

ADA
COSMETICS

Sustainability
Report

2025

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Building Trust Through Measurable Progress

In a world shaped by economic uncertainty, geopolitical tensions, evolving regulations, and growing expectations towards responsible business, sustainability continues to challenge organizations in new ways. The question today is no longer whether sustainability matters, but how to ensure meaningful progress while navigating an increasingly complex business environment.

At ADA Cosmetics, we remain convinced that long-term business success and responsible business practices go hand in hand. Sustainability is not a destination, but a continuous process of learning, adapting, and improving. Over recent years, we have strengthened our governance, increased transparency, and further integrated sustainability into the way we operate across our business.

At the same time, we have learned that progress is rarely linear. Some achievements come faster than expected, while others require more time, resources, and collaboration. Market developments, changing expectations, and new challenges can

influence the pace of progress. What matters most is maintaining a clear direction. Our commitment remains unchanged.

We believe that credibility is built through transparency, accountability, and measurable progress. It means openly communicating both achievements and challenges, continuously improving our performance, and staying true to our values, even in times of change.

This report reflects that commitment. It highlights the progress we have made, the lessons we have learned, and the areas where further work remains necessary. Above all, it reflects the dedication of our employees, customers, business partners, and stakeholders, whose engagement makes sustainable progress possible.

I would like to sincerely thank all of them for their contribution and trust. Together, we continue to shape a more responsible future for hospitality, one conscious choice at a time.



Lutz Hübner
CEO, ADA Cosmetics

COMPANY

657
employees (by headcount)

103
sales countries

€114M
turnover in the 2025 financial year

16
locations worldwide

37,167
active customers

COMPANY

About Us

Guided by our purpose of putting beauty into travel, ADA Cosmetics has been redefining standards in hotel cosmetics and amenities for over 45 years. Today, sustainability is not an add-on, but embedded in how we design products, systems, and partnerships—driven by a clear commitment to circularity and resource efficiency.

We develop and manufacture premium skincare products and advanced dispensing systems engineered to reduce waste at source. With ADA Cosmetics Refillution, we have pioneered a fully automated refill infrastructure that replaces single-use packaging with a circular system—significantly lowering plastic consumption, minimizing product waste, and transforming how cosmetics are delivered and used in hospitality.

Our portfolio features luxurious spa brands, in-house formulations developed by our skincare experts, certified natural cosmetics, and mono-material dispenser systems that combine high performance with full recyclability. By integrating formulation expertise with system innovation, we create solutions where sustainability is built into every stage of the product lifecycle—from design to reuse.

In 2025, ADA Cosmetics became part of the PINK PLANET GROUP, alongside BWT Water Dispensing and BWT water+more. This strategic alliance connects water and cosmetic refill systems to reduce unnecessary transport, localize supply chains, and measurably lower the carbon footprint of our partners and customers. Together, we are advancing a new infrastructure for hospitality—designed around efficiency, circularity, and long-term impact.

As a single-source partner, ADA Cosmetics delivers holistic solutions that combine hygiene, safety, and environmental responsibility at scale. Our global team operates through 16 locations across Europe, Asia-Pacific, North America, and the Middle East, supported by additional presence in key markets. From our headquarters in Kehl, Germany, we drive innovation and support our worldwide operations.

As a privately owned company with a global vision, ADA Cosmetics pursues steady, responsible growth. With every dispenser system we offer and every product we develop, we actively reshape hospitality operations—reducing waste, conserving resources, and enabling a more circular future for travel.

➤ Key figures regarding the company's profile can be found in the indicator table in the appendix.

Today

2025

Introducing PINK PLANET GROUP



2022

Lutz Hübner is appointed
the new CEO of ADA Cosmetics



2018

New strategic partnership with Moonlake
Capital to expand international activities



2016

Introducing ADA Cosmetics International—
the new joint umbrella company



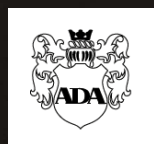
1991

Lara Morgan founds Pacific Direct



1979

Andreas Dahlmeyer founds ADA Cosmetics



2019



40 years of ADA Cosmetics
and a rebranding of the company

2017

Acquisition of RDI Malaysia



2015

Acquisition of Scandinavian Amenities
and Pacific Direct

1986

Peter Nielsen founds Scandinavian Amenities
Morten Bønnelycke designs the ILLI 1 & 2



International Manufacturing & Distribution Footprint

ADA Cosmetics Regional Presence In 16 Countries

Europe: Austria, Czech Republic, Denmark, France, Germany, Spain, Switzerland, UK
Middle East: UAE
North America: Canada, USA
APAC: China, Hong Kong, Malaysia, Singapore, Thailand

Canada
Regional presence, Warehouse

USA
Regional office, Warehouse, 3rd party manufacturer

Countries with ADA Cosmetics Clients Presence in 103 Countries

Albania, Andorra, Antigua And Barbuda, Armenia, Aruba, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Barbados, Belgium, Bermuda, Bosnia and Herzegovina, Brunei Darussalam, Bulgaria, Cambodia, Canada, Cape Verde, China, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Egypt, Estonia, Fiji, Finland, France, Georgia, Germany, Greece, Grenada, Guernsey, Honduras, Hong Kong, Hungary, India, Indonesia, Iraq, Ireland, Isle of Man, Italy, Jamaica, Japan, Jersey, Kazakhstan, Kenya, Republic of Korea, Kosovo, Kuwait, Laos, Latvia, Liechtenstein, Lithuania, Luxembourg, Macao, Malaysia, Maldives, Malta, Mauritius, Mexico, Monaco, Montenegro, Mozambique, Netherlands, Norway, Oman, Pakistan, Palau, Panama, Philippines, Poland, Portugal, Qatar, Romania, Russian Federation, Saint Vincent and the Grenadines, Saudi Arabia, Serbia, Seychelles, Singapore, Slovakia, Slovenia, South Africa, Spain, St. Kitts And Nevis, Sweden, Switzerland, United Republic of Taiwan, United Republic of Tanzania, Thailand, Turkey, Turks and Caicos Islands, Ukraine, United Arab Emirates, United Kingdom, United States of America, Uzbekistan, Vanuatu, Vietnam.



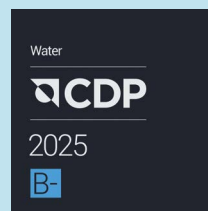
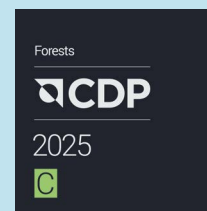
2025 Highlights

ESG Recognitions

ADA Cosmetics received a Gold medal from EcoVadis in 2025, for the second year in a row.



CDP awarded ADA Cosmetics a B rating for Climate Change, a B- for Water Security, and a C for Forests, based on data disclosed through its questionnaire.



Environmental Impact



Investments

In 2025 we began implementing the SAP ERP system, which will go live in 2027.

We also invested in:

- A new machine to fill our SmartCubes, a key component of ADA Cosmetics Refillution
- An ESG reporting tool, for improved data quality and consistency
- A digital HR solution that improves employee experience

Innovation



We continued to optimize ADA Cosmetics Refillution, with the addition of new functionalities including traceability in compliance with EU regulations. With its patented technology, recyclable SmartCubes, and unrivaled focus on hygiene and traceability, this innovation continues to set benchmarks in hotel cosmetics refilling, and is safer, faster and more sustainable than pouch-based systems.



Post-consumer recycled content was integrated into SmartCare caps.

Social Impact

As part of PINK PLANET GROUP, ADA Cosmetics participated in the BWT Best Water Run, a great cause which enabled the creation of 9 new wells in Kenya.

An analysis of the gender pay gap was also conducted in 2025.



Governance

Our 2024 Corporate Carbon Footprint was independently verified by a third-party organization, TÜV SÜD, in accordance with ISO 14064 and the GHG Protocol to ensure that our data is accurate and reliable.

A Sustainability Policy was issued as an overarching framework that unites and aligns all of ADA Cosmetics' policies and initiatives related to environmental, social, and economic responsibility.

Our Sustainability Management System was professionalized to align with key external frameworks and standards, formalize sustainability data processes, and establish clear governance.

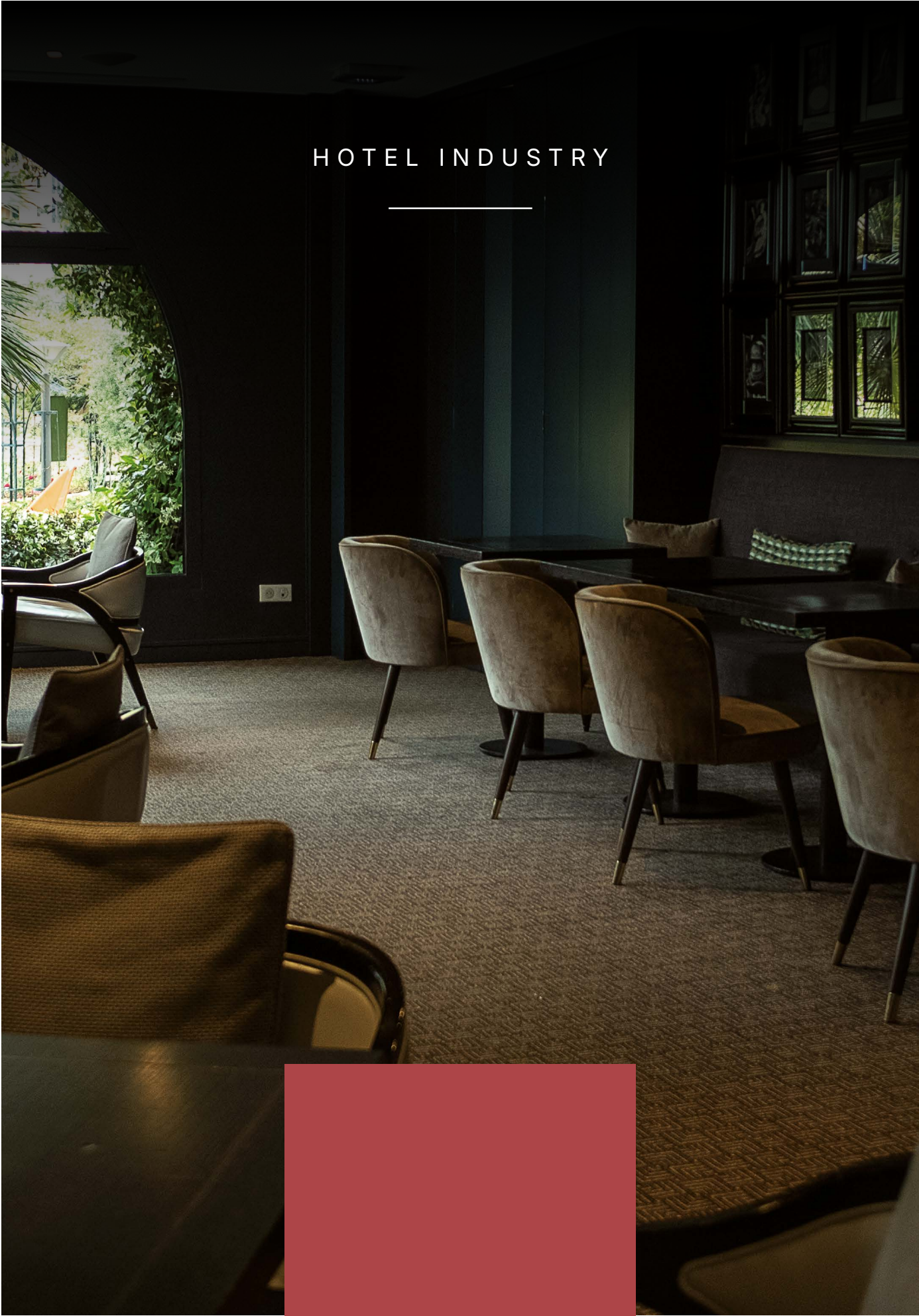


PINK PLANET GROUP was created, uniting three pioneers in their categories—BWT Water Dispensing, ADA Cosmetics and BWT water+more—to deliver sustainable innovation and excellence in water and beauty for the global hospitality world.

ADA Cosmetics Refillution was nominated for the German Sustainability Award

A true game-changer for the hospitality industry, ADA Cosmetics Refillution raises the bar for sustainability in hotel bathrooms worldwide. Our automated, fully traceable refill system was named as a 2025 finalist in the Resources category of the prestigious German Sustainability Award—recognizing a transformative product that is making an impact internationally.





HOTEL INDUSTRY

Circularity Must Become an Operational Standard

Sustainability in hospitality is entering a more demanding phase. Economic uncertainty, geopolitical tensions, and shifting political priorities are increasing pressure on companies across industries. At the same time, expectations regarding transparency, traceability, and measurable impact continue to grow. In this environment, sustainability can no longer be treated as a parallel initiative or a simple reporting exercise. It must become operational.

At ADA Cosmetics, we see sustainability not as a separate workstream, but as a way of rethinking products, processes, and partnerships across the hospitality value chain. The real challenge today is no longer whether transformation is necessary, but how to make sustainable solutions scalable, credible, and practical in everyday operations.

This is particularly relevant in hospitality, where sustainability must work within highly operational environments. Hotels need solutions that are not only environmentally sound, but also reliable, efficient, and easy to integrate into daily routines. In our view, sustainability only creates lasting value when it improves workflows as well, through better processes, safer operations, greater efficiency, and reduced complexity.

This perspective shapes the way we innovate. Over the past years, we have continuously worked to improve the recyclability and circularity of our packaging solutions by increasing the use of post-consumer recycled materials, developing mono-material components, and rethinking technical details that previously limited recycling performance. These improvements are often incremental, but they are essential to enabling long-term systemic change.

At the same time, innovation in hospitality must go beyond packaging. As refill systems become more widespread, questions around hygiene, traceability, operational safety, and process reliability arise. This is one of the reasons why we continue to invest in solutions such as ADA Cosmetics Refillution—which combines automation, traceability, and circularity in a way that supports both sustainability ambitions and operational realities.

The role of suppliers within the hospitality industry is also evolving rapidly. Large hotel groups are placing growing emphasis on Scope 3 emissions, responsible sourcing, transparency, and compliance. As a result, suppliers are becoming strategic partners in helping hotels navigate increasing complexity. A significant part of a hotel's environmental impact is determined upstream through product design, material choices, logistics, and recyclability. This creates a shared responsibility across the value chain.

In this context, certifications and external validation help create transparency, strengthen trust, and support customers in documenting their sustainability efforts. However, meaningful progress requires more than labels: it requires robust systems, reliable data, long-term commitment, and continuous improvement across all areas of the business.

For ADA Cosmetics, one of the most important developments in recent years has been the integration of sustainability into our overall business strategy. What once began with dispenser systems designed to reduce single-use packaging has evolved into a much broader transformation touching product development, sourcing, operations, governance, and collaboration across the Group.

Nevertheless, we remain realistic about the challenges ahead. Sustainability is a long-term transformation process rather than a linear progression. While some initiatives deliver results quickly, others require more time, resources, and adaptation to changing market conditions. Economic realities, cost pressures, supply chain challenges, and increasing regulatory complexity can influence the pace of progress. What matters most is maintaining a clear direction, learning from experience, and continuously improving over time.

The transition toward a more circular hospitality industry will not happen overnight, nor will it follow a perfectly linear path. It requires investment, cooperation, and the willingness to rethink established systems and habits.



Christine Reinhardt,
Chief CSR Officer at
ADA Cosmetics

Our Core Product Portfolio is Cradle to Cradle Certified® Full Scope Silver Under Version 4.0

Sustainability has always been at the core of ADA Cosmetics’ identity. In 2018, we strengthened our commitment to circularity by beginning the certification of our products under the Cradle to Cradle® standard. In 2024, we restarted the process under the much stricter Version 4.0, which required significant investments, strong commitments, and improvements across multiple areas of our group. This process was completed in 2025.



The goal remains to achieve the highest level of product certification, in order to support hotels in making responsible choices for their amenities. Our clients can rely on ADA Cosmetics, not only to drive meaningful change through innovation, but also to champion certifications, initiatives, and achievements—and to address all their sustainability needs with transparency and dedication.



Endorsed by International Hotel Certifications

Circularity is not only embedded in ADA Cosmetics’ product design, it is also recognized and reinforced by leading sustainability frameworks within the hospitality industry.

The Cradle to Cradle Certified® Full Scope Silver certification under Version 4.0 provides measurable added value for hotel partners by evaluating product circularity, material health (including responsible chemistry), clean air and climate protection, water and soil stewardship and social fairness. By integrating amenities that meet this rigorous standard, hotels can strengthen their performance across key certification schemes such as Green Key and GreenSign, both of which acknowledge Cradle to Cradle® at the Silver level. This alignment allows ADA Cosmetics to directly support clients in

advancing their own sustainability goals—helping them gain certification points, demonstrate responsible procurement practices, and meet increasing expectations around circularity, material health, and environmental stewardship.

As a result, ADA Cosmetics acts as a strategic partner in the hospitality sector’s sustainability transition, enabling hotels to implement credible, third-party verified solutions with confidence.

Further reinforcing this role, ADA Cosmetics was recognized in 2025 as a Green Key Global Preferred Vendor in the United States and Canada, underlining the company’s relevance and trustworthiness within international certification ecosystems.



Recognition by the German Sustainability Award

ADA Cosmetics’ patented, fully automated refill system ADA Cosmetics Refillution was named a finalist in the ‘Resources’ category of the German Sustainability Award (Deutscher Nachhaltigkeitspreis) 2025. Europe’s largest award for ecological and social engagement is widely regarded as one of the most important sustainability prizes, recognizing sustainable product breakthroughs across five core areas of transformation: climate, nature, resources, business, and supply chain. This nomination represents a significant milestone in ADA Cosmetics’ sustainability journey and demonstrates our commitment to innovation that delivers impactful results.

“For years, we have invested purposefully in sustainable product and system solutions—from mono-material, recyclable dispenser technologies to efficient refill processes. The fact that these efforts have placed us in the finals, alongside major global brands, makes us proud and motivates us to keep raising the bar,” said Christine Reinhardt, Chief of CSR at ADA Cosmetics.

The latest generation of ADA Cosmetics Refillution meets and exceeds the requirements of the European Cosmetics Regulation (EC) No. 1223/2009, which stipulates full traceability of cosmetic products. Each SmartCube and each dispenser is equipped with a Data Matrix code, ensuring that only compatible units can be connected and that every refill is fully documented. A legal assessment confirms that ADA Cosmetics Refillution ensures regulatory compliance under EU cosmetic laws and hygiene standards.



Going further: building a fully sustainable hotel ecosystem with PINK PLANET GROUP

Independent Scientific Validation

To ensure refillable solutions met the highest hygiene standards, ADA Cosmetics commissioned an independent study by the Rhine-Waal University of Applied Sciences in Germany. The study examined the origin of bacterial contamination in cosmetic dispenser systems. Its findings confirmed that the pump mechanism, rather than refilling, was the issue. This validated the safety of ADA Cosmetics' SmartCare refillable dispensers and highlighted the importance of hygienic system design.

2022

2023

New Strategic Direction

ADA Cosmetics recognized that closed amenity systems and small cosmetic bottles could no longer be part of a sustainable future. With climate change accelerating, it became clear that refillable dispenser systems would be the company's focus going forward.

2023

Innovation in Product Safety

Based on the insights from the hygiene study, ADA Cosmetics developed a new, state-of-the-art 100% mono-material hygiene pump equipped with a patented drainage system designed to prevent any contamination. A significant step forward in both hygiene and sustainability.

ADA Cosmetics Refillution—Supporting Hotels in Changing Habits

The next step of innovation was the development of the fully automated refill system ADA Cosmetics Refillution. From the very beginning, the goal was to provide not only a machine, but a complete solution enabling hotels to offer hotel cosmetics in the most efficient, hygienic, safe, and sustainable way.

2025

2024

Strengthening Synergies and Expanding the Mission

In 2025, ADA Cosmetics, together with two other pioneers in their categories belonging to the BWT Group—BWT Water Dispensing and BWT water+more—decided to unite their strengths in water and beauty to deliver sustainable innovation and excellence for the global hospitality world. The PINK PLANET GROUP combines water technology and skincare expertise into a single mission: to make sustainability the standard in comfort, hygiene, and guest experience.

PINK PLANET GROUP

In 2025, PINK PLANET GROUP was established as an international alliance bringing together the BWT Water Dispensing Division, ADA Cosmetics, and BWT water+more.

The group combines expertise across water technology, cosmetic production, and service solutions for the hospitality and gastronomy sectors.

With more than 1,000 employees worldwide, dedicated production sites, and integrated research and development capabilities, the group supports the HORECA industry with scalable and locally adaptable solutions. Across all three companies, the shared objective is to enable more sustainable business practices by reducing plastic waste and transport, while maintaining high standards of hygiene, functionality, and guest experience.

The work of the PINK PLANET GROUP follows a “think globally, act locally” approach. Solutions are developed with a global perspective, but implemented in close cooperation with hospitality partners, taking into account local conditions and operational requirements.

One Vision, One Group, One Shared Direction

The PINK PLANET GROUP brings together service expertise, responsibility, innovation, and sustainability. As a partner to the global hospitality industry, the group focuses on reliable technologies, consistent product quality, and long-term service models.

Its portfolio includes on-site water mineralization systems, refillable hotel cosmetic concepts, and solutions designed for the preparation of coffee and tea. Across these areas, the emphasis is on reducing single-use materials and supporting more circular systems, without compromising hygiene standards or design requirements.

By integrating comfort, functionality, and environmental considerations, the group aims to contribute to measurable improvements in resource efficiency and waste reduction within hospitality operations.

The group sees collaboration with the hospitality sector as essential to this transition and values ongoing dialogue to jointly develop practical and sustainable solutions. “Sustainability is not optional. It is the shared foundation and mindset of the PINK PLANET GROUP.”

Lutz Hübner
Chairman and CEO, PINK PLANET GROUP

Shared Sustainability Objectives

Together, BWT and ADA Cosmetics work towards sustainable practices in hospitality and gastronomy becoming the standard. The vision of PINK PLANET GROUP is a future where, in every establishment:

- Resources such as water and care products are used responsibly and efficiently.
- Refill and on-site solutions replace transport-intensive, single-use packaging where possible. ↗ [For more information about ADA Cosmetics Refillution, see the chapter “Product Responsibility by Design”.](#)
- Cosmetic dispensers are designed for hygienic reuse rather than disposal.
- Sustainability solutions are designed to be practical, reliable, and easy to integrate into daily operations. This approach supports a shift from linear to circular systems, with a focus on refill solutions instead of single-use packaging, and reduced plastic waste.

