



Sustainability Report

Year 2021





About this Report

This is the first Sustainability Report for SFI Health, it covers our worldwide operations for the calendar year 2021. This Report has been prepared in accordance with the **GRI Standards: Core option**. It was submitted to GRI for the Content Index Service which was successfully completed. More details on GRI and its activities please visit www.globalreporting.org.

This report reflects the activities of all our companies in Australia, Switzerland, United States, United Kingdom and South Africa. The objective is to present to our stakeholders our current status of non-financial performance, our sustainability commitments and our goals.

This report is not externally assured but has been subject to verification work by our management, Board and by external consultants. Most of the material information reported has been either provided or verified by third parties or meets the most stringent criteria of the countries where SFI Health operates.

Our greenhouse gas ('GHG') emissions and the accuracy of the CO₂ e inventory, on pages 40-43, have been verified by an independent third party.

This report has been published under the supervision of Dr. Robert Hendriks, MBA, GAICD, Group CEO, with the support of Positive Organizations.

Comments & suggestions can be sent via our website:
<https://www.sfihealth.com/contact-us/>

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Message From Our Leadership

The world is experiencing the most difficult climatological challenge in history. Our world is overheating due to human activities, we must take responsibility and take immediate steps to mitigate the devastating effects.

The commercial world must contribute to reverse climate change. Everything we do or do not do will dictate the future of our planet and future generations. At SFI Health, we take it as a responsibility and duty to our customers, employees, younger generations, our planet and ourselves to actively contribute and participate to fight climate change.

As a company with a global presence in integrative health, we take a balanced view. This means our business model has an uncompromising focus on delivering health outcomes as a priority and in doing the right thing we can, and will, be a sustainable, profitable business. We see the challenge ahead of us as an opportunity to further engage in providing our clients with 'proven healthcare solutions and promote confidence in natural healthcare' while respecting nature and the environment where we source our ingredients.

We embarked on a sustainability journey which began long ago through steps such as introducing the use of sustainable packaging and the use of sustainably sourced ingredients in our natural healthcare products, including, but not limited to sustainable fish oil for the Equazen® product line, measuring internal engagement and looking for energy efficiencies in our manufacturing facilities.

This report is a continuation of our commitment, representing a voluntary and transparent view of our actions and priorities to increase efforts in environmental protection, social engagement and economic responsibility and how all is ingrained in our culture, strategy and operations.

We want this report to fulfill two objectives that we consider to be fundamental:

First, to communicate transparently and honestly to our stakeholders about our past and present ESG progress, specifically, our GHG emissions and our social and economic attributes.

Second, we want this report to be the beginning of a journey towards becoming a more sustainable company. Our commitments will define our future strategic direction and highlight our innovative nature and genuine motivation to be a good corporate citizen.

Whilst we have been active in the ESG space, this report represents a public starting point, of an ongoing commitment, which details our efforts and engagement towards contributing to the Paris Agreement's directives.

A photograph of three children running along a dirt path in a park. The children are in the foreground, and the background is filled with lush green trees and foliage. The scene is bathed in warm, golden light, suggesting late afternoon or early morning. The image is partially obscured by a large, semi-transparent white graphic element that frames the text.

The report contains details of our first CO² inventory following the ISO 14064 and GHG Protocol. We have collected data on a wide range of quantitative and qualitative indicators, including environmental data such as energy and water usage, CO² emissions, and employee engagement. These results establish a clear understanding and baseline which help us compare to the industry and set ESG roadmaps for the future, including an emissions reduction roadmap toward net-zero. This report also includes social data on community and philanthropic engagement together with economic data, anti-corruption and procurement practices.

Performing on promises made is a core value of SFI Health, this first report represents a binding engagement towards our stakeholders, customers and the planet.

I invite you to read our first sustainability report.

Yours,

A handwritten signature in black ink, appearing to read "Robert Hendriks". The signature is fluid and cursive, enclosed within a simple, hand-drawn oval shape.

Robert Hendriks, MD, GAICD, MBA
SFI Health Group CEO



SFI Health at a Glance



About SFI Health

SFI Health is a global, natural healthcare company. We passionately design, develop and deliver world-class solutions for complex needs in the areas of microbiome and cognitive health, giving people the confidence to choose for better wellbeing.

Our portfolio of SFI Health branded products include the Equazen® and Ther-Biotic® brands, which are the foundation of our business and sold throughout the world, primarily through healthcare professionals who trust them to deliver the health outcomes their patients need.

EQUAZEN® + THER-BIOTIC®
For every mind.™

In addition to producing a range of high quality SFI Health branded products, SFI Health Solutions is a full-service Contract Development and Manufacturing Organization (CDMO), customers can trust to formulate their pharmaceutical or nutraceutical products or design an all-encompassing, end-to-end strategy, including sourcing ingredients, product design, product development, labelling, and everything else that is needed to deliver products, at the very highest quality standards, anywhere in the world.

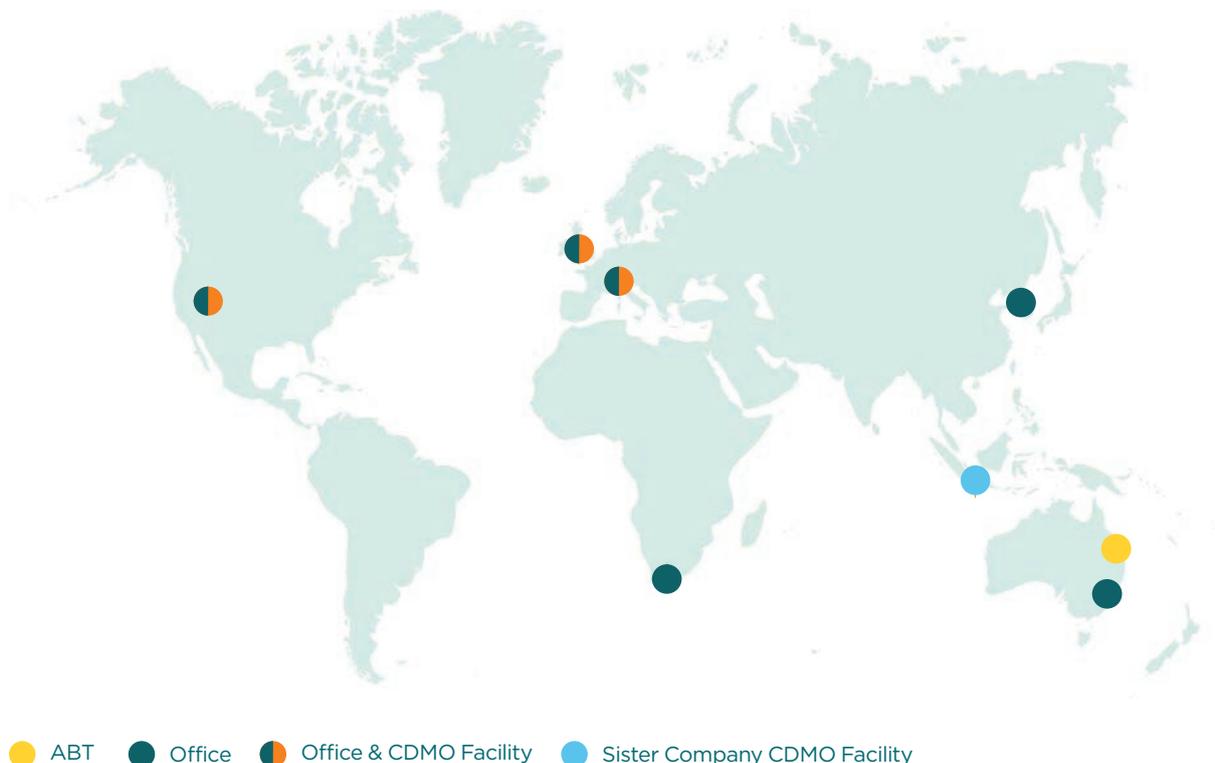


The Group's Global Headquarters in Sydney, Australia.

Global leadership oversees central functional areas including; Group general management, human resources, administration & finance, compliance, data protection, marketing and digital marketing, information and communication technology, scientific affairs and corporate communication.

The Group has manufacturing facilities in Australia, Switzerland, the United Kingdom and United States.

These facilities produce over 300 high quality SFI Health branded products and products for our CDMO partners. Our facilities have a diverse range of production and packaging capabilities with external certifications and registrations. In addition to our own facilities, SFI Health has embarked on a joint venture to manufacture biotherapeutic raw materials in Australia with Australian Biotherapeutics.

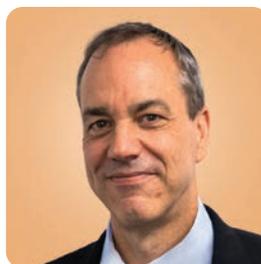


Leadership and Governance

SFI Health Board of Directors



Mr. Eng Liang Tan
Chairman / President
Commissioner of SOHO
Global Health



Dr. Robert Hendriks
SFI Health Group CEO

Senior Executive Team

The Senior Executive Team (SET) reports directly to the CEO. SET members provide leadership, active support and commitment to all business units and all employees.

History and Milestones

Soho Flordis International, originally utilising Flordis products, was established in 2010 in Australia to fulfill the vision of Mr Eng Liang Tan, SFI Health Founder and Executive Chairman.

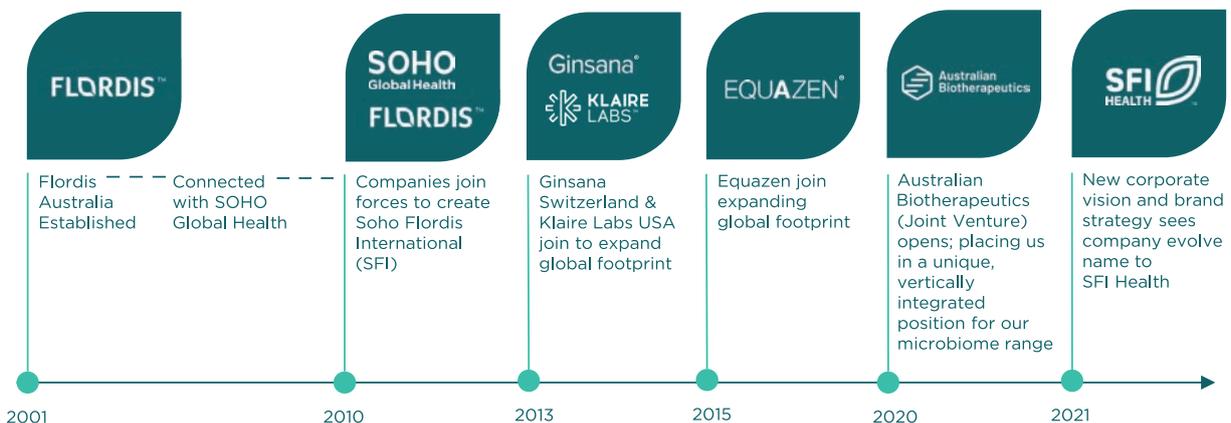


“ It has long been my vision of developing quality natural healthcare products and sharing these with people around the world ”

Mr Eng Liang Tan, 2010

Mr. Tan was persuaded there was a large potential for clinically researched, scientifically proven products based on high quality natural ingredients. Flordis started in Sydney with a portfolio of just four products and today, SFI Health offers a portfolio of more than 300 finished product lines, formulated on strong scientific principles and research.

- In 2010 the then CEO of Flordis joined forces with Eng Liang who was and remains the majority owner of Soho Global Health (SGH), a leading healthcare company in Indonesia with more than a 60-year history and outstanding competencies in the areas of natural/herbal health care products and services. Soho Flordis international (SFI) was then created. Today, SGH is a listed public company in Indonesia.
- In 2013 SFI acquired Ginsana from Pharmaton in Switzerland (a Boehringer Ingelheim company), and ProThera, owner of the Klaire Labs brand, in the USA. The strategic acquisitions strengthened SFI’s position as a global leader in the growing field of probiotics and herbal treatments.
- In 2015 SFI acquired Equazen to strengthen its position in cognitive healthcare as well as Potter’s, the leading – and oldest - UK manufacturer and supplier of traditional herbal treatments based in Wigan, with more than 200 years of history.
- In 2021, the Group changed their name to SFI Health and continues to offer leading healthcare professional as well as consumer brands, B2B solutions globally via externally certified and registered facilities in Switzerland, the USA and UK.



