We identify potential risks in advance according to the HACCP principles .
- We conduct weekly assessments to ensure sufficient levels of hygiene and cleanliness.
- We assess the risks of product sabotage and fraud annually
- Our operations are regularly audited by authorities and certification organizations.
- We carry out extensive laboratory analyses to guarantee the safety and quality of our products

Quality is the foundation of our business

Pharmia adopts a structured and preventive quality system based on GMP principles and a management model compliant with ISO 9001, ISO 13485 and FSSC 22000, ensuring full compliance with applicable regulatory requirements for food supplements and medical devices.

Our quality policy and operating systems are designed to ensure consistent product quality across all activities and markets. They meet both national requirements (including own-check systems and HACCP principles) and internationally recognized standards. Production processes are continuously monitored and improved in order to ensure efficiency, robustness and the prevention of errors, supporting the delivery of safe, high-quality products that meet customer and regulatory expectations.

Product safety is ensured through a comprehensive quality and safety control framework covering the entire product life cycle. This includes:

- **microbiological testing**
- **physico-chemical analyses**
- **verification of raw-material conformity**
- **allergen controls**
- **stability and shelf-life studies**

Each batch is released only after the review of analytical data and complete production documentation. In addition, Pharmia offers comprehensive analytical service packages and ongoing shelf-life monitoring in support of customers and product performance over time. The quality system integrates structured processes for deviation management, root-cause analysis and CAPA actions, supported by internal audits and continuous monitoring. These mechanisms drive ongoing improvement and reinforce the reliability and repeatability of production outcomes. Food Fraud and Food Defence processes are applied systematically. The entire supply chain is surveyed annually in accordance with Food Fraud and Food Defence requirements, while a formal risk assessment is conducted for each ingredient on a regular basis. Countries of origin for raw materials have been identified and related risk-assessment data integrated into the ERP system. Risk assessments related to product sabotage and fraud are progressively strengthened and reviewed.

Pharmia has been a certified manufacturer of medical devices since 2013. In response to the introduction of the EU Medical Devices Regulation (MDR, Regulation (EU) 2017/745) Pharmia Oy was awarded MDR certification on 1 December 2022, becoming one of the first MDR-certified companies in Finland and among the early adopters in Europe. Pharmia's objective is to ensure that all existing MDD medical devices are transitioned and fully certified under MDR within the regulatory transition period ending on 31 December 2028.

Product development of packaging materials

As part of Labomar Group, Pharmia aligns its packaging development activities with the Group's Sustainable Packaging Management approach, which aims to reduce environmental impact while ensuring product safety, regulatory compliance and customer satisfaction. Packaging is considered an integral part of product design and life-cycle management, particularly in highly regulated markets such as food supplements and medical devices.

Pharmia is actively exploring alternatives to virgin plastic materials, with a specific focus on reducing the use of virgin HDPE where technically and regulatory feasible. In this context, product development activities include the evaluation of recycled materials that meet quality, safety and performance requirements. A dedicated PET development project has been launched to assess the quality and suitability of recycled PET (rPET) for packaging applications. This work focuses on verifying material performance, compatibility with existing products, regulatory compliance and alignment with customer requirements.

Pharmia purchased packaging materials primarily from European suppliers, helping to ensure reliability, quality control and reduced supply-chain risk. All printed packaging materials—including packaging leaflets, labels and folding boxes—are sourced from a long-standing Finnish partner, supporting high quality standards, stable collaboration and local supply chains.

Raw materials and active ingredients represent the largest share of upstream emissions, reflecting the relevance of sourcing practices, supplier engagement and material selection.

Packaging is a strong contributor to upstream emissions, confirming insights from LCA studies and reinforcing the strategic importance of sustainable packaging development.

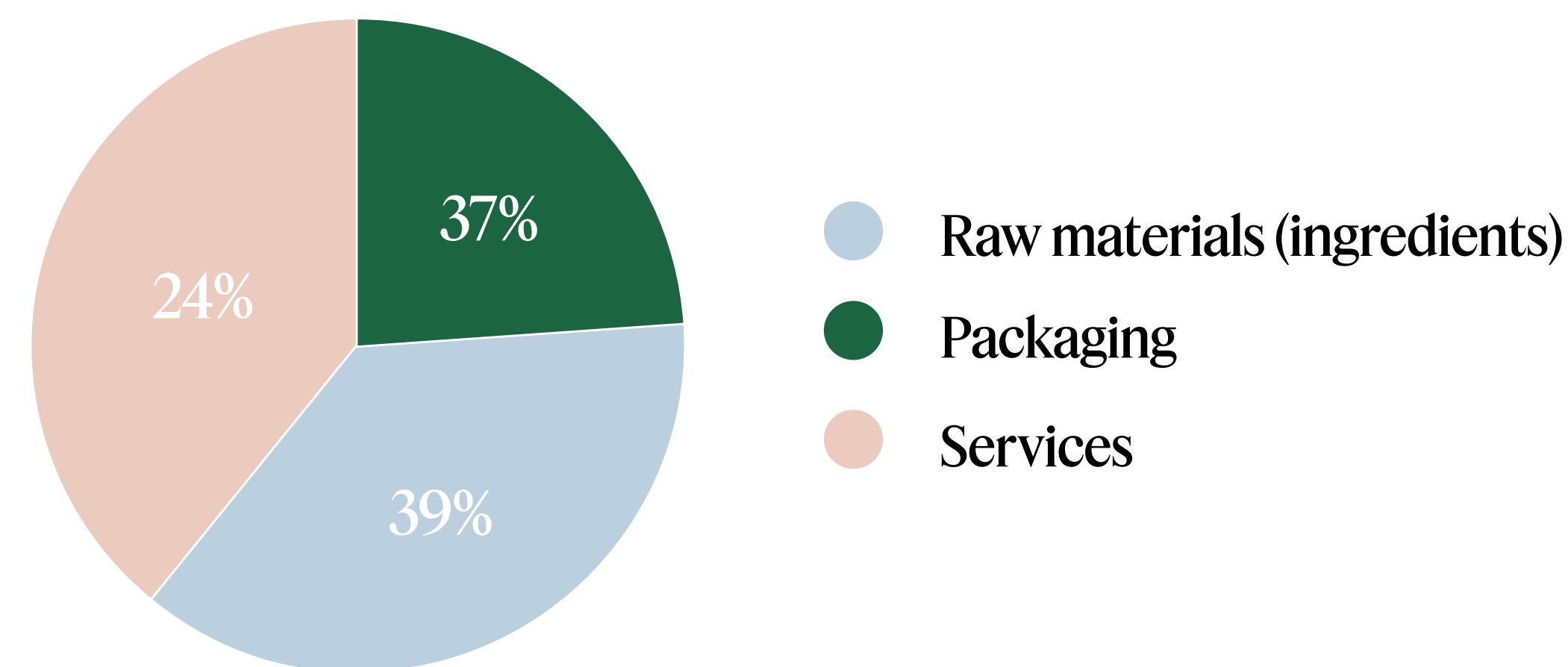
External services, including logistics-related and operational services, account for a significant share of emissions and represent an additional area for improvement and efficiency actions.