Sustainability as a Driver of Long-Term Value

The technologies and systems implemented by the PINK PLANET GROUP contribute to the reduction of significant transport emissions and more than 1,000 tons of CO₂ annually, avoiding the production of millions of single-use bottles while maintaining established standards for hygiene, design, and user experience.

Within this framework, sustainability is understood not as an additional cost factor, but as a long-term business model that supports operational efficiency, resilience, and shared value creation.

Worldwide Growth in Sustainability-Driven Markets

Growing Globally, Leading Responsibly

As sustainability continues to gain momentum across all markets worldwide, 2025 marked a pivotal year in strengthening ADA Cosmetics' global presence and reinforcing our commitment to responsible growth. These efforts reflect both the rising expectations of international hospitality partners, and our own ambition to lead with circular, innovative solutions.

Germany, Austria and Switzerland

In 2025, the German, Austrian, and Swiss regions, known as DACH, already one of Europe's most mature markets in terms of sustainability, continued to demonstrate strong momentum toward responsible and circular hospitality solutions. With hotels increasingly seeking high-quality, low-waste amenities, ADA Cosmetics' activities in this region expanded, driven by deep market engagement and longstanding customer relationships. Our presence at key industry fairs such as "Alles für den Gast" in Salzburg, Austria, played a crucial role in reinforcing the company's visibility and strengthening collaborations with hospitality partners across Germany, Austria, and Switzerland. These events provided a platform to showcase our latest innovations, exchange with sustainability-driven operators, and highlight how our solutions support the region's ambitious environmental goals.

A major milestone in 2025 was the adoption of the refill system ADA Cosmetics Refillution by some of our largest clients in the DACH market, as hotels increasingly turned to refillable formats to reduce plastic waste, enhance operational efficiency, and align with national and corporate responsibility goals. ADA Cosmetics' work with these clients demonstrates both the maturity of the market, and our capacity to support large-scale use of circular systems.

Testimonials from our German clients illustrate this progress. Partners such as aja Hotel in Garmisch-Partenkirchen highlight how close collaboration, continuous innovation, and active engagement within the hospitality community translate into real operational and sustainability benefits.



"At our hotel, and across the entire group, sustainability is a key priority. We are strongly committed to acting responsibly and sustainably in everything we do. We have been working with ADA Cosmetics since opening the hotel, and our experience has been consistently positive. ADA Cosmetics Refillution fits perfectly with this approach and aligns very well with our philosophy, as it helps us conserve resources while maintaining product quality."

Patrick Stoew, Technical Lead
aja Hotels



France and Spain

In France, ADA Cosmetics' latest awards for the mono-material hygiene pump and the refill system ADA Cosmetics Refillution helped us attract several new hotel chains seeking high-performance, low-waste amenities in 2025. This momentum was reinforced by the market's growing focus on internationally recognized sustainability frameworks. With the Cradle to Cradle Certified® standard being recognized by both Green Key International and GreenSign, two of the industry's most reputable sustainable hotel certifications, French hotels felt confident choosing solutions from our Cradle to Cradle Certified® Full Scope Silver portfolio.

New and emerging opportunities combine circular solutions with broader social impact across the hospitality sector. In one example, refillable bottles are prepared for hotel properties in collaboration with an organization that provides employment opportunities for people with disabilities. This approach supports inclusion and diversity while strengthening circular operations, demonstrating how sustainability and social responsibility can reinforce one another. In another example, a leading French hospitality group with a strong presence in Europe's mid-scale

segment expanded its use of more sustainable product formats by selecting customized pump dispensers. Designed to reflect the group's brand identity, the dispensers also communicate a clear ecological message to guests.

Beyond large hotel groups and portfolio-wide deployments, this shift toward circular, low-waste solutions is also being embraced by independent hotels. A case from the French Alps illustrates how sustainability-driven innovation can support operational efficiency while reinforcing a hotel's unique identity and guest experience.

"ADA Cosmetics' solution makes procedures faster and more structured. It is simple, efficient, and safe. With ADA Cosmetics Refillution, we clearly moved to another level. I genuinely think it's a brilliant solution, and I still wonder why no one thought of it earlier. Beyond the practical and safety aspects, the key benefits for me are stock security and the significant reduction in the number of bottles needed."

Basma Barbier, General Manager
Big Sky Hotel, Chamonix



In Spain, emerging hospitality business models in 2025 placed greater emphasis on eliminating single-use plastics, and reducing operational waste. This shift directly translated into multiple new partnerships across the region, with hotels repeatedly choosing our refillable solutions as their preferred sustainable option.

North America

To support our expanding activities in North America—one of the fastest-growing regions in terms of sustainability engagement—ADA Cosmetics initiated a collaboration with a third-party manufacturer based in the United States. This milestone allows us to reduce emissions linked to transcontinental logistics, while ensuring local responsiveness and resilience when serving our American customers.

In parallel, the company established a new office in Chicago, including a showroom featuring the full product portfolio. This dedicated hub invites hospitality professionals to experience ADA Cosmetics’ amenities firsthand, discover the sensory qualities of the formulations, and explore the many benefits of the ADA Cosmetics Refillution system. The Chicago showroom reinforces our commitment to transparency, client proximity, and education on sustainable product design.

ADA Cosmetics’ presence at major U.S. hospitality events expanded significantly throughout the year. We showcased our solutions at leading fairs, including HD Expo in Las Vegas and the Hospitality Show in Denver, setting the stage to exchange with industry leaders, and accelerate the adoption of sustainable amenities across the market. We also strengthened our industry engagement by becoming Silver Partners of the International Luxury Hotel Association (ILHA) and the American Hotel & Lodging Association (AHLA)—two influential organizations shaping the future of responsible hospitality. AHLA acts as a policy leader, convener, and standard-setter across the U.S. hotel industry, while ILHA takes the role of a global think tank and innovation platform for the luxury segment. ILHA promotes the idea that sustainability is no longer optional but a core element of luxury, enhancing guest experience rather than competing with it.



In 2025, ADA Cosmetics celebrated six years as an approved supplier within the Avendra International network, a partnership aligned with Avendra’s responsible sourcing objectives and stringent supplier code of conduct, as well as our first year as a preferred Forbes Astria supplier.

Finally, in 2025 the company completed the first installations of ADA Cosmetics Refillution for our clients, improving hygiene and efficiency while reducing waste by up to 95%. The system comes as a major relief to hotel managers navigating U.S. regulations, as it supports MoCRA⁽¹⁾ compliance through two key innovations:

1. Zero contamination risk: A closed, medical-grade pump prevents product adulteration during refills.
2. Full batch traceability: Intelligent Data Matrix codes document an unbroken chain of custody from production to the guest bathroom.

These installations mark an important step in scaling circularity and reducing single use plastics across global hotel portfolios. They also demonstrate how sustainability innovation is rapidly becoming a priority for partners and properties worldwide.

1: MoCRA: Modernization of Cosmetics Regulation Act.



ADA Cosmetics Refillution was exhibited at the HD Expo hospitality trade show in Las Vegas.

China & Asia-Pacific

Driven by increasing interest in responsible consumption, circular amenities, and resource-efficient operations, ADA Cosmetics’ presence in China expanded substantially in 2025, driven by a highly engaged sales team and strong collaboration with regional partners.

Responding to rapidly growing demand from hotels, the company developed several product lines specifically tailored to the APAC market. These customized solutions reflect both local preferences and the region’s accelerating shift toward high-quality sustainable amenities. Luxury hotels demonstrated a strong interest in SmartCare refillable dispensers, recognizing them as a premium yet environmentally responsible alternative to traditional single-use formats.



In Da Nang, Vietnam, ADA Cosmetics convened a distributor meeting with regional partners to align on strategy, innovation, and sustainability ambitions.

To reinforce confidence in our sustainable manufacturing excellence, ADA Cosmetics organized multiple facility tours at our Malaysian production site. These visits enabled major hotel chains to experience firsthand the rigorous quality standards, safety processes, and advanced production capabilities behind our products. Understanding the craftsmanship and responsibility embedded in the company’s operations played a decisive role in helping partners place their orders with full trust and transparency. Our participation in local industry events across China further amplified the regional impact. These gatherings allowed us to demonstrate the company’s innovations, engage in meaningful technical discussions with decision-makers, and showcase practical sustainability solutions adapted to the realities of hotel operations. The combination of knowledge-sharing and hands-on demonstrations proved highly effective, resulting directly in the acquisition of new clients and expanded business relationships. A highlight of 2025 was hosting a distributor meeting in Da Nang, Vietnam, which brought together partners from across the region to align on strategy, innovation, and sustainability ambitions.

Another important milestone was ADA Cosmetics Thailand joining the Housekeeping Association, expanding the network and deepening collaboration within Asian hospitality leadership. This membership reflects the growing importance of operational excellence, training, and shared best practices in advancing more sustainable amenities.

Throughout the year, our prestigious brand partners, Chopard and Penhaligon’s, demonstrated outstanding commitment and support. Their unique ability to unite luxury appeal with a strong sustainability narrative played an important role in securing new partnerships, particularly among luxury properties seeking to combine an elevated guest experience with environmentally conscious solutions. Together, these achievements highlight the rapid evolution of sustainability expectations in APAC and the surrounding regions. From tailored product lines to enhanced industry engagement, 2025 further solidified our position as a leading provider of circular, innovative, and premium amenity solutions.



ADA Cosmetics hosted a series of facility tours at its Malaysian production site, highlighting its stringent quality standards, robust safety protocols, and state-of-the-art manufacturing capabilities.



The United Kingdom

2025 was marked by a particularly proud moment for the entity in the United Kingdom: ADA Cosmetics was awarded “Employer of the Year” by the local Chamber of Commerce, a remarkable recognition that reflects our commitment to workplace well-being, employee development, and inclusive company culture. This achievement highlights how our sustainability efforts extend beyond environmental performance to include strong social values and people-centric practices.

The company also broadened its visibility within the UK hospitality and design ecosystem by participating in the Brit List Awards in London for the first time. This event provided an excellent platform to showcase the SmartCare dispenser and the ADA Atelier concept to architects, designers, and industry innovators who increasingly seek sustainable and aesthetically refined solutions. Our presence reinforced how responsible product design can meet both functional and creative expectations.

Beyond awards and recognition, 2025 was also a year of strategic expansion as we further positioned sustainability as a core pillar of our growth strategy. For example, a major French hospitality group, a leader in Europe’s mid-scale segment and currently expanding in the UK, adopted our SmartCare refillable dispensers. The dispensers were uniquely customized with the group’s sustainability message for end consumers. This collaboration strengthens our relationship with a leading international hotel group while supporting the wider industry shift toward refillable, low-waste amenity solutions.

The following hotel perspective illustrates how our solutions support hotels in aligning guest experience with broader sustainability objectives.



“We are committed to becoming more eco-conscious and more sustainable across our hotels, making choices that reflect our ethos. ADA Cosmetics helps us deliver on that commitment. We are proud to offer these products to our guests because they are natural, gentle, and closely aligned with nature. Providing eco-friendly, sustainable products is very important to us, and we are proud to make that part of the guest experience.”

Tony Simpson, Training and Development Manager
Good Hotel, London



The Middle East

In 2025, the Middle East continued to experience a significant shift toward stricter sustainability requirements, driven by government regulations, hospitality groups’ rising environmental commitments, and growing consumer expectations. As these standards evolve, ADA Cosmetics’ presence in the region has strengthened considerably, supported by strategic collaborations and high-impact engagement with key industry stakeholders.

To further support the Middle East’s transition toward more sustainable operational practices, ADA Cosmetics sponsored two key hospitality events held by the UAE Professional Housekeepers Group. Both were an invaluable opportunity to present ADA Cosmetics Refillution and refillable dispenser solutions directly to housekeeping professionals—key decision-makers in the implementation of sustainable amenities.

Participants were able to test the products firsthand, explore their operational benefits, and understand how refillable systems can meaningfully reduce waste in hotel environments. The strong engagement at both events led to the signing of several new contracts, underscoring the region’s readiness to adopt impactful sustainability measures.

These milestones mark a turning point: The Middle East is not only receptive to sustainable innovation, but also increasingly setting stricter environmental expectations for hospitality suppliers. ADA Cosmetics’ partnerships, product developments, and on-the-ground engagements in 2025 position the company as a trusted contributor to this transition—helping luxury hotels, operations teams, and regional groups embrace more circular, responsible amenity solutions.



The People Behind Our Sustainability Journey

Sustainability at ADA Cosmetics: A Collective Commitment

At ADA Cosmetics, sustainability is not managed by one department alone—it is embedded across the organization. Our Sustainability Management System is powered by collaboration between head office global roles, production sites, and local entities across 16 countries.

While overall responsibility lies with the leadership team ([↗see the chapter Strategy & Governance](#)) and a dedicated CSR team ensuring strategy, structure and compliance, our Sustainability Management System functions thanks to employees worldwide who—alongside their core responsibilities—contribute data, implement actions, and support reporting, certifications, and audits. Sustainability at ADA Cosmetics is definitively not a standalone function. It is a shared commitment and responsibility.

The CSR Team: Driving Structure, Strategy, and Impact

To ensure coherent governance, regulatory compliance, and continuous improvement, ADA Cosmetics' sustainability journey is led by a dedicated CSR team composed of four experts:

Chief Corporate Social Responsibility Officer (CCSRO)

Defines ADA Cosmetics' sustainability vision and strategic direction, ensuring the integration of environmental, social, and governance priorities into the company's long-term business strategy. Drives the continuous development of the Sustainability Management System, strengthens governance structures, and oversees alignment with evolving regulatory frameworks and reporting standards, including European Sustainability Reporting Standards (ESRS) readiness. Promotes cross-functional collaboration across the organization to embed sustainability into operations, decision-making, and innovation throughout the Group.

VSME: Voluntary Sustainability Reporting Standard for small- and medium-sized enterprises
CCF: Corporate Carbon Footprint
UNGC CoP: United Nations Global Compact Communication on Progress

CSR Manager

Coordinates the Sustainability Management System, manages ESG reporting (VSME, CCF, CDP, EcoVadis, UNGC COP, client requests). Ensures regulatory compliance and maintains a robust landscape of sustainability-related policies. Drives the integration of sustainable procurement practices across the organization, and oversees the monitoring and achievement of CSR performance targets. Addresses supply chain human rights and working conditions.

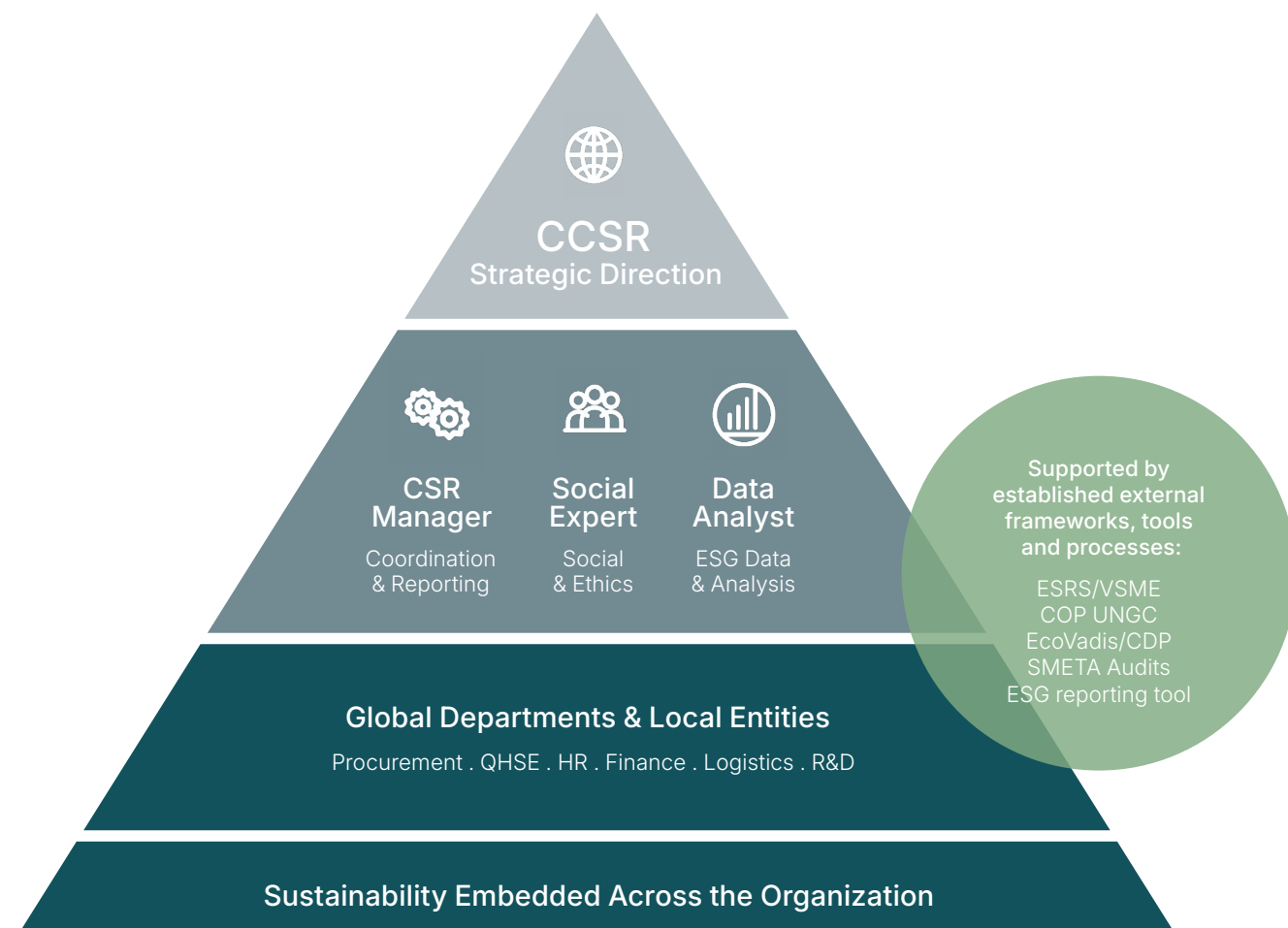
Social Expert

Leads social and ethical topics related to own employees, including human rights and working conditions, as well as the implementation of trainings for all employees.

Data Analyst

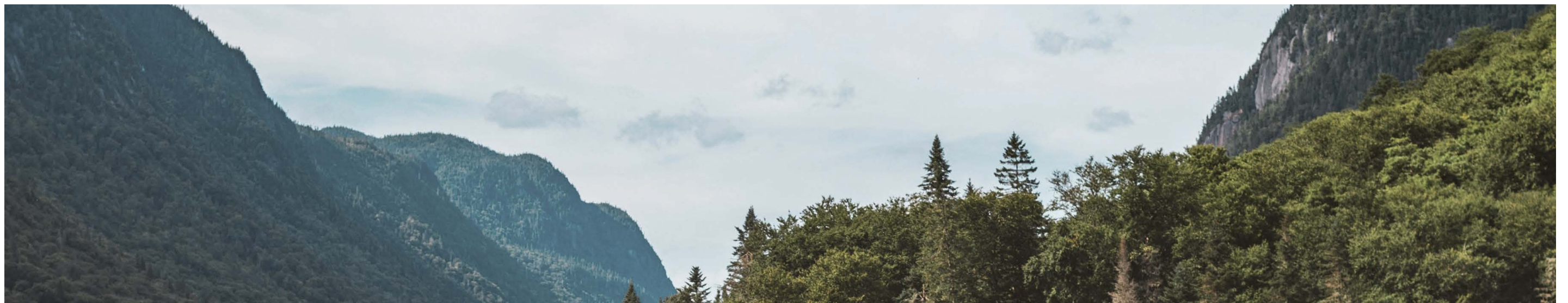
Ensures reliable ESG data collection, validation, and consolidation, supporting carbon footprint calculations and ESG reportings.

Together, the team ensures clear governance, structured processes, and reliable reporting.



From Implementation to Continuous Improvement

With our Sustainability Management System fully implemented, our focus has shifted to continuous improvement, data quality enhancement, and regulatory anticipation. In 2025, we invested in an ESG online tool that enables more efficiency for ESG reportings. Furthermore, we took the important strategic investment decision to implement SAP ERP solutions across our Group starting in 2027. This new system will improve efficiency through faster processes, real-time data, and enhanced analytics, while reducing IT infrastructure needs and strengthening transparency and compliance. Sustainability is part of ADA Cosmetics' operational backbone—supported by governance, powered by data, and driven by people.



Sustainability Strategy and Governance

A Strong Framework for Corporate Sustainability

At ADA Cosmetics, our motto “Conscious choices, trip by trip” reflects a deep commitment to minimizing our environmental footprint while embedding sustainability into every aspect of our operations. Sustainability is not a separate function or reporting exercise; it is integrated into the way we develop products, operate our facilities, engage with suppliers, and support our customers. Our approach is grounded in circular principles, robust governance, and the belief that long-term business success must go hand in hand with environmental and social responsibility.

Over recent years, ADA Cosmetics has strengthened its sustainability governance and management processes. What began with individual initiatives and clear commitments has evolved into a structured Sustainability Management System supported by defined responsibilities, measurable targets, and continuous performance monitoring. This enables us to translate ambition into action, manage risks and opportunities, and create accountability across the organization.

At the same time, sustainability operates in an increasingly complex environment. Evolving customer expectations, economic pressures, supply chain challenges, and changing regulatory requirements require companies to balance long-term ambitions with operational realities. We recognize that progress is not always linear. However, our commitment remains unchanged. We believe that transparency, consistency, and continuous improvement are essential to creating lasting value and building trust with our stakeholders.

All our business activities are guided by internationally recognized standards and ethical norms. We align our practices with the OECD Guidelines for Multinational Enterprises and support the Ten Principles of the United Nations Global Compact (UNGC), which are embedded in our Human Rights Policy and broader sustainability framework. Our corporate strategy also integrates the United Nations Sustainable Development Goals (SDGs), reflecting our ambition to support the sustainable transformation of the hospitality industry.

Focused and Experienced Leadership

To consistently pursue a sustainable business strategy and manage all related operational challenges, clear roles and responsibilities are defined between our Leadership Team, Management Committee, and our CSR Team.



Our Leadership Team is composed of four Individuals, each with Distinct Areas of Expertise and Responsibility.



Lutz Hübner
Chief Executive Officer,
leading Sales, R&D,
Operations, and Quality



Christine Reinhardt
Chief Human Resources Officer,
leading Corporate Social Responsibility,
Sustainability, and Human Resources



Benjamin Jorberg
Chief Financial Officer,
leading Finance, IT,
Legal Affairs, and Supply Chain



Gerd von Podewils
Chief Marketing Officer,
leading Product, Category and Market Management,
Communications, and Digital Business

Leadership Team

Our **Leadership Team** formulates our company’s environmental, social, and business goals, and validates all decisions related to corporate social responsibility. This team also makes decisions regarding the prioritization of risks, and the actions we need to take to mitigate such risks.



