

OPTIMUM DERMA ®  
ACIDITATE

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PROFESSIONAL

UAB ODA LT SUSTAINABILITY REPORT  
2023 & 2024

# HELLO FROM IRENA

This is a special year for Optimum Derma Aciditate. For the first time, we are publishing a full sustainability report. It is not just another document: it is a milestone in our commitment to greater transparency, responsibility, and long-term impact.

When I founded ODA in 2006, the dream was simple — to create skincare that truly works. We started with only two products: a professional glycolic acid line and a 7% glycolic cleanser. They were stripped to the essentials, with minimal preservatives, guided only by science and results. Nearly two decades later, we remain faithful to that vision.

Today, ODA is more than a brand. It is a scientific circle:

Our laboratory in Kaunas designs formulations that do not exist anywhere else — from the patented lanthanum nitrate complex ReHeal®, proven to accelerate regeneration, to EXO-HEAL®, the first milk exosome technology in professional skincare.

Our clinics in Vilnius and Kaunas are living laboratories, where every day specialists refine protocols and collect real-world evidence.

Our ODA Academy educates professionals, with more than 70 courses and 200+ certified experts since 2021.

Our ODA Forum, launched in 2017, unites hundreds of cosmetologists every year for science, practice, and dialogue.

In 2024, we doubled exports to more than 27,000 products, including a landmark agreement in Hong Kong. We introduced new innovations — the EXO-HEAL® system, our AI-designed peptide serum, and retinol with multi-size hyaluronic acid — each created to solve real skin challenges responsibly.

But sustainability for us goes beyond product launches. It means every decision — from eliminating parabens, PEG, sulfates, and alcohol from our formulas, to ensuring that 36% of our ingredients are organic, above industry peers. It means using 100% renewable electricity in our production. It means reformulating our last SPF cream that still contains a microplastic polymer, so that soon our entire portfolio will be microplastic-free.

This report is built on the VSME Standards framework — proportionate to a company of our size, but uncompromising in integrity. It reflects how we work: with precision, evidence, and closeness to people.

As we grow, my vision remains unchanged: to keep ODA close to its roots while becoming the first choice in professional skincare worldwide. Science, safety, and trust are our foundation. Sustainability is the proof that we intend to keep building on it, every single day.

With gratitude,  
**Irena Jokšienė**  
Founder & CEO, ODA LT

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# ABOUT THIS REPORT

This is the first formal sustainability report prepared by ODA LT covers the period from 1 January to 31 December 2023 and from 1 January to 31 December 2024 , with all information presented as of 31 December 2024, unless otherwise noted. The report has been developed to provide a transparent, science-based view of how we manage our environmental, social, and governance impacts.

ODA LT, UAB – research, laboratory, product development, and production.

## Reporting framework

The report has been prepared in accordance with the **VSME Standards – Comprehensive Mode**, a framework designed specifically for very small and micro-enterprises. This approach ensures that reporting is proportionate to our size but still rigorous, focusing on what is material for our business, stakeholders, and long-term resilience.

At the same time, we have structured our disclosures to align with the **Global Reporting Initiative (GRI) Standards** and to reflect elements of the **European Sustainability Reporting Standards (ESRS)** where applicable. This dual alignment ensures that our commitments and performance can be compared both within our industry and against international expectations.

## Principles

Our reporting is guided by five key principles:

**Materiality** – focusing on what is truly relevant to our operations and stakeholders, ensuring that reporting reflects real priorities and impacts.

**Proportionality** – ensuring the reporting process remains feasible and meaningful for a company of our scale.

**Stakeholder inclusiveness** – incorporating the voices of professionals, clients, employees, distributors, and partners into how we understand and act on sustainability.

**Contextual relevance** – situating our reporting within the real-world setting of our business, from laboratory research to clinical services and professional training.

**Commitment to improvement** – treating this report not as a final statement, but as a baseline for measurable progress in the years ahead.

## Data sources and assurance

All data in this report has been drawn from ODA LT records, supplemented by laboratory testing results, supplier information, and clinical feedback. Unless otherwise specified, no external assurance has been commissioned.

## Frequency and contact

ODA LT is committed to publishing sustainability reports annually. For questions, suggestions, or feedback, please contact

Irena Jokšienė

Founder

Email: [info@optimumderma.com](mailto:info@optimumderma.com)

**GRI:** 2-1, 2-2, 2-3, 2-5, 2-14

**VSME:** Comprehensive Mode – General Information; C1; C2

# WHO WE ARE: OUR IDENTITY

Across almost two decades ODA has grown into a laboratory, two clinics, an Academy, and a Forum — yet our **identity has remained consistent**. From the first glycolic peel in 2006 to today's biotechnology innovations, we are defined by three pillars: **science, acids, and innovation**.

**Science** anchors everything we do. Our formulas are developed by biologists and chemists, validated in independent laboratories, and tested daily in our own clinics. We publish results, we measure outcomes, and we refine until evidence speaks louder than words. Science is not decoration at ODA — it is the foundation.

**Acids** are our language and our heritage. They are the tools that allow us to address real skin problems: acne, pigmentation, sensitivity, and premature ageing. From glycolic and salicylic to lactic, kojic, and azelaic, we treat acids not as ingredients to market but as instruments to be mastered, applied with precision and responsibility.

**Innovation** drives us to create what does not yet exist. ReHeal®, FCP®, EXO-HEAL® — each of these technologies embodies the ODA principle of solving problems through originality, not imitation. We innovate not for novelty's sake, but to give professionals tools that work better, safer, and more flexibly than anything available before.

