



Natural Pharmaceuticals

Sustainability Report

2021-2022



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Introduction





We are proud to present our first

Natural Pharmaceuticals Sustainability Report.

It outlines our commitment to environmental, social, and governance responsibility.

This report reflects our dedication to sustainability and transparency as we strive to make a positive impact on our stakeholders and the world.





Natural Pharmaceuticals Sustainability Report

At Natural Pharmaceuticals, we want to improve the health and wellbeing of our customers. The pillar of our business is high-quality dietary supplements that are delivered to our customers in an extremely convenient way – directly to their home.

We strive to be a market leader in the dietary supplements market, delivering exceptional customer service and care. We aim to ensure that our products are produced sustainably and responsibly, and that we minimize our impact on the environment throughout the entire production and transportation process.

We stay at the forefront of the industry, and we are continually improving the quality of our products.

We are committed to providing outstanding customer support and attention, and we will work tirelessly to ensure that our customers receive the best possible experience. We will continue to prioritize sustainability and environmental responsibility, and we will always be mindful of the impact our actions have on the planet.

Ultimately, we aspire to be a company that positively impacts the lives of our customers, our employees, and the environment.





Letter from the CEO



Dear Stakeholders,

Welcome to our first Environmental, Social and Governance (ESG) Report.

I am pleased to present our annual ESG report, reflecting our dedication to responsible practices. At Natural Group, ESG is more than a commitment; it's our essence.

Environmental Responsibility:

We are committed to reducing our carbon footprint and minimizing waste.

A planet-friendly approach is non-negotiable, as we strive to protect the Earth for future generations.

Social Impact:

- We actively engage in philanthropic initiatives to uplift the communities we operate in.
- Our success is tied to community well-being, and we prioritize social responsibility in all our endeavors.

Governance Excellence:

- Transparency, accountability, and ethical conduct are at the core of our governance model.
- We adhere to the highest standards of corporate governance to ensure the trust and confidence of our stakeholders.

Our ESG journey is marked by progress, but we're not done. We'll keep innovating and raising the bar. This report is a snapshot of our path toward a brighter, more sustainable future.

I thank our dedicated team and invite you to explore our report. Your feedback and support drive our shared mission.

Sincerely,

Jonas Törnquist



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About Natural Pharmaceuticals





NORWEGIAN QUALITY

**YOUR NATURAL
&
HEALTHY CHOICE**



Brand owner and distributor of consumer health products

Natural Pharmaceuticals is a brand owner and distributor of consumer health products. We specialize in commercializing research and development of new ingredients from the marine sector.

We work with universities, research centres and leading biotech companies in the marine, aqua culture industry and more to **build globally successful brands.**



Facts & Figures



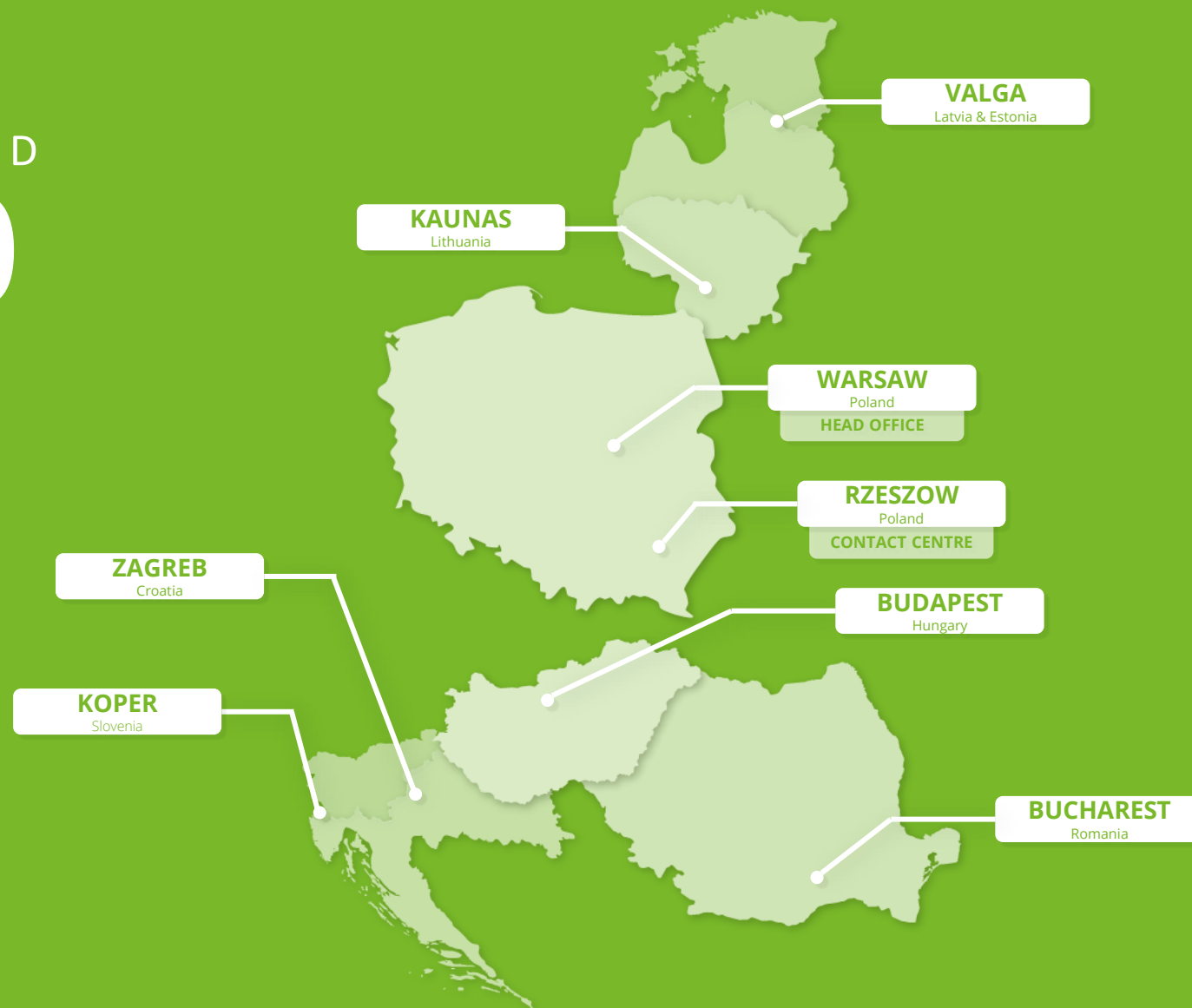
ESTABLISHED
2010

8
OFFICES



600+
EMPLOYEES

12
OUTSOURCING
PARTNERS





Facts & Figures

Natural Pharmaceuticals Sp. z o.o.



