Sweetch *Policy* 2026

Our organization has established and implemented a management system, which is maintained in order to:

01 Continually improve the effectiveness of our Quality Management System (QMS), address risks and opportunities, and enhance customer satisfaction.

02 Meet the requirements of applicable laws and regulations and other applicable requirements.

03 Gain insight into and meet the requirements of our stakeholders, such as customers, employees, and competent authorities.

History of the organization

The desire from consumers to use beauty brands built on nature-derived ingredients is now unstoppable and is shaping the present and future of the industry.

While there are many great renewable ingredients on the market, we believe that there is a novel way to assemble them into differentiating concepts while bringing new technologies to life, from untapped food offerings to biotech or even other industries.

Sweetch aims to bring innovations to the cosmetic industry, and together with **Ekkio Capital** we will make this vision a reality. Their investment allows us to become a new significant player in the beauty ingredients space. Our acquisitions of **Gobiotics**, a leader in microbiome ingredients, as well as **Creathes**, known for their bespoke natural delivery systems and **CreaChem**, a food technology transfer specialist, are the building blocks of our **Sweetch** portfolio. In late 2025, the acquisition of **Laboratoires Greenpharma** strengthens our science and expand our active ingredients portfolio.

Purpose

We offer innovative, high-performance bio-based ingredients for the beauty industry. Leveraging our proprietary green chemistry and biotechnology products, we are helping our customers create next-generation formulas that are safe for people and the planet.

Our focus on sustainability and transparency from the molecular level up is what truly sets us apart. Our hybrid business model will allow scalable, cost-competitive, differentiating and disruptive solutions and concepts for brands around the world.

Goals

We are a champion of renewable ingredients to make conscious cosmetics.

Our focus is on bringing new sustainable technology to the beauty industry. Collaboration is key, and we build partnerships across industries to share knowledge and create positive change together.

At the heart of the brand is a bold vision to augment new technology that captures the synergy between science and nature and connects the right players to have the biggest impact. We believe the future of cosmetics is green, and getting there takes audacity, agility and open collaboration. Our Quality Policy provides a framework for establishing and reviewing quality performance consistent with our strategic direction.

Impact

Our commitment to having a positive impact in the beauty industry goes beyond our facility walls. Our impact policy expands on specific topics englobed into three main pillars

Environment

- Energy consumption & GHG emissions
- Materials, Chemicals & Waste
- Water
- Nature and biodiversity

Labour and Human rights

- Employee Health & Safety
- Working conditions
- Social Dialogue
- Career Management & Training
- Child Labor, Forced Labor & Human Trafficking
- Diversity, Equity & Inclusion

Ethics

- Corruption
- Sustainable Information Management

This **management system** applies to our activities in purchasing, production, development, and sales of ingredients for the cosmetics industry.

Main pillars for the year

In 2026, we developed an Impact Strategy for Sweetch to guide all sustainability-related initiatives. Our key objectives are to maintain and expand our Quality Management System across all affiliates, broaden our product range, and continually improve the effectiveness of our Quality Management System. This policy is maintained as documented information, communicated and understood within the organization, and made available to relevant interested parties, as appropriate.

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