ODA's identity is also defined by its **circular model**. The laboratory invents, the clinics validate, the Academy educates, the Forum connects — and knowledge flows back again. This cycle ensures that every product and every protocol is continuously evolving.

By 2024, ODA was trusted by more than **1,100 professionals across over 100 cities worldwide**. Exports doubled to more than **27,000 units**, reaching markets from Poland and Spain to Hong Kong. Yet despite this growth, we remain true to who we were in 2006: a brand created in a laboratory, rooted in responsibility, committed to science, and defined by proof.

**GRI:** 2-6, 2-7, 2-8

**VSME:** C1a, C1b, C1c, C1d



# OUR PRODUCTS

ODA's product portfolio reflects its **scientific foundation** and focus on solving real skin problems through professional and consumer solutions.

## Scale and Structure

Total portfolio: **130+** active SKUs

Distribution by category:

Face cleansers: **14** (including pre-peel products)

Body cleansers: **3**

Serums: **25**

Face creams: **31**

Body creams: **5**

Eye creams: **2**

Masks: **12**

Peels: **26**

Other products: **12**

## Market Split

**78.5%** professional-use cosmetics (salons, clinics, trained cosmetologists).

**21.5%** consumer/home-care cosmetics.

## Key Lines

**Professional line:** advanced acid-based systems, controlled peels, masks, serums, and treatments used exclusively by certified specialists.

**Consumer line:** cleansers, serums, creams, and targeted products designed for daily home care routines.

**Innovation highlights 2024:** EXO-HEAL exosome system, AI-designed peptide serum, retinol with multi-size hyaluronic acid, reformulated camouflage creams for sensitive skin.

## Positioning

The portfolio is **dominated by professional products**, reinforcing ODA's identity as a laboratory-led brand focused on acids, science, and innovation. Consumer products extend this expertise to home care, ensuring continuity between professional treatment and daily skin routines.

**GRI:** 2-6  
**VSME:** C1a



# WHO WE ARE: HISTORY

ODA was founded in 2006 by **Irena Jokšienė**, a biologist and professional cosmetologist, during a time when the professional beauty industry was dominated by slogans, lifestyle branding, and formulas overloaded with preservatives. Science was often borrowed as a marketing label, while few products were truly built on biological evidence and clinical precision.

Irena's experience in direct clinical practice gave her another perspective. She had seen how skin could transform when the right active ingredients were used responsibly, and she knew that acids — long recognised for their regenerative properties — had been underestimated, misused, or hidden inside unnecessarily complicated blends. She set out to change this.

The very first ODA launch consisted of only **two products**: a professional glycolic peel designed strictly for trained specialists, and a **7% glycolic cleanser** for home use. These products were minimalist by design, containing only active acids with reduced preservatives and no redundant fillers. They were created as tools — professional, precise, and effective in solving real skin problems such as acne, pigmentation, and the early signs of ageing.

This simplicity was radical. In a marketplace crowded with “miracle” creams, the decision to cut formulas back to their essence sent a clear message: skincare must be judged by results on real skin, not by the stories on the packaging. From the beginning ODA embodied a philosophy of proof over promises, building credibility among professionals who could see change in their clients' skin, not just read about it in campaigns.

Recognition was almost immediate. Professionals embraced ODA because they valued instruments that worked — products that required knowledge, delivered visible outcomes, and placed responsibility for application at the centre. Instead of marketing hype, they found scientific clarity. Instead of chasing trends, they found consistency. This early trust became the cornerstone of ODA's growth.

The creation of ODA in 2006 was therefore more than the launch of two products. It was the establishment of a new identity: a **laboratory-led brand** grounded in biological science, clinical discipline, and professional responsibility. These principles set ODA apart from the very beginning and remain the foundation of everything we do today.



**GRI:** 2-1, 2-6, 3-1

**VSME:** C1a, C1b, C1d

# WHO WE ARE: TODAY

## CREATING AND INNOVATING

At the heart of ODA is the **laboratory in Elektrėnai**, the place where every formula, every new protocol, and every breakthrough begins. It is more than a laboratory — it is the origin of a philosophy that refuses to accept shortcuts. The guiding principle here is clear: if it already exists, it is not enough. Our team of biologists and chemists work not to follow trends but to redefine what professional skincare can achieve when acids are treated with precision and respect.

The results of this ambition are already changing the landscape of professional cosmetics. **ReHeal®** was our first patented innovation, created by combining years of research into lanthanum nitrate with practical clinical observation. It has been proven to accelerate regeneration while delivering 99.99% antimicrobial, antiviral, and antifungal protection. Unlike conventional actives that address a single function, ReHeal® works on multiple levels — repairing, protecting, and strengthening the skin simultaneously. Today it is used in a wide range of formulations: restorative serums with vitamin C, protective hand oils, creams with ichthyol, and pore-cleansing masks. Independent testing by **J.S. Hamilton Poland** confirmed its efficacy, documenting a **21% reduction in sebum production after 28 days** of use.

Another milestone was the development of **FCP® – Full Control Peels**. Before FCP®, chemical peels were one-dimensional: fixed concentrations, limited flexibility, and high risk of irritation. Our scientists created the world's first **fully controllable mono-acid peeling technology**, allowing specialists to fine-tune procedures precisely to each skin type and condition. This changed the standard of care, making peels both safer and more effective, and giving professionals true mastery of their tools.