Our Purpose, Vision & Values



Our Purpose

For us, it's personal. We understand there is a lot of confusion and complexity surrounding natural healthcare alongside pharmaceutical products. Healthcare professionals and their patients need to know what to use and when. Our objective is to help solve this complexity, and we believe it's our responsibility to bring proven natural healthcare solutions to promote confidence in natural healthcare, with integrity, courage and passion.

Our vision

Our vision is to be the trusted global leader in developing & delivering human microbiome and cognitive natural solutions that enable people to make informed health choices confidently.

Our core values

Continuous innovation, leading edge processes and a science-backed approach are the foundations for our success, and we use this success to grow awareness of the power of natural healthcare and the wellbeing of our customers.

We want to unlock nature's secrets and share them to improve quality of life. We strive to source and produce to the highest standard and educate habits to ensure we can live up to the promises we make. We test ourselves and our products, act on what we learn, build on our strengths and are able to make a difference. We embrace and encourage diversity, united by a single purpose.



Progress human
quality of life



Act on
learnings



Perform to
promises made



Promote
diversity



Make a difference

Our Business Model

SFI Health is a vertically integrated, global natural healthcare company working across the value chain, from sourcing of natural ingredients, research and development through to direct sales.

Our customers are leading global and regional healthcare and consumer goods companies, retailers, distributors, healthcare professionals and end consumers. With our in-house manufacturing, packaging and logistic infrastructure, SFI Health offers unrivalled flexibility in terms of volume, quality, product format and packaging.



Our Business Model is first and foremost based on a simple principle: to apply the most rigorous scientific approach, backed by evidence, to natural products. The robust and independent research methodology is an essential pillar of our aim: thoroughly evaluating the evidence base, including our own research of natural products and ingredients, an essential criteria for developing an integrated approach to healthcare.

SFI Health manufactures and distributes various well-known Brands, with documented health benefits, in the Cognitive, Microbiome and Wellbeing therapeutic areas.

Our Brands, Equazen® and Ther-Biotic® are the foundation of the business and sold throughout the world, primarily through healthcare professionals who trust them to deliver health outcomes their patients need.

Cognitive

Using extensive scientific evidence, our cognitive health products help nourish, protect, and support the potential of every human brain.

Equazen® - is an externally respected brand containing a researched ratio of essential fatty acids. The portfolio covers all life stages, from pregnancy to adulthood. Its uniqueness is driven by a solid base of scientific evidence, specifically in cognitive health, learning and ADHD-related symptoms.



Microbiome

Through decades of meticulous research and innovation, SFI Health has formulated products to help restore and maintain the functionality of the human microbiome, essential to health.

SFI Health provides quality probiotics, enzymes, and other combination supplements offered as our key brand Ther-Biotic®, to support optimal microbiome outcomes for even the most sensitive individuals.

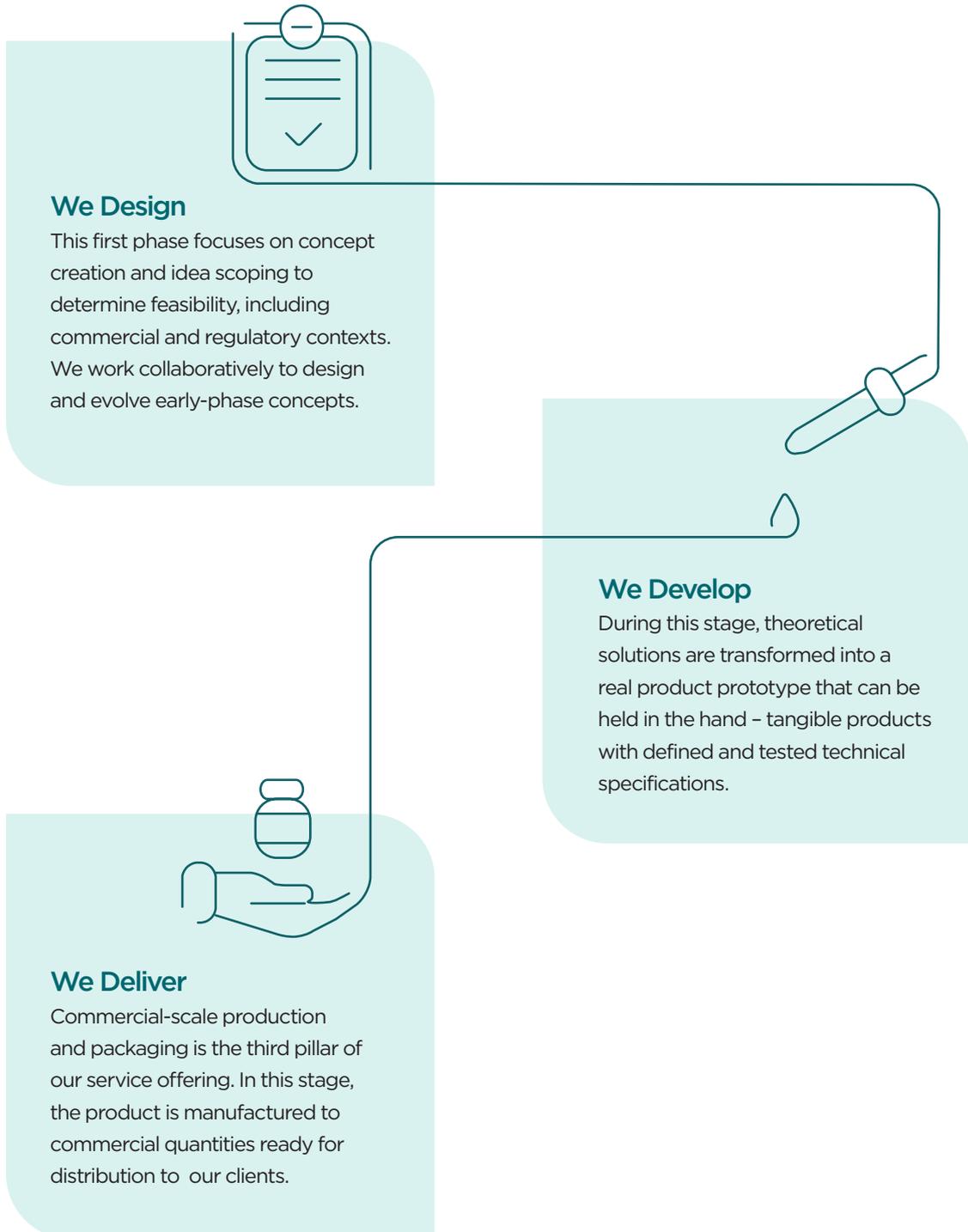
Wellbeing

Our brands and products are sold worldwide, primarily through healthcare professionals. Following years of expertise and research SFI Health has crafted a portfolio of nutraceutical products precisely balanced to support overall health and wellbeing.



CDMO Solutions

The SFI Health Solutions division is a full-service Contract Development and Manufacturing Organisation (CDMO), offering a wide range of services and activities such as manufacturing, analysis, certifications, logistics and tailored value-added services. Our manufacturing sites in Switzerland, USA and UK offer a very broad range of services in order to solve even the most challenging and complex needs. We have an extensive track record in applying innovation, creativity and lateral thinking to resolving large-scale design and industry-wide manufacturing challenges for our clients.



SFI Health Solutions helps our clients grow their business across the world, in accordance with local regulations, with a wide range of over-the-counter, dietary supplements and medical food formulations across most therapeutic areas, including **Immunity, Cognitive, Sleep, Cardiovascular, Energy and Digestion**. Our clients range from retailers and e-commerce businesses, to pharmacy chains and healthcare professionals.



	Our Solution	EFSA Indications	Who is it for?	Ingredients	Points of strength
Immunity	Phytodefense 30 or 60 FCT in blister with folding box	With vitamin C and zinc that support the correct function of the immune system.	18-65 years	Microalgal biomass in beta-glucans, vitamin C, vitamin D3 from lichen, selenium and zinc.	Vegetarian-friendly Yeast-free Clinical studies on the ingredients available
Cognitive	MemorEase 30 or 60 HPMC vegetarian capsules in blister with folding box. Capsule size: 0	With vitamin B12 that contributes to normal neurological and psychological function.	18-65 years	Ashwagandha root and Saffron stigma extracts, vitamin B12	Suitable for vegetarians Sustainable sourcing of botanical ingredients Clinical studies on the ingredients available
Sleep	Day&Night 28+28 tablets + 56+56 tablets in dual blisters with folding box	With B vitamins that support normal psychological function, reduce tiredness and fatigue and support mental performance. With melatonin that contributes to the reduction if time taken to fall asleep.*	18-65 years	Day: French melon extract (source of antioxidant enzymes) methylfolate, B1, B2, B3,B6 Night: Pistachio extract standardized in melatonin.	Suitable for vegetarians Clinical studies on the ingredients available
Cardio-vascular	CardioProtectDuo 30/60 tablets + 30/60 softgel capsules packed in dual blisters with folding box	With vitamin B1, EPA and DHA that contribute to the normal function of the heart.**	26-65 years	TAB: Grape seed extract, vitamin E, K2, B1. Softgel: omega-3, astaxanthin, coenzyme Q10	Sustainable,traceable, eco-friendly production of omega-3 (FOS, GOED and MarinTrust certified) Clinical studies on the ingredients available Free from added sugar
Energy	PerforManGO 30 or 60 sticks of granules with folding box	With magnesium that reduces tiredness and fatigue, supports normal muscle nervous system function and electrolyte balance.	18-65 years	Mango leaf and fruit extracts, magnesium, L-carnitine and taurine.	Suitable for vegetarians Free from added sugar Non-addictive formula- no caffeine inside Clinical studies on the ingredients available
Digestive	OptiGut 30 or 60 chewable tablets in plastic jar with folding box	With calcium that supports the normal function of digestive enzymes.	18-65 years	Blended botanical extract (prickle pear ciadode+olive leaf), magnesium carbonate, calcium carbonate.	Free from added sugar Suitable for vegetarians Clinical studies on the ingredients available

*The beneficial effect is obtained by consuming 1 mg of melatonin close to bedtime.

**The beneficial effect is obtained with a daily intake of 250 mg of EPA and DHA.



We act with an eco-friendly approach, focusing on the use of naturally derived ingredients and increasing our use of green packaging. We will work with our clients to help manage environmentally sustainable applications, certifications, and related requirements.

SFI Health Manufacturing Footprint

SFI Health has multiple manufacturing sites around the world with complementary capabilities and externally recognised credentials, signalling the highest quality for our own branded products and for the assurance of our CDMO partners.