| **27.8 MILLION €**
REVENUE IN 2022



OVER **2.9 MILLION** |
CUSTOMERS

| **221 371**
SUBSCRIBERS



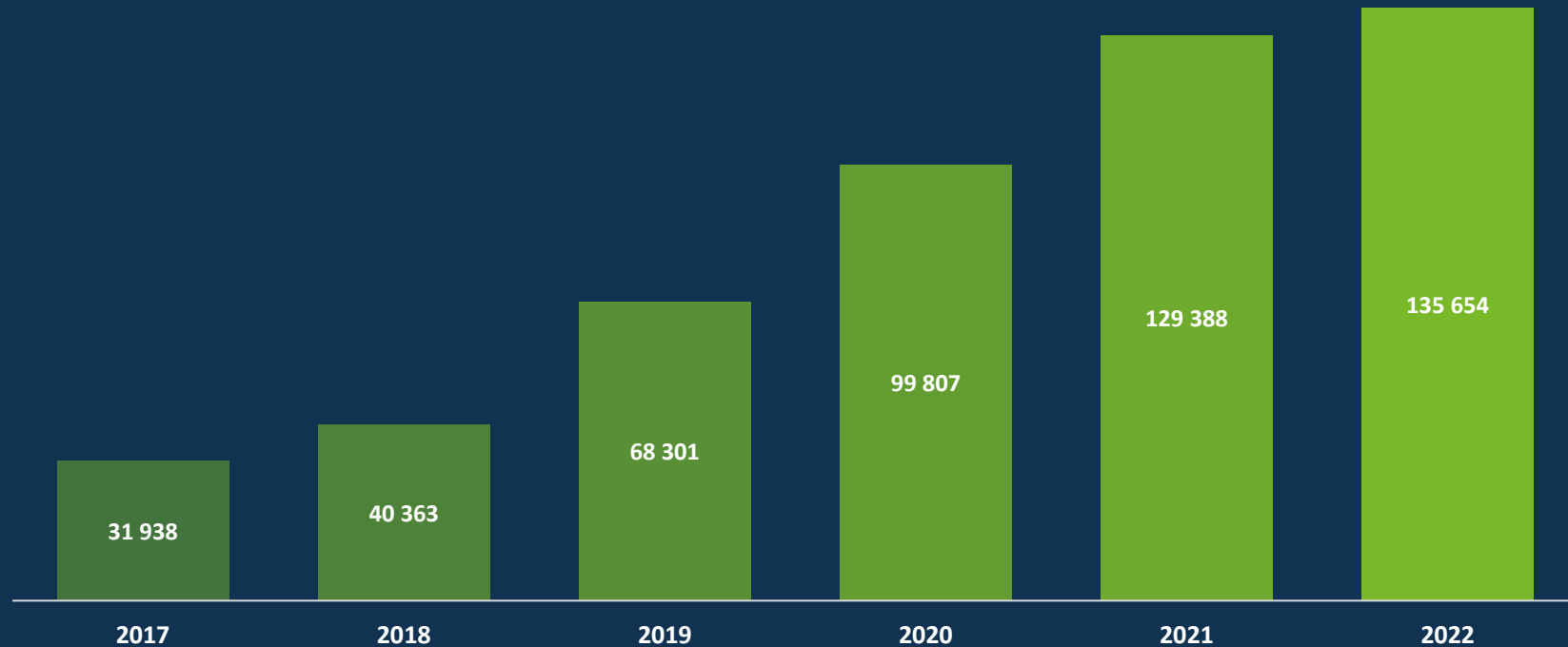
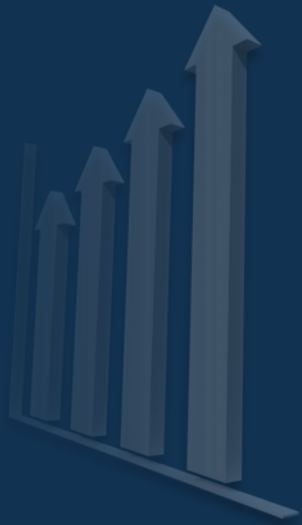


Strong growth & profit

Financial Statement of Natural Pharmaceuticals Sp z o.o. Poland

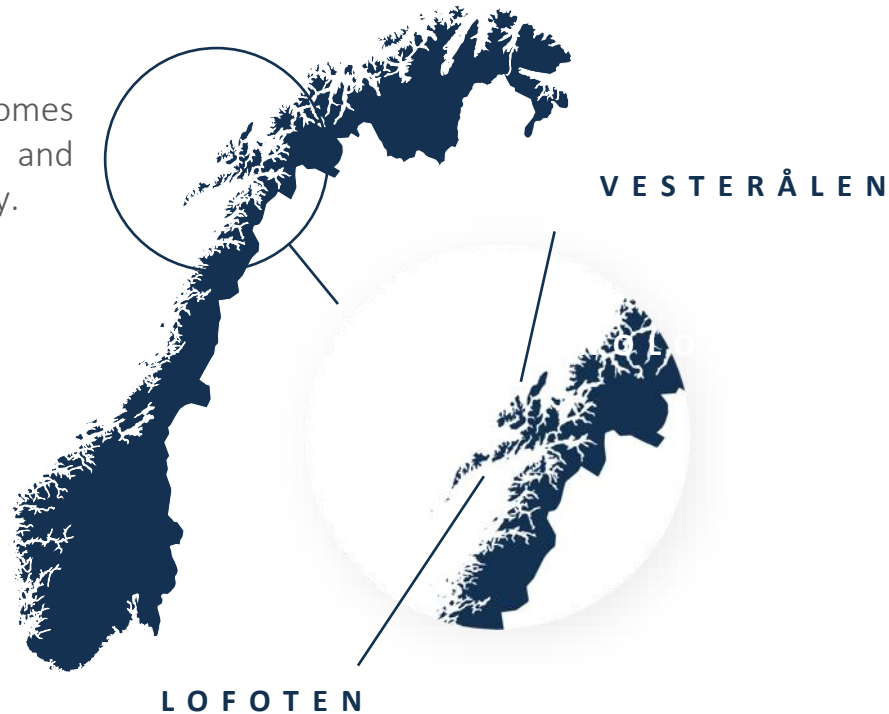
SALES IN K PLN

Net revenues from sales (in kPLN)



The foundation of the business model is **excellent product quality**

The salmon oil used for OmegaMarine™ comes from the Norwegian regions of Lofoten and Vesterålen, located in the arctic part of Norway.