Management Committee

Our **Management Committee** is involved in our sustainability strategy, commitments, and targets. This committee makes all strategic decisions on how to adapt the strategy into measures and action plans with its operational teams.

Each **Head of Department** implements the actions related to their area of responsibility, and tracks progress through KPIs. The progress made is regularly reported to the Leadership Team.

Integrated management systems at our headquarters and production sites help to address environmental issues, facilitate compliance with international safety standards, and allow comparability at a global level. To implement these systems, local officers support the application of global guidelines on site, define targets and measures with colleagues, and evaluate the performance achieved.



CSR Team

To ensure coherent governance, regulatory compliance, and continuous improvement, ADA Cosmetics’ sustainability journey is led by a dedicated CSR team composed of four sustainability experts. Our Sustainability Management System functions thanks to employees worldwide who—alongside their core responsibilities—contribute data, implement actions, and support reporting, certifications, and audits.

➤ *For more information, see the chapter [The People Behind Our Sustainability Journey](#)*



A Thorough Grievance Procedure & Whistleblowing System

At ADA Cosmetics, we are committed to fostering an inclusive and respectful workplace. To address and prevent discriminatory behavior of any kind, we have established a robust grievance procedure designed to identify and resolve potential issues swiftly and effectively. This process ensures that any concerns related to working conditions or interpersonal conflicts can be raised by affected employees through multiple communication channels, all of which have been communicated via our CSR newsletter.

These channels include the Works Council, immediate supervisors, the Compliance Officer, and physical complaint boxes. The physical complaint boxes are available at all sites where employees do not regularly work on computers, such as production and logistics facilities. Employees are encouraged to use these boxes to share suggestions, ideas, remarks, or complaints. Importantly, all reports—whether submitted through complaint boxes or other channels—can be made anonymously. To complement our internal grievance procedure, we also provide an external whistleblowing system, Compliance One, which enables both employees and external stakeholders to report suspected misconduct. This dedicated online platform, accessible at: <https://ADA-cosmetics.compliance.one>, allows for anonymous reporting without fear of retaliation. For transparency, ADA Cosmetics’ Whistleblowing Policy and further details about Compliance One are available on our website at: <https://ada-cosmetics.com/transparency/>

Additionally, several hotlines are available for further support. To ensure accessibility, Compliance One has been promoted through multilingual posters and newsletters distributed to

ADA Cosmetics employees worldwide. We have also displayed modern slavery awareness posters at all our locations to educate employees about recognizing and responding to potential cases of exploitation.

The effectiveness of our grievance and whistleblowing system is regularly assessed. The number of complaints received is tracked annually, with all reports handled by our Global Compliance Officer. Each ADA Cosmetics entity also has a Local Compliance Officer, and complaints submitted via Compliance One can be directly addressed to the relevant local officer. In 2025, 5 complaints were received, all channels combined.

To further strengthen our processes, we conducted a survey in 2025 to gather employee feedback on the effectiveness and accessibility of our grievance procedure and whistleblowing system. The results helped us identify several areas for improvement.

A total of 78 employees responded to the survey, representing 12% of the total workforce based on headcount. Among these respondents, 90% were aware of the existence of the whistleblowing system. However, 58% believed that the system was intended solely for internal stakeholders. Additionally, 41% reported uncertainty regarding who is responsible for managing the system, and 63% assumed that reports could only be submitted anonymously. Overall, trust in the system remains a concern, as reflected in a Net Promoter Score (NPS) of –9, which is close to 0, but a sign that improvement is needed. Employees recommended improving communication about the whistleblowing system and how to access it, as well as

organizing regular training sessions to enhance awareness. They also suggested using hypothetical case studies to better illustrate how the system functions in practice. In response, new posters will be rolled out across all ADA Cosmetics entities in 2026. These materials will clearly explain how the system works and when it should be used, and will outline the different steps in the process. In addition, annual training sessions on the whistleblowing system will be introduced, and we will explore more ways to strengthen trust in the system and its management.

Our Commitment to Transparency and Accountability

We are proud to be the first supplier of hotel amenities to have published a Sustainability Report. We believe that transparency is key to becoming even more sustainable, and we commit to being open and honest about our actions and our progress as we work towards our goals. The ADA Cosmetics website presents our products, brands, materials, and certifications in a clear and structured way, helping our clients make the right choices for their needs. The sustainability section provides the most up-to-date information about our commitments, targets, policies, and engagement to protect the planet. Transparent reporting benefits our internal processes, and has a positive impact on our stakeholders, providing them with the information they need to evaluate the opportunities and risks of working together.

We also disclose information to external organizations, such as CDP and EcoVadis, and participate in certification processes such as the Cradle to Cradle Certified® Products Standard, the Nordic Swan Ecolabel, and others.



EcoVadis Gold Medal

In 2025, ADA Cosmetics once again received a Gold medal from EcoVadis. The world’s leading sustainability rating system recognized our systematic and transparent sustainability management, with the award placing ADA Cosmetics in the top 5% of companies assessed by EcoVadis in the past 12 months globally.

Receiving the EcoVadis Gold Medal is a testament to our unwavering commitment to sustainability, and we are excited to continue our journey. Our next goal is to maintain this Gold standard.

Sustainability at the Core:

ADA Cosmetics’ Double Materiality Assessment

Alignment with Recognized Reporting Standards

Following the EU Omnibus procedure, ADA Cosmetics is no longer subject to the Corporate Sustainability Reporting Directive (CSRD). As a result, ADA Cosmetics has adapted its voluntary sustainability reporting to following the VSME standard (Voluntary Sustainability Reporting Standard for Small and Medium-Sized Enterprises) to which selected ESRS disclosures are added. This voluntary step reflects our commitment to transparency, stakeholder trust, and future readiness. By aligning with leading regulatory frameworks, we demonstrate robust risk management, a strong sustainability mindset, and dedication to continuous improvement.

We proactively conducted a Double Materiality Assessment (DMA) between January and April 2024 to identify and prioritize key sustainability topics for ADA Cosmetics. As part of the process, we evaluated relevant Impacts, Risks, and Opportunities (IROs)—ensuring a holistic understanding of our environmental, social, and financial responsibilities. The assessment was conducted in collaboration with the sustainability consultancy phiyond GmbH, and followed a structured, three-phase approach based on CSRD requirements.

1

Understanding the Context

The first step focused on building a solid understanding of the current sustainability landscape.

We began by conducting a peer and materiality benchmark, as well as a trend analysis of industry-specific sustainability reports and studies. These analyses helped us identify key topics and laid the foundation for our assessment.

In parallel, we mapped out our key stakeholders and designed an engagement plan to ensure their voices were integrated into the process. The graphic on the previous page illustrates the range of stakeholders involved.

2

Identifying Relevant Topics and IROs

Next, we identified the sustainability matters most relevant to ADA Cosmetics.

We examined our potential impacts on people and the environment (social and environmental impacts), along with the financial risks and opportunities associated with those impacts. For each topic, we determined:

- where in our value chain the impact occurs
- the type of impact
- the timeframe in which the impact is likely to take place

The findings were then validated with internal stakeholders to ensure alignment and accuracy.

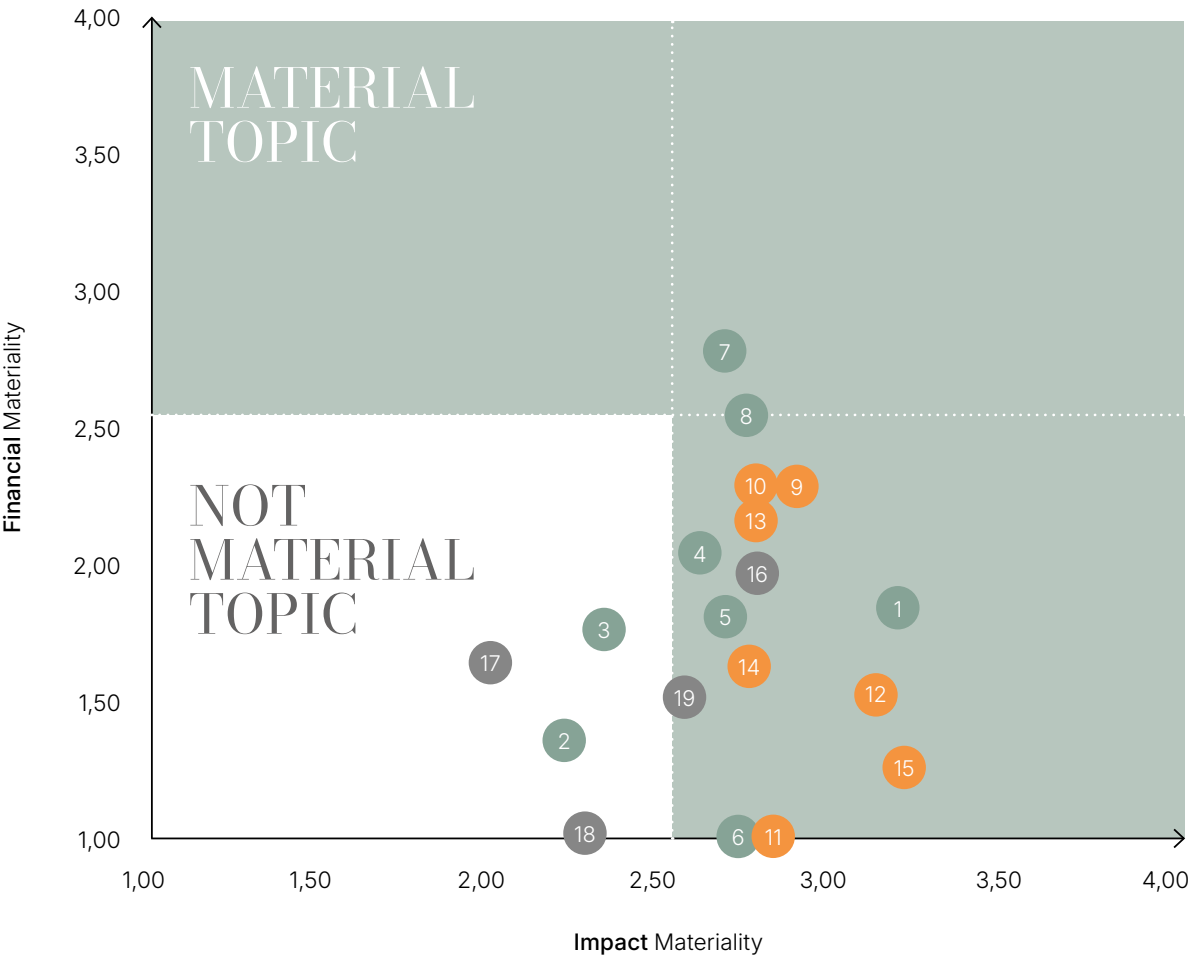
3

Assessing and Prioritizing IROs

In the final step, we assessed and prioritized each IRO. We began by defining a threshold to determine which topics are material for our sustainability reporting. Environmental and social impacts were evaluated based on severity and likelihood, while financial risks and opportunities were analyzed across short-, medium-, and long-term time horizons. To ensure robustness, a plausibility check was performed. The results were then reviewed during a workshop with external stakeholders and sustainability experts. This collaborative approach enabled us to aggregate the findings and present them in a materiality matrix—providing a clear and structured overview of our sustainability priorities.

1	E1 Climate change	ENVIRONMENTAL
2	E2 Pollution of water (not Material Topic)	
3	E2 Microplastics (not Material Topic)	
4	E3 Water	
5	E4 Land-use change	
6	E4 Impacts and dependencies on ecosystem services	
7	E5 Circular resource flows	
8	E5 Waste	
9	S1 Working conditions	SOCIAL
10	S1 Equal treatment and opportunities for all	
11	S1 Privacy	
12	S2 Working conditions in the value chain	
13	S2 Equal treatment and opportunities for all	
14	S4 Access to (quality) information	
15	S4 Personal safety of consumers and/or end-users	
16	G1 Business ethics	GOVERNANCE
17	G1 Animal welfare (not Material Topic)	
18	G1 Political engagement (not Material Topic)	
19	G1 Management of supplier relationships*	

* For management purposes, the sustainability (sub-)topics listed in the CSRD were aggregated into this list.





ESRS E1 Climate Change

We are deeply conscious of the threat that climate change poses to our planet, and are working intensively to further reduce carbon emissions in our operations, as well as along the value chain. Every year, we calculate our Corporate Carbon Footprint based on the Greenhouse Gas Protocol. We have also set mid- and long-term targets for our Scope 1, 2, and 3 emissions.

In 2025, we reported our emissions to CDP (formerly the Carbon Disclosure Project), and continued implementing our decarbonization plan. In Germany and the Czech Republic, ADA Cosmetics has obtained ISO 9001 and ISO 14001 certifications for its quality and environmental management systems. These certifications drive us to continuously improve our energy efficiency and to set clear, measurable targets. Following the energy audit (according to the DIN EN 16247 guidance) conducted in Germany in 2024, a similar audit was carried out at our Czech production site in 2025 to assess its energy performance and identify potential areas for improvement. To align the certification of all our production sites, we plan to have our Malaysian site ISO certified in the coming years.



ESRS E3 Water and Marine Resources

During the Cradle to Cradle re-certification process (under version 4.0), all the ingredients in our formulations were assessed based on the standards of this certification. Our formulas contain a high share of ingredients of natural origin, and we avoid all potentially harmful ingredients that could impact the environment.

We also assessed our impact on the environment through the evaluation of our water withdrawal and usage (in quality and quantity), and how we discharged our wastewater at our three production sites. We assessed water stress levels in each basin we are close to, using the Aqueduct Water Risk Atlas. Our goal is to improve wastewater quality and reduce the amount of wastewater we produce in our three production sites through innovation or improvements in processes.



ESRS E4 Biodiversity and Ecosystems

In 2024, we began assessing our impact on biodiversity and ecosystems. We are still on the way to finalizing this assessment and creating a Biodiversity Policy by the end of 2026. We remain committed to achieving 100% RSPO-certified palm oil in our palm oil-based ingredients by the end of 2027. In 2025, however, the certified share decreased to 74%, primarily due to lower volumes of certified ingredient purchases during the year.

Despite this temporary setback, our long-term commitment and procurement strategy remain unchanged, and we are actively working to return to an upward trajectory in the coming years.

RSPO certification helps to protect fragile ecosystems, natural habitats, and biodiversity. Similarly, we have phased out the use of mineral oil—an environmental contaminant for soil and water.



ESRS E5 Circular Economy

The natural principles of circularity guide all our products and processes at ADA Cosmetics. Our entire product portfolio is Cradle to Cradle Certified® Silver—a first in the hotel amenities industry—and in 2025 we renewed our certification under version 4.0 of the standard, which requires us to meet even stricter requirements.

We seek to develop products and packaging that contain the maximum amount of recycled content, and that can be fully recycled. In doing so, we aim to minimize resource use, waste, and emissions at all stages of the product lifecycle.

In 2025, we continued our shift from small portions to dispensers, manufacturing 18% fewer small portions than in 2024. The switch to dispensers enables a 75% plastic saving for our customers. We also continued the transition to our new accessories ranges, developed according to eco design guidelines with no plastic, or significantly less plastic, in both the products and their packaging. Recycled plastic is used when no alternative to plastic is yet available. In 2025, 52% of our Generic Dry and Set accessories items had no plastic packaging, exceeding our target of 47%.





ESRS S1 Own Workforce

At ADA Cosmetics we attach great importance to fair, attractive working conditions, and open interaction characterized by respect and appreciation along our entire supply chain. Supporting our employees and promoting their development is a priority for us, as is continuously expanding health protection, and occupational safety.

100% of ADA Cosmetics employees working in production and logistics have received health and safety training.

Each year we offer a diverse selection of training courses through our ADA Cosmetics Academy platform. 47% of our employees were trained on our Code of Conduct in 2025. This training will continue to be provided on an annual basis.



ESRS S2 Workers in Value Chain

Our suppliers' perspectives are always very important to us, and we are in regular contact regarding day-to-day business. To ensure their voices are heard, internal and external stakeholders can report any type of complaints they may have through our external whistleblowing system, Compliance One. We also inform them about this whistleblowing channel through our Responsible Sourcing Policy, which they must acknowledge and sign.

We source Fairtrade ingredients including nuts, oil, and sugar cane, for our FairCosmEthics line. This has a positive impact on workers in our value chain, as the Fairtrade standards ensure a fair deal for producers.



ESRS S4 Consumers and End-Users

ADA Cosmetics products are developed with the health of people and planet in mind. Our formulas have a high share of ingredients of natural origin, and we avoid ingredients, such as mineral oil, microplastics, silicones, and benzophenone UV filters, that are potentially harmful to the environment and humans, and could cause allergies or other negative health effects.

The safety of our products is ensured through careful testing and evaluation of each new formulation. Many of our collections are also certified by independent certification bodies, such as COSMOS Organic, Fairtrade, or the Nordic Swan Ecolabel, and ADA Cosmetics' core product portfolio is Cradle to Cradle Certified® Full Scope Silver.



ESRS G1 Business Conduct

ADA Cosmetics' core values are laid out in our Code of Conduct, which was updated in 2025, as well as our Responsible Sourcing Policy. The latter includes our Human Rights Policy as well as our updated Supplier Code of Conduct.

ADA Cosmetics is also a member of Sedex, an ethical trade membership organization that helps businesses to uphold responsible practices and source responsibly. We firmly reject child labor, corruption, and modern slavery.

We strongly oppose cruelty to animals, and comply with the EU regulation that bans animal testing. In addition, we require our suppliers to refrain from testing finished products or ingredients on animals, including research outsourced to third parties. We request non-animal testing certification from all our suppliers.

ADA Cosmetics supports calls for a worldwide ban on the animal testing of cosmetics.

In 2025, we once again made a donation to PETA. Our products are vegan, and some products are also certified with the Vegan Society trademark.



Our Commitment to the UN Sustainable Development Goals

ADA Cosmetics is committed to the UN Sustainable Development Goals (SDGs) and to the Ten Principles of the United Nations Global Compact.

We take the 17 SDGs into Account in our Business Strategy, and our Focus Targets are as follows:



Good Health and Well-Being

We support initiatives that seek to improve human health, through removing plastic from our oceans and rivers (The Ocean Cleanup), and from coastal areas (Plastic Bank). The Kuamut Rainforest Conservation project supported by ADA Cosmetics improves the lives and well-being of local communities in Malaysian Borneo, while the Aqua Pearls Foundation helps to improve African communities' health and well-being by providing wells, ensuring access to clean drinking water. The health and well-being of our employees is also very important to us, and we actively support this throughout the company through various health initiatives.

↗ [See the chapter Social Responsibility for more information.](#)



Gender Equality

The Kuamut Rainforest Conservation Project aims to employ at least 40 people from nearby communities, half of them women. This project also contributes to the SDG "Reduced Inequalities". Within ADA Cosmetics, we analyzed our gender pay gap in 2025.



Clean Water and Sanitation

ADA Cosmetics supports The Ocean Cleanup, which works to rid the world's oceans of plastic. We also support the Aqua Pearls Foundation created by Best Water Technology, our parent company, which promotes sustainable access to water in Africa by building wells and providing safe, clean water to communities.



Affordable and Clean Energy

In 2025, ADA Cosmetics purchased 100% renewable electricity for all its locations around the world. We are assessing the feasibility of installing solar panels at our production plants within the coming years.



Reduced Inequalities

By providing wells to communities in Africa, the Aqua Pearls Foundation helps to reduce school absenteeism and domestic violence, as women and children no longer need to walk many kilometers daily to fetch unsafe water.



Responsible Consumption and Production

SMETA audits carried out at all our sites in 2024 and again in 2026 ensure that our production is both socially and environmentally responsible. We also support this SDG through our responsible sourcing of electricity globally. Our core product portfolio is Cradle to Cradle Certified® Full Scope Silver, while selected ADA Cosmetics lines are certified by the Nordic Swan Ecolabel, COSMOS Organic, the Vegan Society, and Fairtrade. Our Fairtrade-certified products also support the SDGs "No Poverty" and "Decent Work & Economic Growth".



Climate Action

We are working intensively to reduce our carbon emissions, with a goal to reach net zero by 2050. By participating in the Kuamut Rainforest Conservation Project in Malaysia, we are helping to prevent the release of 16 million tons of carbon dioxide equivalent (tCO₂ e) and to protect an important biodiverse habitat. The b.waterMISSION project launched by the Aqua Pearls Foundation, also supported by ADA Cosmetics, enables a reduction of CO₂ emissions, as communities no longer need to burn wood to boil unsafe water.



Life Below Water

We are a supporter of The Ocean Cleanup, a non-profit environmental engineering organization that develops technology to extract plastic pollution from the oceans, and to capture it in rivers before it can reach the ocean. In 2024, we developed a pump dispenser made with 100% Coastal Plastic from Plastic Bank. The bottle is composed entirely of recycled Social Plastic, which is collected in coastal areas, preventing it from entering the ocean.



Life On Land

ADA Cosmetics is committed to Pack4Good, an initiative by the NGO Canopy to defend and protect ancient and endangered forests. We purchase FSC-certified packaging globally, and prefer recycled paper. We also support the Kuamut Rainforest Conservation Project, which aims to protect and restore 83,381 hectares of tropical forest in Sabah, Malaysia.



Partnerships for the Goals

ADA Cosmetics partners with Commit for Our Planet, The Ocean Cleanup, Plastic Bank, and Canopy.

Our Progress on Targets Linked to SDGs

SDG	Material topics	Target	Target End of Year	2025 Result
<div><div>7</div><div>RENEWABLE AND CLEAN ENERGY</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>	E1 - Energy E4 - Impacts and dependencies on ecosystem services	Source 100% renewable electricity every year	2025 > 2030	100% Goal met
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>	E1 - Climate change mitigation	Reduce Scope 1 + 2 emissions by 42% (vs. 2022)	2030	-67% Goal met
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>	E1 - Climate change mitigation	Reduce Scope 3 emissions by 42% (vs. 2022)	2030	-31% Goal on track
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>15</div><div>LIFE ON LAND</div></div>	E4 - Land use change E4 - Impacts & dependencies on ecosystem services S2 - Working conditions in the value chain	100% of our palm oil ingredients RSPO certified	2027	74% Goal off track
<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div> <div><div>15</div><div>LIFE ON LAND</div></div>	E4 - Land use change E4 - Impacts & dependencies on ecosystem services E1 - Climate change mitigation	100% of transportation cardboard boxes (in weight) to include recycled content	2026	70% Goal on track
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div>	S1 - Working conditions of our own workforce	Reduce recordable workplace accidents by 5% annually through 2030	2025 > 2030	+9% Goal off track
<div><div>5</div><div>GENDER EQUALITY</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>10</div><div>REDUCED INEQUALITIES</div></div>	S1 - Equal treatment and opportunities for all	Analyze our gender pay gap	2025	100% Goal met
<div><div>1</div><div>NO POVERTY</div></div> <div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div></div> <div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>10</div><div>REDUCED INEQUALITIES</div></div>	S1 - Working conditions in own workforce S1 - Equal treatment and opportunities for all	Pay a living wage to 100% of employees	2030	Goal on track
<div><div>4</div><div>QUALITY EDUCATION</div></div> <div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>	G1- Business conduct	50% of employees trained on: Modern Slavery Anti-corruption Compliance Whistleblowing Code of Conduct	2026	59% Goal met 66% Goal met 67% Goal met 57% Goal met 47% Goal on track
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>	G1 - Business conduct	Maintain an EcoVadis score above 80/100	2025 > 2030	100% Goal met

Product Responsibility by Design

Product Development Anchored in Circular Principles

When developing new products and their packaging, ADA Cosmetics is guided by the Cradle to Cradle Certified® Product Standard, for which our core product portfolio was awarded prestigious Full Scope Silver status once again in September 2025.