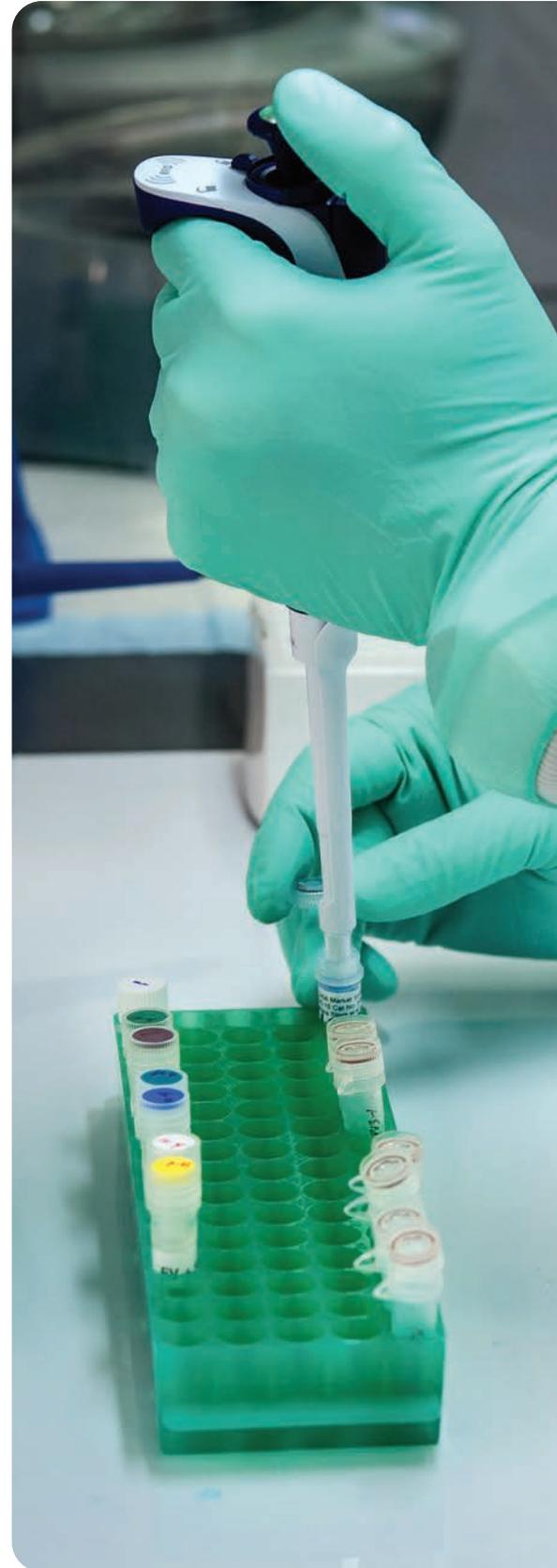
The teams at SFI Health Solutions in Europe specialize in product formulations containing herbs and botanicals and manage the daily mix of botanicals, vitamins, and minerals. All products are manufactured by our facilities in Switzerland and UK, and bear authorized European Food Safety Authority (EFSA) claims and verified marketability as food supplements for Swiss and European markets.

SFI Health Solutions Americas specializes in probiotics formulations and development. From a single ingredient product or a combination formula to address specific health needs.



Manufacturing capabilities and certifications

	Switzerland	UK	USA
Production Capabilities			
Encapsulation	Yes	Yes	Yes
Dry Blending	Yes	Yes	Yes
Mixing	Yes	Yes	Yes
Tableting	Yes	Yes	Yes
Wet granules	Yes	Yes	Yes
Powder blending	Yes	Yes	Yes
Tablet coating	Yes	Yes	Yes
Liquids	Yes	Yes	Yes
Screening / Delumping	Yes	Yes	Yes
Roller compaction	Yes	Yes	Yes
Milling	Yes	Yes	Yes
Packaging Capabilities			
Blister	Yes	Yes	Yes
Bottle Labels	Yes	Yes	Yes
Custom sticks	Yes	Yes	Yes
Liquids into bottles	Yes	Yes	Yes
Product sterilisation via label & product coding	Yes	Yes	Yes
Pills into glass & HDPE bottles	Yes	Yes	Yes
Powder / granules in sticks	Yes	Yes	Yes
Pills into PET	Yes	Yes	Yes
Powder filling	Yes	Yes	Yes
Powder into glass, PET & HDPE bottles	Yes	Yes	Yes
Certifications			
GMP	Yes	Yes	Yes
HACCP	Yes	Yes	Yes
ANVISA	Yes	Yes	Yes
SFDA	Yes	Yes	Yes
FDA Registered	Yes	Yes	Yes
NSF GMP Certified	Yes	Yes	Yes
Agroscope	Yes	Yes	Yes
TGA Health Safety Regulation	Yes	Yes	Yes
Soil association / Organic standard	Yes	Yes	Yes
MHRA	Yes	Yes	Yes
ISO 4500:2018	Yes	Yes	Yes
FSSC ISO 22000 Certification	Yes	Yes	Yes
IPA (international probiotics association)	Yes	Yes	Yes
USP GMP certified & inspected	Yes	Yes	Yes
UNPA (united natural products alliance)	Yes	Yes	Yes



Our Supply Chain

SFI Health operations rely on a global supply chain network for the sourcing of natural ingredients, raw materials and packaging. Suppliers undergo a thorough qualification process and each material is carefully tested to meet our strict quality standards. Traceability at every step is at the core of the “Source to Consumer” philosophy.

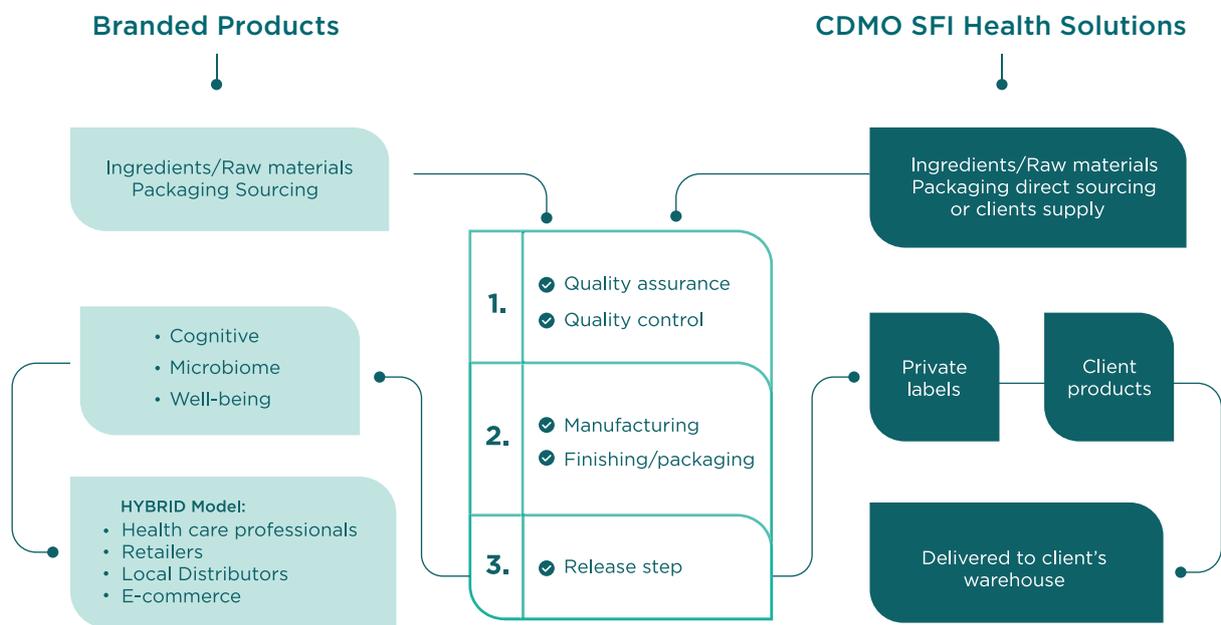
At SFI Health, traceability encompasses three basic components:

- All aspects of the raw materials before they reach our manufacturing site.
- The internal processes within SFI Health.
- All aspects of the finished product after they leave our manufacturing site.

SFI Health has stringent quality requirements from the selection and testing of raw ingredients, through to manufacturing, final goods testing and careful selection of logistics providers to ensure products are delivered reliably and securely.

Including:

- Healthcare professionals
- Retailers
- Local distributors
- e-commerce





Sustainability at SFI Health

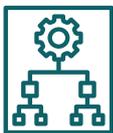


Through our activities, we are determined to generate a positive impact on society and to protect the environment. We accept the responsibility to continuously reduce the operational impacts on the environment, ensuring ethical behaviour along the entire value chain and maintaining our commitment to societal programs that support better health.

SFI Health’s Sustainability Manifesto

SFI Health’s Sustainability Manifesto is the expression of the Group’s commitment to increase its efforts towards environmental protection, social engagement and economic responsibility in its culture, strategy and operations.

It is articulated through the enunciation of “Principles”, “Objectives” and “We do it by”.



Principles:

- Sustainability is a journey we are determined to travel, step by step
- This journey is about embedding the principles of environmental protection, social engagement, strong ESG governance in all our operations
- As a global leader in natural health, it’s our duty to protect the environment where our ingredients are sourced
- As a good Corporate Citizen, we contribute and participate in the lives of our communities, and as a responsible organisation we generate meaningful economic value that will benefit others fairly
- We are determined to support the sustainability performance of partners – suppliers, clients, distributors, retailers – in a spirit of collaboration, to generate the impact we cannot achieve by ourselves
- We do this because it’s the right thing to do. It’s a responsibility to ourselves, our customers and to the world



Objectives:

- To minimize our environmental impact, maximize the social performance, generate superior economic results and fairly share the value generated
- To collaborate with our suppliers, partners and peers in order to improve the performance of the whole value chain, and the overall industry
- To be the partner of choice for leading healthcare brands through outstanding products and services, as well as a world-class sustainability performance
- To build and enhance reliability, trust and reputation through our corporate engagement, improved supply chain transparency, a responsible sourcing, and clear science-based carbon reduction path
- To better manage future risks, by innovating and enhancing the Brand value and future-proofing our performance
- To have proud and engaged employees
- To contribute towards the achievement of the Agenda 2030 and the SDG
- To anticipate unavoidable, sustainability-driven future regulations and compliance requirements

We do it by:

Fostering a sustainability mindset across the organisation, through regular communication and training



Making an inventory of our current status; we measure performance through the analysis of quantitative and qualitative information



Engaging with our stakeholders, internal and external: what is done well and what can be improved? How can we support you in your sustainability goals? What is important for you?



Defining our sustainability strategy, goals, plans, KPIs



Monitoring progress and adapt actions, to reach our goals



Communicating progress in a transparent and objective way through Sustainability Reports based on universally recognised standards



Creating a roadmap to decarbonize our value chain through science-based targets



Assigning responsibilities and implementing our plan





SFI Health and the United Nations Sustainability Development Goals



The Sustainable Development Goals (SDGs) were designed by the UN to cover a broad range of social and economic development issues by mobilising efforts to end all forms of poverty, fight inequality and achieve social and economic development.

Through our ambitious purpose and sustainability goals, we actively support the delivery of the SDGs where we believe we can make the greatest impact. As with the approach of other companies, SFI Health has first assessed which of the SDG goals are most relevant to our field of operation.

This assessment was completed with help from an external sustainability consultant and seven of the seventeen goals were assessed as being strongly relevant to the SFI Health business model. SFI Health has prioritised these SDG goals to focus on in the years ahead.



As signatories to the 2030 Agenda, all countries where SFI Health operates have formally committed to the SDGs and put in place national strategies to achieve them.

SFI Health recognizes the fundamental importance of this initiative, hence we have integrated the SDGs in our sustainability strategy.

Through our activities we are contributing towards the achievement of 7 goals.

We are aware measuring a company's contribution based on the SDGs is a challenging task: for this reason, future reports will disclose our performance in our Sustainability Report.





SDG 3

Good Health and Wellbeing

SFI Health strives to ensure safety at work and launches and promotes employee's wellbeing programs. We are committed to progress the quality of life of our consumers through our superior natural therapies, backed by scientific knowledge.



SDG 5

Achieve gender equality and empower all women and girls

We adopt and strengthen sound policies for the promotion of gender equality and the empowerment of all women and girls at all levels and we are strongly engaged in providing a culture that results in equal remuneration & career opportunities.



SDG 9

Industry, Innovation and Infrastructure

We work to upgrade our infrastructure and retrofit equipment to improve the sustainability profile (e.g. upgrade of HVAC system in US Plant).



SDG 12

Responsible Consumption and Production

We set Sustainable by Design Principles as the starting point of all new product development (recycling and circularity). We optimize processes to reduce raw materials, water and energy use, packaging, CO₂e emissions and increase circularity.