Packaging and decarbonization pathway

In line with the Labomar Group decarbonization roadmap and sustainable packaging strategy, Pharmia supports the progressive transition toward lower-impact packaging solutions. Key focus areas include:

- Elimination or significant reduction of non-essential packaging elements;
- Transition toward recyclable and recycled materials across the main families of primary packaging following the alignment with the Regulation (EU) 2025/40;
- Integration of packaging sustainability considerations into product design and life-cycle management, in cooperation with customers and suppliers.

Purchases of good and services by type for 2025



Sustainable management of suppliers

The manufacturing and production of food supplements and CE-marked medical devices involve multiple phases that require careful planning, coordination and control across the supply chain.

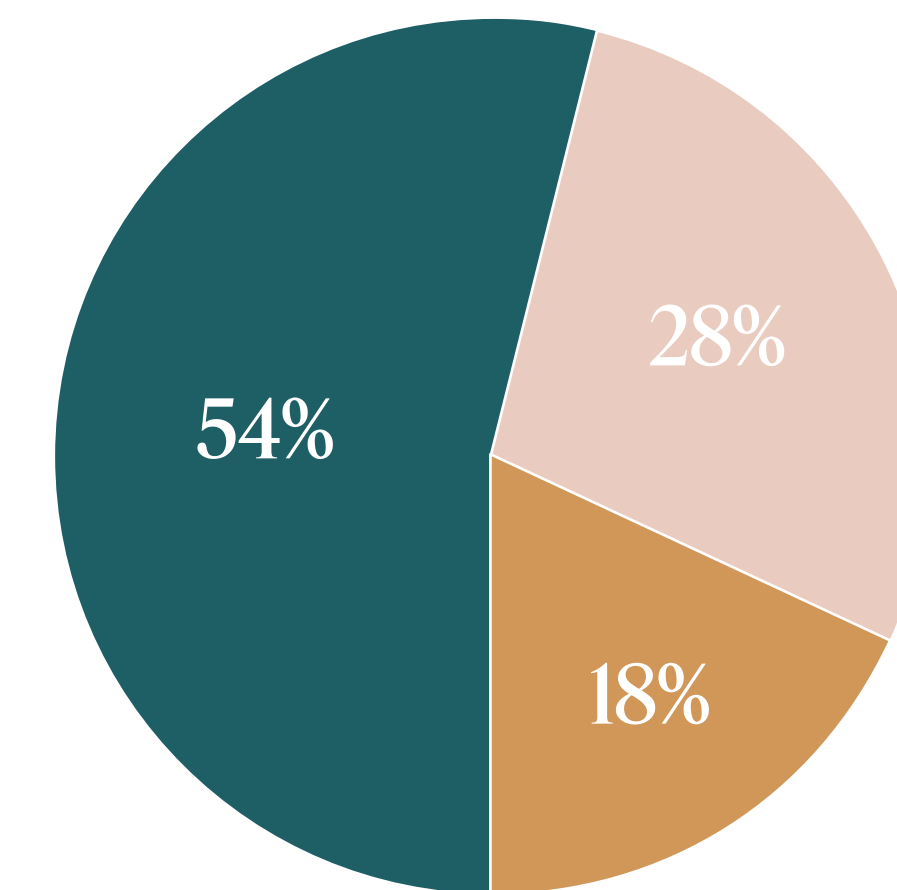
For this reason, Pharmia adopts a structured approach to supplier management. In purchasing and procurement activities, Pharmia favours well-established and reliable suppliers with a proven track record of quality, regulatory compliance and delivery performance.

Our sourcing strategy focuses on product quality, total cost management and long-term supply-chain sustainability, ensuring continuity, traceability and operational resilience in highly regulated markets. We work in close, long-term cooperation with several strategic suppliers, fostering transparency, mutual understanding and continuous improvement. In line with ISO framework, supplier qualification and monitoring processes are based on defined criteria, validated procedures and documented evaluations. These processes support consistent quality outcomes, regulatory robustness and traceability throughout the supply chain. Where necessary, corrective actions are implemented to address deviations and strengthen supplier performance. At the right, data relating to expenditure with local suppliers are presented.

Pharmia's cooperation with suppliers is guided by a clear and structured Code of Conduct, which reflects the company's commitment to human rights, environmental sustainability and responsible business practices. We expect our suppliers and business partners to operate to the same standards we apply in our own operations. For this reason, Pharmia requires suppliers to commit to its Code of Conduct, which defines the minimum requirements for sustainable operations across the supply chain. The current Code of Conduct was updated in 2023 to reinforce alignment with evolving regulatory expectations and Group-level governance standards. It was subsequently distributed to Pharmia's most significant suppliers, specifically category A and B suppliers, which together represent approximately 90% of total purchasing value. Major direct material suppliers committed to Code of Conduct