The newest breakthrough is **EXO-HEAL®**, a biotechnology that harnesses milk exosomes — tiny vesicles carrying proteins, growth factors, lipids, and nucleic acids — to stimulate collagen, restore elasticity, and repair even ultra-sensitive skin. Exosomes are the next frontier in regenerative skincare, and EXO-HEAL® demonstrates how ODA applies biological research to solve real problems of ageing and loss of skin vitality.

Innovation at ODA is not about chasing novelty for its own sake. It is about creating what professionals truly need but cannot find elsewhere. By combining rigorous laboratory science, clinical validation in our own clinics, and constant feedback from practitioners worldwide, we ensure that each new ODA technology is more than an invention — it is a tool that delivers measurable change.

**GRI:** 2-6, 3-3, 416-1

**VSME:** C1a, C1c

## TACKLING REAL PROBLEMS

At ODA we never design products around passing fads. Every formula starts with a **specific condition** that disrupts people's lives — acne that undermines confidence, pigmentation that alters appearance, premature lines that change how age is perceived, or sensitivity that limits what care can be used. These are not abstract categories: they are the challenges our founder **Irena Jokšienė** encountered daily in her work as a professional cosmetologist, and they remain at the core of our mission.

Acids are powerful precisely because they can be directed to these problems with precision. Glycolic, salicylic, and azelaic acids regulate sebum, clear pores, and restore balance to oily or blemish-prone skin. Lactic and kojic acids help reduce uneven pigmentation and brighten tone. Retinol-based systems address texture and fine lines, while multi-weight hyaluronic acid restores hydration and elasticity. Independent clinical testing confirmed that ODA formulations achieve significant changes — such as a **21% reduction in sebum secretion after 28 days** of consistent use — showing how targeted acids can bring skin back into balance.

Our innovations expand this toolbox further. **ReHeal®** supports regeneration and protects against microbial stress, while **EXO-HEAL®** exosomes carry growth factors that stimulate collagen and rebuild the barrier in fragile, ageing, or sensitive skin. These technologies are designed not to mask problems but to intervene in the processes that cause them.

What unites all of these approaches is a refusal to overcomplicate. Each formulation is built to **do one thing exceptionally well**, delivering results that can be seen and measured. Tackling real problems means providing professionals with tools that truly change skin health, and giving clients solutions that last beyond a single treatment.

# WHO WE ARE: TODAY

## FOCUSING ON WHAT REALLY WORKS

From the very first day ODA was founded, we set ourselves apart by removing the unnecessary. Instead of long ingredient lists filled with additives that serve marketing purposes, our products are built with a **minimalist clarity**: only what the skin needs, nothing more. This philosophy is not about doing less — it is about making sure that every single component has a role, every formula a purpose, and every product a measurable effect.

This is why ODA formulations are **free from alcohol, parabens, PEG, and sulfates**. Instead of relying on cosmetic decoration, we focus on active ingredients supported by research and clinical observation. Across our product portfolio, an average of **36% of ingredients are certified organic**, a proportion that outpaces the industry norm of 30–33%. Independent analyses show that between 30% and 56% of our product compositions are unique in the market — proof that our insistence on originality and necessity translates into real differentiation.

The results of this approach are visible not only in the laboratory but also in the field. Professional cosmetologists recognise that when unnecessary elements are stripped away, acids such as glycolic, lactic, or salicylic can perform at their highest potential. Clinical validation — including trials confirming reduced sebum secretion and measurable improvements in skin texture and tone — demonstrates that focusing on what truly works delivers outcomes that cannot be achieved through marketing-driven complexity.

This discipline is what gives ODA products their reliability. Clients trust them because they feel the difference; professionals choose them because they know each formula is purposeful. By concentrating on **what works and only what works**, ODA ensures that every product is a precise instrument in the hands of a specialist, designed to deliver transformation without compromise.

## GOING PLACES

Growth at ODA has never been about expanding for its own sake — it has always been about taking our science into the world and proving it in real conditions. Since the opening of the **ODA Clinic in Vilnius in 2015**, followed by **Kaunas in 2017**, we have worked side by side with clients to validate and refine our formulas. These clinics are not showrooms. They are **living laboratories**, where each treatment, consultation, and diagnostic measurement feeds back into product development.

The clinics allow us to meet clients face-to-face, observe how different skin types respond to acids, and adapt protocols to ensure maximum safety and effectiveness. Using modern diagnostic systems such as the **A-ONE SMART scanner**, we can precisely measure hydration, elasticity, pigmentation, and pore condition.

**GRI:** 2-6, 3-3, 416-1

**VSME:** C1a, C1c

Beyond our own clinics, ODA has been steadily expanding across borders. Since 2019 we have been a regular presence at **COSMOPROF Bologna**, one of the world's leading international cosmetics exhibitions. This platform gave us the opportunity to connect with global distributors and demonstrate that Lithuanian science can compete on the highest stage. In 2024, our exports **doubled**, with over **27,000 products shipped abroad**, including a landmark partnership with a distributor in **Hong Kong**, where demand for safe and effective skin-brightening products is especially strong. Today ODA products are present in markets such as Poland, Spain, Denmark, Belgium, and France, and our international recognition continues to grow.

For us, “going places” is not just about geography. It is about expanding the dialogue with professionals and clients worldwide, listening to their needs, and proving that our philosophy — clarity, acids, and innovation — is relevant across cultures and skin types. Each new country, each new clinic, and each new partnership extends the circle of science and practice that defines ODA.