SDG 13

Climate action

We take steps to measure, reduce and report climate exposure and progress on actions to confront climate change on an annual basis, to increase the level of transparency and consistency of reporting. We are working towards the inclusion of Science-Based carbon emission targets in line with the sectoral decarbonization pathway and encourage suppliers and distributors to do the same.

We collaborate across the value chain to reduce emissions generated by transportation of raw materials and finished products, increasing efficiency of logistics processes.



SDG 14

Life Below Water

We depend on marine and coastal ecosystems for our leading Brand (Equazen®) and take ongoing action to ensure fish oil sourcing is responsible to help ensure healthy and productive oceans for future generations.



SDG 15

Life on Land

We depend on natural botanical ingredients for a number of our products; we encourage producers to implement Good Agricultural Practices (GAP) to ensure the highest qualitative and safety standard and we monitor that our raw materials are grown with careful consideration of the environment, promoting the sustainable use of soil and water.

Our Stakeholders

We know sustainability issues are of great interest to our stakeholders and we are committed to providing transparent information on our activities.

We engage on a regular basis with a variety of stakeholders to make sure our expectations are aligned to theirs and that we are able to create shared added value. This is paramount to address together the social, economic and environmental challenges we collectively face.



For this first report we have engaged and consulted directly with a number of clients in the EMEA and US regions for the purpose of this assessment. The opportunity for quality interaction and collaboration leading to the creation of shared value is welcomed and we commit to ongoing dialogue with our partners to improve mutual understanding, to identify material topics and opportunities and to share best practices.

For this report, we analysed the approaches and procedures used to interact and cooperate with different stakeholder groups.

The results of the stakeholder engagement analysis are summarized in the following table:

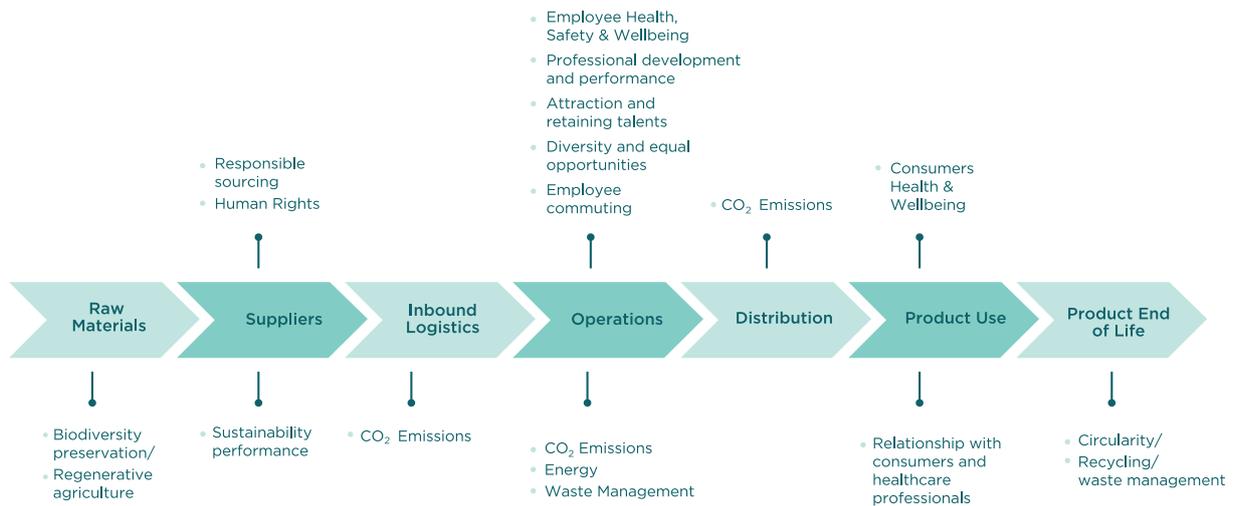
Stakeholders	How SFI Health engages with Stakeholders
 Suppliers	Partner selection meetings, audits, quality assurance inspections, business terms discussions, Suppliers' code of conduct
 Our People	Ongoing communication via corporate intranet, company events, staff town hall meetings, training programs, project/product management meetings
 Distributors / Clients/ Healthcare Professionals (Branded Products)	Regular meetings, congresses & exhibitions, constant interaction with commercial division, annual distributors' meeting, scientific trainings
 Customers/Clients (CDMO)	Regular meetings, congresses & exhibitions, interactions between development and commercial teams
 Consumers	Website, webinars, customer service, social media
 Natural Capital	Biodiversity preservation and regenerative agriculture forum and associations, sourcing of natural ingredients
 Shareholders and investors community	Board meetings, periodical reporting on business progress, annual meeting, casual meetings

Material Topics: What Matters Most

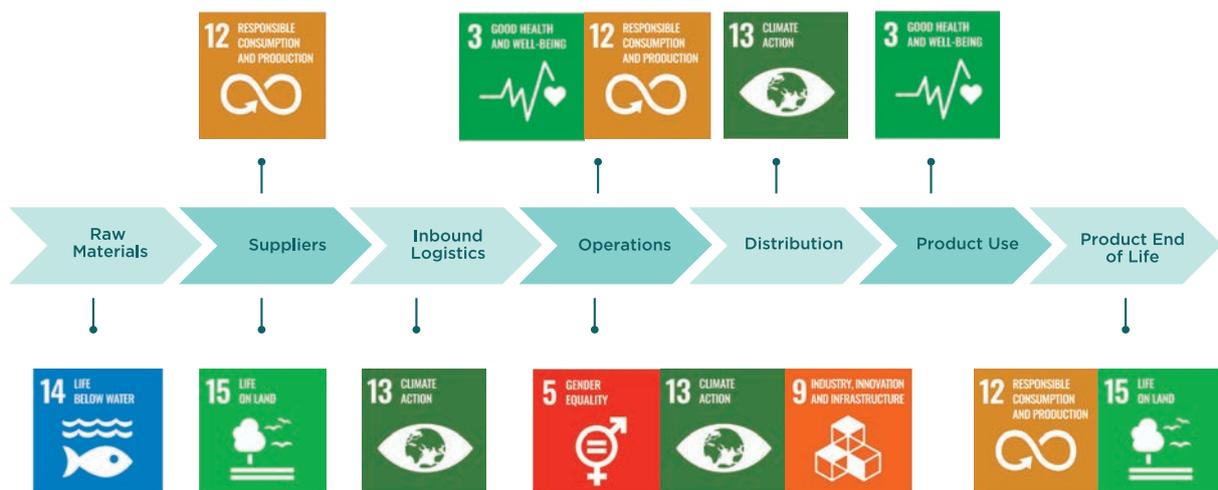
The materiality assessment is the most appropriate tool to identify and prioritise the ESG agenda most relevant to our business. This assessment becomes an initial blueprint for the final sustainability strategy, supporting prioritisation of critical issues.

We have tackled the issue with a multi-step approach:

- Firstly, possible material topics were identified as per the GRI Standards, the SASB framework, research briefs on natural products, nutraceutical and probiotics sectors, as well as the analysis of our peers.
- The topics were later mapped as identified impacts against our value chain.



Finally, we have used the SDGs framework to map the SDGs against our value chain. In fact, the SDGs are an articulation of the world’s most pressing environmental, social and economic issues and, as such, act as a definitive list of the material ESG perspectives that should be considered as part of strategy development.



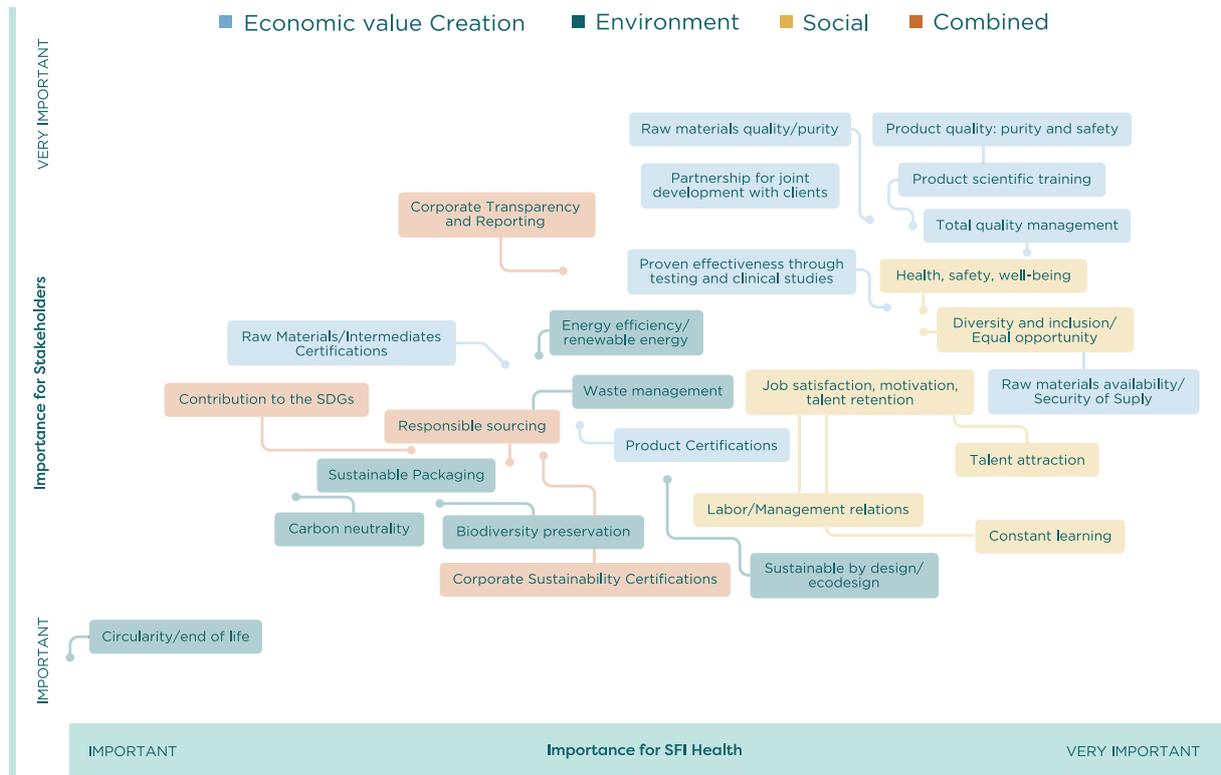
Once the material topics have been identified, as per the above methodology, we conducted a materiality assessment.

Materiality Assessment

For our first report, we performed a materiality assessment with the participation of all senior executives. The material topics and their relevance were assessed in terms of:

- Relevance to SFI Health
- Relevance to stakeholders
- State of the art performance achieved in tackling each topic

The topics can be aggregated into four main categories: environmental, social, economic/business related and combined ESG topics.



The materiality matrix resulting from the survey responses highlights the areas of importance for our sustainability performance and at the same time sets the base upon which we will be creating the sustainability strategy. It is striking the business value creation aspects, related to SFI Health operations as a quality products supplier and excellent service provider are perceived as paramount, both internally and in the stakeholders’ ecosystem.

Similarly, social topics related to the employee satisfaction, wellbeing, health and safety, inclusiveness and diversity, are considered important for SFI Health and for the internal stakeholders, namely the workforce.