All products are based on the highest quality ingredients, which comply with detailed clinical tests and guarantee the safety and effectiveness of the supplement offered.



Our Products



**OMEGA MARINE
PREMIUM™**



**OMEGA MARINE
JUNIOR™**

Omega-3



MEMOREX™

Memory



FLEXIMED™



**CALCIUM
CONTROL™**

Mobility



MOVISAN™



**CHOLEST
CONTROL™**



WITAMINA K2™

Cardiovascular Health



PROSTAXIN™



**PROMAN
PLUS™**

Men's Health

Our Products



DORMITAN™



VISTAN™



**REDUXIN
FORTE™**

Sleep, vision and slimming



MULTIVITAMIN+™



VITAMIN C+™



VITAMIN D+™



MAGNESIUM B6+™



VITASOLARIS+™

Vitamins

Omega-3 experts



- Our key product, OmegaMarine™, has been from the beginning at the forefront of our company's mission to inspire the consumption of Omega-3 derived from salmon among the Polish population.
- Since our establishment in Warsaw, we have strived to provide high-quality diet supplements rich in Omega-3 acids. Over the years, we have continuously extended and developed our product line, aiming to make it even better.
- Through our dedication and expertise in the Omega-3 sector, we have emerged as a leader in markets we serve.
- Our commitment to delivering superior products has been demonstrated by the recent enhancement of our flagship product, OmegaMarine™. In 2022, we doubled the amount of salmon oil in its composition, resulting in an even more effective and beneficial supplement.

In addition to our flagship OmegaMarine™ Premium, we also offer Omega-3 supplement tailored for children. Our OmegaMarine™ Junior is specially formulated for children aged three and above. These chewable capsules contain a blend of tuna, sardine, and anchovy oil, encapsulated in a delightful multi-fruit flavor. The capsules are sweetened exclusively with vegetable stevia, ensuring a tasty and enjoyable experience.

Memory and focus

Furthermore, we have listened to the needs and preferences of our clients, which lead us to develop specific supplements tailored to address targeted health concerns.

Memorex, is designed to support memory, concentration, and cognitive functions. In addition to Omega-3 acids, it contains choline, a vital component in the production of acetylcholine, which plays a crucial role in memory, concentration, motivation, and excitement. To enhance absorption and provide antioxidant benefits, our formula incorporates patented plant extracts such as BioPerine® and Curcumin C3 Complex®, alongside essential B vitamins.



Mobility



We also take great pride in offering a comprehensive product line that supports the well-being of the musculoskeletal system.

One standout product in this line is FlexiMed®, supplement specifically designed to support joint cartilage. With its key ingredients, glucosamine and vitamin C, FlexiMed aids in maintaining the health and integrity of viable cartilage tissues.

In 2022 we introduced 2 new products to this line: **CalciumControl™** and **Movisan™**.

CalciumControl™ focuses on maintaining bone health by utilizing powdered Lithothamnium calcareum, a seaweed rich in calcium content (400 mg). By incorporating this natural ingredient into our formula, we ensure that individuals receive the essential nutrients required for strong and healthy bones.

Movisan™ is specifically designed to provide joint comfort. It combines the benefits of native type II collagen and Boswellia serrata, a plant extract traditionally known for its anti-inflammatory properties. This unique blend not only supports joint function but also assists in maintaining flexibility and alleviating discomfort, thereby enhancing overall joint health and well-being.

Cardiovascular health

We have developed as well specialized supplements carefully formulated to address cardiovascular well-being.

CholestControl™, launched in 2021, which aids in normalizing blood pressure, cholesterol, and triglyceride levels. In addition to Omega-3, CholestControl™ includes Phytosterols, known for their ability to help maintain healthy cholesterol levels in the blood.

In 2022 we introduced our new Witamina K2 Complex™. It has become a best-seller due to its unique formulation. During the development of the new formula, we focused on the key component - vitamin K. We made the decision to increase its dosage and enrich it with Vitamin K1. Our goal was not only to ensure proper blood clotting and strong bones with Vitamin K2 Complex™ but also to support the healthy functioning of heart.



Men's health



In our product line, we have also addressed the often-neglected topic of men's health. Understanding that preventive measures are crucial, we offer two specialized supplements: ProstaXin® and ProMan® Plus. By promoting proactive discussions and care, we aim to empower men to prioritize their health and well-being.

ProstaXin® supports the testes, prostate, and urinary with nutrients like selenium, zinc, and potent antioxidants such as isoflavones, curcumin, and lycopene.

ProMan® Plus enhances energy, muscles, libido, and testosterone levels through a blend of traditional herbal remedies, Japanese culinary influences, and scientific advancements.

Sleep, vision and slimming

Within our product portfolio, we also offer supplements with unique ingredient compositions that support healthy sleep, maintenance of good vision, and weight management.



Dormitan™

It is designed to support healthy and restful sleep. It combines valuable plant extracts with seven B-group vitamins, providing a comprehensive formula to promote quality sleep.



Vistan™

Provides support for dry and tired eyes. This complex formulation includes a blend of minerals, antioxidants, vitamins, and plant extracts.



ReduXin Forte™

It offers support in the battle against excess weight. The key ingredient in this dietary supplement is glucomannan, a fiber derived from the konjac root. ReduXin™ Forte is further enhanced with vitamins B1, B3, and B12, which contribute to metabolic processes, and chromium, known for its role in regulating blood glucose levels.

Vitamins



Multivitamin+™

A comprehensive blend of vitamins and minerals, serving as an excellent complement to a regular diet.



Vitamin C+™:

A popular immune-boosting vitamin, highly effective for maintaining a robust immune system



Vitamin D+™

Known as the "sunshine vitamin," it supports bone, muscle, and dental health, as well as overall immunity.