In 2024 and 2025, we worked on the recertification process under version 4.0, which requires that we comply with even stricter requirements that go beyond existing regulation on all five pillars: Material Health, Clean Air and Climate Protection, Water Stewardship, Product Circularity, and Social Fairness.

Every new product we develop also follows our Eco Design Guidelines. We prioritize natural and renewable ingredients in our formulations, and exclude ingredients of concern that could harm people or planet. We continually optimize our packaging to minimize waste, maximize recyclability, and reduce our impact on the world around us.

Strict Sourcing Requirements

Our **Product Ingredients Policy** establishes ADA Cosmetics’ commitment to responsible ingredient management, setting clear standards for the sustainable sourcing and selection of specific product ingredients and raw materials. The policy addresses the following sub-topics to ensure environmentally and socially responsible practices throughout our supply chain:

Raw Material Requirements for New Developments

1

This document lists all prohibited and restricted raw materials to take into account for any new product development (including both ingredients and packaging). It serves as a binding guideline within our Responsible Sourcing framework, which all suppliers are required to adhere to. We regularly update these requirements to ensure compliance with applicable legal and safety standards. For example, in our latest update, we integrated the Canada Cosmetic Regulations under the Food and Drugs Act, the U.S. Modernization of Cosmetics Regulation Act (MoCRA), UK REACH regulation applicable to chemicals post Brexit, and the new PPWR (Packaging and Packaging Waste Regulation) 2025/40 on packaging sustainability in the EU. We also expanded our list of prohibited substances to include PFAS (Per- and Polyfluoroalkyl Substances), which are known as “forever chemicals” and harmful to ecosystems, as well as PEG (polyethylene glycol) and its derivatives, which may have negative environmental impacts.

Responsible and Sustainable Sourcing of Palm Oils Policy

2

ADA Cosmetics is committed to the responsible sourcing of palm oil, palm kernel oil, and palm oil derivatives, and has been a member of the Round Table for Sustainable Palm Oil (RSPO) since 2019. The RSPO is a global non-profit organization that sets global standards for sustainable palm oil, thus helping to minimize the negative impact of palm oil production on the local environment, wildlife, and communities. Our three production sites in Germany, the Czech Republic, and Malaysia are RSPO certified and audited annually. These independent audits verify that the quantity of RSPO-certified palm oil products sold does not exceed the quantity of RSPO-certified palm oil products bought. We work with all of our palm oil derivative suppliers to build a more sustainable global supply chain, and require them to be certified to the same RSPO standard as ADA Cosmetics (Mass Balance), or higher (Identity Preserved or Segregated).

Non-Animal Testing Policy

The welfare of animals is of utmost importance to us. We comply with the European Union Regulation (EC) No. 1223/2009 on cosmetics and do not conduct animal testing for cosmetic purposes: neither for finished products, nor for the ingredients contained therein. These principles apply to all ADA Cosmetics activities worldwide, including research that is outsourced to third parties.

3

Prioritizing Natural and Renewable Ingredients

We are committed to continuously expanding our portfolio with products that make a clear and certified contribution to sustainability. Every new project at ADA Cosmetics is assessed for compliance with our Product Ingredients Policy, and for its responsibility toward people and planet. In 2025, we updated this policy, which includes our Raw Material Requirements for New Developments.

ADA Cosmetics products meet the highest standards, and the ingredients we use are selected based on various parameters, including biodegradability. We choose ingredients with a high natural origin index wherever possible.

We have Eliminated the Following Problematic Substances from all of our Formulations:

- Mineral oil
- Benzophenone-based UV filters
- Microplastics and liquid microplastics
- Parabens
- Nanomaterials
- MIT & MCIT preservatives
- Silicones
- Liliol
- Formaldehyde releasers



External certification processes increase the accountability of our sourcing policies. In addition to our core product portfolio being Cradle to Cradle Certified® Full Scope Silver, certain formulations carry the Vegan Society trademark, and many of our products are also certified by COSMOS Organic, the Nordic Swan Ecolabel, or Fairtrade.

The Curious Botanist, developed in 2024, is the first ADA Cosmetics brand to feature 99% ingredients of natural origin across the entire product range. The Native Nature product line uses 100% upcycled fragrances formulated with essential oils from sources such as wood cuttings, giving a second life to formerly discarded materials and avoiding any felling of trees. Our Think, Act and Live Responsible range also includes solid body wash and shampoo bars made with 94% natural-origin ingredients, featuring organic aloe vera extract and containing only 5-10% water. We also developed toothpaste tablets to further reduce water consumption. ↗ [See more information on this sustainable line on the next page.](#)

Alongside this, the cane sugar, olive oil, and Brazil nut oil that are included in our FairCosmEthics line are certified to Fairtrade standards. These comprehensive global standards provide a framework for sustainable farming, decent working conditions, and fair trading relations for farmers and workers in developing countries. They support practices such as pesticide reduction, promotion of biodiversity, responsible waste management, and avoidance of GMOs.

Safe for People and Planet

The safety of all our new products is ensured through a series of assessments. ADA Cosmetics performs the following tests and documentation for this purpose:

- External safety assessments
- Physicochemical stability tests
- External microbiological challenge tests
- Packaging compatibility tests
- Creation of Material Safety Data Sheets
- Dermatological tests

For example, ADA Cosmetics performs Microbiological Challenge Tests according to ISO 11930 on every new formula. These simulate extreme situations regarding microbiological contamination that could occur during uncontrolled refilling. The test results are made available to our clients.

For very sensitive skin, we offer gentle care with our hypoallergenic and fragrance-free line, DermaCare Sensitive. Each formulation was comprehensively tested under dermatological control on 50 individuals with sensitive skin. The excellent test results (none of the participants experienced an allergic reaction) enabled us to label the line as hypoallergenic.

Innovative Dispensing Technologies & Responsible Packaging Design

ADA Cosmetics’ Eco Design Guidelines ensure the principles of circularity are embedded in our packaging design. We integrate a maximum of recycled content, prioritize mono-material developments and refillable solutions wherever possible, and research new materials that could potentially be more sustainable. We are also a proven innovator in dispenser solutions, which drive sustainability in the industry by enabling a 75% plastic saving compared to the use of small portions. In 2025, dispensers (large portion bottles over 100ml) accounted for almost 29% of our production—a remarkable increase of more than 9 points since 2023.

We continue to innovate, and to propose a large portfolio of sustainable solutions. These include a bio-polyethylene tube made from 95% renewable resources (sugar cane and reinforced with wood waste), and aluminum tubes, which include recycled content. In 2025, we also developed new pump dispensers in durable materials such as glass and aluminium. Designed for long-term use and effortless refilling, these dispensers are intended for reuse by customers, rather than disposal.

Whichever material is chosen, we make sure each product can be easily disassembled, is recyclable, and includes recycled content whenever possible. In 2025, we integrated recycled content into the caps of SmartCare dispenser bottles. Integration of recycled content in polypropylene bottles is now being explored. We also invested in a new production machine that fills the new SmartCubes which are used for ADA Cosmetics Refillution.

To help minimize our environmental impact, we prioritize sustainability in packaging decisions. Our teams use the online tool RecyClass to evaluate our packaging and optimize its recyclability.

Driving Circularity Across Luxury Brands

In 2025, we continued to collaborate closely with our most exclusive partner brands to advance the use of recycled materials in premium packaging. After creating a diamond-shaped dispenser made from post-consumer recycled (PCR) PET for Chopard's new collections, we expanded our portfolio in 2025 with the redesign of Penhaligon's three hotel collections, introducing a bespoke bottle design made from 100% PCR PET that features ADA Cosmetics’ unique hygiene pump. The exclusive Lalique dispenser bottle has also been redesigned to incorporate recycled PET.

Today, all our custom-designed PET bottles contain a minimum of 25% post-consumer recycled material. In addition, for every new collection or redesign, we streamline the small-portion offer to a single size—an approach that supports our luxury partners in progressively phasing out small portions altogether. Balmain, one of the most prestigious names in our House of Brands, also added SmartCare, our most sustainable and hygienic system, to its dispenser portfolio.

Since 2022, ADA Cosmetics has been a proud participant in the Canopy Pack4Good initiative. As part of this commitment, we have been transitioning from conventional paper packaging to recycled paper and have a preference for FSC™-certified paper packaging (FSC stands for Forest Stewardship Council™, www.fsc.org). With our FSC Promotional Licence (FSC™ N004449), we highlight FSC-certified packaging of our products, demonstrating our commitment to the world's forests. The FSC-certified packaging is clearly identifiable through an on-product FSC label of the FSC certified supplier. All our communication materials that reference FSC trademarks requires approval by an FSC Trademark Service Provider to ensure accuracy and compliance with the applicable guideline for FSC promotional license holder. This rigorous review process supports our commitment to responsible

sourcing and transparent communication. Our ultimate goal is to phase out all conventional paper purchases, choose mainly FSC-certified paper, and increase our share of recycled content—not only for packaging, but also for office-based purchases such as printer paper, napkins, and catalogues.

In addition, we aim to increase the share of recycled content in our transportation cardboard boxes across all our entities. In an important step forward, all transportation cardboard boxes used in Germany are now made from FSC Mix-certified material, containing a minimum of 50% recycled content.

We have been proactively preparing for the upcoming EU Packaging and Packaging Waste Regulation (PPWR) to ensure compliance ahead of regulatory deadlines. Through initiatives such as ADA Cosmetics Refillution, the company is already advancing the reduction of single-use packaging and expanding reuse and refill solutions across our portfolio. These efforts demonstrate our commitment to sustainable packaging that goes beyond legislative requirements. In 2025, all relevant departments were informed about the implications of the PPWR for ADA Cosmetics and the corresponding actions required to ensure full compliance. During the same period, we initiated a structured mapping of our packaging portfolio and began assessing both existing and newly developed packaging materials against the forthcoming PPWR requirements.

Transparent Communication

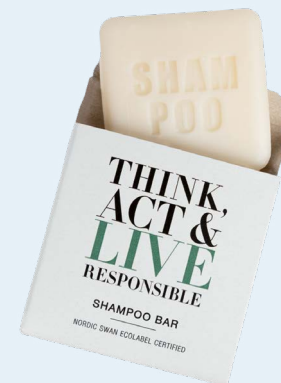
We provide up-to-date information on our products and formulations to clients and end-consumers via our website ([House of Brands—ADA Cosmetics](#)). To provide additional information and accessibility to end-consumers, a QR code printed on the packaging directs them to information about the specific product line on the [ADA Cosmetics website](#).

Our annual Sustainability Report, which is accessible to all, provides transparent communication on our progress and our goals.



Think, Act & Live Responsible

ECO-DESIGNED AMENITIES THAT SAVE RESOURCES AND PROTECT THE PLANET



ECO DESIGN FROM DAY ONE



Natural-origin ingredients



Nordic Swan certified



The packaging of these solid bars is FSC™-certified.



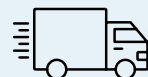
Vegan friendly

87% LESS WATER

THANKS TO SOLID FORMULATIONS



Water consumption reduced to a minimum



RADICAL WATER SAVINGS

Solid bars mean less water needed during production, reduced transport weight, and minimized storage volume



PLASTIC-FREE PACKAGING

The packaging of these solid bars is FSC™-certified



LOW-IMPACT DRY AMENITIES

- Dental tabs formulated with less than 1% water
- Razor with bamboo handle, replacing plastic
- Shaving soap with low water content

With our FSC Promotional Licence (FSC™ N004449) we highlight FSC-certified packaging of our products, demonstrating our commitment to the world's forests. www.fsc.org



With Think, Act & Live Responsible, we empower hotels and guests to reduce their environmental impact through simple, mindful choices, trip by trip.

Case Study

ADA Cosmetics Refillution sets New Standards for Hygienic, Efficient and Sustainable Cosmetic Refilling in Hospitality

In 2025, ADA Cosmetics Refillution, our groundbreaking refill solution, was named a finalist for the [German Sustainability Award \(DNP\)](#). This award is Europe's highest recognition for ecological and social engagement, and is widely regarded as one of the most important sustainability prizes in Europe—marking a significant milestone in our sustainability journey. It demonstrates that our company can deliver impactful results alongside global cosmetics industry leaders.

➤ [Learn more in the chapter Circularity Must Become an Operational Standard.](#)

Responding to the needs of the hospitality industry, we continue to significantly increase the share of refillable dispensers in our portfolio, year after year. A video and information about the refillable solutions can be found on our [website](#).

In 2025, ADA Cosmetics invested €1.26 million in research and development, as we continued to optimize ADA Cosmetics Refillution. This patented, fully automated refill system is engineered to eliminate contamination risks during the refilling process, while reducing plastic waste and providing full batch traceability to hotels.

A Breakthrough for Modern Housekeeping

Tight schedules, high guest expectations, and increasing sustainability demands: housekeeping teams in hotels face enormous pressure. ADA Cosmetics Refillution is the world's first automatic refill system for the hospitality industry, combining efficiency, hygiene, and sustainability in a pioneering concept designed in line with European cosmetics legislation.

Less Waste, More Sustainability

Directly refilling reusable dispensers with ADA Cosmetics Refillution reduces plastic consumption by up to 95% and liquid waste by up to 30%, thanks to the complete emptying of the innovative 10-liter SmartCubes. Unlike single-use pouch systems, which leave product residues, require disposal after use, and are generally not recyclable, SmartCubes are made from durable, fully recyclable materials.

On average, hotels can save 4.5 kilograms of plastic waste per room per year, making a measurable contribution to the circular economy and supporting their CSR strategies.

Hygiene Guaranteed, Full Traceability Ensured

An independent study conducted in 2023 by the Rhine-Waal University of Applied Sciences in Germany confirms that refilling dispensers poses no hygiene risk if processes are carried out correctly. With ADA Cosmetics Refillution, the entire refill cycle is performed to medical-grade standards, residue-free, safe, and contamination-free.

In addition, the system meets and exceeds the requirements of the European Cosmetics Regulation (EC) No. 1223/2009, which stipulates full traceability of cosmetic products. Each SmartCube and each dispenser is equipped with a Data Matrix code, ensuring that only compatible units can be connected and that every refill is fully documented. A legal assessment confirms that ADA Cosmetics Refillution is fully EU-compliant and safe under current regulations.



Clear Advantages for Hotels:

- Cost savings through reduced product losses and greater efficiency
- Up to 95% less plastic waste and 30% less liquid waste
- Time savings with a quick, automated refill process
- Legal compliance with full traceability under EU standards
- Maximum hygiene thanks to residue-free filling to medical standards
- Proven sustainability supporting the circular economy and hotels' CSR goals

With its patented technology, recyclable SmartCubes, and unrivaled focus on hygiene and traceability, ADA Cosmetics Refillution sets a new benchmark in hotel cosmetics refilling: safer, faster, and more sustainable than pouch-based systems.

[Learn more at https://ada-cosmetics.com/dispenser-solutions/refillution/](https://ada-cosmetics.com/dispenser-solutions/refillution/)



OPERATIONS

Environmental, Health & Safety Management

Where Safety and Sustainability Meet

At ADA Cosmetics, our Environmental, Health & Safety (EHS) management system is the foundation of our commitment to ensuring the well-being of people and protecting the planet. This system guarantees high occupational health and safety standards for our employees, while minimizing the environmental impact of our operations on surrounding communities.

The EHS system enhances workplace safety by addressing higher-risk areas such as production and storage facilities while also driving our broader sustainability agenda. By improving resource efficiency, reducing waste, and ensuring compliance with legal requirements, it enables us to align daily operations with our long-term environmental goals. This alignment is critical as we continuously seek to improve processes and embed sustainability into every aspect of our business.

Building on the foundation of our EHS system, we are taking the next step in our environmental journey. In 2025, we updated our Global Environmental Policy to reflect a group-wide approach to sustainability and deepen our commitment to circularity. Anchored in the principles of the 5Rs: Refuse, Reduce, Reuse, Repurpose, and Recycle, the updated policy provides a clear strategy for minimizing waste, optimizing resource use, and setting measurable commitments, targets, and timelines. This policy will ensure that the progress driven by our EHS system is amplified and extended across all areas of our operations, paving the way for a more sustainable future.

ISO-Certified Production

Our production sites in the Czech Republic and Germany are certified according to ISO 9001:2015 and ISO 14001:2015. Furthermore, our Czech production site is also certified according to ISO 45001:2018 and ISO 22716:2007. The German production site is also Good Manufacturing Practices (GMP) certified. At our site in Malaysia, certification of the management system based on ISO norms is scheduled to come into effect in 2027.

100%

of production & logistics teams receive health & safety training every year.

Protecting Our Employees

At ADA Cosmetics, workplace safety is a top priority. Our global Health & Safety policy supports a focused occupational safety program and health management system designed to minimize accidents, raise risk awareness, and prevent health issues. Regular training and check-ups are central to these efforts.

In 2024, ADA Cosmetics strengthened its global governance by appointing a Head of Global QHSE (Quality, Health & Safety, and Environment) to harmonize and elevate standards across all regions. This role continues to play a central part in ensuring that our operations consistently meet stringent quality, safety, and environmental requirements worldwide, while supporting the company's long-term sustainability ambitions.

Building on this foundation, 2025 marked the expansion of our Environmental Team in Germany with the addition of a Junior Environmental Manager. This role focuses on tracking and analyzing key environmental performance indicators—particularly water, energy, and waste—across our production sites. The position also supports the implementation of targeted measures to reduce environmental impacts and drive continuous improvement.

By 2030, ADA Cosmetics aims to reduce workplace accidents by 5% annually and maintain 100% annual Health & Safety training for all production and logistics employees. We also aim to maintain zero work-related fatalities through 2030.

Meeting Strict Health & Safety Standards

In 2024, ADA Cosmetics completed four-pillar SMETA audits across all three production sites as part of our Sedex membership. The four pillars cover Labor Standards, Health & Safety, Environment, and Business Ethics. They assess key aspects such as fair treatment, safe workplace, environmental impact, and integrity.

All non-compliances were successfully closed within the same year, and our manufacturing partners also maintained valid four-pillar audits with closed correction actions. In 2025, we maintained this strong foundation by continuing to reinforce internal processes and preparing for the next SMETA audit under version 7.0, which is planned for 2026. This ongoing work ensures continued alignment with Sedex requirements and supports our commitment to responsible and transparent operations across our supply chain.

➤ [See the chapter Social Responsibility for more information on our Sedex membership and the audit process.](#)

Protecting Our Planet

In addition to addressing our own operations, we extend our efforts across the value chain. Our Responsible Sourcing Policy outlines the measures we take in collaboration with suppliers to minimize the environmental and social impacts of our supply chain. In 2025, we updated this policy to include stricter requirements for onboarding new suppliers, as well as new standards for raw materials and packaging.

➤ [For more information on this policy, see the chapter Product Responsibility by Design.](#)

A Detailed Plan to Reduce Emissions

The ongoing decarbonization of our corporate footprint remains a top priority for ADA Cosmetics. We conduct an annual analysis of our greenhouse gas (GHG) emissions, covering all global activities and sites. These emissions are measured in accordance with the Greenhouse Gas Protocol (GHG Protocol) and include direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and indirect emissions across our value chain (Scope 3). In 2025, we once again reported our yearly emissions

for Scope 1 and Scope 2 to CDP (formerly the Carbon Disclosure Project) as well as Scope 3 emissions for the first time, along with our science-based targets. This enabled us to reach a B rating in the Climate Change section.

CDP evaluates companies on the quality of their data, transparency, and demonstrated action. Being scored among nearly 20,000 companies worldwide in 2025 makes this recognition a credible benchmark in global sustainability reporting. The CDP scale moves from D (Disclosure) to A (Leadership). Reaching a B confirms that ADA Cosmetics has moved from environmental Awareness (C) to active Management (B), implementing proven actions to reduce our climate impact.

We have set science-based targets (SBTs) for Scope 1, Scope 2, and Scope 3 and aim to reduce these emissions by 42% (in absolute emissions) by 2030, in line with the 1.5°C pathway of the Paris Agreement. We continued working on our Decarbonization Plan in 2025, and on implementing the main levers to achieve this. Supplier engagement is a key component of our decarbonization strategy. By 2030, we aim to increase the collection of Product Carbon Footprints from suppliers by at least 20% compared with 2025 levels. In addition, from 2027 onwards, we will provide dedicated training and capacity-building activities to support suppliers in understanding and calculating Corporate Carbon Footprints in accordance with recognized methodologies.

Our goal is to reach net zero Emissions by 2050

As in previous years, we offset 100% of our global emissions linked to gas consumption, choosing in 2025 to once again support the Kuamut Rainforest Conservation Project in Malaysia, which aims to protect biodiversity and prevent deforestation.

➤ [More detail on this project can be found in the chapter Social Responsibility.](#)

Transition to 100% Renewable Electricity

In 2025, all of our offices and manufacturing sites sourced 100% renewable electricity for the second consecutive year, mainly from wind and solar sources (from installations less than 15 years old) either directly from energy suppliers or through Renewable Energy Certificates when renewable electricity was not available in some countries.

LED lighting is installed in our offices, production site, and warehouse in the Czech Republic, and at our production site in Malaysia, and in 2025 we partly extended installations in our German warehouse. We will continue implementing LED lighting at our production site in Germany in the coming years.

Our decarbonization plan also maintains a focus on assessing the mid- to long-term feasibility of implementing solar panel installations across all three locations.

Smart thermostats in the Czech Republic and Germany increase energy efficiency and decrease emissions.

Following the energy audit conducted in Germany in 2024, a similar audit was carried out at our Czech production site in 2025 to assess its energy performance and identify potential areas for improvement. New targets will be set in 2026 in relation to the audit results.