57,9%
OF PROCUREMENT BUDGET
FROM FINLAND & SWEDEN

Procurement budget of suppliers by location

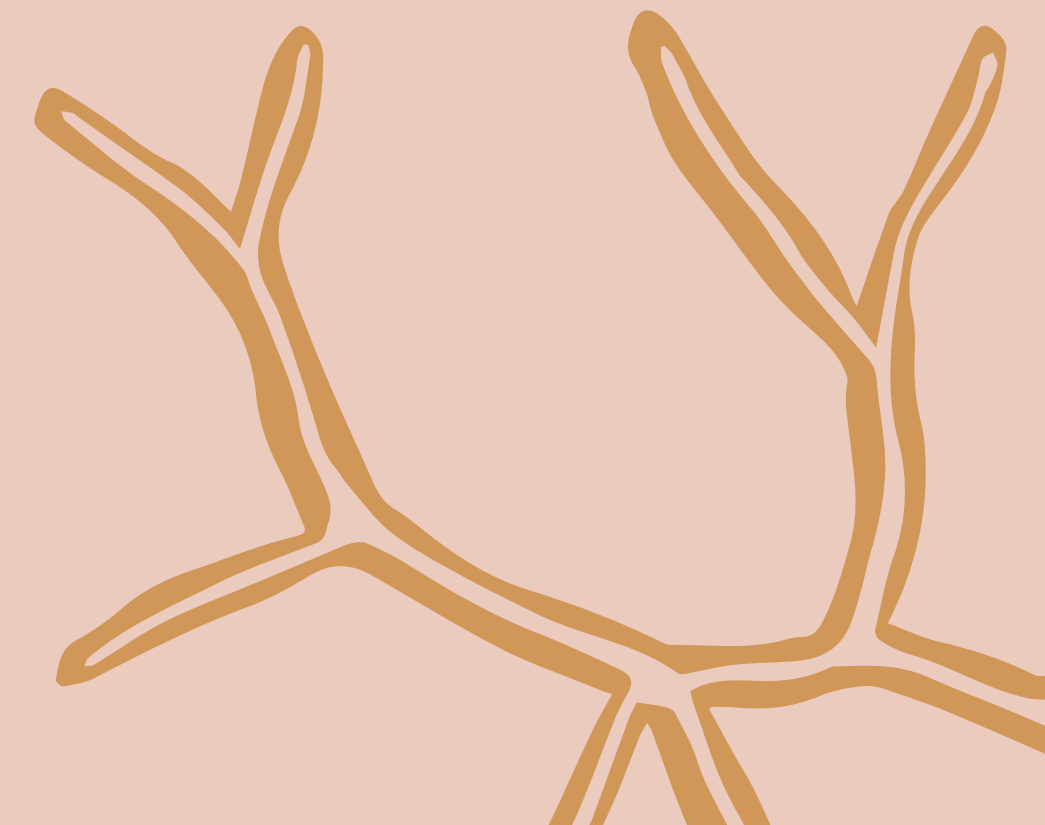


- Within 80 km of Pharmia's headquarters
- Between 80 and 300 km from Pharmia's headquarters
- Over 300 km from Pharmia's headquarters



Sustainability Theme 2

PEOPLE DRIVE PHARMIA'S SUCCESS



SUSTAINABILITY THEME 2

People drive Pharmia's success

People are at the core of Pharmia's success and long-term sustainability. In line with the Labomar Group ESG vision, we believe that well-being, competence development and a strong people-centric culture are essential enablers of sustainable growth, operational excellence and trusted partnerships.

Pharmia is committed to continuously developing the competence, well-being and motivation of its employees. We strive to provide a safe, encouraging and inclusive work environment in which people can grow professionally, contribute their expertise and feel supported. Occupational health and safety, training and personal development are treated as fundamental elements of our daily operations and management responsibility.

This commitment is fully aligned with the Labomar Group's material sustainability topics with the greatest impact on the Group, in particular **stakeholder engagement and involvement, health safety, employee well-being and corporate welfare, attraction and retention of talents, employee management and development and diversity, equal opportunities and human rights**. Together, these topics support our shared commitment to build a resilient, inclusive and values-driven organization in which sustainability is fully integrated into decision-making processes, corporate culture and stakeholder relationships.

TOPIC	LABOMAR GROUP TOPIC	GOAL	PROGRESS IN 2025
STAKEHOLDER COOPERATION	<ul style="list-style-type: none"> Stakeholder engagement and involvement* 	We take the needs of stakeholders into account in our sustainability work and communications.	Build partnerships in key suppliers to enable competitive scientifically approved new innovations.
OCCUPATIONAL SAFETY	<ul style="list-style-type: none"> Health and safety 	We provide a safe working environment .	TA rate 15 (2025) <ul style="list-style-type: none"> 12 safety rounds conducted 228 safety observations 160 closed actions for safety observations
OCCUPATIONAL HEALTH	<ul style="list-style-type: none"> Employee well-being and corporate welfare 	We will reduce the sick leave rate to be below the industry average (5%).	We have an early support model that enables us to address employee well-being in a timely and proactive manner.
JOB SATISFACTION	<ul style="list-style-type: none"> Attraction and retention of talents Employee management and development Diversity, equal opportunities and human rights 	We invest in the know-how, well-being and job comfort of our staff.	We have an employee well-being group called Pharmers, dedicated to supporting our people's overall wellbeing. The group promotes physical, mental, and social health, strengthens our sense of community and collaboration, and helps employees maintain sustainable work ability and cope successfully in their daily work.

* It should be noted that, within the Labomar Group materiality assessment, the topic of "stakeholder engagement and involvement" did not rank among the Group's material topics. However, considering that Pharmia is still in the early years of its sustainability reporting journey, this topic is intentionally included in the report.

Expert customer cooperation

Client-orientation is at the core of Pharmia's operations. We work in close cooperation with our customers to develop market-ready solutions, combining product development, regulatory expertise and manufacturing excellence.

We actively listen to customer needs and aim to act as a reliable long-term partner, providing transparent, timely and accurate information on products, ingredients, manufacturing processes and sustainability practices.

Stakeholder cooperation and engagement support this approach. Pharmia considers it an important enabling element, especially in the early years of its sustainability reporting journey. We take stakeholder expectations into account in our sustainability work and communications, with particular attention to customers operating in highly regulated markets.

The publication of Pharmia's third sustainability report as of 31 December 2025 represents a key milestone in this process. It supports transparent dialogue with stakeholders and allows customers to follow Pharmia's sustainability pathway, commitments and progress in a structured and consistent manner, reinforcing trust and long-term cooperation.

We will plan to measure our customer satisfaction during 2026 in order to gather suggestions and how our way of doing business is going.

CLIENTELE OF
40
COMPANIES

NEW CUSTOMERS
+ 6
ACQUIRED

WE MANUFACTURED APPROX.
7.9 M
PRODUCTS IN 2025



Pharmia employees are a priority

Pharmia employees are top experts in their fields, and their well-being at work is of paramount importance to us. We provide a safe and healthy working environment and invest in the development of competence and the establishment of good practices.

Creating and maintaining a good working environment is everyone's responsibility. Our goal is to strengthen the dialogue with our staff and to improve their job comfort even further. We involve Pharmia's employees in decision-making and give them the opportunity to influence the development of the work environment and processes. Pharmia's ground rules implemented and trained to all personnel during 2025.