Magnesium B6+™

Ideal for stress and fatigue, combining magnesium with vitamin B6.

Vitamin D3 for free!

In response to the alarming statistics regarding low vitamin D levels across Europe, we launched a comprehensive campaign to address this issue. Studies conducted in various European countries have consistently shown that a significant proportion of the population lacks adequate vitamin D levels for their physiological needs.

As part of our commitment to improving public health, we distributed free one-year supplies of vitamin D3 in all our markets throughout Europe.

The impact of our campaign has been substantial. In 2022 alone, we distributed over **500 000 one-year supplies of VitaSolaris® D3**.

**1 YEAR
OF VITAMIN D
FOR FREE**





We are member of two prominent organizations that align with our commitment to ethical practices and sustainability in the dietary supplement industry.

These memberships reflect our dedication to upholding the highest standards and contributing to positive change within the sector.

Membership



**A PROUD MEMBER
OF GOED**

Since 2015, we have been a part of GOED, a global organization that brings together top-tier distributors and producers of omega-3 fatty acids, including EPA and DHA. GOED's primary objective is to establish stringent ethical and quality standards for products in this business sector.

By being a member, we ensure that our oil is manufactured in accordance with principles of sustainable fishing and the preservation of marine life and the environment.



Firma jest członkiem KRSiO
i podlega zasadom Kodeksu Etycznego KRSiO
www.krsio.org.pl

**KRSiO - Krajowa Rada
Suplementów i Odżywek
(National Council of
Supplements and Nutrients)**

We joined KRSiO in 2016, becoming part of a community of dietary supplement manufacturers, distributors, and distinguished experts in the field of supplementation. Collaboratively, we work towards creating positive industry standards.

Our active involvement in the development of the "Kodeks Dobrych Praktyk Reklamy Suplementów Diety" (Code of Good Practices for the Advertising of Dietary Supplements) exemplifies our dedication to promoting responsible advertising and fair practices within the industry.

We operate comprehensively, caring not only for our clients, our product, and its production but also for our employees and the environment.

Everything is interconnected and functions like a well-oiled mechanism. We are also highly regarded in the business community and among our clients.



Social Responsibility Leader 2022

This title is awarded to companies that stand out for their Corporate Social Responsibility (CSR) policy, including charitable and sponsorship activities, as well as employee care. Natural Pharmaceuticals has been recognized, among other things, for fundraising for children's homes, assistance to individuals from Ukraine, and actions in line with sustainable development policies (e.g., packaging made from recycled materials).



Customer-Friendly Company every year since 2014

The Customer-Friendly Company certificate is awarded based on a study conducted by the independent research institute, Experience Institute. The uniqueness of this recognition lies in the fact that it is awarded solely based on the voices of real customers who have utilized the services of evaluated companies. Natural Pharmaceuticals has been receiving the title of Customer-Friendly Company continuously since 2014.



Great Place to Work®

In 2022, we underwent independent certification by Great Place to Work®. This prestigious award is granted solely based on the opinions of employees/collaborators, which means our own opinions. The Great Place to Work® certification is a global benchmark for identifying and appreciating exceptional employee experiences.

Healthy Brand of the Year

The Healthy Brand of the Year is a nationwide project in Poland that honors and promotes the top brands in the market, offering the highest quality products, services, and solutions designed for health and a healthy lifestyle.



Our supplements have received numerous accolades from independent, nationwide organizations, recognizing them as the best in their respective categories.

These awards not only highlight the exceptional quality of our supplements but also reinforce our commitment to promoting health and a healthy lifestyle.

Products awarded:

MemoreX® in 2021

OmegaMarine™ Premium in 2022

Brand Ambassadors

We believe in fostering long-term relationships, not only with our clients but also with our brand ambassadors. Just as we carefully cultivate lasting connections with our clients, we approach the selection of our brand ambassadors with meticulous consideration, ensuring that they align with our values and stand by our mission for an extended period.

Our brand ambassadors play a vital role in representing our company, and we recognize the importance of maintaining strong, enduring partnerships with them. These ambassadors act as the face of our brand, embodying our values and promoting our products and services to a wider audience. We understand that their commitment and dedication directly impact our reputation and brand image, making their selection a crucial aspect of our business strategy.

When choosing our ambassadors, we prioritize shared values, authenticity, and a genuine passion for what we do. We seek individuals who not only understand our company's mission but also align with our commitment to environmental, social, and governance principles.

Brand Ambassadors

Tomasz Sikora

An Accomplished Polish Biathlete

Tomasz Sikora is the most decorated Polish biathlete, with an impressive list of achievements to his name. He has secured a silver medal at the Winter Olympic Games, a gold medal in the World Championships, twelve medals in the European Championships, six medals in the Universiade, and even earned the prestigious Small Crystal Globe in the World Cup.



Metka Albreht

Model, Stylist, Businesswoman, and TV Presenter, Miss Slovenia 1993

Metka Albreht is a multi-talented individual who has excelled in various fields, including modeling, styling, business, and television presenting. Beyond her professional pursuits, she is also an avid marathon runner. Her career took off in 1993 when she was crowned Miss Slovenia, and since then, she has become a prominent figure in Slovenian television. Metka is also a proud mother of two.

Brand Ambassadors



Alexandra Béres

World Fitness Champion, Trainer, Mother,

Alexandra Béres is a highly accomplished individual, known for her exceptional achievements in the world of fitness. As a World Fitness Champion, she has demonstrated her commitment to physical well-being and has become a renowned figure in the industry. Alongside her fitness journey, Alexandra is also a dedicated trainer and a proud mother of two daughters.

Michał Krysta **Extreme Sports Enthusiast**

Michał Krysta is an individual who thrives on extreme sports and adventures. He engages in mountain climbing, competes in MTB rallies, skydives, ventures into open waters, and sails the seas. In 2021, as an ambassador for ProMan® Plus, our dietary supplement for men, Michał accomplished a remarkable feat by solo crossing the Atlantic Ocean in the G580T regatta. Natural Pharmaceuticals took immense pride in sponsoring this extraordinary expedition.