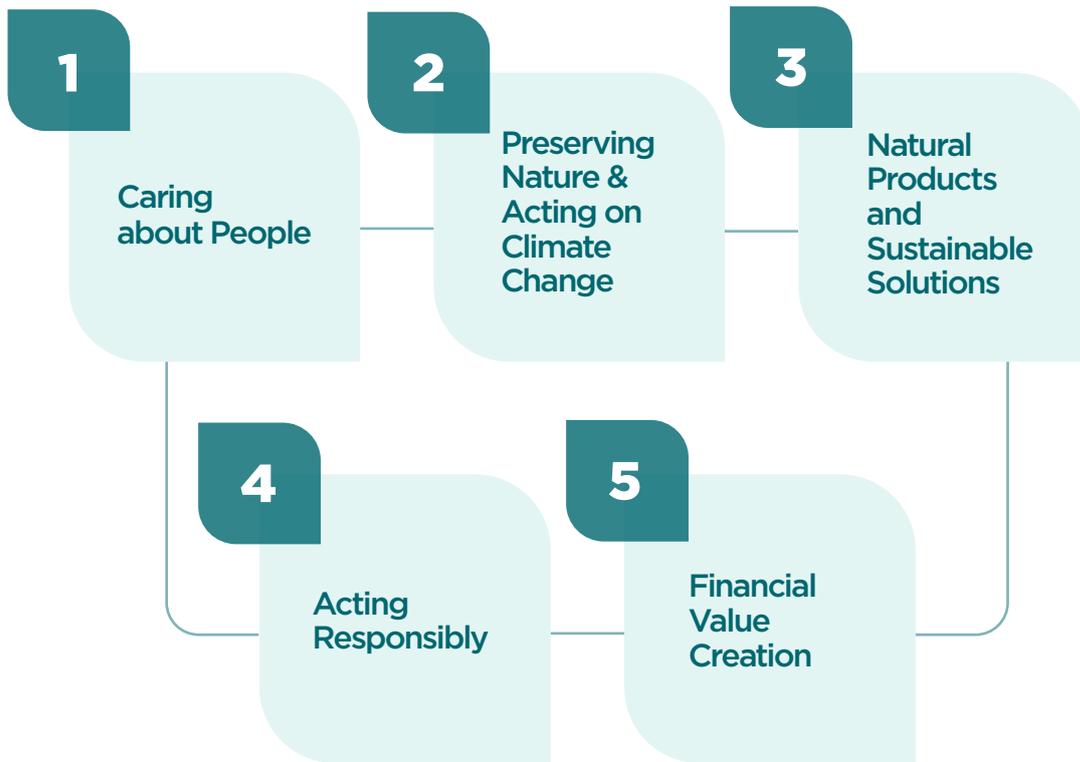
Environmental topics (in particular sustainable packaging, carbon neutrality and energy efficiency/renewable energy) and the combined ESG topics (such as transparency, reporting and contributions to the SDGs) are perceived as highly relevant to the external stakeholders (natural capital, investor communities, consumers).



Our approach to Sustainability



Based on the previous steps, we clustered material topics into 5 focus areas:



In each area, we have defined a set of KPIs in order to measure our performance over time.

1 Caring about People

Being a good corporate citizen and an attractive employer

We do so by:

- Caring about the physical and mental health and safety of our employees.
- Fostering inclusion and diversity in the workplace, so that everyone can feel free to express oneself, develop, learn and grow.
- Engaging with local and industry communities including our apprenticeship program, partnership with universities, support of ADHD Foundation.
- Valuing the feedback of consumers and healthcare professionals to help us address health and wellbeing matters and expand our portfolio.
- Striving to promote a responsible supply chain, compliant to human rights and environmental policies.

Our People

At SFI Health we fully believe people are the cornerstone for success. In a world that is changing quickly, the talent of our people is fundamental for future success

For our people, working at SFI Health is more than just a job.

We bring on those who share our vision to improve people's wellbeing and create an environment to match it. A workplace built on openness, accountability, and respect, where SFI Health employees have the support and inspiration needed to thrive.

We offer the same level of dedication, expertise, and passion to our people, as we do to advancing natural healthcare solutions. Because we believe that, to improve the lives of others, we need to look after our own.

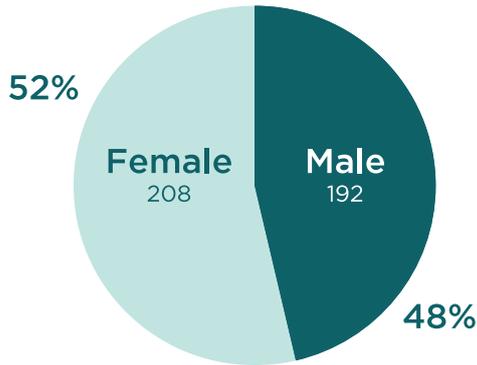
We understand technology is changing the way we work and want to adapt and improve to maintain our employee's satisfaction; for this reason, we strive to provide a stimulating and enjoyable work environment where our people can thrive.

However, work-life balance is of fundamental importance: we want our employees to develop their careers without having to forsake their personal goals.

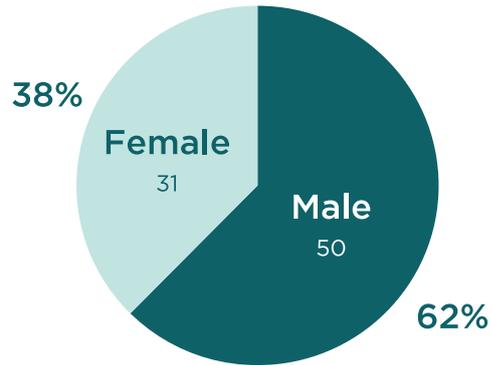
To our team members we offer:

- Market-competitive compensation, outstanding office amenities and benefit plans designed around the needs of our diverse and global workforce.
- Recognition and rewards for the quality of work performed, the milestones achieved, and the time and loyalty given to the company.
- Diversity and inclusion: we are committed to fostering a culture where everyone can bring their whole self and is treated fairly and equally.

Total SFI Employees



Group & Regional Executives

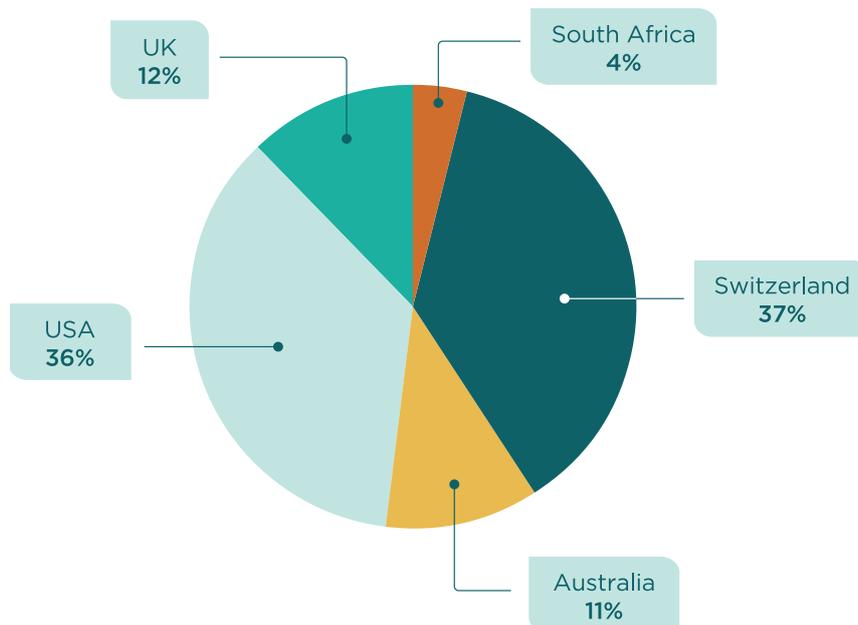


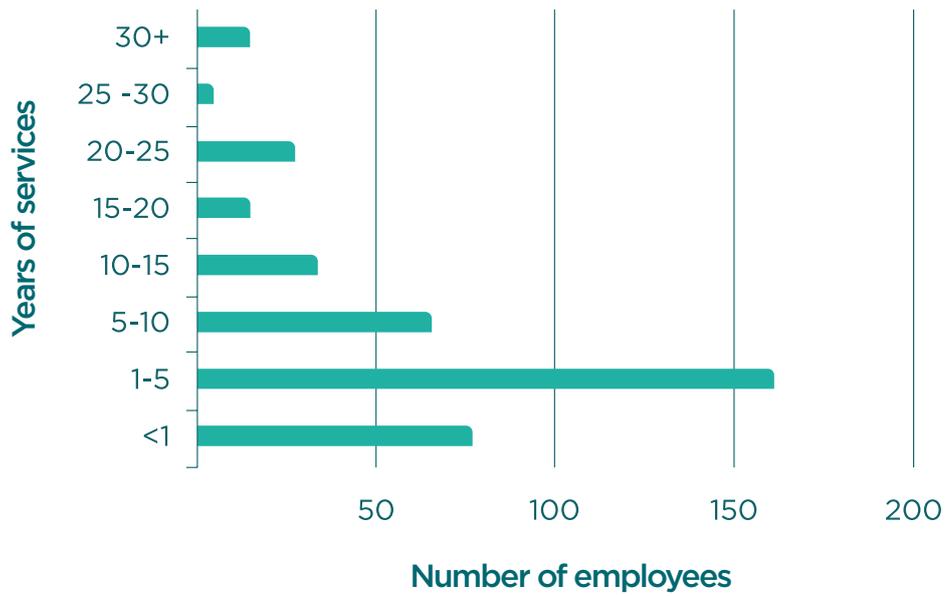
In 2021, the team has grown to 400 employees.

	SFI Group			Locations				
				Switzerland	Australia	USA	UK	South Africa
Total Headcount	400			148	46	142	48	16
	Male	192	48%	85	16	65	19	7
	Female	208	52%	63	30	77	29	9
	non-binary	2	1%	1	0	0	1	0
of which Management roles	81			22	12	27	14	6
	Male	50	12,5%	12	6	18	10	4
	Female	31	7,8%	10	6	9	4	2

SFI Health works with a number of trusted distributors in EMEA and Asia regions to establish and support SFI Health business, these distributors significantly expand our commercial function and footprint and are not included in the above table.

Employees per location





SFI Health has developed an inclusive working environment and is proud to retain long standing employees from companies who have joined the SFI Health family since 2010, including Klaire Labs and Ginsana.

Training

At SFI Health we value our people, encourage their development and support their professional growth. We do our best to build a sense of purpose and achievement among all team members in all our locations.

In 2021, each of our employees benefited from an average of 2.5 days of training.

	SBU	Switzerland	Australia	USA	UK	South Africa	Total
Hours of training	Provided per year:	3,380	690	2,073	1,311	266	7,220
	Days per person:	2.9	1.8	1.8	3.4	2.1	2.5

Health, Wellness & Safety

Driven and passionate, our people are the heartbeat of the company. Inspired and supported by our values, they bring their deep experience and real selves to work every day, collaborating on projects to share the power of natural healthcare with the world.

We run a number of initiatives, programs and groups to help our people enjoy a better work life balance, such as:

- Employees engagement committees
- Heavily discounted products for all permanent employees
- Gardening and bushwalking groups
- Daily meditation groups
- Weekly yoga classes
- Fitness groups

In 2021 there were no serious professional accidents (with absences of more than 5 days), and 8 minor accidents (0 in UK, Australia and South Africa; 1 in the USA and 7 in Switzerland) for a total of 30 days of absence.

Engagement with communities

The culture of SFI Health is human centric and built on values such as promoting diversity, progressing the quality of life and making a difference. These values together with the support offered by SFI Health's Equazen® range mean we appreciate the beauty of every mind.

These values have led us to develop strong external relationships and prompted committed internal engagement around championing the neurodiversity paradigm which recognises the unique strengths, talents and contribution neurodiverse people make to society.

SFI Health has been working with a credible partner, the ADHD Foundation, the UK's leading neurodiversity charity to support their work in creating greater inclusivity for neurodiversity externally and internally.

Internally, the ADHD Foundation has conducted training for our teams on the neurodiversity paradigm, a positive and inclusive paradigm. Voluntary attendance of 50% was achieved company wide with ongoing initiatives planned, including an internal neurodiversity week amongst all global sites.

Externally, SFI Health has supported the work of the ADHD Foundation through a series of initiatives including joint social media posts, an Expert Review publication and education support for parents. Importantly, the collaboration influences our marketing practices to ensure we remain inclusive and celebrate the power of all minds.