We founded the Pharmers wellbeing team in the spring of 2024, which consists of six staff representatives.

The aim of the team is to improve job comfort and well-being by listening to the needs of the employees and by organizing events that enhance the community spirit. The Pharmers team works actively to create joy and a positive working atmosphere. The team is also responsible for planning and implementing the workplace well-being survey and implementing the improvement suggestions arising from the results of the survey.

EMPLOYEES

54%
WOMEN

EMPLOYEES

99%
PERMANENT

NEW HIRES

10
DURING 2025



Equality and diversity at Pharmia

Pharmia’s workforce is characterized by a high level of employment stability. At the end of the reporting period, the majority of employees were permanently employed, reflecting the company’s commitment to long-term relationships, knowledge retention and continuity of operations. Temporary employment is used primarily as an entry model and as a pathway toward permanent positions, supporting both workforce flexibility and integration.

	31.12.2025					
Employees	Man	%	Woman	%	Total	%
Permanent	37	97.4%	45	100.0%	82	98.8%
Temporary	1	2.6%	0	-	1	1.2%
Total	38	45.8%	45	54.2%	83	100.0%

Six average of external workers during the reporting period. At Pharmia, the presence of temporary staff is part of the entry model, with new hires initially employed through agencies and potentially made permanent after four months. The main tasks for temporary employees are production duties (manufacturing and packing) as well as warehouse work.

	31.12.2025					
Employees	Man	%	Woman	%	Total	%
Full time	37	97.4%	42	93.3%	79	95.2%
Part time	1	2.6%	3	6.7%	4	4.8%
Total	38	45.8%	45	54.2%	83	100.0%

Full-time employment represents the predominant working arrangement at Pharmia, supporting organizational continuity and operational reliability. Part-time contracts are limited and applied where appropriate to respond to individual needs and specific organizational requirements, in line with a people-centric and inclusive approach.

Pharmia’s workforce shows a balanced age distribution, combining solid professional experience with generational diversity. The presence of a significant share of employees between 30 and 50 years of age supports operational stability and know-how.

	31.12.2025					
Employees	Man	%	Woman	%	Total	%
Under 30 years	2	5.3%	2	4.4%	4	4.8%
From 30 to 50	26	68.4%	22	48.9%	48	57.8%
Up to 50	10	26.3%	21	46.7%	31	37.3%
Total	38	45.8%	45	54.2%	83	100.0%

The company’s organizational structure reflects the operational nature of Pharmia’s activities within regulated manufacturing environments. Blue-collar and white-collar roles represent the majority of the workforce, supported by a defined management and middle-management layer that ensures coordination, quality oversight and operational execution.

	31.12.2025					
Employees	Man	%	Woman	%	Total	%
Manager	6	15.8%	3	6.7%	9	10.8%
Middle-manager	4	10.5%	1	2.2%	5	6.0%
White collar	5	13.2%	20	44.4%	25	30.1%
Blue collar	23	60.5%	21	46.7%	44	53.0%
Total	38	45.8%	45	54.2%	83	100.0%

	31.12.2025							
Employees	<30	%	30-50	%	>50	%	Total	%
Manager	-	-	5	10.5%	4	12.9%	9	10.8%
Middle-manager	1	25.0%	2	4.2%	2	6.5%	5	6.0%
White collar	1	25.0%	16	33.3%	8	25.8%	25	30.1%
Blue collar	2	50%	25	52.1%	17	54.8%	44	53.0%
Total	4	4.8%	48	57.8%	31	37.4%	83	100.0%

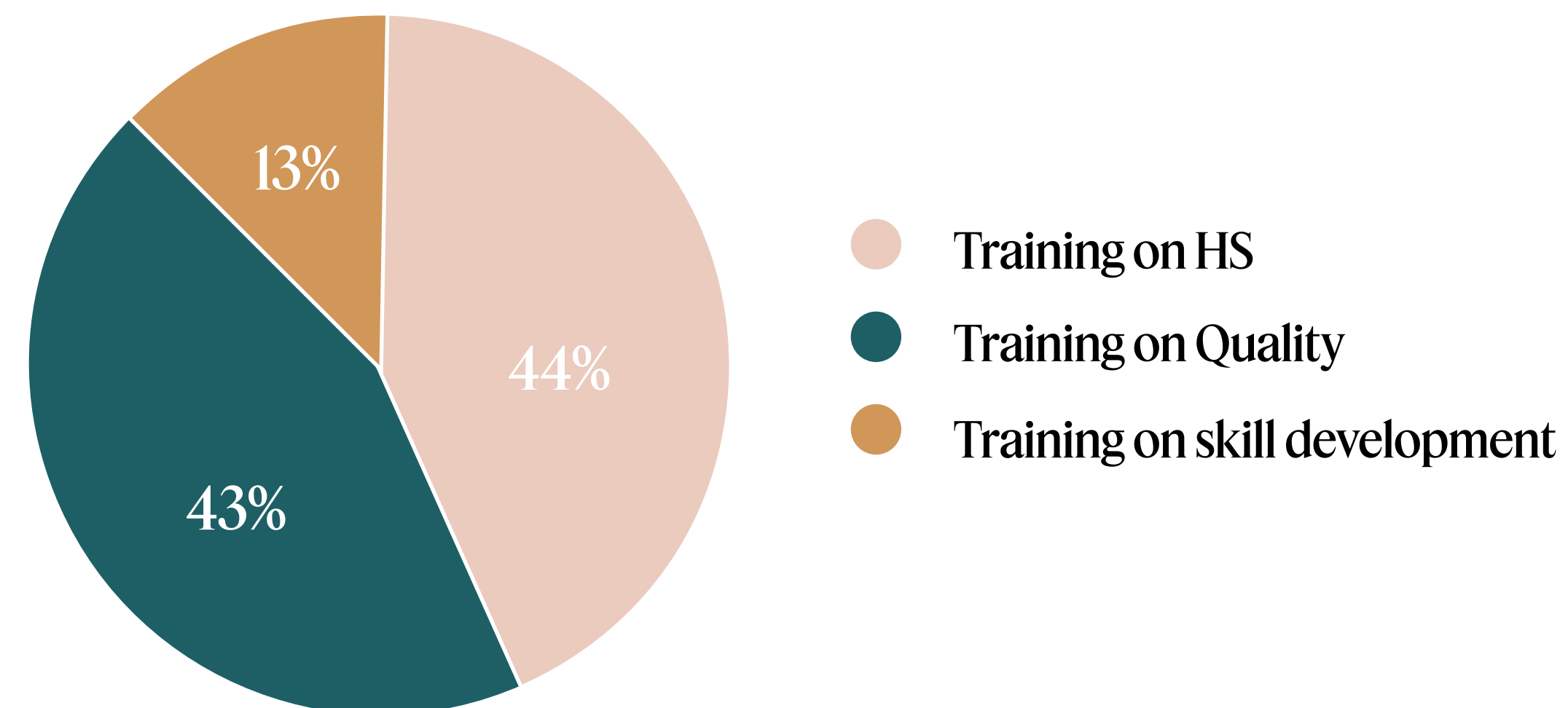
It should be specified that the data presented above are expressed in headcount, at the end of the reporting period.