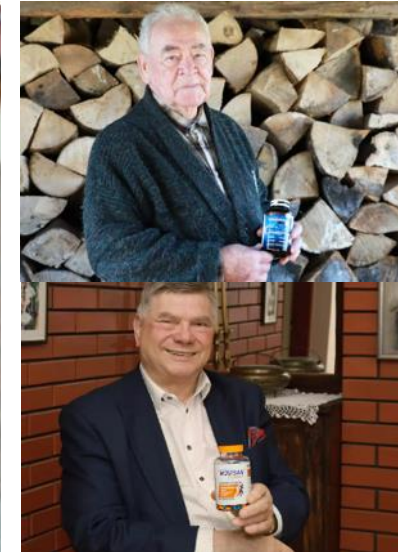


Your stories

Just as we value long-lasting relationships with our ambassadors, we believe that these connections reflect our commitment to building enduring relationships with our customers. For the past four years, we have been running a project called "Your Stories".

We engage in conversations about their well-being, exploring how they prioritize their health and incorporate our products into their routines.

We meet our customers in their homes or other meaningful locations to them and conduct interviews to delve into their lives, passions, as well as their approach to nutrition, health, and our supplements.



Your stories



Additionally, we capture their stories through captivating photoshoots. The complete package of each customer's story (interview and photos) can be found in materials accompanying our products and on our website.



Through "Your Stories," we aim to create a space where our customers can share their experiences and journeys, showcasing the impact that our products have had on their lives. It is an opportunity for us to celebrate their achievements and provide inspiration to others who may be on a similar path to wellness.





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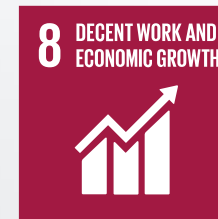
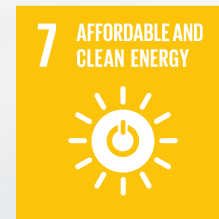
Our Sustainable Development

Aligning with the UN Global Goals: Our Commitment to Sustainable Development

By aligning with the UN Global Goals, we strive to achieve sustainable development on a global scale. Our company places great importance on these goals and actively works to contribute to their realization.

We support objectives related to environmental protection, social equality, education, innovation, health, and good governance.

Through our actions, we aim to create a better future for our planet and communities in line with the values set by the UN.



THE GLOBAL GOALS



THE GLOBAL GOALS

Our sustainability strategy



Environmental Stewardship

Minimize environmental impact and promote sustainable practices.



Harmonious Workspace

Promote transparency, accountability, and ethical practices.



Social Responsibility

Foster a positive impact on society and stakeholders.



Innovation and Resilience

Drive sustainable innovation and adaptability for long-term success.



Environmental Stewardship



1. **100% availability on public information on our impact**
2. **Become a part of clean word initiative**

Initiatives

1. Annual reporting available to the public
2. Participation in global and local clean-up initiatives
3. Raising environmental awareness among employees by trainings

Social Responsibility



1. Engage in global and local community initiatives
2. Stakeholder Feedback and Collaboration

Initiatives

1. Engage in at least one global and 2 local community activities every year
2. Establish a structured feedback mechanism to gather input from stakeholders such as customers, employees, suppliers, and community members.

■ Harmonious Workspace



1. **Ensure fair and inclusive employment practices, promoting diversity and equal opportunities.**
2. **Enhance health and safety standards for employees and stakeholders.**

Initiatives

1. **Develop and implement comprehensive training programs focused on diversity, inclusion, and unconscious bias for all employees.**
2. **Review recruitment processes to ensure they are inclusive and attract a diverse pool of candidates.**
3. **Establish Employee Resource Groups (ERGs).**
4. **Conduct Comprehensive Safety Audits**
5. **Develop Robust Health and Safety Policies**
6. **Promoting Active Lifestyles through Employee Activation Programs**

Innovation and Resilience



1. Foster a culture of innovation that embraces sustainable technologies and practices.
2. Continuously improve products and services to align with ESG principles.



Initiatives

1. Launch sustainability-focused idea challenges.
2. Provide training and educational opportunities to employees to enhance their knowledge and understanding of sustainable technologies and practices.

Our impact

#1 Environmental

Environmental impact is a critical concern for our business. We acknowledge that our operations exert influence on the environment, and we are committed to minimizing it as much as possible. We believe that caring about what we do for the world is not only the right thing to do but also good business practice.



#2 Social

Our success is intertwined with the well-being of the communities we serve. We are committed to making a positive social impact by supporting various initiatives that promote healthy lifestyles. We care about our employees and contractors, striving to provide a safe and supportive workplace environment.



#3 Governance

Our business values good governance and prioritizes ethical and responsible behavior. We prioritize transparency and accountability, building trust with our stakeholders through open communication about our operations and decision-making processes.



An underwater scene with a deep blue background. Sunlight rays filter down from the top center, illuminating several fish swimming in the upper left. A large manta ray is swimming in the lower right. On the right side, there is a grid of 60 blue water droplet icons arranged in 10 rows and 6 columns. The bottom three droplets in the last column are replaced by three yellow fish icons.

Impact #1 Environmental

Production partners

Both the supply of salmon oil and the production of the supplements itself are carried out in Norway on the basis of long-term cooperation with trusted suppliers and producers.

OMEGA-3

NORDLAKS

One of the world leaders in the aquaculture farming of salmon and a long term a technological innovator in marine sector.

The first company in Norway to produce salmon oil for Omega-3. The frontrunner in sustainable harvesting and the first to electrify its fleet of vessels.

Nordlaks produces fresh, natural Omega-3 oils with the lowest oxidation level possible.

it takes **just 75 minutes** from fishing the salmon from the sea until the oil is extracted. Nordlaks' brand is SalfreshTM.

VIVOMEGA™

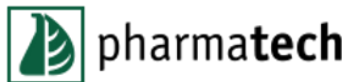
A product by  GC RIEBER

OMEGA-3

GC Riber VivoMega produces one of the world's highest quality fish oils under the brand VivoMega. The quality of fish oil is measured by its level of oxidation.

Members of GOED, the industry body for Omega-3 products, have set a voluntary monograph for fish oil (with an upper TOTOX level of 26) a measurement for oxidation.

CAPSULES



All Natural Pharmaceuticals' capsules and tablets are manufactured by Pharmatech, located in Fredrikstad, Norway. The Company is GMP certified and the leading North European developer and manufacturer of naturally produced health products.



Quality

Natural Pharmaceuticals meets the highest standards of quality in both the products it offers and the services it provides

GOOD MANUFACTURING PRACTICE

All supplements are produced according to Good Manufacturing Practice (GMP), an international standard used by the pharmaceutical and food industry.