“ Our people breathe life into our purpose, we are proud to have built a culture where our employees are engaged in supporting initiatives which contribute to a healthier and fairer society. ”

Arvinder Grover,
Group Head Human Resources

Our commitments

Our people are our foundation and bring our purpose and results to life. By living our values, we strive to create an inclusive and high engagement environment which is externally recognised.

We strive to achieve the following commitments:

- Implement a retention, development and recruitment strategy to ensure an inclusive environment where executive female representation, within the senior, global and regional leadership teams remains above 40%
- Maintain or improve an average employee engagement score of >70%
- Reduce voluntary turnover from 19.5% to 12% or lower by end 2025
- Increase per capita training days from 2.5 to 5 days for each employee by 2025

2

Preserving Nature, Acting on Climate Change

Our business is based on nature. We believe nature, where our ingredients are sourced from, is the foundation for health of people and our planet. Therefore, we are committed to protect and safeguard natural capital.

The ingredients we use for our products are heavily reliant on nature from our herbal products which are cultivated by sources we know and trust whilst other products are wild-harvested from sustainable sources. Our products are made in facilities which operate to the highest standards of safety and quality. Sustainability is an ongoing commitment and requires us to take necessary steps to manage both our environmental footprint and take steps to benefit the communities where we operate.

The supply chain relies on the availability of a number of natural ingredients, whose high-quality standards are carefully measured, monitored and maintained (quality by design approach) and guaranteed by industry certification including Friend of the Sea, Orivo, Puremax, GOED membership for fish oils and Good Agricultural Practices for botanical ingredients.



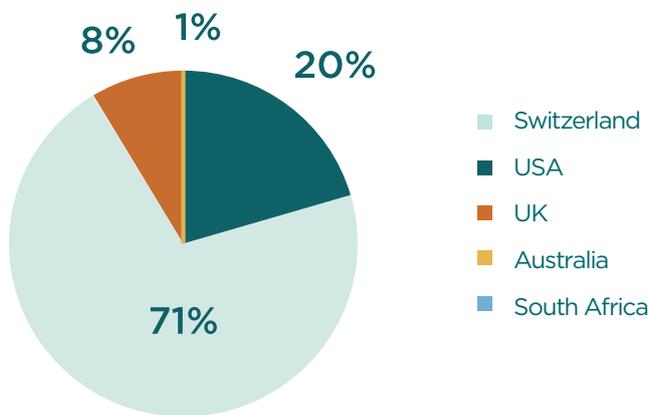
The products, at their very core, exist to help people live healthier lives. We deeply appreciate the health of the planet, and its people are intrinsically connected. We want to act now to reduce emissions and play our part, in reaching global Net Zero goals.

In order to understand our carbon footprint, and to be able to build a carbon reduction plan in accordance to the Science Based Target initiative from 2022 onwards we performed a full carbon inventory Scope 1, 2, 3 for year 2021, according to ISO 14064 and the GHG protocol. The inventory was certified by a third party in Switzerland, Climate Services SA.

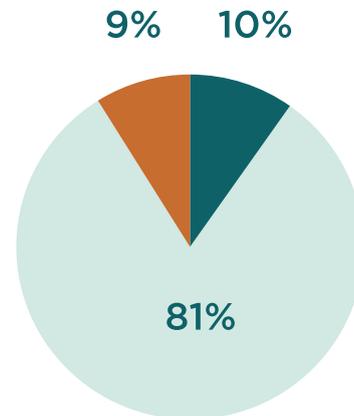
Energy

	Natural Gas	Electricity	Total	Electricity from Renewable Sources	Total Renewable Sources	Total energy Renewable Sources
Year	Gas kWh	(kWh)	(kWh)	percentage%	(kWh)	percentage%
2019	2 912 771	4 707 281	7 620 052	52,7%	2 482 729	32,6%
2020	2 966 836	4 856 836	7 823 672	53,2%	2 582 944	33,0%
2021	3 951 895	4 761 278	8 713 174	52,4%	2 494 155	28,6%

Total Energy (kWh) - 2021 by location



Total Renewable Energy (kWh) - 2021 by location



In 2021 our energy consumption increased substantially vs. 2020, due to commercial growth. The use of natural gas increased by 33% - led by increases in USA and Switzerland, while electricity remained relatively stable. This change in our energy mix led to a reduction in the percentage of renewable energy consumption. We are monitoring this development in order to increase the share of renewables in our mix.

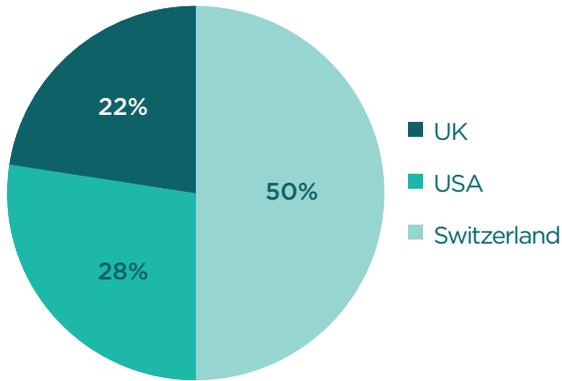
The Energy intensity/employee for our 2021 baseline year was 21'783 kWh, while the Renewable energy intensity/employee was 62'325 kWh. We will continue to monitor these outputs to define our long-term objectives in the framework of the Science Based Targets initiative.

Water

All water we use in our three manufacturing units is sourced from the local potable water supply. It is mainly used in cooling process: the water does not come into contact with any contaminant, hence it is discharged directly in the sewage system. None of our plants are in locations that are currently effected by water stress.

The overall usage is relatively low as our industrial processes have a reduced water intensity in all the production sites. 50% of the water consumption happens in our Swiss plant and is used in the production of some galenic formulations. An increase in production, as well as the installation of a new line in our Swiss plant, contributed to the growth in water usage in 2021.

Water 2021

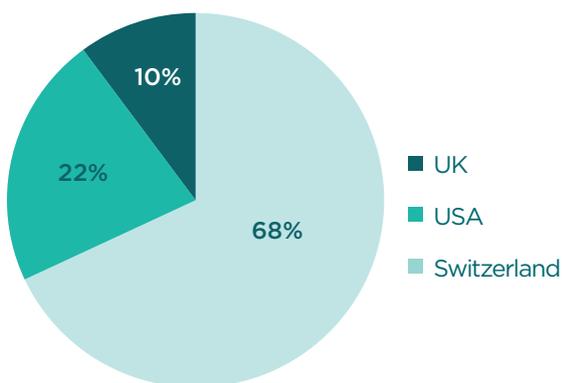


Year	Total Water m3
2019	7 474
2020	7 486
2021	8 813

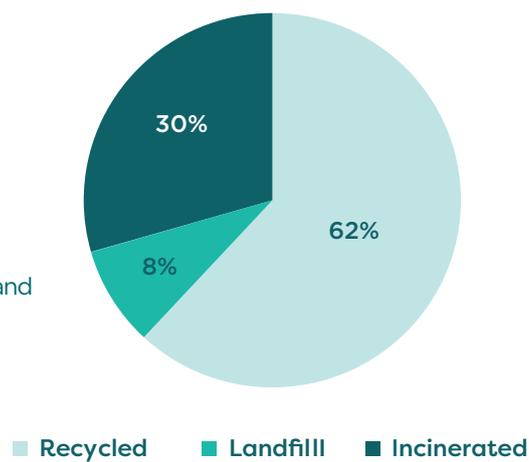
Waste

Tonnes	Composted	Recycled	Landfill	Incinerated	Total
2019	17	194	17	93	322
2020	37	198	19	93	347
2021	NA	197	27	94	318

Waste 2021



Waste by destination, 2021



The waste generated by our plants is mainly composed of packaging and materials used in the production process. Most of our waste is diverted from landfill and either recycled or incinerated, thus significantly reducing the environmental impact related to waste generation. The incinerated waste comes from our Swiss facilities and is sent to the regional waste-to-energy plant, which provides energy to an extended area in the Giubiasco and Bellinzona municipalities.

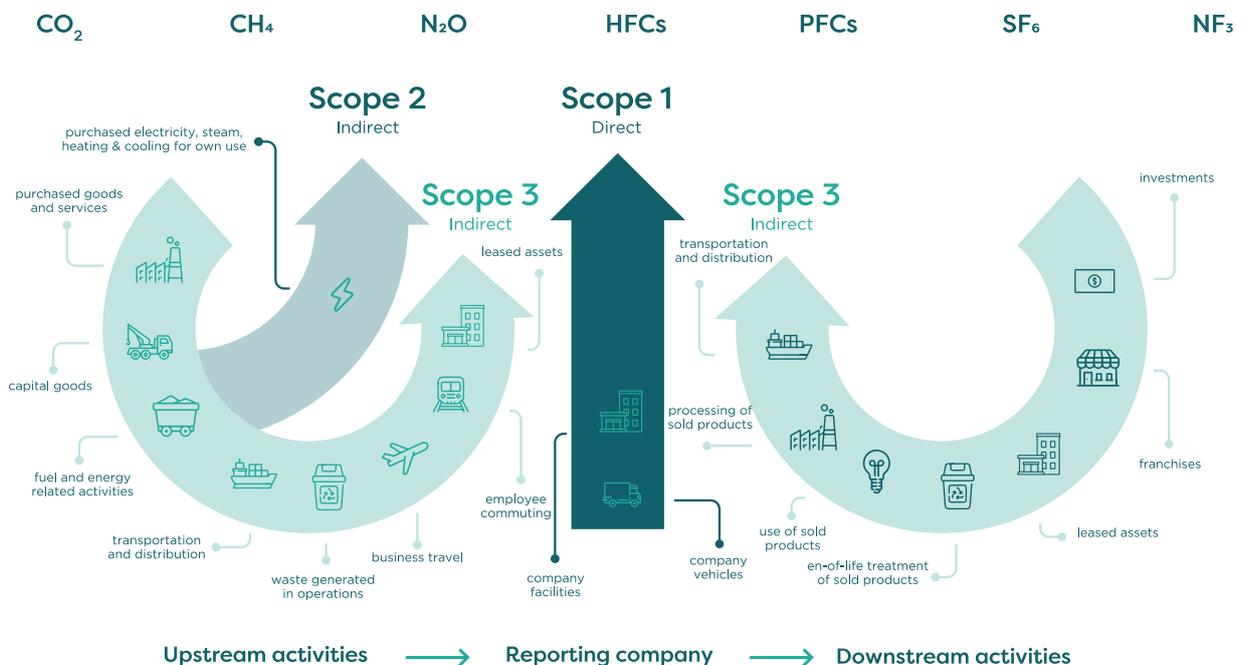
CO₂e Emissions Inventory

We are aware decarbonization is becoming a necessity for every country, government and organization if we are to limit the temperature increase to 1.5°C above pre-industrial levels.

There is a very clear scientific consensus: the 1.5°C limit, known as the Paris Agreement Temperature Goal, could reduce climate change risks by up to 85%, and mitigate serious harms posed to humanity and the whole planetary ecosystem.

To achieve the Paris Agreement Temperature Goal, net zero CO₂ emissions need to be achieved globally around mid-century and net zero emissions of all greenhouse gases shortly thereafter. In the near term, global greenhouse gas emissions need to be halved by 2030.

SFI Health believes this is a collective responsibility. The first step has been undertaken to understand our footprint and measure our 2021 total emissions according to the Greenhouse Gas Protocol and the ISO 14064 norm. Having taken this important step, we are able to understand where, along our value chain, emissions are created and to define a path towards Net Zero according to the Science Based Targets initiative (SBTi) of which we will become a signatory.



Source: netO.com

The Greenhouse Gas Protocol (GHG-P) provides the following definitions:

Scope 1: All direct emissions arising from sources owned or controlled by the reporting entity. They include fuel combustion, company vehicles and fugitive emissions.

Scope 2: Covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

Scope 3: All indirect emissions not included in Scope 2 that occur throughout the Value Chain of an organization, including both upstream and downstream emissions. It includes impacts generated in 20+ categories.