## Learning and Teaching

At ODA we believe that innovation only matters when it is accompanied by knowledge. Acids are powerful, precise tools — and with power comes responsibility. That is why in **2021 we founded the ODA Academy**, an educational platform designed to ensure that professional expertise grows hand in hand with our scientific breakthroughs.

The Academy quickly became a cornerstone of our ecosystem. In just a few years it has delivered more than **70 certified programmes** and trained over **200 specialists**. These are not marketing sessions or product presentations. They are rigorous, evidence-based courses built on the latest research in dermatology, biochemistry, and cosmetology. Every module is designed to give professionals a deeper understanding of how acids work, how to adapt them to different skin types, and how to ensure safety in every procedure.

Our principle is simple: **knowledge before sales**. ODA products are never handed over without education. Only trained specialists are allowed to work with our advanced acid systems, because their effectiveness depends not only on the formula but also on how it is applied. This approach creates a global network of professionals who are confident, skilled, and responsible in their use of acids.

Learning at ODA is not a one-way street. The Academy is also a platform for listening. Each training programme brings us closer to practitioners who share their experience and challenges, giving us insight that feeds directly back into laboratory research and clinical protocols. In this way, teaching becomes a form of co-creation: knowledge is exchanged, refined, and expanded across the ODA community.

By investing in both science and education, ODA ensures that innovation does not remain locked in the laboratory. It reaches the hands of professionals who can apply it with skill, multiply its benefits, and deliver real change to clients. This is what makes learning and teaching inseparable from who we are.

# WHO WE ARE TODAY

## ODA FORUM

Since 2017, the ODA Forum has become one of the most important gatherings for the professional skincare community in Lithuania and beyond. It was created to be more than a conference — it is a **platform for dialogue, inspiration, and professional growth.**

Every year, the Forum brings together **hundreds of cosmetologists, dermatologists, researchers, and industry experts.** It is a space where science meets practice: new research is presented, case studies are shared, and treatment protocols are openly discussed. The Forum is deliberately designed to break down barriers — between scientists and practitioners, between laboratory research and client care, between theory and real-world results.

The content of the Forum reflects ODA's core philosophy. Sessions are structured around **practical problem-solving**, showcasing not only innovations like **ReHeal®**, **FCP®**, and **EXO-HEAL®**, but also the real clinical insights gathered from ODA Clinics and the experiences of professionals trained through the ODA Academy. Topics range from tackling acne and pigmentation with acids, to managing sensitive skin, to exploring the newest frontiers of biotechnology in cosmetics.

What makes the Forum unique is its **interactive character.** Participants are not passive listeners but active contributors. Professionals are encouraged to present their own results, share feedback on ODA protocols, and challenge us with new ideas. This constant exchange is what keeps the ODA ecosystem alive and evolving.

For many practitioners, the ODA Forum has become an **annual milestone** — a place to renew knowledge, strengthen community, and connect with colleagues who share the same dedication to skin health. For ODA, it is a vital listening post, ensuring that our innovation remains anchored in the real needs of the people who use our products every day.



**GRI:** 2-6, 404-1, 404-2

**VSME:** C1c, C5

# WHO WE ARE TODAY ONLINE

## FIND A PRODUCT BY SKIN CONDITION

 Acne

 Dehydration

 Oily skin

 Rosacea

 Wrinkles

 Dry skin

 Body

 Enlarged pores

 Pigmentation

 Swollen skin

 Acne

 Sensitive skin

## BACKGROUND CATEGORIES



# OUR STAKEHOLDERS

## WHO THEY ARE

Our stakeholders include:

**Employees** – in 2024 ODA LT employed 24 employees across entities. Women hold most senior positions, reflecting strong female leadership.

**Professional cosmetologists** – more than 1,100 specialists in over 100 cities worldwide actively use ODA products.

**Clients** – ODA Clinics in Vilnius and Kaunas serve thousands of individual clients each year, with every visit supported by diagnostics and personalised care.

**Suppliers** – in 2024 ODA worked with over 30 raw material and packaging suppliers, primarily in Lithuania and the EU.

**Distributors** – partnerships are in place in Spain, Poland, Denmark, France, Belgium, and Hong Kong. Exports doubled to 27,000 products in 2024.

**Communities** – local initiatives and professional networks, including Mamyčių klubas, benefit from ODA's outreach programmes.

## HOW WE ENGAGE

### OUR CHANNELS TO REACH THE STAKEHOLDERS

**Clinics** – two locations (Vilnius 2015, Kaunas 2017) where every consultation and treatment generates data and feedback. Diagnostics with A-ONE SMART ensure precision.

**ODA Academy** – since 2021 more than 70 certified programmes have trained over 200 specialists.

**ODA Forum** – annual gatherings since 2017 bringing together hundreds of professionals.

**Workforce dialogue** – 22 employees, zero workplace accidents reported in 2024.

**Suppliers and distributors** – all partners reviewed for compliance with EU quality and social standards.

## WHAT WE HEAR

**Employees** – ask for stability, growth opportunities, and safe conditions.

**Professionals** – expect advanced acid training and clinical proof.

**Clients** – want transparency, responsibility, and visible results.

**Distributors** – value long-term trust and differentiation in crowded markets.

**Communities** – look for meaningful contributions to education and wellbeing.

## OUR PEOPLE AND NETWORK

The ODA workforce is predominantly female-led, with women in leadership across science, management, and training. Staff benefit from professional development opportunities and safe conditions, with no accidents recorded in 2024. The global professional network now exceeds 1,100 cosmetologists, strengthened through Academy programmes and Forum participation.