These standards guarantee the high quality and purity of our ingredients, as well as ensure full control over the origin and quality of these ingredients.



Quality



**1st COMPANY IN THE
WORLD TO BE
CERTIFIED BY ORIVO**

ORIVO testing was the first test in the world able to verify the origin of the fish oil used in the production of food supplements. It also confirms the composition of the examined food supplement.

Essentially, it acts as a guarantee to the consumer that they are choosing a high-quality, proven product. OmegaMarine Forte+ was the first supplement in the world to undergo this testing and receive ORIVO certification.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



We work with InPost!

In 2021 we started our cooperation with InPost. Since we are constantly seeking improvements in our product delivery process and actively exploring solutions to minimize our carbon footprint.

The InPost parcel locker is a system of post office boxes, used to collect parcels 24 hours a day, 7 days a week - conveniently, on the way, at a time convenient for the customer. Parcel lockers are usually located in easily accessible places: near shops and gas stations.

One parcel locker can reduce almost 14 thousand. kilograms of CO₂, which corresponds to the purification of the atmosphere by 2769 trees - says InPost. This is due to the fact that the greatest contamination during the delivery of parcels is generated by their last stage, i.e. delivery to the customer's door. The parcel collection system in devices such as parcel lockers removes this step from the logistics process, allowing you to reduce emissions. As InPost explains, one courier distributing parcels to parcel machines delivers about a thousand of them during one working day, visiting from four to five addresses. On the other hand, one courier in the traditional formula, bringing parcels to customers' doors, delivers on average only 75 parcels during the same working day.

The carbon footprint of the parcel lockers system is also smaller thanks to their large number and proximity to customers' homes.



New Reusable Packaging

We continue to rethink our bottles and packaging to become more sustainable.

In 2022 just in Poland, we eliminated more than 8,000 metric tons of virgin PET from our packaging mix in 2021 by increasing our usage of recycled PET plastic (rPET) of our portfolio. We now offer our supplements in 100% rPET bottles for 6 products. Our RPET share of our portfolio mix in numbers increased in 2022 up to 42% (from 39% in 2021).

We are determined to continue this work in all our markets.



rPET Figures

2021		NUMBER OF BOTTLES RPET	NUMBER OF BOTTLES NORPET	NUMBER OF BOTTLES ALL	WEIGHT (KG) RPET	WEIGHT (KG) NOPET	WEIGHT (KG) ALL
		467,320	717,092	1,184,412	16,393	33,274	49,668

39%

33%

2022		NUMBER OF BOTTLES RPET	NUMBER OF BOTTLES NORPET	NUMBER OF BOTTLES ALL	WEIGHT (KG) RPET	WEIGHT (KG) NOPET	WEIGHT (KG) ALL
		522,268	735,891	1,258,159	19,488	35,168	54,656

42%

36%



Make it mandatory!

Nature is everyone's business. Healthy societies, resilient economies and thriving businesses rely on nature. Governments must adopt policies now to reverse nature loss in this decade.

More than 1,100 companies with revenues of more than US\$ 5 trillion are calling on governments to adopt policies now to reverse nature loss in this decade

Natural Pharmaceuticals proudly announces that officially signed COP15 Business Statement for Mandatory Assessment and Disclosure. This will help us achieve the Sustainable Development Goals, reach net zero emissions and increase prosperity and wellbeing for more people, especially the most vulnerable.

Natural Pharmaceuticals commits to take actions such as:

- Assessing our impacts and dependencies on nature
- Disclosing our material nature-related information
- Committing publicly to avoid and reduce our negative impacts, prioritizing the most material issues across our operations, value chains and portfolios
- Transforming our business strategies and models to restore and regenerate nature and collaborate across river basins, land and seascapes

We stand ready, alongside many other stakeholders, to help implement a successful global agreement on nature.

A collage of many hands of various skin tones, some with green paint designs on the palms and fingers, arranged in a circular pattern. The entire image is overlaid with a semi-transparent green filter.

Impact #2 **Social**



Workforce Insights



Men

Women

TOTAL

2021

62

153

215

2022

66

179

245



Warsaw



Rzeszów

Total number of employees by employment contract (permanent and temporary), by gender.

	MEN		WOMEN	
	Permanently employed	Temporarily employed	Permanently employed	Temporarily employed
WARSAW				
2021	15	0	31	0
2022	14	0	35	3
RZESZÓW				
2021	10	7	35	18
2022	10	11	36	28

Total number of not employees by gender.

	MEN		WOMEN	
	Contract agreement	B2B	Contract agreement	B2B
WARSAW				
2021	0	4	1	1
2022	0	5	1	1
RZESZÓW				
2021	26	0	67	0
2022	26	0	75	0

We strive to foster a culture where every employee feels valued, respected, and free from any form of discrimination.

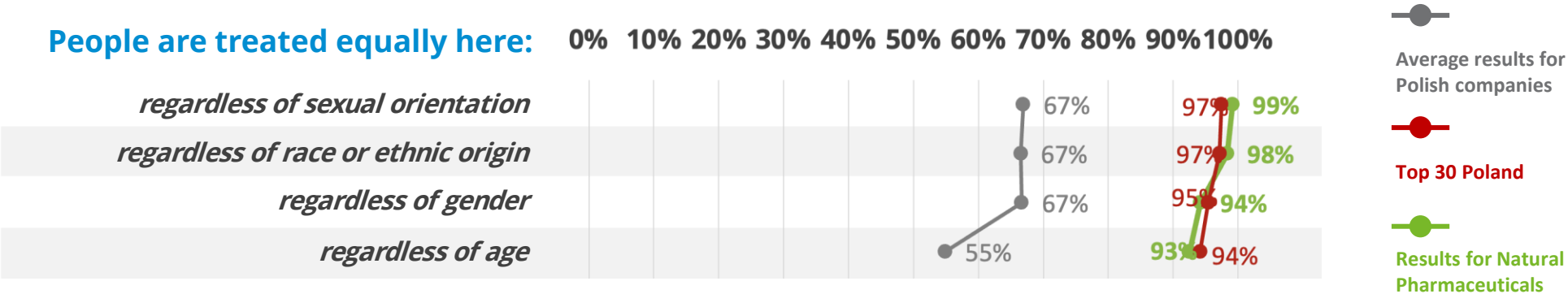
Recognizing the significance of these efforts, we conducted a comprehensive assessment of our workplace through the Great Place to Work® survey. This survey serves as a vital tool for evaluating our progress and identifying areas for improvement. By seeking input directly from our employees, we gain valuable insights into their experiences, perceptions, and overall satisfaction with our organization.