We insulated a heat exchanger, and invested in tools that allow us to monitor our consumption of compressed air. The goal is to reduce our emissions linked to energy consumption in our production area. In 2025 we entered the data collection phase, and will start the analysis linked to consumption in 2026. To reduce the use of electric forklifts, our German warehouse has been equipped with an additional shelving system.

Efficient Transport and Local Production

Avoiding shipment by air, and manufacturing products locally, enables us to reduce our transport-related emissions and thus our global carbon footprint.

Our three production sites are complemented by third-party manufacturers around the world, all of which also fulfil the very strict Cradle to Cradle criteria under version 4.0. This allows us not only to limit emissions, but also to serve our clients more quickly. We develop various dispenser components locally in Asia to supply the APAC region, rather than importing from Europe. In 2025, we started working with a new third-party manufacturer located in the United States to avoid shipments to the U.S. from our Malaysian production site.

For upstream transportation, we prioritize lower-carbon modes such as rail and sea freight, and avoid air shipments whenever possible. Logistics has been identified as a key decarbonization lever, and a dedicated Decarbonization Plan for this area was defined in 2025, with initial actions already underway.

As part of this plan, we have implemented systematic tracking of all air shipments to better understand their root causes and strengthen internal processes to minimize their occurrence and associated emissions. In parallel, we have engaged with our freight forwarders to assess their own decarbonization strategies and to collect detailed CO₂ emission reports.

These measures aim to improve transparency and identify concrete levers to further reduce transportation-related emissions.

In 2025, we implemented a strategic consolidation of deliveries across the UAE. By combining shipments and optimizing delivery routes, we were able to significantly reduce the number of individual journeys. This not only improved operational efficiency but also contributed to lowering our overall carbon footprint. Through these efforts, we are supporting our sustainability objectives by minimizing emissions associated with transport, while continuing to ensure timely and reliable delivery of our products to customers.

Material Use and Waste

A key goal of our EHS management system is to reduce the creation of waste in our daily activities as much as possible. In addition to following eco design principles and selecting packaging materials and product ingredients with care, we also continually analyze material use, waste generation, and energy consumption in production, in order to optimize our processes.

In 2025, we increased the proportion of dispensers manufactured by almost 4 points compared to 2024, enabling significant plastic savings. This shift highlights our commitment to reducing single-use plastics. See the chapter Product Responsibility by Design for full details.

In all of our production sites and offices, we actively collect and sort items for recycling, including paper, glass, plastic, metal, and empty printer cartridges, which are managed by external recycling partners.

In 2025, we put several projects in place to reduce waste.

We reduced potential waste of IT equipment at our German headquarters by virtualizing our servers to decrease the number of physical server systems required.

We have strict processes in place to deal with hazardous waste, and conduct training to make sure all employees are aware of how to handle it. A specific area is dedicated to hazardous waste to ensure it does not contaminate the ground, before it is disposed of by a specialized external certified party. In 2025, our three production sites generated a total of 537 tons of waste, representing an 11% decrease compared to the previous year. This reduction reflects our ongoing commitment to minimizing waste and optimizing resource use across our operations. Nevertheless, overall waste levels were impacted by elevated volumes generated by other entities, particularly in the USA, where a significant quantity of products reached expiry while in stock.

By the end of 2026, we will also report according to the EU Ecodesign for Sustainable Products Regulation (ESPR), as this disclosure obligation concerns the discarding of unsold consumer products as waste in the EU from 2025.

What are ADA Cosmetics' Emissions?

Scope 1

Direct emissions from sources owned or controlled by ADA Cosmetics, such as gas consumption, car fuels for the company car fleet, or refrigerants.

Scope 2

Indirect emissions from purchased energy such as electricity consumed by ADA Cosmetics.

Scope 3

All the remaining indirect emissions linked to our activity: from purchased goods and services to the end-of-life treatment of our sold products.

Total Emissions in tCO₂ per Category

Scope 1 & 2

2%

730 tCO₂e



- 2% 1. Direct Emissions
- 0% 2. Indirect Emissions from Purchased Energy

Scope 3

98%

34,507 tCO₂e



40% 3.1 Purchased Packaging, Dry Products and Other Goods



30% 3.1 Purchased Chemicals

1% 3.1 Purchased Services
2% 3.2 Purchased Capital Goods



11% 3.4 & 3.9 Upstream & Downstream Transportation

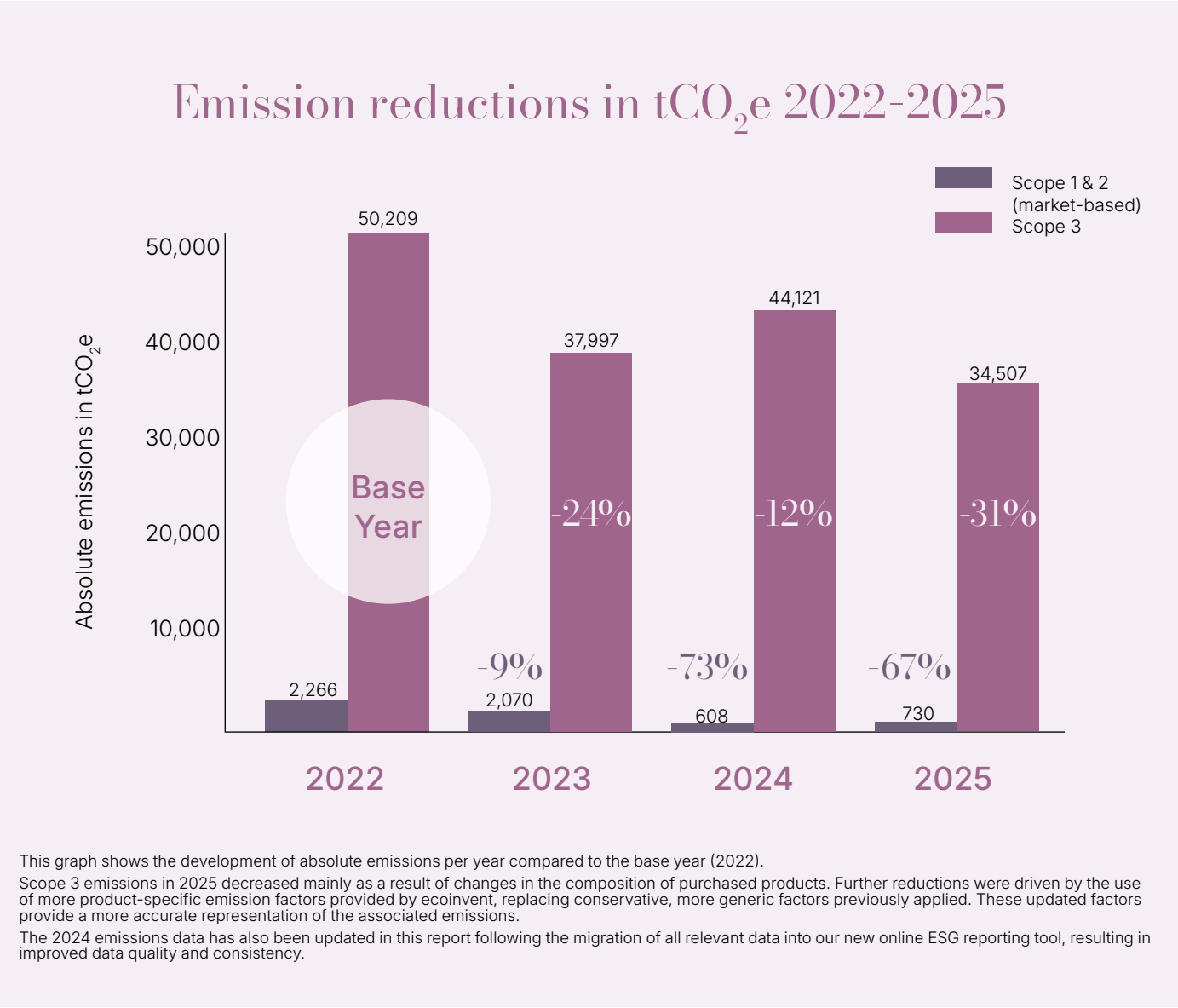


11% 3.12 End-of-Life Treatment

3% Others*

* 3.3 Upstream emissions of energy & fuel, 3.5 Waste, 3.6 Business Travel, 3.7 Employee Commuting, and 3.14 Franchises
Categories 3.8, 3.10, 3.11 and 3.13 are not reported as they are defined as not applicable to ADA Cosmetics.

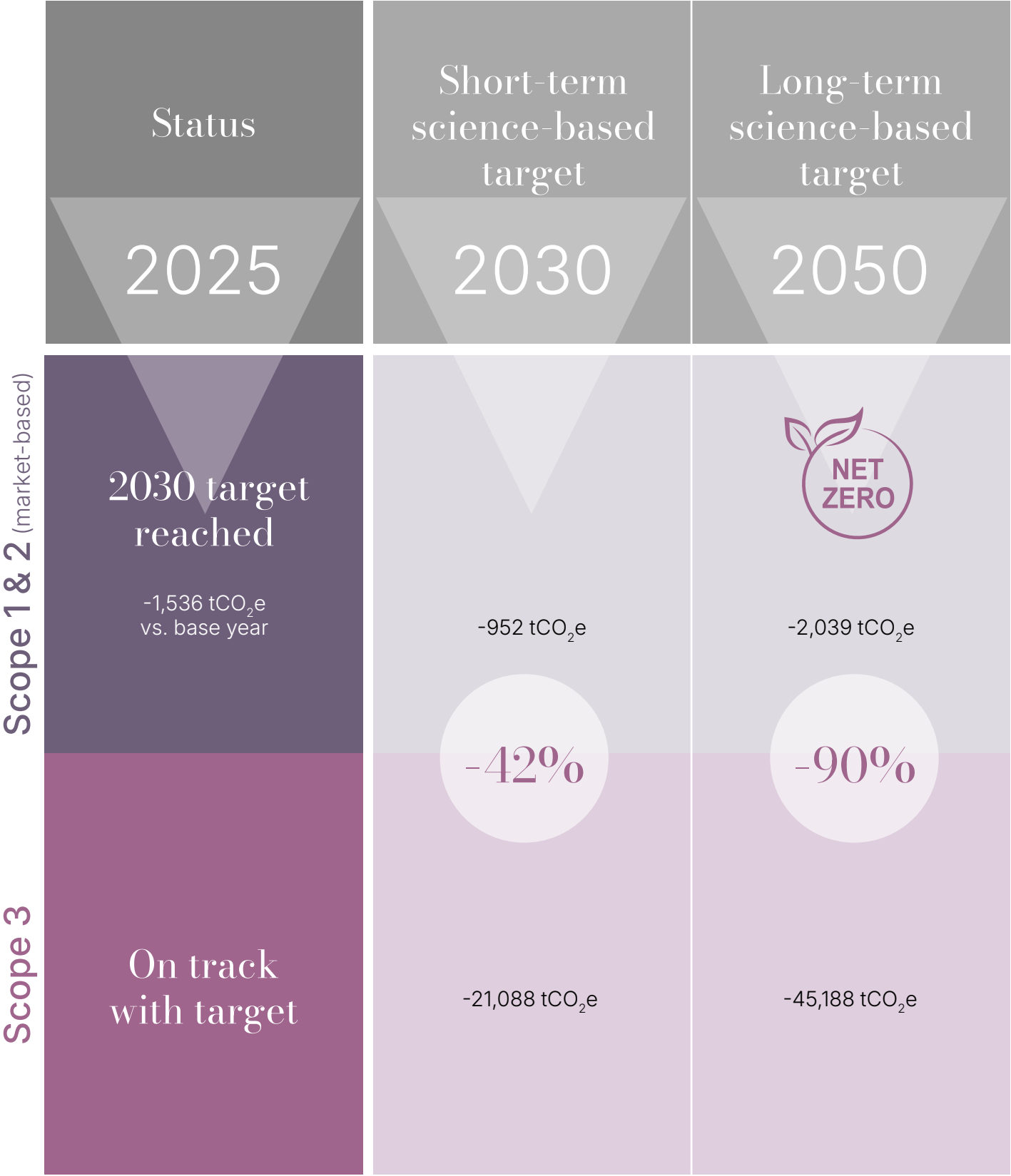
Greenhouse Gas Emissions Tracking



In 2025, we worked on our 3 decarbonization pillars and managed to implement the following:

1. Product Portfolio: The composition of the purchased product portfolio, an increased share of Product Carbon Footprints collected from suppliers (+11.5% vs. 2024), and improvements in the accuracy of emission factors used were the primary drivers behind the approximately 9,700 tCO₂e gap compared to the previous reporting year.
2. Logistics: We collected more carbon reports from our forwarders which enabled our upstream and downstream transportation data to be more precise. We also assessed whether our freight forwarders had already established decarbonization targets and plans.
3. Building: We continued to buy 100% renewable electricity within the group.

Science-based Targets (in absolute reduction)



Protecting Our Oceans

In 2025, we continued to develop pump dispensers made from 100% recycled Coastal plastic for our Hydro Touch line, in partnership with Plastic Bank.

➤ [See the chapter Social Responsibility for more information.](#)



Water meters enable us to closely monitor water consumption at our German, Czech and Malaysian production sites. They also allow us to detect any potential leakages very quickly.

In Germany, we continued a project that was started in 2021, identifying potential areas of improvement in order to reduce the quantity of wastewater we produce.

In 2024, a comprehensive assessment of water use identified wastewater sources and opportunities for efficiency improvements, focusing on mixer cleaning, especially a 10-tonne surfactant mixer. By optimizing and simplifying the cleaning process, water consumption and cleaning time were reduced, resulting in annual savings of approximately 300,000 liters of water.

While investigating the potential reduction of water needed for cleaning, we also identified a source of wastewater during the disinfection phase. This process was changed in 2025, and reduced the volume of our wastewater.

Additionally, we optimized the cleaning of our containers. Since implementing a new automated cleaning system for smaller system parts and containers in 2024, water consumption for this process has fallen to 4,000 liters per month—a reduction of 50%. In 2025, we enhanced the data management of our washing process to identify the lowest effective water usage for each product. Based on these insights, we assigned an optimized cleaning program to every item type. The process is now fully automated, resulting in measurable reductions in water consumption.

A safety system was installed to monitor water pressure during cleaning operations, automatically stopping the process if pressure drops. This ensures consistent cleaning quality while reducing water, energy use, and processing time.

To avoid manual cleaning of production parts, our Czech production site invested in a new washing machine that significantly reduces water use, lowers cleaning temperatures, and improves safety conditions for employees.

In Germany, we have decreased the amount of defoamer to a strict minimum which enables us to discharge cleaner wastewater to treatment plants.

In the Czech Republic and in Malaysia, our goal is to assess potential reduction opportunities by 2026, drawing on the best practice observed in Germany.

Responsible Water Consumption

Clean, fresh water is vital to ADA Cosmetics—as both the most important quantitative ingredient in our products, and an essential element of the production process, mainly for cleaning and disinfecting our equipment.

In 2024 and 2025, the Cradle to Cradle re-certification process required us to meet strict criteria regarding water use, withdrawal, wastewater quantity, and quality. Following Cradle to Cradle guidelines, we assessed the water stress level of each basin close to our production sites, guided by the Aqueduct Water Risk Atlas. As part of our 14001 ISO certification, we continuously improve our water management, with the main goal being to reduce the amount of water we use.

Biodiversity and Land Use

Biodiversity is the foundation of healthy ecosystems, resilient supply chains, and the availability of many of the natural resources on which our products depend. Protecting biodiversity therefore goes beyond conservation alone—it is closely linked to responsible sourcing, circular product design, and the efficient use of resources throughout the value chain.

At ADA Cosmetics, we recognize that businesses both depend on and impact nature. As we continue to strengthen our sustainability approach, we are actively working to better understand these interactions and to integrate biodiversity considerations into our decision-making processes. Our objective is to contribute to the preservation and regeneration of natural ecosystems while reducing pressures on land use and natural resources.

The natural world provides many of the plant-based ingredients used in our formulations. We are committed to responsible sourcing of palm oil, palm kernel oil, and palm oil derivatives. Our goal is for 100% of our palm oil ingredients to be RSPO-certified by the end of 2027. ➤ [For more information, please refer to the chapter Product Responsibility by Design.](#)

Building on our ongoing Biodiversity Risk Assessment, we are strengthening our understanding of nature-related impacts, dependencies, and opportunities across our value chain.

The insights generated through this work will support the development of a dedicated Biodiversity Policy, planned for publication by the end of 2026, and help define future priorities and actions.

To help preserve the world's forests and fulfil our commitment under Canopy's Pack4Good initiative, we have established stricter requirements for paper sourcing. Our objective is to progressively increase the use of recycled and FSC®-certified paper, and improve transparency regarding paper purchases across the Group.

Biodiversity protection also starts locally. Following the launching of a biodiversity project at our headquarters in Kehl, Germany, we continued to reduce human intervention in selected green areas and allow natural regeneration processes to take place. As a result, a growing diversity of plant species has returned to the site, including several rare orchid species. This experience demonstrates how even small local actions can contribute positively to biodiversity when ecosystems are given space to recover naturally.

Beyond our direct operations and supply chain activities, we also support biodiversity conservation through selected environmental projects. As part of our climate strategy, ADA Cosmetics continues to support the Kuamut Rainforest Conservation Project in Malaysia. The project contributes to the protection of tropical rainforest ecosystems, helps prevent deforestation, and supports the preservation of biodiversity in one of the world's most species-rich regions. While protecting and restoring ecosystems remains first and foremost a responsibility within our own value chain, initiatives such as Kuamut allow us to contribute to broader conservation efforts beyond our direct sphere of influence.

Occupational Health and Safety

We hold regular risk assessments and monthly inspection days to check our work processes and procedures, supported by the knowledge of our on-site employees. When accidents occur, or risks are identified, new measures are put in place to reduce the possibility of recurrence.

The number of work-related accidents increased by 9% in 2025 compared to 2024. Our goal remains to reduce this key performance indicator each year by a minimum of 5%. [↗ See the Indicator Table for more information.](#)

Fire safety responsibilities are clearly defined across our sites: an external Fire Safety Manager oversees compliance in Germany, while a trained internal employee fulfills this role in the Czech Republic. In Malaysia, the Quality, Health & Safety Manager is responsible for fire safety. Trained Safety Officers at each location further support the monitoring of day-to-day safety practices.

In 2025, we held our annual instruction day in Germany and the Czech Republic for the fourth consecutive year, delivering mandatory training on waste handling, hazardous substances, emergency procedures, and hygiene to all production and logistics employees. A CSR session was held once again, this year focusing on presenting our Sustainability initiatives.



In Germany, production and logistics employees once again received mandatory trainings on waste handling, hazardous substances, emergency procedures and hygiene in 2025.

At present, Health & Safety responsibilities in Germany are handled by an external officer. In 2026, we plan to bring this expertise in-house by creating a dedicated Health & Safety role that will support all German sites and work closely with all teams to further enhance their working conditions.

In Malaysia, we ensure compliance with legal requirements and the protection of our employees through a dedicated Health & Safety committee. First aiders and an Emergency Response Team (ERT) are appointed. All staff attend health and safety training, while additional specific trainings are provided to employees working in Logistics.

As a member of the employers' liability insurance association in Germany, we regularly measure noise, exposure, and other elements at various places on site at our headquarters. The results

are shared with employees and the works council. If necessary, corrective measures are identified and introduced. We have an external Health & Safety supervisor, who reviews our compliance with European Health & Safety regulations, and attends the site on a weekly basis. We hold a quarterly meeting with the occupational officer, the company physician, the HR Manager responsible for Health Management, and the works council to discuss risks, remedial measures, and progress. At the end of each year, a report documents the health and safety team's assessment for ADA Cosmetics management. All processes and procedures are regularly reviewed and, where necessary, optimized to enhance occupational safety in line with local requirements. This continuous improvement approach ensures that we proactively identify and mitigate potential hazards, maintaining a safe and healthy environment for all employees.

Focus on Employee Wellbeing

Our health management system is geared towards serving the needs of our employees, raising awareness of risks, and contributing to the prevention of health problems. Regular training and checkups are an integral part of ADA Cosmetics' health management services, and we also organize regular health campaigns, in which employees are invited to actively participate.

In order to protect the wellbeing of our employees, we regularly assess our workplaces in line with the latest occupational psychological and medical findings, to continuously improve both safety and health protection. Every workstation in production and administration undergoes a thorough individual evaluation to identify and implement improvements.

In the Czech Republic, we continue to invest in standing desks for our office employees. Standing desks offer multiple benefits including improved posture, better circulation, and a lower risk of various health issues, by allowing employees to alternate between sitting and standing whilst working.

We also encourage physical activity by providing bicycles for employees in Germany and the Czech Republic, enabling them to enjoy bike rides during lunchtime and stay active throughout the day.

In 2025, we invested in a palletization robot for our Czech site that automatically lifts and stacks full boxes weighing approximately 14kg each. This automation eliminates heavy manual lifting, reduces the risk of back injuries, and significantly improves worker safety. In 2026 further measures are planned to improve working conditions at the Czech production site.

To further strengthen employee wellbeing, we continued to enhance our German warehouse and production site. Following investments in new electric lifting trucks and automated wrapping machines—which reduce heavy manual handling and make operations more ergonomic—we also installed a new roller

conveyor with a roller scale on one production line, which makes moving filled cardboard boxes for weighing effortless. In addition, we introduced new ergonomic floor mats to support fatigue-free standing throughout the day.



A new roller conveyor and roller scale were installed on one of our lines, eliminating the need for heavy lifting of boxes

With employee health as a priority, we implemented a new ventilation system in 2025 to capture chemical emissions from fluid raw materials. After renovating the washing room in the production area, we also refurbished the team leader's office this year and reorganized workstations to ensure safer and more comfortable working conditions.



To improve processes and reduce manual tasks, we automated the counting of labels by investing in a specific scale.

We removed all hazardous chemicals that were no longer in use or had already been replaced by other less harmful substances at our production site, and also began improving our purchasing processes for hazardous goods to ensure greater transparency.

In our German warehouse, we further improved the ergonomics of our logistics workstations by installing lifts for the shipping cartons at all packing tables and the air-filled bag dispenser.



Additionally, we replaced the air-filled bags in all our cardboard boxes, increasing the recycled content from 50% to 100%.

These initiatives reflect ADA Cosmetics' commitment to fostering a healthy, safe, and supportive workplace for all employees. [↗ See the chapter Social Responsibility for more details on our efforts.](#)

PEOPLE



Social Responsibility

Our Pledge to Do Business Differently

At ADA Cosmetics, we believe that sustainability starts with people. Whether it is our employees, suppliers, customers, hotel guests, or the communities in which we operate, people are at the center of our decisions and actions. We believe that long-term business success is built on respect, fairness, trust, and meaningful relationships.