## OUR COMMUNITIES

ODA supports communities through model programmes in clinics, typically involving 10–12 participants per cycle across 6–10 treatments. Collaborations with groups such as Mamyčių klubas help share knowledge and demonstrate real outcomes of ODA systems.

**GRI:** 2-29, 3-1, 401-1, 403-1, 403-2, 404-1, 404-2, 405-1, 413-1, 414-1, 416-1, 418-1

**VSME:** C1c, C5, C6, C7

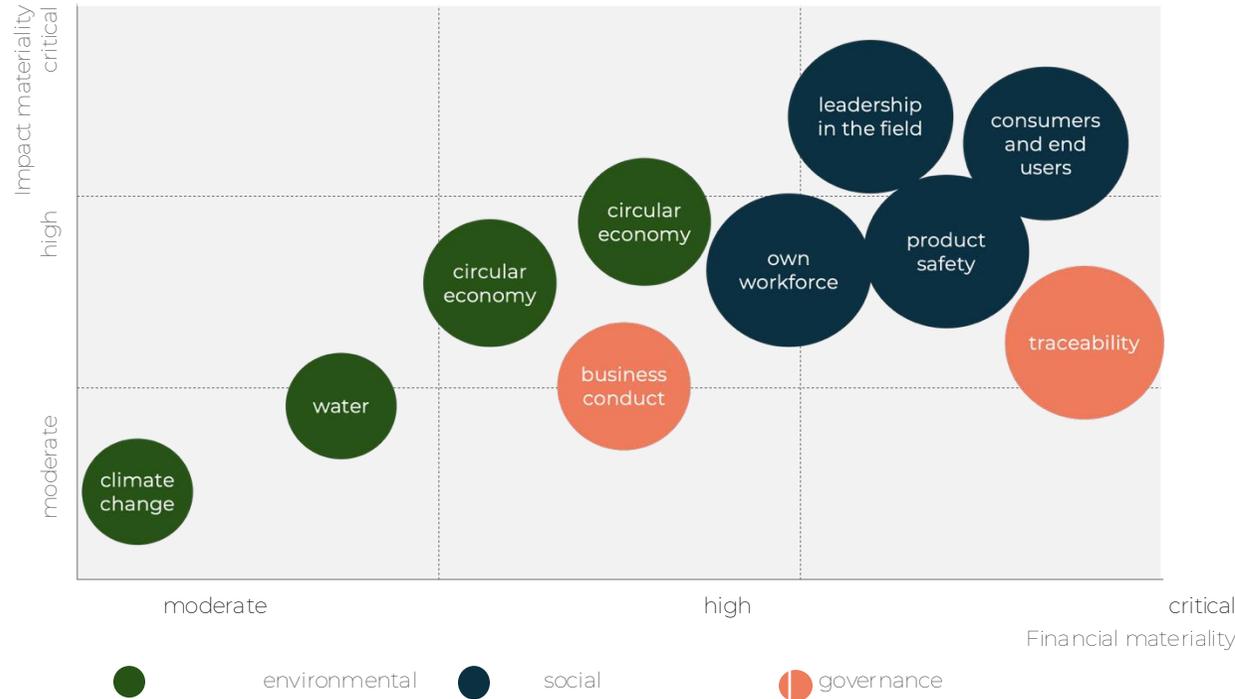
# MATERIALITY ASSESSMENT

## WHY WE DID IT

In 2024 ODA carried out its first double materiality assessment to identify the sustainability topics most relevant to our activities, our stakeholders, and our long-term resilience. The aim was to see clearly which issues matter most: where our operations have the strongest impact on people, communities, and the environment, and which factors can influence our business performance and continuity. How We Did It

The process began with a review of our full value chain — from the laboratory in Kaunas, through our clinics in Vilnius and Kaunas, to the ODA Academy, the Forum, and our international distribution network. We benchmarked against industry peers and EU regulations, consulted external guidelines, and drew on the VSME Standards. Most importantly, we engaged with our stakeholders:

employees, in regular consultations and workplace surveys, professional cosmetologists, through Academy training and the ODA Forum, clients, via direct clinical feedback and diagnostic consultations, suppliers and distributors, through structured partner dialogue, communities, through projects and collaborations. Each topic was assessed for impact materiality (scope, severity, and irreversibility of effects) and for financial materiality (likelihood and scale of business implications). The results were validated by ODA LT management.



## WHAT WE FOUND

The assessment highlighted three clusters of material topics:  
 Environment – climate change, energy use, water consumption, and waste management.  
 Social – professional training and education, customer health and safety, employee wellbeing and diversity.  
 Governance – ethical business practices, compliance with EU regulations, supply chain traceability.  
 These findings confirm that our greatest responsibilities lie where our strengths already are: laboratory science, safe and transparent products, professional education, and ethical partnerships. The results provide us with a roadmap for focusing our resources and for measuring progress in the years ahead.

# GLOBAL AGENDA AND OUR WORK



## SDG 3: Good Health and Well-being

- **How it applies:** Acid-based skincare is often designed to improve skin health. Ensuring products are safe, dermatologically tested, and beneficial supports public well-being.
- **Actions to take:**
  - Avoid harmful chemicals or allergens.
  - Provide education about safe usage of acids (pH levels, sun sensitivity, etc.).
  - Transparent labeling and responsible claims.