With the help of an external consultancy, SFI Health highlighted the most significant sources of emissions directly and indirectly generated throughout our value chain.

We collected 2021 data for the following areas:

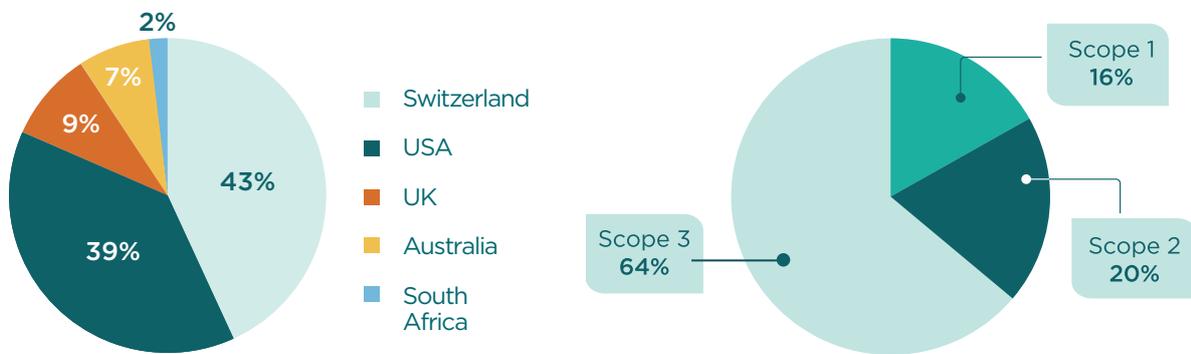
- Energy consumption
- Business travel
- Employee commuting
- Chemicals
- Primary packaging (plastic and glass)
- Secondary packaging (cardboard)
- Water consumption
- Waste
- Freight (up- and downstream)
- Meals served in SFI Health canteens
- Cleaning services
- Paper (printing)

		Total	
Scope	Category	tCO ₂	%
2	Electricity	923	19.5%
1	Heating (Natural Gas)	783	16.4%
3	Commuting	606	12.7%
3	Freight	605	12.6%
3	Primary Packaging, Glass	591	12.4%
3	Primary Packaging, Plastic	450	9.4%
3	Secondary Packaging, Cardboard	366	7.6%
3	Business travel	207	4.3%
3	Waste	138	2.9%
3	Canteen	46	1.0%
3	Cleaning Services	39	0.8%
3	Chemicals	11	0.2%
3	Water	7	0.1%
3	Printing Paper	6	0.1%
Total		4,785	100%

CO₂e footprint

Total emissions by scope and location

Scope	Total		Switzerland		USA		UK		Australia		South Africa	
	tCO ₂	%	tCO ₂	%	tCO ₂	%	tCO ₂	%	tCO ₂	%	tCO ₂	%
Scope 1	784	16.4%	628	80.1%	106	13.5%	50	6.4%	0	0.0%	0	0.0%
Scope 2	932	19.5%	153	16.4%	607	65.1%	138	14.8%	34	3.6%	0,1	0.0%
Scope 3	3,070	64.1%	1,267	41.3%	1,171	38.1%	237	7.7%	323	10.5%	7,2	2.3%
Total	4,786	100%	2,048	43%	1,884	39%	425	9%	357	7%	72,3	2%



Analysis

It is recognised, CO₂e inventories are not perfect, but a best estimate of the emissions caused by an organization throughout its value chain, according to the universally accepted standards ISO 14064 and GHG Protocol. While Scope 1 and 2 are very accurate, Scope 3 are less precise due to the difficulties of including, and measuring, all the aspects and variables around a company's value chain. Nevertheless, having such an inventory is the mandatory starting point to decarbonize the activities of an organization, by defining CO₂e reduction measures and engaging in the Science Based Target initiative.

Scope 1 emissions

The totality of scope 1 emissions (company facilities and vehicles) is generated by natural gas consumption.

Switzerland	80%
USA	14%
UK	6%

A reduction of Scope 1 emissions will be implemented by

- Substituting natural gas as energy source with electricity from renewable sources in all locations, wherever possible.
- Improving the energy efficiency of buildings and processes.

Scope 2 emissions

Scope 2 emissions are essentially due to the electricity generated from fossil sources, especially gas. Burning fossil fuels to generate electricity is a large component of CO₂ emissions worldwide.

Switzerland	16%
USA	65%
UK	15%
Australia	4%
South Africa	0%

Two thirds of Scope 2 emissions are generated in our USA, Nevada location, as a large percentage of the electricity in Nevada is generated from natural gas.

A reduction of Scope 1 emissions will be implemented by

- Engaging with energy providers to quantify the additional costs for 100% renewable electricity
- Performing a ROI analysis that takes into consideration, among other aspects, the cost of compensating such emissions with top level carbon credits.

Scope 3 emissions

Switzerland	41%
USA	38%
UK	8%
Australia	11%
South Africa	2%

Emission Factor	Category	%
Private vehicles	Commuting	19.5%
Glass - primary packaging	Glass-primary packaging	19.3%
Airbone Freight	Freight	15.8%
Plastic-primary packaging	Plastic-primary packaging	14.6%
Cardboard-secondary packaging	Cardboard Packaging	11.9%
Private vehicles	Sales Force	6%
Waste	Waste	4.5%
Truck	Freight	2.5%
Canteen	Canteen	1.5%
Container Ship	Freight	1.3%
Cleaning services	Cleaning Services	1.3%
Flights	Freight	0.7%
Chemicals	Chemicals	0.3%
Motorbike	Commuting	0.2%
Water	Water	0.2%
Printing Paper	Paper	0.2%
Company Cars	Fleet	0.0%
Public Transport	Commuting	0.0%
Rail	Freight	0.0%

- Commuting with private vehicles is the main source of scope 3 emissions, and the 3rd overall.
 - Carpooling, home office and public transport subsidies are the available tools to reach an important reduction
 - SFI Health has introduced a work from home policy introduced during the pandemic for staff who are able to work remotely.
- Glass as primary packaging is an important source of emissions (12.3% of total). There is a significant difference in the level of CO₂e emissions generated by glass produced with a high percentage of recycled material as opposed to virgin glass. Alternatives will be explored.
- Airborne freight will be substituted, whenever possible, through rail or ship.
- Plastic as primary packaging: from 2022 onwards, we will work with our suppliers to switch to less carbon intensive packaging materials.



As previously mentioned, from 2022 onwards we are continuing on the Path to Net Zero by becoming signatories of the Science Based Targets initiative, setting ambitious decarbonization objectives and defining a structured and solid action plan.

We will publish the details in our next Sustainability Report.

Caring for Nature

As our business grows, so too does our responsibility to find clean solutions. A key first action is auditing and understanding our current global emissions. We have been proud to take this first informed voluntary step in 2022 to audit our scope 1,2 and 3 emissions, it will be the baseline for our roadmap and commitments in the years to come.

Prior to this understanding, SFI Health has made investments towards greener solutions within our European operations including:

- Improving the ventilation and moving towards a more energy efficient solution within our warehouse and lab facilities in our Switzerland facilities, will help reduce an estimated 250'000 kWh energy usage.
- Introducing two new energy efficient Heating, Ventilation and Air Conditioning (HVACs) units in our operation and lab facilities which has reduced energy consumption by 150'000 kWh.



“ The new baseline data will enable us to develop a specific and accountable roadmap for future emissions reductions and expand on previous actions. ”

Robert Hendriks, Group CEO

Our commitments

As part of society, we believe business has a responsibility to protect the environment. This is why, as a private company we are compelled to take voluntary action and set a path for decarbonisation and net zero.

We make the following commitments:

- Establish a Science Based Emissions target by end of 2023 to develop a net zero roadmap and deadline.
- Introduce supply chain ESG performance monitoring, by H1 2024.

3 Natural Products and Sustainable Solutions

Creating natural, clinically proven products

We stand out in the natural healthcare industry with world class, clinically proven, scientific solutions for complex health problems in the areas of microbiome and cognitive health, to support healthcare professionals and consumers navigate their way to health & wellbeing.

We take the highest levels of care with the efficacy and quality of every ingredient, apply strict production standards, quality controls and extensive product testing throughout the supply chain, all underpinned by rigorous scientific research.

SFI Health is proud to have the Equazen® line, Friend-of-the-Sea-certified (FOS) for the third year in a row in 2021. The fish oil used in the Equazen® range is processed in Europe and follows the Good Manufacturing Practices (GMP) standards, internationally valid guidelines ensuring the consistency and the high quality from batch to batch.

Delivering tailored, sustainable solutions

We aim to be the CDMO partner of choice for organizations looking for both high quality solutions and sustainable best practice. We take the highest levels of care with the efficacy and quality of every ingredient, apply strict production standards, quality controls and extensive product testing throughout the supply chain, all underpinned by rigorous scientific research.

Based on Client needs, we are able to tailor and integrate sustainability requirements, including:

- Application of 'sustainability by design' approach to all stages and processes
- Sustainable ingredients : supply ingredients with sustainability certifications
- Sustainable solutions: circular packaging, carbon-neutral product certifications
- Assessment and selection of suppliers in terms of Responsible Sourcing ESG credentials

Guided by emerging research, as well as a passion for applying science to nature, SFI Health Solutions has created a line of products for private label targeting different therapeutic areas characterized by:

1. Premium quality, ready to use Swiss- UK- or US-made solutions.

2. Galenical formulations combining cutting-edge, latest scientific advances on natural ingredients with traditional herbal medicine knowledge.

3. High-quality active, certified ingredients chosen for their strong proprietary clinical support, maximising biological origin, solvent-free extraction processes and sustainable/traceable origin of raw materials.

4. Tailor-made solutions carefully formulated to satisfy final customers' health needs by:

- a.** Reducing excipients
- b.** Selection of hypoallergenic products
- c.** Using vegetarian hard capsules without gelatine
- d.** Selection of talc-free coating systems for tablets

5. Reduction of external packaging and maximization of recyclable materials to satisfy sustainability concern of the final customer and reduce the environmental footprint:

- a.** Maximise the use of R-PET bottles from recycled material
- b.** Minimize the usage of folding boxes and other secondary packaging, avoiding leaflets when not necessary.

This gives our clients the possibility to widen or refresh their own product portfolio and launch innovative natural products under their own brand.

Our manufacturing sites are certified or registered by a number of international institutions such as **FDA**, **ANVISA**, **Soil Association Organic**.

Sustainable Solutions

SFI Health's leading cognitive health brand, Equazen® contains therapeutic doses of high-quality fish oils, rich sources of long chain, Omega 3 polyunsaturated fatty acids, important for cognitive function.

The Equazen® range has been confirmed as a Friend of the Sea approved line of products for the third year in a row. The Friend of the Sea is a leading NGO administering the leading certification standard for products and services with respect to the protection of the marine environment.

Friend of the Sea certification is a sustainable fisheries certification whose process is recognised and supervised globally by a National Accredited Body.



“ This certification is a tangible proof of the importance SFI Health puts into a sustainable approach for its leading brand Equazen®, answering to the increasing attention customers and clients have on the environmental impact of their choices ”

Gian Luca Ligas,
Group Head of Marketing and Scientific Affairs

Our commitments

We recognise improving the health of people and the planet go hand in hand, which is why we will continually improve the sustainability profile of our products.

We strive to achieve the following commitments:

- Introduce a sustainability packaging policy by H1 2024 which incrementally improves the % turnover of products with improved sustainability profiles
- ESG accreditation for all SFI Health manufacturing sites by end 2024.

4

Acting Responsibly

The Compliance Program

SFI Health Compliance Program expresses our ethical commitment and is the cornerstone of the Company's culture. SFI Health is committed to supporting its corporate values, code of conduct and its ethics policy, protecting its long-term sustainability and reputation, and is also committed to meeting its legal and regulatory obligations.

The Compliance Program is based on three documents: Code of Conduct and the Anti-corruption Policy both adopted in 2015 and lastly revised in 2019 and the Whistleblowing Policy issued in August 2020. These policies apply to all SFI Health employees, officers, directors, contractors, suppliers and workers (whether paid or unpaid).