As a global company and a market leader in our industry, we recognize that our responsibility extends beyond our own operations. This means that we can—and do—make a significant impact in the regions and communities in which we operate. It is extremely important to us to do everything we can to ensure this impact is overwhelmingly positive—not only now, but in the years and generations to come.

Guided by a deep respect for human rights and a desire to protect our precious planet, we follow strict health, safety, social, and environmental standards in our own operations, while also having high ethical and environmental expectations of our suppliers. At the same time, we are committed to creating fair working conditions, supporting employee wellbeing, promoting inclusion and development, and fostering a workplace culture where people feel respected and valued.

Creating positive impact requires balancing the needs of many stakeholders in an increasingly complex environment. We believe that social responsibility is not only about compliance with standards and regulations. It is about creating lasting value for people and society through responsible business practices, strong partnerships, and long-term community engagement.

Through our relationships with community groups, environmental organizations, NGOs, customers, suppliers, and employees, we strive to contribute positively wherever we operate and to strengthen the social foundations of our business for the future.

Success Founded in Respect for Human Rights

The United Nations Guiding Principles on Business and Human Rights, the standards of the International Labor Organization (ILO), and the OECD Guidelines for Multinational Enterprises are at the heart of ADA Cosmetics' commitment to human rights and fair working conditions.

We also support the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labor, the environment, and anti-corruption. Our Human Rights Policy statement includes this commitment, and was updated in 2025 to align with the latest regulations, as well as to be compliant with the Cradle to Cradle standard.

We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals (SDGs).

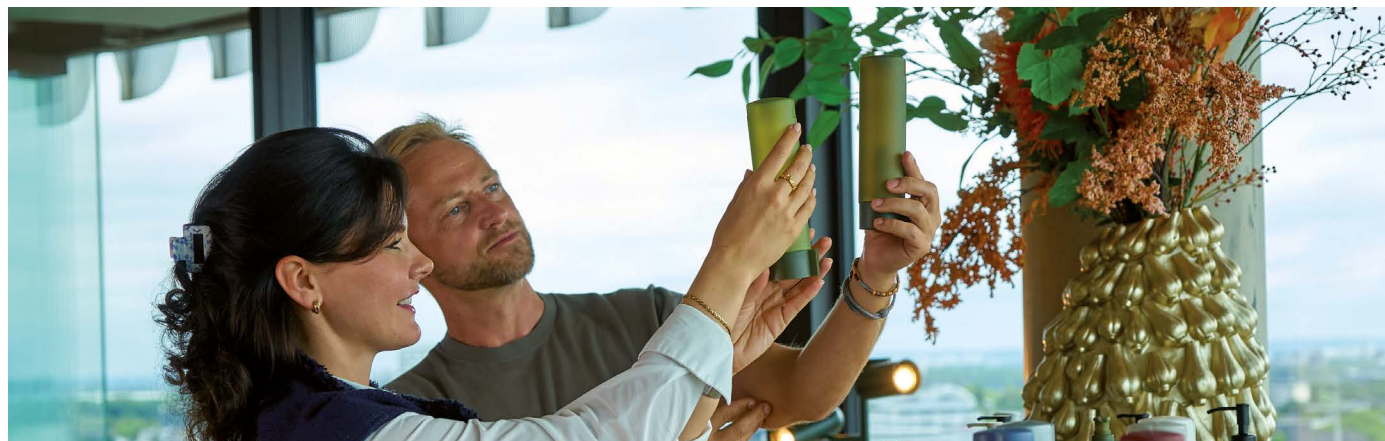
[*↗ See the chapter Strategy and Governance for more information on the SDGs and how we have integrated them into our business strategy.*](#)

In 2025 we developed a Human Rights Due Diligence management system. This serves as a comprehensive reference for our due diligence process, providing a structured and transparent framework for effectively managing risks related to our operations. It focuses on critical areas such as human rights, environmental stewardship, supply chain integrity, and legal compliance.

The following principles are firmly anchored in our strategy, culture, and day-to-day business at ADA Cosmetics:

- Protection of and respect for internationally proclaimed human rights
- Fair remuneration and decent working hours
- Right to freedom of organization and collective bargaining
- Abolition of all forms of forced or compulsory labor
- Abolition of child labor and human trafficking
- Elimination of discrimination
- Safe and healthy working environment and accident prevention

They are reflected in our Human Rights Policy, our Code of Conduct, and our Responsible Sourcing Policy. We adhere strictly to all local health and safety regulations at our sites around the world.



Responsible Sourcing and Ethical Trade

Our Group Code of Conduct includes all fundamental rights, such as the rights of indigenous and rural communities to their territories, land, and resources, and their right to give or withhold their free, prior, and informed consent (FPIC) before any logging or cultivation takes place. This document was updated in 2025 with sections on modern slavery and living wages. Both topics are of high priority to ADA Cosmetics.

Our pledge to respect human rights is reflected in our comprehensive Responsible Sourcing Policy. It brings together several documents including our Human Rights Policy, our Supplier Code of Conduct & Ethics, our Environmental Policy, and our Product Ingredients Policy.

The Supplier Code of Conduct & Ethics covers ADA Cosmetics' standards for the conditions of workers in its supply chain, addressing the material topics of working time, adequate wages, health and safety, child labor, forced labor, and water and sanitation.

All new suppliers must sign our Responsible Sourcing Policy, and provide non-animal testing certification, before working with us. In 2025, we strengthened our supplier onboarding process, by including additional requirements for suppliers located in countries designated as high risk for human rights, which must be fulfilled before they can work with ADA Cosmetics.

Evaluating Our Suppliers

In 2025, we continued evaluating our biggest suppliers based on our supplier scorecard, which includes sustainability criteria such as calculation of Scope 1, 2, and 3 emissions, having SMETA audits, or Product Carbon Footprints available. 28 suppliers representing 37% of our purchases in value were scored in 2025. We inform evaluated suppliers of their results, and the level they have reached every year. If a supplier is rated as "high risk" due to significant underperformance, we begin a phaseout process while a replacement supplier is validated and ready to produce the nominated goods for ADA Cosmetics. We also invited our biggest suppliers to join the Sedex platform, and share their SMETA (Sedex Members Ethical Trade Audit) reports with us. The SMETA report covers both human rights and the environmental risks that a company can face. This allows us to have a full overview of social and environmental compliance, and the best practices of our suppliers. Additionally, our third-party manufacturing facilities that were part of our Cradle to Cradle Certified® Full Scope Silver-certification process under version 4.0 also went through the SMETA process, and closed their corrective action plans (CAPs) in 2024.

In 2025, we strengthened the resilience of our supply chain by proactively engaging suppliers that represent 80% of our total spend. By requesting SMETA audits from those operating in countries with elevated human-rights risks, and ensuring the closure of all identified non-compliances, we advanced our commitment to safeguarding human rights and reducing potential risks at the start of our value chain. Looking ahead, ADA Cosmetics has established a series of human rights due diligence objectives through 2030. Each year, suppliers representing at least 80% of total procurement spend will be assessed for human rights risks. Furthermore, 100% of identified high-risk suppliers representing 80% of procurement spend are expected to be covered by a valid SMETA audit by 2030, with corrective action plans implemented for all suppliers where critical findings are identified.

Sedex | Member

Meeting the Highest Standards

ADA Cosmetics is a member of Sedex, a global organization promoting responsible supply chain practices. Through our Sedex membership, we monitor sustainability risks across our supply chain. In 2024, all three production sites successfully completed four-pillar SMETA audits covering Labor Standards, Health & Safety, Environment, and Business Ethics, with all corrective actions closed. This achievement reflects our commitment to ethical operations, transparency, and continuous improvement. To maintain these standards, SMETA audits are conducted every two years, with the next audits planned for 2026.

Fair, Healthy, and Attractive Working Conditions

614 people (FTE-based) worked for ADA Cosmetics at 16 locations around the world in 2025. We want our teams to grow with us over the years, further developing their skills and experience.

In 2025, the employees based in Germany marking an anniversary with us celebrated a collective 450 years of ADA Cosmetics loyalty.

We seek to create an inspiring, safe, and welcoming working environment for all, with a collegial atmosphere, fair working conditions and salaries, and additional benefits. Our aim is to attract new talent, while offering our current employees long-term security and prospects.

Our ADA Health Program offers a wide range of benefits locally. This program includes flexible work schedules, the possibility to work from home, company health and leisure activities, outdoor recreation opportunities, and other benefits at our various locations.



Many entities also organize annual Health days to promote well-being and mental health in the company. At our German headquarters, these topics form part of an annual training day attended by all production and logistics teams. Supporting the mental as well as physical health of our workforce is very important to us.

In Germany, specific topics—such as occupational health, safety, and training opportunities—are discussed in special committees, and we have negotiated several agreements with the Works Council to strengthen the interests of employees and their safety. These agreements regulate the rights, obligations, and binding standards for staff, and include the following topics: sensitive handling of employee data, remuneration arrangements, working models and hours, use of private electronic devices and telecommunications

services, agreements on aptitude tests, prohibition of addictive substances, and agreements on special leave. In 2025, we increased the number of days off we provide for exceptional personal circumstances.

To support employee well-being, we have introduced a Menopause Policy in the UK. Through regular dialogue and training, we aim to understand individual needs and provide appropriate support, ensuring employees can work effectively and feel supported. In 2025, we began implementing a digital HR system that simplifies time tracking and leave management, improving transparency and reducing administrative effort for employees.

We offer flexible working arrangements, including remote, hybrid, and adaptable schedules, to support work-life balance. Employees returning from extended sick leave and parental leave receive dedicated support to ensure a smooth reintegration.

The new SAP system will also improve the employee experience by providing a more intuitive interface, reducing manual tasks,

and enabling quicker access to reliable information, helping employees work more efficiently and focus on higher-value activities.

We regularly monitor employee satisfaction, and measure our progress through surveys. A Global Satisfaction Survey is planned for the coming years to further strengthen our understanding of the employee experience across the Group. In the meantime, our UK office's recognition by the local Chamber of Commerce as Employer of the Year in 2025 highlights the positive workplace culture and the way people are valued at ADA Cosmetics. Annual performance reviews with our employees ensure we can reflect on constructive feedback and address any deficiencies identified—an important concern for ADA Cosmetics.

Sustainable Palm Oil & Fairtrade Sourcing

We respect free, prior, and informed consent (FPIC) in the palm oil supply chain, and in this context our three global production sites are all certified by the Roundtable on Sustainable Palm Oil (RSPO). This global certification system requires ADA Cosmetics to demonstrate compliance with strict RSPO standards for sustainable palm oil. We must complete a thorough and continued verification process through a systematic annual audit, as well as maintain and improve our compliance status, reflecting continuous improvement. Through RSPO certification we support human rights issues including the protection of workers' rights and enhanced productivity, a reduction in workplace accidents, and smallholder inclusion.

Alongside this, we also comply with Fairtrade standards and FLOCERT requirements for the cane sugar, olive oil, and Brazil nut oil that are included in our FairCosmEthics line. By doing so, we contribute to decent working conditions and a fairer deal for farmers and workers in developing countries.

➤ [See the chapter Product Responsibility by Design for more information.](#)

Enhancing Working Conditions Across Our Global Operations

In recent years, we have continued to invest in safer, more ergonomic, and more comfortable working conditions across our sites. The measures introduced in 2024 laid a strong foundation, and in 2025 we further strengthened workplace conditions to support the health, safety, and well-being of our warehouse and production teams throughout the Group. Targeted investments were made to enhance safety, modernize facilities, and improve everyday comfort:

Germany

- Warehouse lighting was upgraded to energy-efficient LED systems. This transition improves visibility and working comfort for employees while also reducing electricity consumption and overall environmental impact.
- Ergonomics at our logistics workstations were enhanced by installing lifts for shipping cartons at all packing tables. Additionally, a new roller conveyor and roller scale were added to one of our production lines, removing the need for employees to lift heavy boxes.

Malaysia

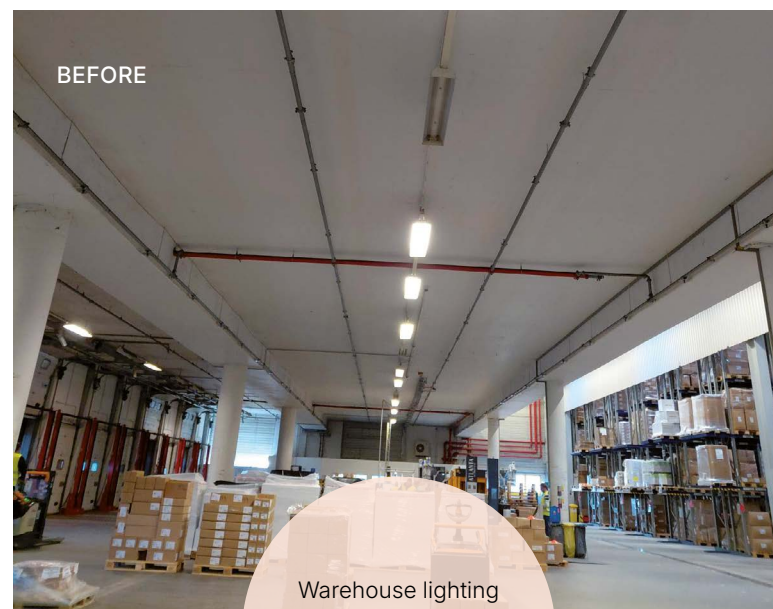
- Employees benefited from similar improvements with the installation of LED lighting throughout the production site, creating a brighter and more efficient working environment.
- Ergonomic risk assessments were also carried out to identify opportunities to enhance posture and reduce physical strain. Based on the recommendations, dedicated back-support solutions were provided to employees, contributing to safer, more comfortable daily operations.

Thailand and China

- Our teams relocated to more modern office facilities, which offer employees an improved working environment with enhanced comfort.

United States

- Employees who previously worked from home transitioned to a new, modern office in Chicago. This space provides a contemporary work environment and supports stronger team collaboration and engagement.



Warehouse lighting Upgrade to energy-efficient LED systems



Palletization robot for safer, ergonomic box handling

Czech Republic

- A dedicated washing machine for production parts was installed, reducing the risk of accidents and improving operational hygiene.
- To strengthen workplace safety and reduce manual-handling risks, we implemented a palletization robot capable of automatically lifting and stacking boxes weighing approximately 14kg each. This automation eliminates strenuous manual lifting, reduces the risk of back and musculoskeletal injuries, and significantly enhances worker safety.

United Kingdom

- An additional outdoor workspace was created, offering employees more flexibility and a healthier working environment.

Our German production and warehouse as well as our Czech production site follow the Japanese organization methodology 5S, a lean management method that is used to improve organization in workplaces and work areas, by reducing time wastage, and making work steps more efficient.

The goal of lean management is not only to drive economic performance, but also to create a systematic synergy between economic performance and employee motivation through providing decent work, learning, and a sense of innovation, responsibility, and communication.



Lean management in practice: In production, the shapes of the tools and machines are shown on the shadow boards, allowing employees to quickly see when something is missing.

Investing in Training and Education

The hotel cosmetics industry never stands still. By supporting the personal and professional development of our employees, we empower them to thrive in a fast-changing environment. Providing training and education opportunities to our teams not only enables them to grow, it also supports the continued success of our company.

ADA Cosmetics employees are offered a wide variety of trainings via external consultants, as well as employee-to-employee trainings. In 2025, we invested more than €144,000 in training with external consultants and in educational programs to develop employees' skills. In Malaysia, a tailored IT training program was implemented to develop employees' digital competencies and streamline data processing and reporting within daily workflows.

We also invite our staff to visit our factories and head office, in order to exchange skills and experience, and learn from each other.

A yearly kick-off event takes place in January, where sales teams gather to attend training and workshops covering the latest innovations, brands, and additions to the ADA Cosmetics product portfolio, as well as the company's strategy as defined by the Leadership team. The Head of Sales from each region shares their experience and best practices, so that all sales teams in all countries can benefit from this knowledge.

Our Leadership Team holds Town Hall meetings twice per year, where they present innovations, certifications, current results, and global news. Brand owners also offer dedicated trainings on new brand launches to selected staff.

A monthly CSR newsletter helps raise awareness of sustainability and social responsibility throughout the company.



We offer climate change awareness trainings with La Fresque du Climat, enabling our employees to better understand the challenges we are facing. The number of employees trained rose from 96 to 116 in 2025, and will be extended in 2026.

Strong Social Commitment

At ADA Cosmetics we have a long tradition of joining and supporting community initiatives around the world, including food banks, schools, sports clubs, homeless shelters, women's refuges, and orphanages. Each December, our employees can make the festive season special for local disadvantaged children, by fulfilling wishes hung on our company Christmas tree.

In September 2025, ADA Cosmetics employees participated in the "Madame Run" event, a 5 kilometer run or walk against breast cancer organized by two French initiatives associated with the Kehler Fussball Verein in Kehl, Germany.



In 2025, ADA Cosmetics employees once again joined the "Madame Run," helping to raise awareness of the fight against breast cancer.

ADA Academy: our training platform

Our ADA Academy training platform enables all employees to deepen their knowledge of the company, with a comprehensive library of trainings on ADA Cosmetics products, formulas, certifications, packaging, and much more. Throughout the year, internal trainings invite employees to deep dive into our sustainability strategy, and further important CSR topics including whistleblowing, anti-corruption, compliance, and modern slavery. Internal trainings on our Group Code of Conduct ensure employees understand and follow our core values in this regard.

A yearly global training plan is published at the beginning of each year, with a dedicated employee responsible for the trainings and their content. ADA Academy enables us to keep track of the number of trainings attended, as well as the knowledge gained. As part of our commitment to ethics and responsible business conduct, ADA Cosmetics aims to train 100% of employees on the Group Code of Conduct and Whistleblowing procedures by 2029, and 100% of employees on discrimination and harassment prevention by 2030. These trainings will form an increasingly important component of our annual learning and development program.

Meaningful Environmental Action

In 2025, some entities participated in World Cleanup Day for the fourth time. This voluntary activity is always a great success, and enabled us to raise awareness about waste and the importance of sustainability at work, while also promoting social cohesion within the company.

At ADA Cosmetics, we believe that everyone deserves access to hygiene, regardless of their circumstances. Every year, we support multiple charities worldwide through product donations. In 2025 alone, we donated more than 56 tons of hygiene products to a wide range of communities and organizations in need: from overnight shelters and housing for vulnerable people in the United Kingdom, to food banks in the Czech Republic and Germany, to laborers and low-income workers in Dubai, to people living in extreme poverty in Canada, and to orphanages and persons with disabilities in Romania and Ukraine.



Diversity, Equity, and Inclusion

Our commitment to promoting diversity, equity, and inclusion is rooted in our respect for human rights. We are proud to employ individuals from 38 different nationalities as of 2025, reflecting the rich tapestry of cultures and perspectives within our organization. We recognize the enormous benefits that a diverse workforce can bring to our performance, and seek to make diversity and inclusion a hallmark of our company.

ADA Cosmetics' Diversity and Inclusion Policy is posted publicly on our website, and emphasizes our goal to be fair and inclusive. We also created a Diversity and Inclusion survey that was sent out to all employees in 2025 and available in 10 languages. The results will be presented to all employees and will enable us to identify and work on gaps in this area, understanding where we need to further improve from entity to entity. Our goal is to measure the diversity and inclusion of our employees by monitoring KPIs related to age, gender, nationality, and disability, and set targets accordingly.

Our Equal Employment Opportunities (EEO) statement confirms that all applicants for employment are recruited, hired, and assigned based on merit and without any form of discrimination. This statement was added to our new Careers Board in 2025, and is included in all job advertisements by the Group. It is available here: [Application procedure—ADA Cosmetics](#)

Since 2024, an Employee Journey page is available to all stakeholders on our website. This includes a social network platform, which helps to engage existing staff and potential employees around the world. Standardized hiring and onboarding processes ensure all staff are treated equally, with mandatory ADA Academy trainings included in the new employee onboarding process.

In 2025, women represented a significant portion of our workforce, accounting for more than 55% of all employees. Furthermore, 57% of management positions were held by women, reflecting our ongoing commitment to gender diversity and inclusion. ADA Cosmetics commits to maintaining at least 50% women in management positions through 2030.

We have put a process in place to review wages throughout the group annually, with a control by head office to ensure

no employee receives below the legally required minimum wage. In 2025 we started to evaluate whether our employees receive a living wage. This is defined as a wage that covers all the necessities for life in a local context, for example housing, health care, food and water, education, clothing, transportation, childcare, and discretionary income. Our goal is to identify gaps per country and to build a five-year plan to progressively move towards paying a living wage to all employees by 2030, in a manner that is sustainable for the business and aligned with its economic environment.

In 2025, ADA Group conducted its first gender pay gap analysis, which identified a 4.86% gap in remuneration between women and men. In 2026, the Group will further analyze the drivers of this gap and implement targeted measures to strengthen pay equity. To further strengthen gender equality and inclusion, ADA Cosmetics commits to reducing the unadjusted gender pay gap to below 3% by 2030. In addition, we are committed to ensuring that 100% of discrimination and harassment complaints are investigated within 30 days, supporting a respectful and inclusive workplace for all employees.

Apprenticeship

ADA Cosmetics is currently training young people in six professions. In 2025, apprentices from our German headquarters showcased their skills at at BIM (Berufsinformesse), a career information fair that attracts more than 22,000 participants. The "Forklift World Championship" organized by our apprentices symbolized our commitment to elevating careers.



ADA Cosmetics apprentices showcased their skills at BIM, a career information fair for school graduates, in Offenburg



In Germany, we regularly onboard trainees who acquire both theoretical knowledge and practical skills via a dual training system. This close link between theory and practice enables them to gain relevant experience directly in the working environment. We also cooperate with the Hanauerland Werkstätten. This recognized facility for people with disabilities aims to promote inclusion and empowerment for all. In 2025, ADA Cosmetics ordered more than 220,000 products that were processed or manufactured by the employees of the Werkstätten.

BWT Best Water Run 2025: Together for Global Access to Safe Water

In 2025, ADA Cosmetics once again proudly joined the global BWT Best Water Run, a collective initiative that brings together associated companies, subsidiaries, partners, families, and friends around the world to run or walk a symbolic six-kilometer distance. The event sheds light on a reality faced by many communities: in several regions across the globe, people still walk an average of six kilometres every day simply to access clean water. By covering this distance together, we raise awareness while directly contributing to solutions that bring safe water closer to those who need it most.

Our Commitment and Participation in 2025

The 2025 edition of the BWT Run was a remarkable demonstration of global solidarity, engaging more than 10,290 participants in 35 countries. Thanks to this collective effort, BWT funded the construction of nine new drinking-water wells in Kenya, contributing to long-term improvements in health, education, and economic opportunities for local communities.