## SDG 5: Gender Equality

- **How it applies:** The beauty industry has traditionally empowered women, both as consumers and professionals.
- **Actions to take:**
  - Ensure equal opportunities for women in leadership, product development, and manufacturing.
  - Support campaigns that challenge unrealistic beauty standards.

## SDG 8: Decent Work and Economic Growth

- **How it applies:** Ethical employment practices in production and fair wages promote this goal.
- **Actions to take:**
  - Provide safe working conditions.
  - Train employees in quality control, sustainability, and safety practices.
  - Prioritize local sourcing and employment where possible.

## SDG 9: Industry, Innovation and Infrastructure

- **How it applies:** Acid-based formulas require careful R&D. Innovation in cosmetic formulations contributes to sustainable industrialization.
- **Actions to take:**
  - Invest in greener, biotech-derived acids (e.g., plant-based alternatives).
  - Partner with local labs or universities for product innovation.

## SDG 12: Responsible Consumption and Production

- **How it applies:** Cosmetics often create waste and may involve harsh chemicals.
- **Actions to take:**
  - Use recyclable or biodegradable packaging.
  - Develop refill options or reduce single-use plastic.
  - Practice responsible sourcing of ingredients.
  - Minimize water and energy use during manufacturing.

## SDG 14: Life Below Water & SDG 15: Life on Land

- **How it applies:** Certain ingredients (like microplastics or harsh surfactants) can harm ecosystems.
- **Actions to take:**
  - Avoid ocean-harming ingredients (e.g., certain silicones, non-biodegradable beads).
  - Ensure sustainable sourcing of natural ingredients.
  - Commit to cruelty-free practices.

# INNOVATION WITH INTEGRITY



one-off breakthrough — it is a discipline. Every product is part of a system: rigorously tested in the clinics, taught through the Academy, and discussed at the innovation a process of **continuous invention, validation, and responsibility.**

## Design

means restraint. Our formulations exclude alcohol, parabens, PEG, and feature an **average of 36% certified organic ingredients**, outperforming industry standards. **30% and 56% of our formulas** are unique in composition compared with the competition expressed through **clarity, originality, and safety.**

— ReHeal®, FCP® Full Control Peels, EXO-HEAL®, and AI-designed peptides and serums. They have **changed how professionals work**

transforming serums, oils, and masks into multi-purpose systems that regenerate and

transform rigid peels from rigid, fixed procedures into flexible, adjustable tools.

Transition from theory and into practical, professional skincare protocols.

Demonstrate how digital modelling can cut waste, shorten development cycles, and identify responsibly sourced molecules.

Products are not “cosmetics.” They are **professional instruments** that give professionals safety, and confidence in their work.

Winning the title of **Most Innovative Company in Lithuania**, recognition that transcends accidental but cultural. It reflects years of dedication to combining clean science and practical application into a model that shapes industry standards.

Scientifically, dermatologically tested, validated independently, and fully compliant with EU regulations. Innovation without integrity is not innovation at all. Every launch must be new, safe, and sustainable. What “innovation with integrity” means in practice — progress that earns an trust.

# ENVIRONMENTAL IMPACTS

## ENERGY AND EMISSIONS

### Electricity

– 2023: 13 096 kWh  
 – 2024: 13 254 kWh, 100 % renewable, thus scope 2 (market based) 0 t CO<sub>2</sub>e.

### Scope 2 (location-based):

year	kWh	gCO <sub>2</sub> /kWh	Location-based (tCO <sub>2</sub> e)
2023	13 096	151,16	1,98
2024	13 254	118,76	1,57

### Scope 1 (2023 – 2024)

Fuel	units	Volume	emissions (tCO <sub>2</sub> e)
2023 benzinas	100 0l	3,35	6,98
2023 dyzelinas	100 0l	7,81	19,62
2024 benzinas	100 0l	4	8,34
2024 dyzelinas	100 0l	5,53	13,89

### Scope 3 (2023-2024)

Category	2023 (tCO <sub>2</sub> e)	2024 (tCO <sub>2</sub> e)
Materials	42–52	45–55
Packaging	8–11	9–12
Other	4,5–5,9	5–6,2
<b>Total</b>	<b>54,5–68,9</b>	<b>59–73,2</b>

## WATER AND WASTE (2024)

	vienetai	2023	2024
Tap water	m <sup>3</sup>	336	381
Waste water	m <sup>3</sup>	136	298

Total waste: 2023 2,4 t and 2024: 2,14 all non-hazardous, majority sent to incineration with energy recovery, office/clinic recycling in place.

**GRI:** 302-1, 302-4, 303-1, 303-2, 305-1, 305-2, 305-3, 306-1, 306-2, 306-4, 306-5  
**VSME:** B3, C3, C4

### Packaging

Packaging is integral to product safety, quality, and regulatory compliance. Because formulations are active, acid-based, and dermatologically sensitive, packaging must ensure chemical stability, hygienic dosing, and traceability.

### Primary packaging

In 2024, ODA used hundreds of thousands of units, primarily PET, HDPE, glass, and PP. Plastics dominate bottles and jars, while glass is used for sensitive serums and acids. Tubes, pumps, and pipettes are essential for safe dosing and application.

### Secondary packaging and labels

Secondary cartons and labels are legally required, carrying ingredient lists, allergens, expiry dates, and safety warnings. All cartons and labels are sourced locally.