The Code of Conduct has been framed specifically to provide guidance in recognising and dealing with ethical issues, provide a mechanism to report unethical conduct and help foster a culture of honesty and accountability.

In particular, compliance with all applicable laws relating to the following areas shall be ensured by the responsible functions:

- Human rights and anti-discrimination rules;
- Employment laws;
- Unfair competition/antitrust laws and regulations;
- Pharmaceutical regulations;
- Export Control regulations and Embargo Acts;
- Advertising laws and regulations.

The Anti-Corruption Policy (ACP) supplements the SFI Health Code of Conduct, with respect to anti-corruption issues. It applies to all employees, contractors and agents of SFI Health and it prohibits a series of practices such as: “bribery or corrupt payment”, extortion or solicitation, trading in influence, laundering the proceeds of the corrupt practices.

The ACP is supplemented by the ACP Implementation Procedure as well as any code of conduct for the pharmaceutical industry applicable to or recognized by SFI Health.

The purpose of the Whistleblowing Policy is to ensure concerns can be raised regarding actual or suspected misconduct, non-adherence to applicable laws, or improper state of affairs or circumstances in relation to SFI Health, without fear of reprisal or retaliation. Accordingly, the Company wants to provide the framework for whistleblowing, and ensure that individuals who disclose potential contraventions or wrongdoing can do so safely, securely and with confidence that they will be protected and supported.



The Compliance Program is made available to all SFI Health employees as follows:

- Employee induction training;
- SFI Health intranet; and
- SFI Health compliance training and communications in all communities in the Learning Management System training platform

SFI Health also provides periodic training and refresher training to:

- Employees
- Eligible recipients and those involved in dealing with reports about how to handle and respond appropriately.

Between the second half of 2022 and the first half of 2023 we will review and update our Compliance Program to include a Third-Party Code of Conduct and a Responsible Sourcing Policy.

Our commitments

To establish a compliance programme and culture that safeguards people, the planet and our business for ongoing prosperity.

We make the following commitments:

- Implement a yearly ESG assessment by an external supplier by the end of 2024.
- Review and expand existing compliance programme and establish compliance training matrix by H1 2024.
- 100% of staff trained on company-wide SFI Health compliance policies by end 2024.

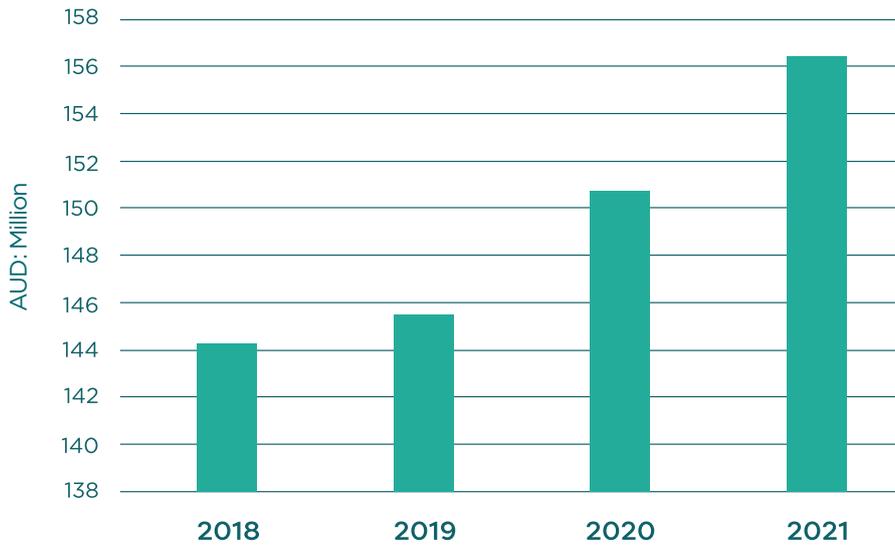
5

Financial Value Creation

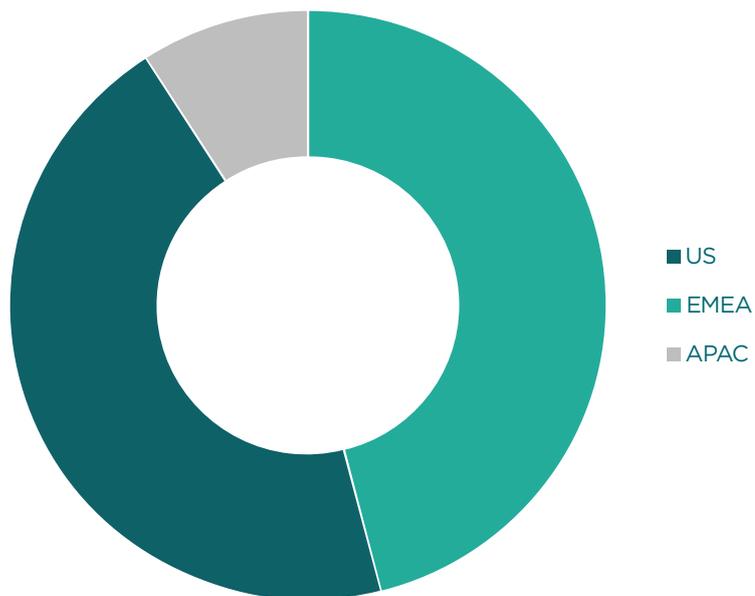
At SFI Health, we recognise responsible business growth depends on protecting the natural world and that current operations and future growth carry a responsibility to reduce our impact on the natural world.

We are committed to transparently presenting our growth within the sustainability report for context, so that our efforts can be assessed in the context of our growth and source of business.

Audited Sales Revenue: 2018-2021



Source of Sales Revenue 2021



Our commitment

Create financial value aligned with our ESG commitment and company purpose.

We strive to make the following commitment:

- Increase year on year contribution of our branded and CDMO business.

GRI Content Index



GRI Standard	Disclosure	Page number(s) and/or URL(s) and/or direct answers
Material Topics		
GRI 101: Foundation 2016		
General Disclosures		
GRI 102: General Disclosures 2016	Organizational profile	
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	102-2 Activities, brands, products, and services	1, 11-14
	102-3 Location of headquarters	7
	102-4 Location of operations	8, 15-16
	102-5 Ownership and legal form	8
	102-6 Markets served	7-8, 11-14, 16
	102-7 Scale of the organization	7-8, 11
	102-8 Information on employees and other workers	31-33
	102-9 Supply chain	17
	102-10 Significant changes to the organization and its supply chain	This is the first report
	102-11 Precautionary Principle or approach	"SFI Health adopts a precautionary approach by implementing detailed risk analyses and by ensuring the quality and safety of its products, the environmental protection and by monitoring its supply chain"
	102-12 External initiatives	31, 35
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	102-14 Statement from senior decision-maker	4-5
	Ethics and integrity	
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	102-18 Governance structure	8
	102-23 Chair of the highest governance body	8
	Stakeholder engagement	
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	102-41 Collective bargaining agreements	There are no collective bargaining agreements in place
	102-42 Identifying and selecting stakeholders	25-26
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	102-45 Entities included in the consolidated financial statements	7-8
	102-46 Defining report content and topic Boundaries	26-28, 30
	102-47 List of material topics	26-28, 30
	102-48 Restatements of information	This is the first report
102-49 Changes in reporting	This is the first report	
102-50 Reporting period	2	
102-51 Date of most recent report	This is the first report	
102-52 Reporting cycle	Annual	
102-53 Contact point for questions regarding the report	2/ www.sfihealth.com/contact-us/thank-you	
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102-55 GRI content index	56-58	
102-56 External assurance	2	

For the Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

GRI Standard	Disclosure	Page number(s) and/or URL(s) and/or direct answers
Material Topics		
GRI 200 Economic Standard Series		
Anti-corruption		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	51-52
	103-2 The management approach and its components	51-52
	103-3 Evaluation of the management approach	51-52
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All operations
	205-2 Communication and training about anti-corruption policies and procedures	51-52
	205-3 Confirmed incidents of corruption and actions taken	No incidents
Anti-competitive Behavior		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	51-52
	103-2 The management approach and its components	51-52
	103-3 Evaluation of the management approach	51-52
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions
GRI 300 Environmental Standards Series		
Energy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	38
	103-2 The management approach and its components	38
	103-3 Evaluation of the management approach	38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	38
	302-3 Energy intensity	38
	302-4 Reduction of energy consumption	38
Water and Effluents		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	38-39
	103-2 The management approach and its components	38-39
	103-3 Evaluation of the management approach	38-39
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38-39
	303-2 Management of water discharge-related impacts	38-39
	303-5 Water consumption	38-39
Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	40-44
	103-2 The management approach and its components	40-44
	103-3 Evaluation of the management approach	40-44
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40-44
	305-2 Energy indirect (Scope 2) GHG emissions	40-44
	305-3 Other indirect (Scope 3) GHG emissions	40-44
	305-5 Reduction of GHG emissions	40-44
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	39
	103-2 The management approach and its components	39
	103-3 Evaluation of the management approach	39
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	39
	306-2 Management of significant waste-related impacts	39
	306-3 Waste generated	39
	306-4 Waste diverted from disposal	39
	306-5 Waste directed to disposal	39
Environmental Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37
	103-2 The management approach and its components	37
	103-3 Evaluation of the management approach	37
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	No instances of non-compliance

GRI Standard	Disclosure	Page number(s) and/or URL(s) and/or direct answers
Material Topics		
GRI 400 Social Standard Series		
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34
	103-2 The management approach and its components	34
	103-3 Evaluation of the management approach	34
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	All workers receive Occupational Health & Safety Training
	403-9 Work-related injuries	34
	403-10 Work-related ill health	No cases
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33
	103-2 The management approach and its components	33
	103-3 Evaluation of the management approach	33
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	33
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	31-32
	103-2 The management approach and its components	31-32
	103-3 Evaluation of the management approach	31-32
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	31-32
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	35
	103-2 The management approach and its components	35
	103-3 Evaluation of the management approach	35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	35
	413-2 Operations with significant actual and potential negative impacts on local communities	No risk of negative impacts
Customer Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	47
	103-2 The management approach and its components	47
	103-3 Evaluation of the management approach	47
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	47/ www.sfihealth.com/news/quality
Customer Privacy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	www.sfihealth.com/privacy
	103-2 The management approach and its components	www.sfihealth.com/privacy
	103-3 Evaluation of the management approach	www.sfihealth.com/privacy
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No breaches/ www.sfihealth.com/privacy

ADHD	Attention Deficit Hyperactivity Disorder
ANVISA	Agência Nacional de Vigilância Sanitária (Brazil)
B2B	Business to Business
CDMO	Contract Development and Manufacturing Organization
CEO	Chief Executive Officer
CO₂	Carbon Dioxide
EFSA	European Food Safety Authority
EMEA	Europe, the Middle East and Africa
ESG	Environmental, Social and Governance
EU	European Union
FAAB	Facilitated Advancement of Australia's Bioactives
FDA	Food and Drug Administration (US)
GAP	Good Agricultural Practices
GHG	Greenhouse Gas
GHG-P	Greenhouse Gas Protocol
GMP	Good Manufacturing Practices
cGMP	Current Good Manufacturing Practices
GOED	The Global Organization for EPA & DHA omega-3s
GRI	Global Reporting Initiative
HVAC	Heating, Ventilating and Air Conditioning
ISO	International Organization for Standardization
ISSFAL	International Society for the Study of Fatty Acids and Lipid
KPI	Key Performance Indicator
MD	Medical Doctor
R-PET	Recycled PET
R&D	Research and Development
SASB	Sustainability Accounting Standards Board
SBU	Strategic Business Unit
SDG	Sustainable Development Goals
SET	Senior Executive Team
SFI	Soho Flordis International
SKU	Stock Keeping Unit
UK	United Kingdom
USA	United States of America
USI	Università della Svizzera italiana



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