ADA Cosmetics played a significant role in this success. More than 700 colleagues, family members, and friends joined the challenge, reflecting the strong commitment of our teams to social and environmental causes. Each step taken by an ADA participant helped generate tangible impact: BWT donated €6 for every registered runner or walker, leading to a total contribution of €4,200 from ADA Cosmetics to the b.waterMISSION project.

Why We Contribute

Our engagement in the BWT Run is rooted in ADA Cosmetics' long-standing commitment to water stewardship and community empowerment. Access to clean drinking water is a fundamental human right. By supporting the b.waterMISSION initiative—led by the AQUA PEARLS Foundation—we contribute to the construction of sustainable water wells across Tanzania, the Gambia, and Kenya. These wells bring safe and affordable water closer to homes, significantly reducing the need for long daily walks. The program also trains local villagers in maintaining and repairing the wells, ensuring long-lasting, autonomous access to water.

Making an impact

Participating in the BWT Run goes beyond fundraising. It strengthens our culture of solidarity, employee engagement, and shared purpose across regions. The initiative unites teams globally, creates momentum around our sustainability ambitions, and deepens our connection to community-driven impact. It also helps reinforce awareness among our employees, partners, and families of the importance of responsible water use—an essential theme in our broader sustainability strategy and product lifecycle.

By mobilising colleagues worldwide, we not only contributed financially; we also amplified the visibility of water challenges and inspired meaningful conversations within and beyond our organization.

Looking Ahead

The BWT Run will continue in the coming years, and ADA Cosmetics aims to expand its participation even further by inviting business partners to join the movement and multiply the impact we can achieve together.



Offsetting 100% of Our Gas Emissions Through Rainforest Conservation

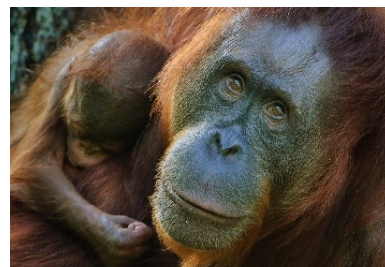
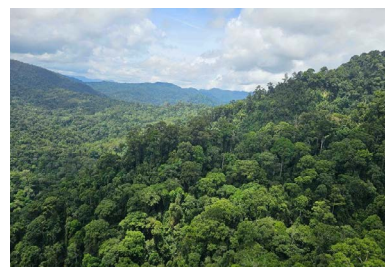
As part of ADA Cosmetics' comprehensive climate strategy and commitment to the Paris Agreement, we are actively addressing our global gas emissions. In 2024 and again in 2025, ADA Cosmetics offset 100% of its emissions related to gas consumption for the whole group through the purchase of verified carbon credits.

We chose to support the **Kuamut Rainforest Conservation Project** in Sabah, Malaysia, an initiative that is close to our hearts, as one of our three manufacturing sites is based in the country. This represents a key component of our efforts to mitigate our environmental impact, while supporting biodiversity and ecosystem resilience. Through this project, we are:

- **Reducing Carbon Emissions:** Without intervention, deforestation in this area would continue to drive carbon emissions, as it was once heavily logged and still faces ongoing threats. By protecting 83,381 hectares of rainforest, we avoid an estimated 543,049 tons of carbon dioxide equivalent (tCO₂ e) emissions.
- **Preserving Biodiversity:** The project protects vital habitats for endangered species such as the Bornean orangutan or the Bornean elephant. By preventing illegal logging and poaching, it allows wildlife populations to recover, and ecosystems to regenerate. The rainforest also functions as a key biodiversity corridor, enabling species movement and genetic diversity.
- **Empowering Local Communities:** This project generates carbon credits from Verified Emission Reductions, providing essential funding for conservation and community initiatives. This project strengthens local communities by providing sustainable job opportunities in conservation, eco-tourism, and forest monitoring, while promoting skills in agriculture and entrepreneurship. It enhances access to clean water, healthcare, and education, improving overall well-being and resilience.
- **Offsetting our own emissions:** ADA Cosmetics has made a three-year commitment to buying carbon credits that will compensate its own gas emissions. While our priority remains reducing emissions at source, responsible offsetting through high-impact conservation efforts ensures that we take immediate climate action while transitioning to a low-carbon future.

The project is assessed against the science-based and globally recognized Verra Verified Carbon Standard (VCS) and the Verra Climate, Community, and Biodiversity (CCB) Standard. This both demonstrates the project's scientific rigor, and enables it to generate income from Verified Carbon Units (VCUs), or carbon credits. It is also A-rated by B-Zero.

This initiative complements our commitment to achieving a 42% reduction in absolute emissions by 2030 and reaching net-zero emissions by 2050.



Since 2024 ADA Cosmetics has partnered with Plastic Bank to integrate 100% Recycled Coastal Plastic into the pump dispenser of our ocean-inspired Hydro Touch line. Plastic Bank is a social fintech that tackles ocean plastic pollution while fighting poverty by turning plastic waste into currency. It empowers communities in developing countries to collect and exchange plastic for money or social benefits through a secure blockchain platform. Through this initiative, ADA Cosmetics purchased 24,000kg of Recycled Coastal Plastic, preventing an estimated 1,2 million plastic bottles from entering local waterways. 257 people from five collection teams were involved in the collection.



The Ocean Cleanup is best known for removing plastic from oceans and rivers, but its social role goes far beyond environmental restoration. Its activities create health, economic, safety, and governance benefits for communities, especially those living along polluted rivers and coasts. The Ocean Cleanup does not operate in isolation. Its river and coastal projects intentionally involve local workers and partners, for example creating local jobs linked to Interceptor operation, maintenance, waste handling, and logistics. Improved river health also supports fishing, tourism, and transportation, which many communities depend on. For example, in Kingston, Jamaica, plastic interception directly improved fishing conditions and reduced disruptions to marine transport.

ADA Cosmetics is proud to be an Independent Supporter of The Ocean Cleanup for the third year in a row.



OUTLOOK

OUTLOOK



Outlook

The direction remains clear, even as the global environment becomes increasingly complex. Economic uncertainty, geopolitical tensions, and shifting political priorities continue to reshape the business landscape, including the hospitality industry. In this

context, long-term responsibility requires resilience, adaptability, and strong collaboration across the value chain. At ADA Cosmetics, we remain committed to staying the course and fully integrating sustainability into our business and operations.

In the coming years, our focus will include:

Further strengthening our Sustainability Management System, governance structures, and ESG data quality

Further integrating traceability and operational efficiency into sustainable hospitality solutions

Continuing the implementation of our decarbonization roadmap and climate strategy

Expanding partnerships and collaboration with customers, suppliers, and other industry stakeholders to develop shared solutions and drive collective progress

Accelerating circular approaches in product development, refill systems, and packaging solutions

We are convinced that the next phase of sustainability in hospitality will require increasingly systemic approaches, combining operational performance, circular thinking, and cross-sector collaboration.

While the road ahead will not always be linear, we remain confident that innovation, partnership, and long-term thinking will continue to shape a more resilient hospitality industry.

Your CSR Team at ADA Cosmetics

Conscious choices, trip by trip.

APPENDIX

Contact

We welcome questions and feedback regarding our report. Please contact Agnès Clément, who is responsible for the management of the reporting project:

Agnès Clément
Corporate Sustainability Manager
agnes.clement@ada-cosmetics.com

APPENDIX

About the Report

Within this report, we provide information on our strategic priorities and alignment with the frameworks and norms of responsible business conduct and corporate sustainability, as well as our progress towards the targets we have set for ourselves.

This year's report has been enhanced with new elements that highlight the key partners and employees contributing to the advancement of sustainability, both within our organization and across our value chain. These are presented in the dedication section, "The People Behind Our Sustainability Journey."

The report opens with an overview of ADA Cosmetics, key highlights, and insights into our role within the hotel industry and broader sustainability-driven markets. It then presents our approach through four core sections, which address the main sustainability opportunities and challenges associated with our business, along with the corresponding management approaches:

1. Sustainability Strategy and Governance
2. Product Responsibility by Design
3. Environmental Health & Safety Management
4. Social Responsibility

Aim of the Sustainability Report

We aim to report solidly and transparently while also sparking our stakeholders' interest in our evolving approach and journey. In order to progress towards sustainability, it is essential that management and performance are quantifiable, transparent, and thus accountable. This report outlines our goals, commitments, and achievements, as well as the measures in place and planned to progress towards sustainability. As such, the report provides new impetus for discussions with our employees, customers and business partners, further stakeholders, and the interested public.

Alignment with Reporting Frameworks and Standards

We aim to focus on what is important, and comprehensively address topics of relevance. Based on the double materiality assessment conducted in 2024, the content of our report was defined based on our impacts and arising responsibilities, their business relevance, and the central expectations of our stakeholders. ADA Cosmetics is not legally required to disclose but rather issues the report voluntarily. This sustainability report has been prepared in accordance with the VSME Standard

(Voluntary Sustainability Reporting Standard for Small and Medium-Sized Enterprises). It is based on the December 2024 version. Furthermore, our reporting content reflects the standards and frameworks that guide ADA Cosmetics' operations: the UN Global Compact, EcoVadis, and Cradle to Cradle, amongst others. We aim to align the report with the specified requirements of the above, in order to further develop it and enable comparisons.

Content of the Report

The VSME is divided into two modules: Basic Module and Comprehensive Module. ADA Cosmetics has chosen to report on both modules to ensure a transparent, detailed, and forward-looking presentation of our ESG performance. In addition, following a VSME+ approach, we have included selected CSRD-ESRS disclosures that are relevant to our business.

In accordance with the "if applicable" principle of the VSME standard, ADA Cosmetics reports on all disclosure requirements relevant to our business model, industry, and operational context. The assessment of applicability is based on the results of the double materiality analysis, which was implemented in 2024 in accordance with the requirements of the CSRD-ESRS (see the Sustainability Strategy and Governance chapter for more details on the double materiality analysis). In the interest of full transparency, no applicable disclosures were omitted due to confidential or sensitive information.

Reporting Period and Frequency

Our third report refers to the business year 2025 (January 1st, 2025, to December 31st, 2025). The editorial deadline was July 17th, 2026. ADA Cosmetics publishes a Sustainability Report every year.

Reporting Boundaries

The statements and information provided in this report always refer to the entire company, including all subsidiaries under operative control of MLC Black Forest GmbH.

↗ [See the chapter Appendix \(List of Subsidiaries\)](#)

Restrictions in the scope of this report are noted in the appropriate places, and result from the current state of data availability. All of our business unit locations are to be successively included in the report, and we are developing the data basis accordingly.

Indicator Table

This year's report was developed in reference to the VSME standard. Moreover, selected ESRS data points as well as additional voluntary data points have been included.

General Information

VSME Data point	ESRS Data point	Name	Unit	2025	2024	2023
C9-65		Number of employees in Leadership Team	Head Count	4	4	4
		Number of female employees in Leadership Team	Head Count	1	1	1
C9-65	ESRS 2-GOV-1-12 (a)	Female-to-male ratio in Leadership Team (female / male)	Ratio	0.33	0.33	0.33
C5-59	ESRS S1-8 §26	Number of male employees at management level	Head Count	49	50	50
C5-59	ESRS S1-8 §26	Number of female employees at management level	Head Count	66	57	58
C5-59	ESRS S1-8 §26	Female-to-male ratio at management level	Ratio	1.35	1.14	1.16
		Percentage of independent board members	Percentage	0	0	0
		Total number of employees	Head Count	657	660	668
		Number of full-time employees	FTE-based	614.4	586.5	581.5
		Total Gross Sales	€	114,797,438	118,545,276	119,646,668
		Own Production sites	Number	3	3	3
		Offices	Number	10	11	10
		Number of countries where our products are sold	Number	103	109	106
		Business clients	Number	16,250	17,211	16,949
		Business clients and end-consumers	Number	37,167	33,690	32,462
		EcoVadis score	Number	80	78	68
		Number of own production sites that are ISO 9001 certified	Number	2	2	2
		Number of own production sites that are ISO 14001 certified	Number	2	2	2
		Number of own production sites that are ISO 45001 certified	Number	1	1	1
		Number of own production sites that are ISO 22716/ GMP certified	Number	3	3	3
		Number of own production sites that are RSPO certified	Number	3	3	3
		Percentage of own production sites socially audited by 3rd party (SMETA 4P)	Percentage	100	100	100
		Percentage of Open Corrective Action Plans related to own operations	Percentage	0	0	0



Indicator Table

General Information

VSME Data point	ESRS Data point	Name	Unit	2025	2024	2023
B11-43	G1-4-11	Convictions incurred for the violation of anti-corruption and anti-bribery laws	Number	0	0	0
	G1-4-11	Sanctions for violation of anti-corruption and anti-bribery laws	Number	0	0	0
	G1-4-11	Total amount of fines incurred for the violation of anti-corruption and anti-bribery laws	€	0	0	0
	G1-5-13	Financial and in-kind political contributions made directly and indirectly, by country	€	0	0	0
B1-24	S1-5-19	The size of our balance sheet (total assets), in Euro	€	162,812,387	193,144,494	212,956,597
B1-24		Total Net sales	€	113,062,165	117,020,215	117,570,580
B1-24		Total number of employees (end of reporting period)	Head Count	657	660	668
B1-24		Country of primary operations and location of significant asset(s)	Country	Germany		
B1-24		Legal form of the undertaking		Private limited liability undertaking		
B1-24		NACE Sector classification code		G.46.45- Wholesale of perfume and cosmetics		
B1-24		List of Subsidiaries	Country	Address		
		ADA Cosmetics International GmbH	Germany	Rastatter Strasse 2A, 77694 Kehl		
		ADA International sro	Czech Republic	Podlesi 53, 53401 Holice		
		ADA Cosmetics International Ltd	United Kingdom	Trinity Gardens 9-11 Bromham Road, Bedford MK40 2BP		
		ADA Far East Ltd	Hong Kong	Unit 2501-6, Peninsula Tower, 538 Castle Peak Road, Kowloon, Hong Kong		
		ADA Cosmetics International Sdn Bhd	Malaysia	Kilang B, Lot 87133 & Lot 130428, Jalan Canang Emas 8/KS10, Telok Gong, 42000 Pelabuhan Klang, Selangor		
		ADA Cosmetics International GmbH	Austria	Unterdorf 5, 6473 Wenns		
		ADA International USA	USA	One Oakbrook Terrace, Suite 812, Oakbrook Terrace, IL 60181		
		ADA Pacific Direct General Trading LLC	UAE	Building 7, Office 106, Gold & Diamond Park, Sheikh Zayed Road, Dubai		
		ADA France Sarl	France	3 Quai Kléber - Tour Sebastopol, 67000 Strasbourg		
		ADA Cosmetics Trading Ltd	China	Unit 2609, 20/F Juang He Building No.31 Tian Shou Road, 510610 Guangzhou		
		ADA International PTE Ltd	Singapore	9 Raffles Place, #26-01, Republic Plaza, Singapore 048619		
		ADA International Scandinavia AS	Denmark	Strandvejen 100, 2900 Hellerup		
		ADA Cosmetics International Co.Ltd	Thailand	10110 Bangkok, 111/1 Soi Sukhumvit 55 (Thonglor), Khlongton Nua, Wattana		
		ADA Hotelcosmetics SLU	Spain	Calle Provenza 278, 1BIS 1a, 08008 Barcelona		
		ADA International Canada Inc.	Canada	12-1940 KLO Road, Kelowna, BC V1W 5N8		
		ADA Cosmetics International GmbH	Switzerland	Zählerweg 6, 6300 Zug		

Indicator Table

General Information—List of Sites Owned, Leased or Managed (with Geolocation)

VSME Data point B1-24

Site Number	Country	Address	Latitude	Longitude	Type
#1	Germany	Rastatter Straße 2A, 77694 Kehl, Germany	48.595047	7.857742	Warehouse & Office
#2	Germany	Südstraße 11, 77694 Kehl, Germany	48.581191	7.809238	Warehouse
#3	Germany	Ohmstraße 1, 77769 Kehl, Germany	48.553236	7.840047	Office
#4	Germany	Thomas-Dascher-Straße 1, 76316 Malsch, Germany	48.885847	8.303206	Warehouse
#5	Germany	Eugen-Ensslin-Straße 3/5, 77694 Kehl, Germany	48.579407	7.8092	Warehouse
#6	Austria	Unterdorf 5, 6473 Wenns, Austria	47.16284	10.74841	Office
#7	Czech Republic	Podlesi 53, 53401 Holice, Czech Republic	50.0673	15.9859	Warehouse & Office
#8	Czech Republic	Vysoké Mýto 931, 56601 Vostice, Czech Republic	49.936134	16.702229	Warehouse
#9	United Kingdom	Trinity Gardens 9-11 Bromham Road, Bedford MK40 2BP, UK	52.1397	-0.4734	Office
#10	United Kingdom	Yeomans Drive, Blakelands, Milton Keynes MK14 5JZ, UK	52.07014	-0.73974	Warehouse
#11	USA	1 Oakbrook Terrace, IL 60181, USA	41.84685	-87.89818	Office
#12	USA	Blackstock Road 2999 N, SC 29301 Spartanburg, USA	34.9964	-81.8835	Warehouse
#13	USA	EQ Logistics, 3304 Reedy Drive, Elkhart, Indiana 46514, USA	41.72754	-85.92578	Warehouse
#14	Thailand	111,1 Soi Sukkhumvit 55, Khwaeng Khlong Tan Nueas, Khet Watthana, Krung Thep Maha Nakohon 101	13.7316	100.5819	Office
#15	Thailand	10110 Bangkok, 111/1 Soi Sukhumvit 55 (Thonglor), Khlongton Nua, Wattana	13.7316	100.5819	Warehouse
#16	Canada	12-1940 KLO Road, Kelowna, BC V1W 5N8, Canada	49.8627	-119.456	Office
#17	Canada	4 Kenview Blvd, Brampton ON L6T 5E4, Canada	43.6986	-79.7409	Warehouse
#18	UAE	Office 106, Gold & Diamond Park, Sheikh Zayed Road, Dubai, UAE	25.12597	55.20896	Office
#19	UAE	UNIT 801 Warehouse No-14, Al Quoz 1, Dubai, UAE	25.1395	55.227	Warehouse
#20	Malaysia	Kilang B, Lot 87133 & Lot 130428, Jalan Canang Emas 8/KS10, Telok Gong, 42000 Pelabuhan Klang, Selangor	3.0006	101.3836	Office
#21	Malaysia	42000 Klang, Selangor, Lot 11903 Jalan Perajurit 2, Off, Jalan Telok Gong, Kampung Telok Gong	3.0012	101.3845	Warehouse
#22	Hong Kong	Unit 2501-6, Peninsula Tower, 538 Castle Peak Road, Kowloon, Hong Kong	22.3389	114.1526	Office
#23	Hong Kong	Hongkong, Unit 13-16, G/F, Trans Asia Centre, 18 Kin Hong Street, Kwai Chung	22.3652	114.1328	Warehouse
#24	China	Unit 2609, 20/F Juang He Building No.31 Tian Shou Road, 510610 Guangzhou	23.1383	113.3315	Office
#25	China	No.8A, Shanfen Road, Longhu District, Shantou, GD515041, China	36.5	117.8	Warehouse
#26	China	3 Chuang Ye Middle Road, Liangang, Industrial Zone, Jinwan District, Zhuhai, Guangdong, China	22.068	113.345	Warehouse
#27	China	South Huatong Road ,Yangshou Town, Hanjiang District, YangZhou, Jiangsu,China	32.4175	119.3258	Warehouse
#28	China	B Area Cornucopia Science & Technology Industry Park (Factory A), Da Ao Nan, Taiping, Xiqiao, Nanhai, Foshan, Guangdong, China	22.9305	112.97	Warehouse
#29	China	No.2 Factory, Baixi Dadi Industry Park, Xiqiao, Nanhai, Foshan, Guangdong, China	22.959	112.9177	Warehouse
#30	China	Warehouse 4, Longsen, No. 7, 1st lane, Shangnan street, Shanhnan village, Taihe Town, Baiyun District, Guangzhou	23.2905	113.3375	Warehouse

Indicator Table

Climate Change

VSME Data point	ESRS Data point	Name	Unit	2025	2024	2023	2022 (Base Year)
B3-29	E1-7-25 (a)	Energy consumption per fossil and energy consumption type		7,619	7,260	7,441	8,261
		Non-renewable energy consumption		3,015	2,722	5,419	6,005
		Electricity (as in utility billings)		0	0.77	2,510	2,988
		Self-generated electricity		0	0	0	0
		Fuels⁽¹⁾	MWh	3,015	2,721	2,909	3,017
	E1-7-25 (b)	Gas consumption		2,010	1,750	1,935	2,004
		Fuels converted into energy consumption (diesel & petrol)		1,005	972	974	1,013
		Renewable energy consumption		4,605	4,538	2,022	2,256
		Electricity (as in utility billings) ⁽²⁾		4,584	4,517	2,001	2,235
		Self-generated electricity		0	0	0	0
		Fuels		21	21	21	21
B3-30	E1-8-29 (a)	Scope 1 GHG emissions	tCO₂e	730	608	633	628
		Stationary Combustion		402	344	354	366
		Mobile Combustion		258	244	245	260
		Fugitive Emissions		70	19	34	2
	E1-8-29 (b)	Scope 2 GHG emissions					
		Gross location-based Scope 2 GHG emissions (tCO ₂ e)	tCO₂e	1,705	1,686	2,453	3,152
		Gross market-based Scope 2 GHG emissions (tCO ₂ e)		0	0.32	1,437	1,638
		Total Scope 1 & Scope 2 GHG emissions	tCO₂e				
		Total GHG emissions of Scope 1 and 2 (location-based)		2,462	2,294	3,086	3,780
		Total GHG emissions of Scope 1 and 2 (market-based)		754	608	2,070	2,266
B3-29	E1-8-29 (c)	Scope 3 GHG emissions	tCO₂e	34,507	44,121	37,997	50,209
		1 Purchased goods and services		24,924	34,964	29,095	40,380
		2 Capital goods		587	760	692	994
		3 Fuel and energy-related activities (not included in Scope1 or Scope 2)		639	653	667	766
		4 Upstream transportation and distribution		2,746	2,459	1,790	2,523
		5 Waste generated in operations		92	81	95	97
		6 Business travel		232	184	510	134
		7 Employee commuting		386	380	415	666
		9 Downstream transportation		1,168	1,048	1,348	545
		12 End-of-life treatment of sold products		3,718	3,561	3,360	4,077
		14 Franchises		15	30	24	26
		Total GHG emissions					
		Total GHG emissions of Scope 1, 2 and 3 (location-based)	tCO₂e	36,942	46,415	41,083	53,989
		Total GHG emissions of Scope 1, 2 and 3 (market-based)		35,237	44,729	40,067	52,475
		Total GHG upstream emissions		29,606			
		Total GHG downstream emissions		4,901			

" No business activities were identified in the other scope 3 categories. Operational control for all ADA entities. Based on GHG Protocol. Biogenic emissions are reported separately and are not included in Scopes 1, 2, or 3 calculations above. Biogenic emissions represent 2,834 tCO2e in 2025 (22 tCo2 in Scope 1 and 2,812 tCo2e in Scope 3). The 2024 emissions data have been updated following the migration of all relevant data into our new online ESG reporting tool.