93.9% of Pharmia employees are covered by collective bargaining agreements, thereby ensuring fair working conditions and compliance with industry regulations with reference to the Finnish collective agreements for the chemical and plastics industry for both blue-collar and white-collar employees. It covers employment conditions, working time arrangements, wage structures, shift work, overtime, public holiday compensation, and rules for employment relationships, including fixed term contracts, induction training, and notice periods. The current agreement runs from 21 Feb 2025 to 31 Dec 2027 and includes 7.8% wage increases over the three-year period.

Pharmia dedicated a significant number of training hours to quality and health and safety topics, ensuring that personnel remained aligned with the regulatory and operational requirements of the sector.

AVERAGE HOURS OF TRAINING	31.12.2025		
	Man	Woman	Total
Employees			
Manager	6.0	1.0	4.3
Middle-manager	6.5	1.0	5.4
White collar	6.2	5.8	5.8
Blue collar	4.3	6.6	5.4
Total	5.1	5.7	5.4

Hours of training by topics



Pharmia offers its employees a set of organizational benefits oriented toward daily well-being. The company promotes an inclusive and collaborative environment, supported by regular listening and engagement initiatives involving staff, including workplace well-being surveys, pulse surveys and activities organized by the “Pharmers” team, aimed at enhancing internal climate quality and relationships among colleagues. The employee benefits include i.e. €800 per year in ePassi, a lunch benefit, a mobile phone benefit, participation in the personnel fund, and comprehensive occupational health care.

Pharmia recognizes the right to family-related leave for 100% of its employees and during 2025, 7 employees made use of this right (4 men and 3 women), representing 8% of the total workforce.

ATTRACTION AND RETENTION OF TALENTS

INCOMING	31.12.2025					
	Man	%	Woman	%	Total	%
Employees						
Under 30 years	-	-	1	50.0%	1	25.0%
From 30 to 50	4	15.4%	4	18.2%	8	16.7%
Up to 50	-	-	1	4.8%	1	3,2%
Total	4	10.5%	6	13.3%	10	12.0%

TURNOVER	31.12.2025					
	Man	%	Woman	%	Total	%
Employees						
Under 30 years	4	200.0%	1	50.0%	5	125.0%
From 30 to 50	1	3.8%	3	13.6%	4	8.3%
Up to 50	3	30.0%	4	19.0%	7	22.6%
Total	8	21.1%	8	17.8%	16	19.3%

16 exits of which 10 voluntary resignations, 4 terminations for cause and 2 retirements.

AVERAGE ANNUAL BASIC SALARY	31.12.2025 Ratio women/men %
Middle-manager	1.02
White collar	1.07
Blue collar	0.91

Annual total compensation ratio equals to 3,42 as of 2025.



Development of occupational safety culture

Taking care of the physical and mental health of our employees is a priority for Pharmia, supporting both job satisfaction and the high standards required for quality assurance. In 2025, we continued to strengthen our occupational health and safety culture with a structured and proactive approach, in line with our commitment to responsible operations.

We ensure that working conditions are safe and that workstations are designed according to ergonomic principles, with particular attention to lighting, air quality, noise control and the appropriate use of personal protective equipment. A structured incident-recording system supports the identification, monitoring and correction of safety-related shortcomings, while regular safety assessments are carried out with the involvement of representatives from different staff groups.

During the reporting year, Pharmia further enhanced its occupational health and safety management through targeted improvements to operational areas and machine-safety systems, alongside new measures to strengthen supervision during evening and weekend shifts. A dedicated training programme was delivered, covering topics such as safe nitrogen handling, fire-prevention measures, ergonomics and the safe use of tools. Specific risk assessments were conducted for production equipment to further mitigate operational risks.

Systematic recording and analysis of incidents, near-misses and observations supported a continuous-improvement approach, reinforced by periodic internal communications on safety performance and by monthly departmental inspections carried out with the active involvement of the safety committee.

ACCIDENT RATE

16
(25 IN 2024)

ABSENCE DAYS

5
DUE TO ACCIDENTS

WORK RELATED INJURIES	2025
The number of recordable work-related injuries	2
The number of hours worked	121,872.2
The rate of recordable work-related injuries	16.4

Pharmia reported two injuries related to manual handling, specifically a back strain and an ankle sprain.