The results of the survey have been overwhelmingly positive, reinforcing our ongoing commitment to cultivating an inclusive and equitable workplace.

Key findings from the survey indicate a high level of satisfaction among our employees, with a significant majority expressing confidence in our commitment to equal treatment and non-discrimination.



Great Place To Work® Survey 2022 results



People development

To provide the best dietary supplements it is necessary to have a highly specialized team.

For this, it is essential to have a training program that allows us to ensure the quality of our products and at the same time achieve high operational efficiency.

The new training monitoring system allowed us to measure the number of trained personnel, identifying the needs of our employees in more efficient way. In 2023, we hope to increase the number of training hours. Along with continuous training, career development is essential for the professional and personal growth of our workers. We believe the award of Great Place to Work-Certified™ title we received because of satisfaction survey conducted in December 2022 was highly linked with our training program.

Average hours of training per year per employee

Gender	2021	2022
Male	307	449
Female	2070	2637
TOTAL	2377	3085

Employee category	2021	2022
Management	509	722
Other	1868	2363
TOTAL	2377	3085

Average hours of training per year per non-employees (Rzeszow)

Gender	2021	2022
Male	2877	3691
Female	7370	11923
TOTAL	10247	15614



Impact #2: „Company with heart” by UNICEF

"Children are the world's most valuable resource and its best hope for the future." - John F. Kennedy

Since 2018, Natural Pharmaceuticals has been a dedicated supporter of UNICEF Polska, aligning our corporate social responsibility efforts with the organization's impactful initiatives. Through a donation of PLN 15,000 to UNICEF Polska, we contribute to their vital mission.

Together, we address the numerous challenges faced by children globally, including extreme poverty, food insecurity, armed conflicts, crises, and the effects of climate change.

We are committed to supporting the "Company with the Heart" program and partnering with UNICEF Polska to make a positive difference in the lives of vulnerable children worldwide, aligning with our values of corporate social responsibility.



Impact #2: Supports Sports Excellence

"Sports have the power to unite, inspire, and shape the dreams of young athletes".

On October 20, 2021, Natural Pharmaceuticals donated a sports rifle worth PLN 4,000 to the Student Sports Club at SMS Zakopane.

What made this occasion truly special was that our brand ambassador, Tomasz Sikora, had the honor of presenting the gift. Mr. Sikora is an exceptional athlete and one of Poland's most prominent biathletes.

The event also welcomed the presence of Coach Aleksander Wieretielny, Tomasz Sikora's coach, and Justyna Kowalczyk, an esteemed multimedia athlete with Olympic Games and World Championships participation. Biathlon students had the unique opportunity to engage in training sessions with the master himself.

This event exemplified our commitment to supporting sports and nurturing young talents.



Impact #2: Support for the Podkarpackie Hospice for Children Foundation in Rzeszów

"A child's smile is the greatest proof of gratitude because it is sincere as anything in the world".

On December 3-15, 2021, our company organized an event to support the Podkarpackie Hospice for Children Foundation in Rzeszów.

We aimed to contribute to the foundation's efforts to improve the lives of children with life-limiting illnesses and their families. We collected a range of products, including candy, office articles, cosmetics/diapers, toys, and food products, during the event.

This event demonstrates our dedication to making a positive impact in our community.



Impact #2: Support for children of the Special School Complex in Siemiatycze

„We love our students as they are”

We organized a charitable event to support the children of the **Special School Complex in Siemiatycze**.

We donated 15,000 PLN (3,193 EUR) to the school, and among ourselves, we organized a fundraiser to collect Lego toys, Playmobil building blocks, sensory balls, art class materials, plastic mats, sound books, and mascots.

The school is dedicated to supporting children with dysfunctions and strives to create optimal conditions for their individual development.

We are proud to contribute to their cause.



Impact #2: Support for Ukraine

„You can choose not to help, you can find many rational arguments for specific cases, not to help. But that won't change anything” - priest Fabian Kaltbach

From February 28 to March 2, 2022, we organized an event to support individuals from Ukraine who have been affected by the devastating circumstances of war.

Recognizing the profound hardships endured by these individuals, our team gathered together, driven by a shared belief that everyone deserves peace and a life free from conflict.

Through our collective efforts, we collected vital supplies to address the immediate needs of both adults and children.

Together, as a united team, we are proud to have organized this event, demonstrating our commitment to making a positive difference in the lives of others.