### Safety and compliance

Packaging provides barrier protection against degradation, ensures dosing precision through pumps and pipettes, and guarantees hygiene under GMP standards. Labelling requirements ensure full disclosure and traceability.

### Limitations specific to cosmetics

- Paper or fibre cannot replace bottles due to chemical instability.
- Pumps and pipettes are essential for safety and overdose prevention.
- Refill systems are unsuitable for acids, as they would breach hygiene and safety rules.
- Secondary packaging is non-negotiable under EU law.

### Strategic direction

Within these regulatory and technical boundaries, ODA focuses on:

- **Standardisation:** reducing component variety to simplify waste streams.
- **Right-sizing:** shifting to larger formats to improve product-to-pack ratios.
- **Localisation:** sourcing cartons, labels, and selected plastics locally to lower logistics footprint.
- **Compliance-first design:** testing every unit against EU safety and traceability rules.

ODA's packaging strategy prioritises consumer health, regulatory compliance, and product performance. Optimisation efforts therefore target standardisation, efficiency, and localisation, while recognising scientific and legal constraints.

# MATERIALS

In 2023 ODA LT processed a total of 12,5 tonnes and in 2024 production reached **14 tonnes of finished cosmetic products**, supported by a wide range of carefully selected raw materials sourced both locally and internationally. Every gram of input reflects our scientific approach, strict procurement rules, and commitment to product safety and sustainability.

## A value chain rooted in science and integrity

Our formulations are not generic mixtures — they are precisely designed combinations of active acids, oils, extracts, polymers, peptides, and minerals. The sourcing of each material is guided by strict criteria: no parabens, sulfates, PEG, or alcohol; allergen minimisation; and alignment with EU Cosmetics Regulation (EC No 1223/2009). On average, our product portfolio contains **36% organic-certified ingredients**, surpassing industry norms.

## Locally anchored, globally connected

A significant share of our production materials is sourced **locally in Lithuania**, including **glycolic and lactic acids, sunflower, jojoba, shea butter, olive oil, sodium lactate, glycerin, and numerous herbal extracts**. This strengthens local supply chains and reduces transport impacts. At the same time, our scientific formulations demand international reach:

**European Union partners** provide critical actives such as **ferulic acid (LT), rice starch (LT), biopolymers (PL, DE, FR, IT), hyaluronic acid (DE), kojic acid (LT/PL), and CIMALGIN alginate masks (FR)**.

**Beyond the EU**, specific high-value actives are sourced, such as **sodium ascorbyl phosphate from China** and selected natural pigments.

This balance between **local sourcing and targeted imports** ensures both sustainability and scientific efficacy.

## Core input categories

**Acids:** Glycolic, lactic, azelaic, mandelic, succinic, ferulic, salicylic, and citric acids form the backbone of our formulations, enabling controlled exfoliation, regeneration, and pigmentation control.

**Natural oils and butters:** Sunflower, jojoba, avocado, almond, shea, olive, grape seed, hemp, macadamia, calendula, and black cumin oils contribute to barrier repair, nourishment, and anti-inflammatory properties.

**Biopolymers and thickeners:** Xanthan gum, carbopol, alginates, and cellulose derivatives ensure formulation stability and texture, sourced mainly from EU partners.

**Vitamins and antioxidants:** Vitamins A, C, E, B3 (niacinamide), panthenol, and lipoic acid provide targeted protection against oxidative stress and aging.

**Minerals and clays:** Zinc oxide, titanium dioxide, kaolin, talc, and coloured mineral pigments ensure safe UV protection and skin-correcting functionality.

**Peptides and advanced actives:** SNAP-8, AI-designed peptides, Telangyn, DGLyage, and exosome-based actives (Exo-Heal® system) reflect our leadership in scientific skincare innovation.

## Sustainability and safety focus

Our procurement rules exclude substances classified as harmful to human health or the environment (“ingredients XYZ”). In 2024, one SPF cream remained under reformulation due to a synthetic polymer classified as a microplastic under **EU Regulation 2023/2055**, while all other polymers used are water-soluble and not considered microplastics. This reformulation will eliminate the final trace of microplastics from our portfolio.

## From raw material to product

The use of these materials resulted in **14 tonnes of finished ODA products** — 78.5% formulated for professional use and 21.5% for mass market clients. Each product is dermatologically tested, individually traceable, and aligned with EU safety regulations.

In this way, our materials narrative is not about volume alone but about **quality, traceability, and science**: acids that transform skin, oils that restore, vitamins that protect, and innovations that keep ODA at the cutting edge of professional cosmetics.