Development of Pharmia's occupational safety culture

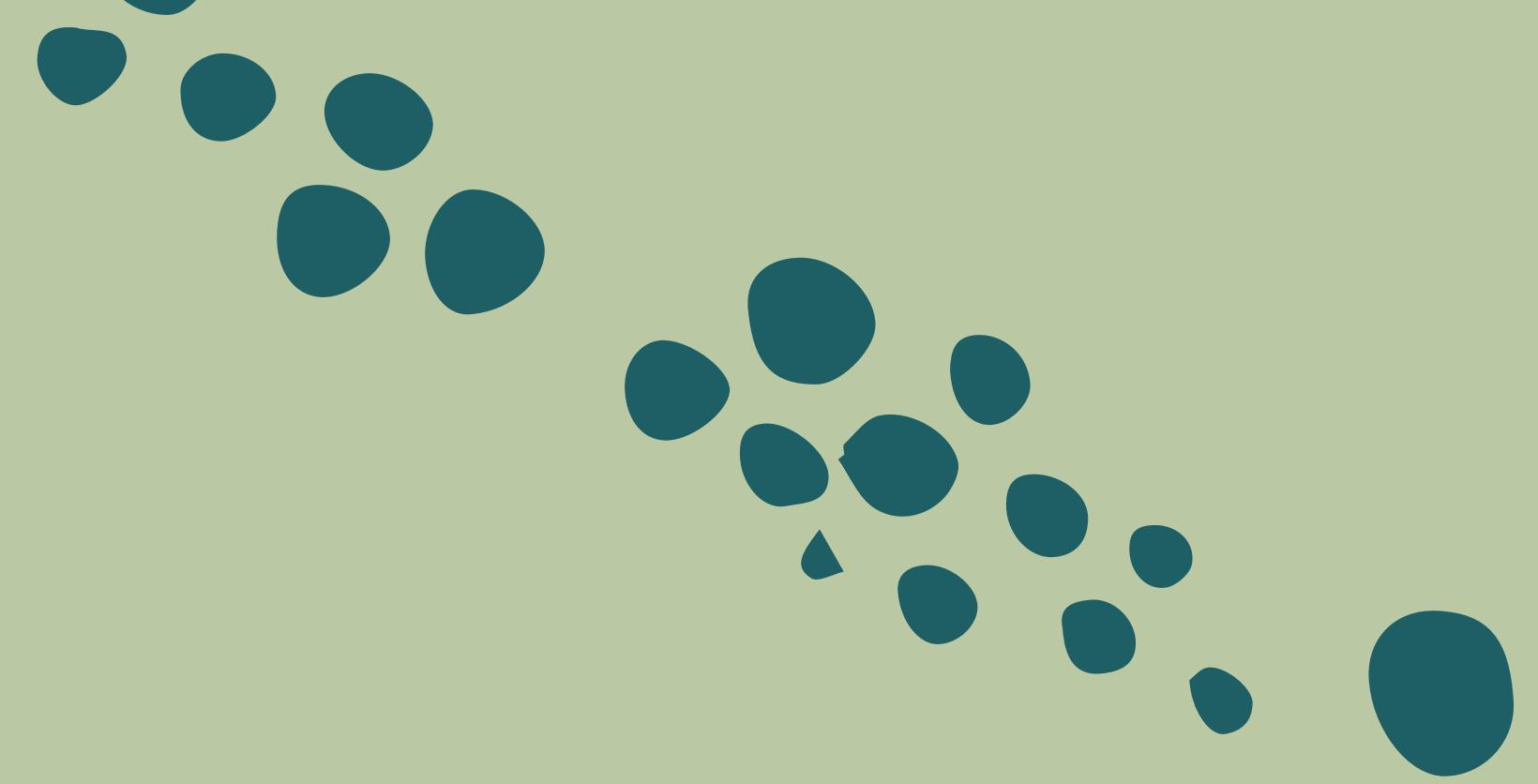
	2022 - 2023	2024	2025 - 2026	2027
ATTITUDE TOWARDS ACCIDENTS	Accidents are part of working life	Having zero accidents is an unrealistic goal	Having zero accidents is a possible goal	Goal: zero accidents
MOTIVATION	Focus is elsewhere	Safety is taken into account	One's own health and awareness	Team spirit and shared values
MOTTO	Measures are taken, but other things take precedence	Follow the rules!	Take care of yourself!	We take care of and help each other
RESPONSIBILITY	Responsibilities are unclear	Responsibilities have been clarified somewhat	Each employee takes responsibility	Taking responsibility for yourself and your team
MEASURES	Taken by an appointed person	Taken by the teams, progress at different paces	Personal measures	All teams implement measures
GENERAL OPINION	Occupational safety is promoted periodically	There is a will to promote occupational safety	Occupational safety is my responsibility	Occupational safety is our responsibility
ACCIDENTS	12	4	0 – not yet achieved in 2025 but on the path to improve	0

The model is adapted from the Bradley curve, which describes the four stages of development of safety culture



Sustainability Theme 3

JOINT EFFORTS FOR THE ENVIRONMENT



SUSTAINABILITY THEME 3

Joint efforts for the environment

Pharmia is committed to reducing its negative environmental impacts and to systematically lowering its greenhouse gas emissions, in alignment with the Labomar Group sustainability vision and decarbonization pathway. Environmental responsibility is addressed as a shared effort across operations, procurement and decision-making, supporting long-term resilience and regulatory compliance.

This commitment is fully aligned with the Labomar Group's material sustainability topics with the greatest impact on the Group, in particular **fight against climate change and efficient energy use, water resource management and use of raw materials and waste management**. Together, these topics support our shared commitment to implement a validated decarbonization roadmap, including Scope 3 emissions, ensuring that innovation and growth are aligned with Near Term (2030) and Net Zero (2050) climate targets.

TOPIC	LABOMAR GROUP TOPIC	GOAL	PROGRESS IN 2025
CLIMATE WORK	<ul style="list-style-type: none"> • Fight against climate change and efficient energy use • Water resource management 	We will reduce our greenhouse gas emissions (Scope 1 and 2)	Since 1 st of May 2025 Pharmia transitioned to 100% renewable electricity
LOSS	<ul style="list-style-type: none"> • Use of raw materials and waste management 	We will reduce loss by at least 5% each year	8.8% (2024) 8.6% (2025) 0.2% improvement
ENERGY, HEAT AND WATER CONSUMPTION	<ul style="list-style-type: none"> • Fight against climate change and efficient energy use • Water resource management 	We will improve and optimize our energy and resource use	Since 1st of May 2025 Pharmia transitioned to 100% renewable electricity
RECYCLING OF WASTE	<ul style="list-style-type: none"> • Use of raw materials and waste management 	We will recycle all our waste by the year 2026	Development of bio-waste recycling continues
ENVIRONMENTAL IMPACT MANAGEMENT	<ul style="list-style-type: none"> • Fight against climate change and efficient energy use • Water resource management • Use of raw materials and waste management 	We will be ISO 14001-compliant by the year 2027	Action plan created based on gap analysis.

Consideration of environmental impacts

ENERGY AND WATER CONSUMPTION

Pharmia focuses on improving energy efficiency across its production processes, with particular attention to electricity consumption and the performance of production machinery. Energy use is actively monitored, including the measurement of power supply at machine level, to support efficiency improvements and informed operational decisions.

Energy-intensive systems such as air conditioning and cooling account for a significant share of total consumption. While these systems are essential to ensure suitable production conditions, product quality and regulatory compliance, Pharmia continuously investigates opportunities to optimize their efficiency without compromising process reliability or safety.

In 2025, Pharmia used grid electricity and district heating as its primary energy carriers. 79% of the electricity purchased during the year was covered by Renewable electricity certificate, supporting a progressive reduction in indirect greenhouse gas emissions associated with energy consumption. Alongside energy sourcing, the company remains committed to improving energy efficiency both in production equipment and in facility-related systems, including space cooling.