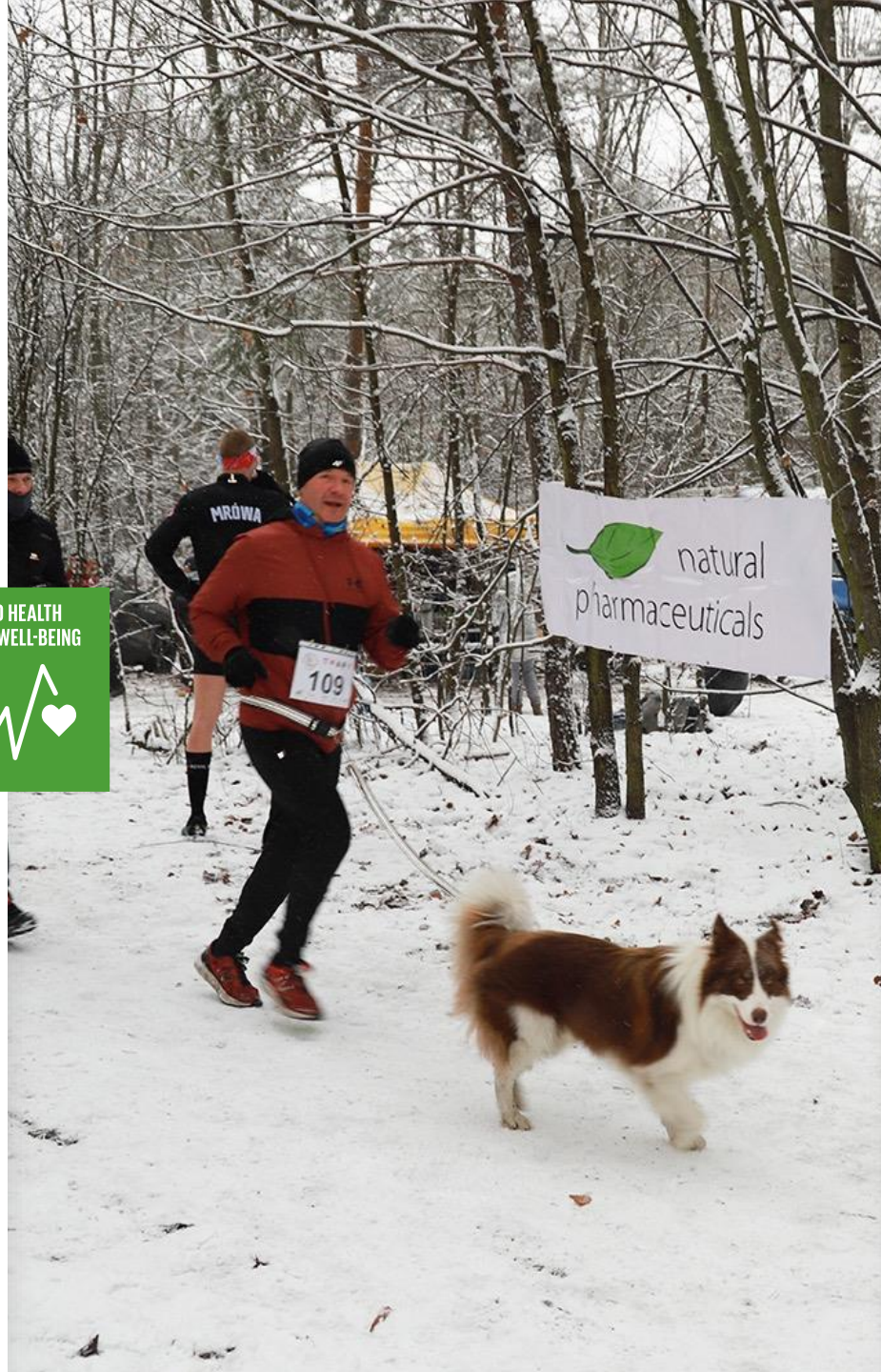
Impact #2: Support for our colleague from Ukraine

"In a world filled with division, it is through unity and compassion that we can create lasting change".

The situation in Ukraine hits close to home, and we couldn't leave our colleague, Natalia, to face these challenges alone. Since March, Natalia has found shelter and hospitality in the home of one of our employees during these difficult times.

To uphold the Polish tradition of hospitality observed in stories of aid to Ukrainian refugees, we have decided to rent an apartment in Warsaw for Natalia, covering the costs for six months.

By providing Natalia with a safe place to stay, we hope to alleviate some of the burdens she faces and demonstrate our commitment to caring for our colleagues as a compassionate and responsible company.



Impact #2: Panewnik Wild Boar Run Sponsor

"Running is not just about reaching the finish line; it's about the journey that transforms us along the way".

In 2022, we proudly sponsored Panewnik Wild Boar Run, a gathering in the picturesque forests of Katowice where people of all ages came together every month to run, walk, and Nordic walk.

As a proud sponsor, we contributed to the event's success by donating a monthly supply of our OmegaMarine® Forte+ dietary supplement to all participants. A total of 1,500 supplements, valued at PLN 104,850, were allocated for this purpose.

Through our sponsorship, we aimed to inspire and support individuals in their pursuit of an active and healthy lifestyle.



Impact #3 Governance

Our co-founders and co-owners take an active interest in the development of the company and are engaged in development of product formulas, strategy, business development and marketing.



Ole Bjørn Fausa

Co-owner and co-founder
Master of Science in
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Norwegian School of
Management 1990
Area: Strategy & business
development



Knut-Erik Karlsen

Co-owner and co-founder
Chairman of the
Supervisory Board
Serial entrepreneur in
nutraceuticals
Area: Research and
product development,
business development



Kari-Anne Karlsen

Co-owner and co-founder
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Business & Academy
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the nutraceutical business
Area: Research and
product development,
marketing



Reidar Nilsen

Co-owner and co-founder
Co-owner and co-founder
Master of Science in
Business Administration
Norwegian School of
Management 1990
Area: Strategy & marketing

Ethical Conduct

Upholding the Pillars of Integrity

Foundation of Trust

At every level of our organization, we recognize that trust is the currency of success. Hence, we have embedded integrity, honesty, and transparency as non-negotiable values. Our team members understand that these pillars form the bedrock upon which our corporate culture stands, fostering an environment where trust is not just earned but expected.

Guiding Decision-Making

In the dynamic world of business, where decisions carve the path to success, our commitment to ethical standards becomes our guiding light. It's not just about doing what's right; it's about doing what's right, even when no one is watching. Our decision-making processes are not merely transactions; they are reflections of our dedication to ethical principles that withstand the test of scrutiny.

Continuous Commitment

Our commitment to ethical conduct is not a static achievement but a dynamic journey. We invest in continuous training, awareness programs, and reinforcement mechanisms to ensure that ethical principles are not just written in our policies but ingrained in our day-to-day actions. This commitment is not a box to be checked but a compass guiding our decisions and actions today and in the future.



Management Team (MT) Oversight Navigating Success

Strategic Direction Oversight

At the core of our Management Team's responsibilities is the vigilant oversight of the company's strategic direction. The members of our Board bring a wealth of experience and expertise, collectively shaping a vision that transcends short-term gains and aligns intricately with our long-term objectives. Their scrutiny ensures that our strategic compass is always pointing towards sustainable success.

Guardians of ESG Principles

Our MT is not just a governing body; it's a custodian of Environmental, Social, and Governance (ESG) principles. Their unwavering commitment to ESG considerations goes beyond compliance; it's a pledge to integrate sustainability into our DNA. By aligning decisions with ESG goals, our MT fosters a corporate culture that is not just responsible but also forward-thinking, preparing us for the challenges and opportunities of tomorrow.

Long-Term Sustainability Goals

Our MT understands that success is not measured in quarterly reports alone but in the sustainability of our impact. By diligently overseeing the alignment of our decisions with long-term sustainability goals, they ensure that our business practices contribute positively to the well-being of our environment, society, and the longevity of our company.





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