**GRI:** 301

**VSME:** C1a, C1c

# GRI INDEX

GRI Standard	Disclosure	Title	Note	Page
GRI 2: General Disclosures 2021	2-1	Organizational details		3–4
	2-2	Entities included in the organization’s sustainability reporting		3
	2-3	Reporting period, frequency and contact point		3
	2-4	Restatements of information		3
	2-5	External assurance		3
	2-6	Activities, value chain and other business relationships		4–6, 16–17
	2-7	Employees		12
	2-8	Workers who are not employees		12
	2-9	Governance structure and composition	CEO	
	2-10	Nomination and selection of the highest governance body	CEO and Founder	–
	2-11	Chair of the highest governance body	Irena Jokšienė	–
	2-12	Role of the highest governance body in overseeing sustainability matters	Directly	
	2-13	Delegation of responsibility for sustainability matters	All employees are trained and instructed	–
	2-14	Role of the highest governance body in sustainability reporting		2–3
	2-15	Conflicts of interest	Not material	–
	2-16	Communication of critical concerns	irrelevant	–
	2-17	Collective knowledge of the highest governance body		7-12
	2-18	Evaluation of the performance of the highest governance body	irrelevant	
	2-19	Remuneration policies	irrelevant	–
	2-20	Process to determine remuneration	Not standardised	–
	2-21	Annual total compensation ratio	irrelevant	–
	2-22	Statement on sustainable development strategy		2
	2-23	Policy commitments	irrelevant	–
	2-24	Embedding policy commitments	irrelevant	–
	2-25	Processes to remediate negative impacts		12-17
	2-26	Mechanisms for seeking advice and raising concerns		11
	2-27	Compliance with laws and regulations	Baudų negauta	
	2-28	Membership associations	n/a	–
	2-29	Approach to stakeholder engagement		11–12
	2-30	Collective bargaining agreements	n/a	–

# GRI INDEX

GRI Standard	Disclosure	Title	NOTE	Page
GRI 3: Material Topics 2021	3-1	Process to determine material topics		
	3-2	List of material topics		12-13
	3-3	Management of material topics		13
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed		13-14
	201-2	Financial implications and other risks and opportunities due to climate change	Business to small	
	201-3	Defined benefit plan obligations and other retirement plans		2, 3, 16
	201-4	Financial assistance received from government		15-17
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		–
	202-2	Proportion of senior management hired from the local community	100%	–
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	n/a	
	203-2	Significant indirect economic impacts	n/a	–
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	50%	–
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	n/a	
	205-2	Communication and training about anti-corruption policies and procedures	n/a	–
	205-3	Confirmed incidents of corruption and actions taken	n/a	–

# GRI INDEX

GRI Standard	Disclosure	Title	NOTE	Page
GRI 301: Materials 2016	301-1	Materials used by weight or volume		
	301-2	Recycled input materials used		16-17
	301-3	Reclaimed products and their packaging materials		16-17
GRI 302: Energy 2016	302-1	Energy consumption within the organization		15-16
	302-2	Energy consumption outside of the organization		
	302-3	Energy intensity		15
	302-4	Reduction of energy consumption		-
	302-5	Reductions in energy requirements of products and services		15
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		15
	303-2	Management of water discharge-related impacts		-
	303-3	Water withdrawal		
	303-4	Water discharge		15
	303-5	Water consumption		15
GRI 304: Biodiversity 2016	304-1	Operational sites in or near protected areas and high biodiversity areas		-
	304-2	Significant impacts of activities, products, and services on biodiversity		-
	304-3	Habitats protected or restored		15
	304-4	IUCN Red List species and national conservation list species in affected areas		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		16
	305-2	Energy indirect (Scope 2) GHG emissions		16
	305-3	Other indirect (Scope 3) GHG emissions		16
	305-4	GHG emissions intensity		16
	305-5	Reduction of GHG emissions		16
	305-6	Emissions of ozone-depleting substances (ODS)		15
	305-7	NOx, SOx, and other significant air emissions		15
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts		15
	306-2	Management of significant waste-related impacts		-
	306-3	Waste generated		16
	306-4	Waste diverted from disposal		-
	306-5	Waste directed to disposal		-
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria		15
	308-2	Negative environmental impacts in the supply chain and actions taken		15

# GRI INDEX

GRI Standard	Disclosure	Title	NOTE	Page
GRI 401: Employment 2016	401-1	New employee hires and employee turnover		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		12
	401-3	Parental leave		–
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		–
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system		
	403-2	Hazard identification, risk assessment, and incident investigation		–
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on OHS		12
	403-5	Worker training on occupational health and safety		12
	403-6	Promotion of worker health		12
	403-7	Prevention and mitigation of OHS impacts directly linked by business relationships		12
	403-8	Workers covered by an OHS management system		12
	403-9	Work-related injuries		12
	403-10	Work-related ill health		12
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		12
	404-2	Programs for upgrading employee skills and transition assistance programs		12
	404-3	Percentage of employees receiving regular performance and career development reviews		–
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		
	405-2	Ratio of basic salary and remuneration of women to men		8–9, 12
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		8–9, 12
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		–
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		12
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		–
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples		
	412-1	Operations that have been subject to human rights reviews or impact assessments		–
	412-2	Employee training on human rights policies or procedures		
GRI 412: Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or screening		–

# GRI INDEX

GRI Standard	Disclosure	Title	Comment	Page
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	n/a	
	413-2	Operations with significant actual and potential negative impacts on local communities		11-12
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	0	–
	414-2	Negative social impacts in the supply chain and actions taken	Due to the size of company, dot material	
GRI 415: Public Policy 2016	415-1	Political contributions		12, 16
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories		16-17
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	none	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		15
	417-2	Incidents of non-compliance concerning product and service information and labeling		
	417-3	Incidents of non-compliance concerning marketing communications		7-10, 14
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		–
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area		

# VSME INDEX

<b>Code</b>	<b>Disclosure / Topic</b>	<b>Page</b>
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C1	Strategy: Business model & sustainability-related initiatives	2–3, 4–10, 14
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C5	Additional workforce characteristics	12
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C7	Severe negative human rights incidents	–
C8	Revenues from certain sectors & exclusion from EU benchmarks	–
C9	Gender diversity ratio in the governance body	12