As part of a structured approach to environmental management, Pharmia initiated its pathway toward ISO 14001 compliance in 2024, further strengthening its environmental management processes. This includes clearer monitoring, improved documentation and the integration of environmental considerations into operational planning, supporting continuous improvement and alignment with the Labomar Group strategy.

Since 1st of May 2025 Pharmia transitioned to 100% renewable electricity

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ)	2025
Electricity purchased	1,243.8
<i>Of which covered by REC</i>	976.7
District heating purchased	2.3
Total energy consumption within the organization	1,246.1
<i>From renewable sources</i>	976.7
<i>From non-renewable sources</i>	269.4

79% of electricity comes from renewable sources

78% of energy consumption comes from renewable sources

ENERGY INTENSITY RATIO	2025
Total energy consumption on turnover (€/000)	0.062
Total energy consumption on employees	15.0
Total energy consumption on produced pieces (*1000)	0.16

WATER WITHDRAWAL (ML)	2025
From third-party water	6.9
<i>Of which freshwater</i>	6.9
Water withdrawal from third-party water by source	6.9
<i>Of which surface water (Southern Finland basin)</i>	6.9
Total energy consumption within the organization	6.9

Low stress level assessed for Pharmia considering the impact of water scarcity.



WASTE DIVERTED FROM DISPOSAL IN METRIC TONS	2025	
	On site	Off site
Total weight of hazardous waste diverted from disposal in metric tons	-	0.1
<i>Of which preparation for recovery and/or recycling</i>	-	0.1
Total weight of non-hazardous waste diverted from disposal in metric tons	-	15.1
<i>Of which preparation for recovery and/or recycling</i>	-	15.1
Total weight of waste diverted from disposal in metric tons	-	15.2

WASTE DIRECTED TO DISPOSAL IN METRIC TONS	2025	
	On site	Off site
Total weight of hazardous waste directed to disposal in metric tons	-	-
<i>Of which preparation for disposal</i>	-	-
Total weight of non-hazardous waste directed to disposal in metric tons	-	54.1
<i>Of which preparation for disposal</i>	-	54.1
Total weight of waste directed to disposal in metric tons	-	54.1

Mixed waste, metal and bio-waste represent the main waste streams generated by Pharmia’s operations. Due to the nature of certain raw materials and ingredients, production activities also generate side streams that are classified as waste directed to disposal. These originate mainly from process residues and handling of organic materials used in manufacturing.

69.3 metric tons of waste generated

99% of total waste generated was not hazardous

22% of waste was sent for recovery

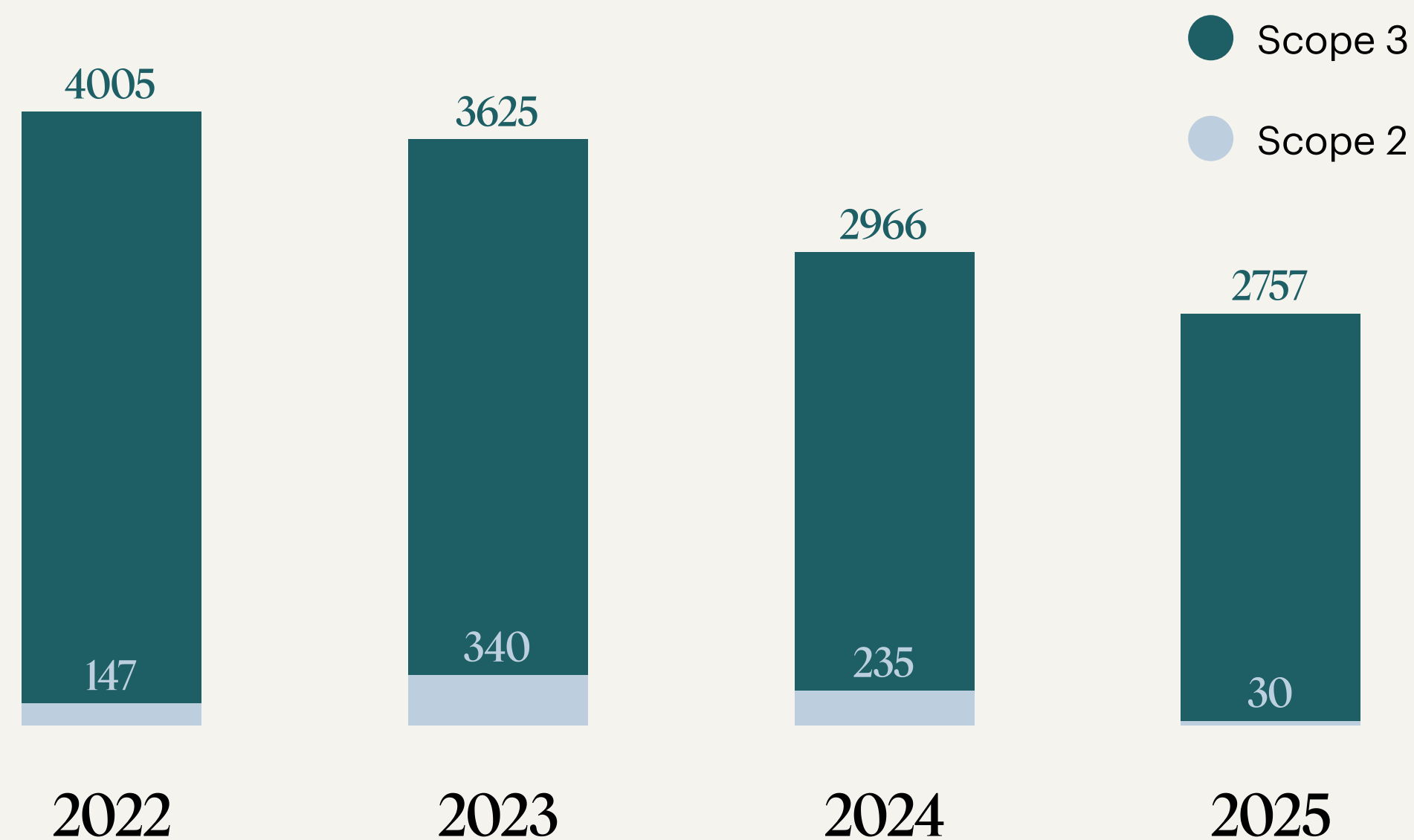
Reducing material loss is a constant objective for Pharmia and an important driver of both environmental performance and operational efficiency. Losses may occur at different stages of the production process, including deviation batches, expired raw materials, process losses, packaging materials and residues from discontinued products. To address this, Pharmia continuously improves production processes, batch sizing, warehousing and quality controls, regularly monitors expiring materials and strengthens machine-specific loss tracking. During 2025 monitoring has been enhanced and process optimization measures have been implemented to improve waste management and reduce losses. In addition, a Master’s thesis was conducted to support these efforts.