Indicator Table

Climate Change

VSME Data point	ESRS Data point	Name		Unit	2025	2024	2023	2022 (Base Year)	
B3-31		GHG intensity per net revenue							
		GHG Emissions by turnover for Scope 1, 2 and 3 (location-based)		t CO ₂ e / €Mio.	326.74	396.64	349.43	470.43	
		GHG Emissions by turnover for Scope 1, 2 and 3 (market-based)		Net revenue	311.66	382.23	340.79	457.23	
		GHG Emissions by turnover for Scope 1 and 2 (location-based)			21.54	19.60	26.25	32.94	
		GHG Emissions by turnover for Scope 1 and 2 (market-based)			6.46	5.20	17.61	19.74	
		Net revenue used to calculate GHG intensity		€	113,062,165	117,020,215	117,570,580	114,765,000	
C3-54	E1-6-22	Base year of GHG emission targets	2022		2030	2050			
	E1-6-22	Target year of GHG emission targets							
			Absolute value of GHG emissions in the base year in tCO ₂ e	Absolute value of GHG emissions in the target year in tCO ₂ e	Percentage reduction from base year (%)	Percentage of total emissions covered (%)	Absolute value of GHG emissions in the target year in tCO ₂ e	Percentage reduction from base year (%)	Percentage of total emissions covered (%)
		Scopes of GHG emissions							
	E1-6-23 (a,b)	Total GHG emissions of Scope 1 and 2 (location-based)	3,769	2,186	-42%	100%	377	-90%	100%
C-B3-50	E1-6-23 (a,b)	Scope 3 GHG Emissions	50,207	29,120	-42%	100%	5,021	-90%	100%
	E1-6-23 (a,b)	Total GHG emissions of Scope 1, 2 and 3 (location-based)	53,976	31,306	-42%	100%	5,398	-90%	100%
	E1-7-25	Energy consumption and mix							
		Energy consumption breakdown							
	E1-7-25 (a)	Fossil sources		MWh	5,712	5,396			
	E1-7-25 (b)	Nuclear sources			328	339			
	E1-7-25 (c)	Renewable sources			1,580	1,525			
		Totals			7,619	7,260			
		Energy consumption from fossil sources for high climate impact sectors							
	E1-7-26 (a)	Coal and coal products			0	0			
	E1-7-26 (b)	Crude oil and petroleum products			1,005	972			
	E1-7-26 (c)	Natural gas		MWh	2,010	1,750			
	E1-7-26 (d)	Other fossil sources			0	0			
	E1-7-26 (e)	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources*			2,697	2,674			
		Totals			5,712	5,396			
* Grid mix factors are based on 2024 electricity generation data (IEA / Ember / national sources) and applied consistently across the reporting period.									
	E1-9-32 (b)	GHG removals and GHG mitigation projects financed through carbon credits							
	E1-9-32 (a)	Total amount of carbon credits outside value chain that are verified against recognized quality standards and cancelled(1)		Number	430	333	686		
		Percentage of reduction projects		Percentage	100%	100%	100%		
		Percentage for recognized quality standard		Percentage	100%	100%	100%		

1) In 2025, 430 carbon credits were bought to help fund The Kuamut Rainforest Conservation project. This project has CCB (Climate, Community, Biodiversity) certification and is A rated by B-Zero. In 2024, 333 carbon credits were bought to help fund The Kuamut Rainforest Conservation project. This project has CCB (Climate, Community, Biodiversity) certification and is A rated by B-Zero. No carbon credits were bought for our Malaysian entity as Malaysia purchased renewable electricity in 2024. In 2023, 686 carbon credits were bought to help fund the Safe Water Project in Uganda, certified by the Gold Standard. We covered the gas consumption of the Group as well as 20% of our Malaysian electricity consumption.

Indicator Table

Pollution

VSME Data point	ESRS Data point	Name	Unit	2025	2024	2023
		Microplastics generated	Tons	0	0	0
		Microplastics used	Tons	0	0	0
		Amount of plastic prevented from entering oceans and rivers	Tons	0	24.0	0

Water

VSME Data point	ESRS Data point	Name	Unit	Definitions and Limitations	2025	2024	2023
B6-35	E3-4-15 (c)	Total water withdrawal	m³	Total Germany Czech Republic Malaysia	33,856 9,062 7,216 17,578	29,198 9,383 7,601 12,214	29,787 9,630 6,716 13,441
B6-36	E3-4-15 (a)	Total water consumption	m³	Total Germany Czech Republic Malaysia	16,653 2,817 3,898 9,938	10,709 3,001 4,076 3,632	13,404 2,470 3,050 7,884
B6-35	E3-4-15 (b)	Total water consumption in areas with water stress	m³	Total Germany Czech Republic Malaysia	None of our sites are in water stress areas		
		Water intensity ratio (1)	m³/ton	Total Germany Czech Republic Malaysia	1.84 1.69 5.94	1.80 1.86 5.00	1.81 2.07 6.53
	E3-4-15 (d)	Total water discharges	m³	Total Germany Czech Republic Malaysia	17,203 6,245 3,318 7,640	18,489 6,382 3,525 8,582	16,383 7,160 3,666 5,557
	E3-4-15 (e)	Water re-used	m³	Total Germany Czech Republic Malaysia	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0
	E3-4-15 (e)	Water recycled	m³	Total Germany Czech Republic Malaysia	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0
	E3-4-15 (f)	Water stored	m³	Total Germany Czech Republic Malaysia	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0	0.0 0.0 0.0 0.0
		Qty of bulk produced	tons	Total Germany Czech Republic Malaysia	12,155 4,933 4,264 2,958	11,747 5,218 4,088 2,441	10,613 5,316 3,240 2,057

1- Water withdrawal on quantity of bulk produced

Indicator Table

Overall Water Risks for our 3 Production Sites:

Countries where the production sites are located:	Germany	Czech Republic	Malaysia
Name of the major basin close to each facility:	Rhine	Elbe	Peninsula
Name of the minor basin close to each facility:	Rhine 3	Labe	Jijan
Physical risk quantity	Low-Medium (1-2)	Medium-High (2-3)	Medium-High (2-3)
Physical risk quantity: Water stress	Low (<10%)	Low-Medium (10%-20%)	Low (<10%)
Physical risk quantity: Riverine flood risk	Low	Low-Medium	Low-Medium
Physical risk quantity: Coastal flood risk	Low	Low	Medium-High
Physical risk quality	Low (0-1)	Low-Medium (1-2)	High (3-4)
Untreated connected water:	Low (<30%)	Low (<30%)	Extremely High (100%)
Coastal eutrophication potential:	High (1 to 5)	High (1 to 5)	Low (<-5)

*All data is made in reference to the Aqueduct Water Risk Atlas, version 4.0



Indicator Table

Biodiversity & Ecosystems

VSME Data point	ESRS Data point	Name	Country of site	Main activities of site	Latitude	Longitude	Biodiversity-sensitive area (BSA) name	Type of biodiversity-sensitive area	Source
B5-33	E4-5-19	Geolocation of sites owned, leased or managed located in or near a biodiversity-sensitive area (BSA)*							
		Site name/reporting entity ADA Cosmetics International GmbH – Rastatter Straße	Germany	Own Production Site and Office	48.595047	7.857742	"Westliches Hanauer Land"	Designated Natura 2000 (FFH) Conservation area (Fauna-Flora-Habitat)	WDPA (World Database of Protected Area)
		ADA Cosmetics International GmbH – Ohmstraße	Germany	Rented Office	48.553236	7.840047	"Kinzig-Schutter-Niederung"	Special Protection Area (SPA) or birdsanctuary	WDPA (World Database of Protected Area)
		ADA Cosmetics International Co.Ltd	Thailand	Rented Office	13.7316	100.5819	"Lower Central Basin"	Key Biodiversity Area	Global Forest Watch
*Near has been defined as up to 500 meters from the indicated geolocation.									

Resource use & Circular economy

VSME Data point	ESRS Data point	Name	Unit	Definitions and Limitations	2025	2024	2023
	E5-5-16 (b)	Total waste generated	Tons	Total	813.1	618.5	618.5
				Germany	319.9	362.2	370.0
				Czech Republic	159.9	192.2	225.0
				Malaysia	57.1	48.5	23.5
				Middle East	4.9	9.6	
				Hong Kong	6.0	3.9	
				Singapore	0.9	1.5	
				China	33.3	0.5	
				Thailand	21.8	0.0	
				USA	167.3	0.0	
				UK	42.1	0.0	
				B7-38	Total amount of non-hazardous waste	Tons	Total
Germany	305.0	353.9					
Czech Republic	154.9	188.4					
Malaysia	19.8	24.0					
Middle East	4.9	9.6					
Hong Kong	6.0	3.9					
Singapore	0.9	1.5					
China	33.3	0.5					
Thailand	21.8	0.0					
USA	167.3	0.0					
UK	42.1	0.0					
B7-38	Total amount of hazardous waste	Tons	Total				57.2
			Germany	14.9	8.3	8.5	
			Czech Republic	5.0	3.7	9.0	
			Malaysia	37.2	24.5	25.3	
			Thailand	0.1	0.0		

Indicator Table

Resource use & Circular economy

VSME Data point	ESRS Data point	Name	Unit	Definitions and Limitations	2025	2024	2023
B7-38	E5-5-16 (c)	Total annual waste diverted from disposal	Tons	Total	645.0	475.9	
		Percentage on total waste			79%	77%	
B7-38	E5-5-16 (c) i	Annual waste reused	Percentage		0%	0%	
	E5-5-16 (c) ii	Annual waste recycled			39%	60%	
		Annual waste co-processed, recovered, or thermal recycled			61%	40%	
	E5-5-16 (c)	Non-hazardous waste diverted from disposal	Tons	Total	587.9	439.4	451.0
		Percentage on total waste diverted from disposal			91%	92%	
	E5-5-16	Non-hazardous waste reused	Percentage		0%	0%	
		Non-hazardous waste recycled			42%	63%	
	E5-5-16	Non-hazardous waste co-processed, recovered, or thermal recycled			58%	37%	
	E5-5-16	Hazardous waste diverted from disposal	Tons	Total	57.1	36.5	46.0
		Percentage on total waste diverted from disposal			9%	8%	
	E5-5-16	Hazardous waste reused	Percentage		0%	0%	
		Hazardous waste recycled			4%	24%	
	E5-5-16	Hazardous waste co-processed, recovered, or thermal recycled			96%	76%	
	E5-5-16 (d)	Total annual waste directed to disposal	Tons		168.1	142.6	
		Percentage on total waste			21%	23%	
	E5-5-16 (d) i	Annual waste incinerated			0%	0%	
		Annual waste sent to landfill			100%	100%	
	E5-5-16 (d) ii	Non-hazardous waste directed to disposal	Percentage		100%	100%	
		Non-hazardous waste incinerated			0%	0%	
	E5-5-16 (d) i	Non-hazardous waste sent to landfill			100%	100%	
	E5-5-16 (d) ii	Hazardous waste directed to disposal			0%	0%	
		Hazardous waste incinerated			0%	0%	
	E5-5-16 (d) ii	Hazardous waste sent to landfill			0%	0%	
	E5-5-17	Total amount of radioactive waste	Tons		0	0	
B7-38		Annual mass-flow of relevant materials used (by mass)*	kg	Packaging materials	1,703,031		
				Plastic	1,251,284		
				Cardboard	440,747		
				Aluminum	5,362		
				Glass	5,638		
				Cosmetic formulations (bulk product ingredients)	5,481,567		
				Transport materials (pallets, wrapping)	730,233		

* Material flows, cosmetic formulations and transport material estimated using procurement-based approach.

Indicator Table

Product Responsibility

VSME Data point	ESRS Data point	Name	Unit	Definitions and Limitations	2025	2024	2023
		R&D total budget	€	Total	1,266,524	1,000,000	900,000
		RSPO palm oil certified Ingredients used	Percentage		74.3	90.8	74.2
		Product donations	Tons		56.9	57.9	52.5

Own Workforce

VSME Data point	ESRS Data point	Name	Unit	Definitions and Limitations	2025	2024	2023
B8-39		Number of employees by type of employment contract (at end of reporting year)	FTE-based number FTE-based number	Temporary contract Permanent contract	13.0 657.0		
B8-39	S1-5-19 (b) i.	Number of full-time employees	FTE-based	Total	583.5	586.5	581.5
		Number of full-time employees by full time equivalent	FTE-based number	Female Male	311.9 271.6	306.5 280.0	306.9 274.6
		Number of employees (at end of year)	Head Count	Total	657.0	660.0	668.0
B8-39		Number of employees by gender	Head Count	Female Male	365.0 292.0	365.0 295.0	376.0 292.0
		Female employees	Percentage		55.6	56.9	56.3
B8-39	S1-5-19 (a)	Number of employees by country	Countries	Total	583.5	586.5	581.5
		ADA Cosmetics International GmbH	Germany		218.7	216.7	220.0
		ADA International s.r.o	Czech Republic		113.8	114.3	119.8
		ADA Cosmetics International Ltd	Great Britain		23.1	22.8	23.4
		ADA Far East LTD	Hong Kong		16.0	16.0	15.3
		ADA Cosmetics International Sdn Bhd	Malaysia		121.8	125.0	120.6
		ADA Cosmetics International GmbH	Austria		9.2	9.0	10.5
		ADA International USA Inc	USA		6.4	6.0	3.0
		ADA Pacific Direct LLC	Dubai		6.8	7.0	7.0
		ADA France Sarl	France		4.8	4.8	4.8
		ADA Cosmetics Trading Ltd	China		20.3	19.0	14.0
		ADA International PTE Ltd	Singapore	FTE-based number	2.0	2.0	2.0
		ADA International Scandinavia AS	Denmark		1.0	1.0	1.0
		ADA Cosmetics International Co., Ltd	Thailand		19.4	20.0	18.9
		ADA Hotelcosmetics SLU	Spain		2.0	2.0	2.0
		ADA Cosmetics International GmbH	Switzerland		0.8	2.0	1.0
		ADA International Canada Inc	Canada		2.3	3.0	2.0
		MLC BLack Forest GmbH	Germany		15.1	15.9	16.2

Own Workforce

Indicator Table

VSME Data point	ESRS Data point	Name	Unit	Type	2025	2024	2023
B8-40	S1-5-19	Employee turnover rate in the reporting period	Percentage		3.96	12.88	18.53
		Number of part-time employees	Head Count	Total	81.0	76.0	82.0
		Number of part-time employees	Head Count	Female	74.0	67.0	73.0
				Male	7.0	9.0	9.0
		Number and rate of new employee hires	Head Count		78.0	81.0	82.0
			Rate		12.7	13.4	27.2
		Average period of employment	Years		8.3	7.4	6.8
		Average age of employees	Years		41.0	39.9	40.5
B10-42	S1-9-28	Employees receiving pay equal or above minimum wage	Percentage		100.0	100.0	100.0
B10-42	S1-15-40	Unadjusted gender pay gap	Percentage		4.86		
B10-42		Number of employees covered by collective bargaining agreements	Head Count		300.0		
B10-42	S1-7-23	Percentage of total employees covered by collective bargaining agreements	Percentage		46.0	43.0	42.7
		Entry-level employees (trainees, dual students and interns) yearly average	Head Count		14.6	17.0	14.0
		Spending on trainings	€		144,710	113,168	163,807
B10-42	S1-12-34 (b)	Average number of training hours per person for employees	Average number		6.9		
	S1-12-34 (a)	Average number of annual training hours per employee, by gender	Average number	Female	8.0		
				Male	6.0		
		Number of employees that participated in formal performance and career development reviews	Head Count		220.0		
		Nationalities	Number		38.0	28.0	28.0
C5-60		Total self-employed without personnel that are working exclusively for the undertaking	FTE-based number		0		
C5-60		Total temporary workers provided by undertakings primarily engaged in employment activities	FTE-based number		13		
		Percentage of own production sites socially audited by 3rd party (SMETA 4P)	Percentage		100.0	100.0	
		Percentage of Open Corrective Action Plans related to own operations	Percentage		0.0	0.0	

Own Workforce

Indicator Table

VSME Data point	ESRS Data point	Name	Unit	Type	2025	2024	2023
		Head counts trained on Modern Slavery	Percentage		59.0	32.0	
		Head counts trained on Anti-corruption	Percentage		66.0	44.0	
		Head counts trained on Compliance	Percentage		67.0	44.0	
		Head counts trained on Whistleblowing	Percentage		57.0	35.0	
		Head counts trained on Climate Change	Percentage		18.0	15.0	
		Participants in the BWT Run, thanks to ADA Cosmetics' initiative	Number		700.0	144.0	
		Number of severe human rights cases where undertaking played a role securing remedy for those affected	Number		0	0	
C7-62		Confirmed incidents in our own workforce related to child labor	Number		0	0	0
C7-62		Confirmed incidents in our own workforce related to forced labour	Number		0	0	0
C7-62		Confirmed incidents in our own workforce related to human trafficking	Number		0	0	0
C7-62		Confirmed incidents in our own workforce related to discrimination	Number		0	0	0
C7-62		Confirmed incidents in our own workforce related to accident prevention	Number		0	0	0
C7-62		Known incidents in the value chain or at consumers or end-users	Number		0	0	0
	S1-16-42 (a)	Incidents of discrimination at work on the grounds of gender, racial or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination, including harassment	Number		0	0	0
	S1-16-42 (b)	Human rights incidents connected to own workforce, excluding those that relate to discrimination	Number		5	0	0
	S1-16-42 (c)	Total amount of fines, penalties and compensation for damages recognized during the reporting period in the financial statements for incidents of discrimination and other human rights incidents	€		0	0	0

Indicator Table

Health & Safety

VSME Data point	ESRS Data point	Name	Unit	Type	2025	2024	2023
B9-41	S1-13-36	Total recordable work-related accidents for own workforce	Number	Total	24.0	22.0	28.0
				Germany	3.0	3.0	7.0
				Czech Republic	18.0	18.0	17.0
				Malaysia	3.0	1.0	4.0
		Total working hours by employees	Number	Total	809,864	827,851	773,050
				Germany	356,572	351,634	353,480
				Czech Republic	191,816	203,724	209,982
				Malaysia	261,476	272,493	209,588
		Recordable work-related accidents for own workforce (OSHA standard)	Rate	Total	5.9	5.3	7.2
				Germany	1.68	1.71	3.96
				Czech Republic	18.77	17.67	16.19
				Malaysia	2.29	0.73	3.82
	S1-13-36	Fatalities resulting from work-related injuries and work-related ill health	Number	Germany	0.0	0.0	0.0
				Czech Republic	0.0	0.0	0.0
				Malaysia	0.0	0.0	0.0
		LTI (Lost Time Injury) severity rate	Rate	Total	0.4	0.3	0.8
				Germany	0.1	0.1	0.5
				Czech Republic	1.3	1.2	1.1
				Malaysia	0.2	0.0	1.0
		Days lost to work-related injuries and ill health	Number	Total	330.0	274.5	637.0
				Germany	20.0	18.0	187.0
				Czech Republic	258.0	248.5	232.0
				Malaysia	52.0	8.0	218.0



VSME Index

ADA reports in accordance with the VSME standard (Version published in December 2024). Following a VSME+ approach, selected additional CSRD-ESRS metrics have been included in the report (Draft Simplified ESRS published in December 2025). The corresponding disclosures have also been referenced in the following table:

VSME Disclosure	Description	ESRS Disclosure	Report chapter	Page	Omitted	Reason for Omission
B1	Basis for preparation	S1-5	· About us · Outlook · Indicator Table	5 82 88		
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy		· Circularity Must Become an Operational Standard · Sustainability Strategy and Governance · Product Responsibility by Design · Environmental, Health & Safety Management · Social Responsibility	12 30 46 56 68		
B3	Energy and greenhouse gas emissions	E1-7 E1-8	· Environmental, Health & Safety Management · Indicator Table	56 88		
B4	Pollution of air, water and soil				Fully omitted	Not applicable, as not material
B5	Biodiversity	E4-5	· Indicator Table	88	Partially omitted (B5-34)	Data for optional metrics (B5-34) associated with undue effort.
B6	Water	E3-4	· Indicator Table	88		
B7	Resource use, circular economy and waste management	E5-5	· Circularity Must Become a Operational Standard · Product Responsibility by Design · Environmental, Health & Safety Management · Indicator Table	12 46 56 88		
B8	Workforc—General characteristics	S1-5	· Indicator Table	88		
B9	Workforce—Health and safety	S1-13	· Indicator Table	88		

VSME Disclosure	Description	ESRS Disclosure	Report chapter	Page	Omitted	Reason for Omission
B10	Workforce—Remuneration, collective bargaining and training	S1-7 S1-9 S1-12 S1-15	· Social responsibility · Indicator Table	68 88		
B11	Convictions and fines for corruption and bribery	G1-4	· Indicator Table	88		
C1	Strategy: Business Model and Sustainability—Related Initiatives		· About us · Circularity Must Become an Operational Standard · Sustainability Strategy and Governance · Product Responsibility by Design · Environmental, Health & Safety Management · Social Responsibility	5 12 30 46 56 68		
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy		· Circularity Must Become an Operational Standard · Sustainability Strategy and Governance · Product Responsibility by Design · Environmental, Health & Safety Management · Social Responsibility	12 30 46 56 68		
C3	GHG reduction targets and climate transition	E1-6	· Environmental, Health & Safety Management · Indicator Table	56 88	Partially omitted (C3-55, C3-56)	Not applicable, ADA Cosmetics does not operate in high climate impact sectors.
C4	Climate risks				Fully omitted	ADA Cosmetics has not identified climate-related hazards and transition events that create gross climate-related risks.
C5	Additional (general) workforce characteristics	S1-8	· Indicator Table	88		
C6	Additional own workforce information— Human rights policies and processes		· Social Responsibility	68		
C7	Severe negative human rights incidents	S1-16	· Indicator Table	88		
C8	Revenues from certain sectors and exclusion from EU reference benchmarks				Fully omitted	Not applicable, ADA Cosmetics is not active in any of the controversial sectors listed in the VSME
C9	Gender diversity ratio in the governance body	ESRS2 GOV-1	· Indicator Table	88		

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