Pharmia's carbon footprint 2025

Carbon footprint tracking gives us a clear picture of the climate impacts of our activities and helps us identify opportunities to reduce emissions in different areas. The emissions of Pharmia Oy's own activities and the emissions of the value chain.

Scope 3 emission accounts for more than 99% thanks to the decarbonization process started for Scope 2 emission.

Greenhouse Gas Emissions 2022 - 2025



Total emissions in 2025 amounted to 3,086 tCO₂e, -3.6% with respect to the previous fiscal year.

	2024		2025	
Scope 2 tCO₂e	235.0	7.4%	30.3	1.1%
Electricity	188.1	5.9%	30.0	1.1%
District heating	46.9	1.5%	0.3	0.01%
Scope 3 category tCO₂e	2.966.0	92.6%	2.757.4	98.9%
Cat.1 - Purchased Goods and services	2,924	91.3%	2,470	88.6%
Cat.2 - Capital Goods	34.5	1.1%	55.0	2.0%
Cat.4 - Upstream transportation & distribution	3.8*	0.1%	191.0	6.9%
Cat.5 - Wasted generated in operation	0.7	0.01%	34.0	1.2%
Cat.6 - Business travel	1.9	0.06%	6.3	0.2%
Cat. 8 - Upstream leased assets	1.1	0.03%	1.1	0.04%
Total	3,201.0	100.0%	2,787.7	100.0%

*The number does not include transportation of ingredients to the factory.

Scope 3 emissions were quantified in accordance with the GHG Protocol – Corporate Value Chain Standard. The calculation combines available physical and economic data, applying a methodological hierarchy that prioritizes primary data, supplemented by emission factors sourced from Ecoinvent, Eurostat/EXIOBASE and DEFRA 2025, with conversion to CO₂ equivalents based on IPCC AR6 GWP100 values. The categories considered referred only to the compared with the previous year. Scope 2 emission was computed with AIB Residual Mix 2024 in accordance with the GHG Protocol methodology. The emissions consolidation approach adopted is operational control. Scope 1 emissions are equal to zero.



Sustainability prospects for 2026



In 2026, Pharmia will continue to build on the foundations established in recent years, further integrating sustainability into operational excellence and long-term business strategy, in alignment with the Labomar Group ESG roadmap.


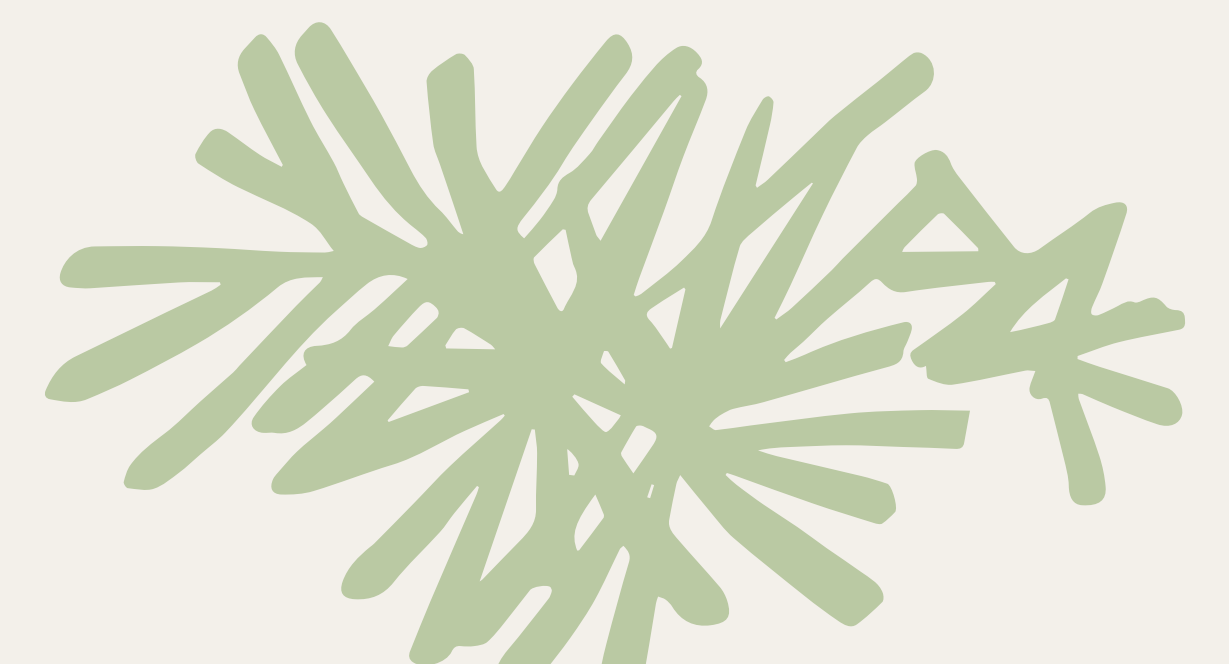

On products and the value chain, priorities will include the continued evolution of the product portfolio in line with new European regulatory requirements and customer expectations, as well as further integration of ESG criteria into product design and life-cycle management. Packaging development will remain a key focus area, with efforts to reduce non-essential elements and to expand the use of recyclable and recycled materials in line with Regulation (EU) 2025/40, while maintaining product safety and performance.

Supplier management will continue to be strengthened through structured monitoring, risk-based assessments and closer collaboration with strategic partners. Particular attention will be given to Scope 3 emissions related to ingredients, packaging materials and services, supporting progressive alignment with the Labomar Group decarbonization pathway.

People will remain at the centre of Pharmia's sustainability strategy. In 2026, the company will further develop its people-centric culture through continued investment in skills, well-being and occupational safety.

From an environmental perspective, Pharmia will pursue further improvements in energy efficiency, loss reduction and waste management, supported by a structured environmental management system.

Overall, Pharmia's focus for 2026 will be on consolidation, operational discipline and progressive improvement, ensuring that sustainability remains a concrete enabler of quality, reliability and long-term competitiveness within highly regulated markets and the Labomar Group.





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