



ORIGINAL - SINCE 1930

JUSTAINABILITY

Sustainability Report 2023

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Statement of the Management Board

Dear Business Partners,

Dear JUST Friends,

JUST develops and produces JUST herbal and plant products that meet the highest standards regarding effectiveness, tolerability and sensory experience. The natural foundation combined with the galenic excellence of our development team is the basis for our worldwide success, which has been undergoing sustainable development since 1930.

As the third generation of the family business, we therefore feel particularly committed to nature and sustainable corporate development. For us, sustainability is much more than just empty words – it has been an important core value of our company and the Jüstrich family since the beginning of our unique company history.

As a manufacturing company in the personal care sector, we have deliberately focused our sustainability strategy on the key areas of "energy consumption in produc-

tion", "packaging" and "raw materials". To this purpose we have created a dedicated organisation in which representatives from all areas of the company are represented and who drive development in the area of sustainability forward from the bottom up.

As Managing Director, I am very proud that we were able to implement more flagship projects in the area of sustainability in 2023 in addition to further operational optimisations. This was possible thanks to the personal commitment of our employees, mainly those involved in the sustainability organisation. Sustainability is important to these selected employees – this benefits society, nature and therefore also our company.



I would like to thank all employees for their sustained commitment. And I would like to thank all the readers of this report who are interested in and committed to sustainability.

I hope that you find this report both entertaining and informative.

Best wishes

Heinz Moser



Managing Director of the JUST Corporate Group

GENERAL

GOVERNANCE

ENERGY

PLANTS

PRODUCT

PEOPLE

MILESTONES

Just⁺

ORIGINAL - SINCE 1930

JUST International AG



About JUST

The following has been true for almost 95 years – only the best comes from JUST.

Then as now, experience in the use of traditional medicinal herbs and personal advice in direct sales are the foundation of JUST's unique history as a Swiss family business. When the company was founded in 1930, Ulrich Jüstrich already knew that high product quality and responsible product advice and consultations would guarantee its success.

Faultless quality, direct contact with customers, innovation and sustainability are among the most important

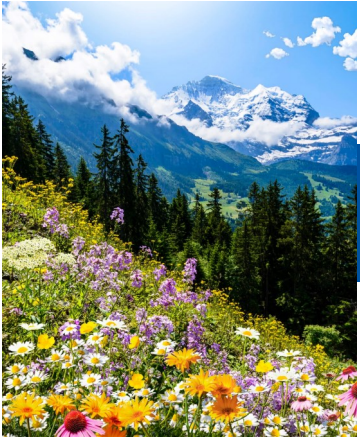
values that are carefully preserved and passed on from generation to generation at JUST, a traditional Swiss company.

All this is combined in the diverse range of over 150 products for health, beauty and well-being that are developed in the company's own laboratory. Everything is taken care of from the cultivation of the plants through to individual customer consultations.

We are at the side of our customers to personally help them find health, beauty and a feeling of well-being.



What we stand for



SWITZERLAND

PLANT EXPERTISE



PERSONAL ADVICE

Appenzell herbal power for the whole world

JUST focuses on the needs of its customers and for this reason its success story is based on its direct sales structure. This is why the personal relationship from person to person, in the customer's home, plays a central role.

A few years after its foundation, 100 sales consultants in Switzerland were already maintaining close contact with their customers. Today the company's products and the knowledge of their quality and effectiveness are shared by over 120,000 JUST sales consultants in over 30 countries around the world.

"Thanks to our many years of botanical knowledge and personal advice in direct sales, we are at the side of our customers around the world on their journey to health, beauty and well-being," Hansueli and Marcel Jüstrich, the third-generation owners, emphasise.

This direct contact with loyal customers not only makes JUST a trustworthy, approachable company, but also a valued and fair employer that always really cares about the well-being of people and maintaining an intact natural environment.



Europe

- Belgium
- Germany
- Estonia
- France
- Italy
- Croatia
- Latvia
- Lithuania
- Luxembourg
- Netherlands
- Österreich
- Poland
- Switzerland
- Slovakia
- Slovenia
- Spain
- Czech Republic
- Ukraine
- Hungary

South, Central and North America

- Argentina
- Chile
- Costa Rica
- Colombia
- Mexico
- Panama
- Peru
- Uruguay
- USA

Asia

- Australia
- Kazakhstan
- Malaysia
- Singapore
- South Korea

GENERAL

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MILESTONES

Just⁺

ORIGINAL - SINCE 1930

What JUST means by sustainability



Sustainability:

“A perfect symbiosis of human,
ecological and economic aspects”



Governance

Our path to sustainable NATURAL WELL-BEING

Since its foundation, sustainable management has been an essential part of JUST's corporate culture. We do not regard sustainability as a single action, but as a process that requires constant work and learning.

As a progressive company committed to our natural environment, JUST attaches great importance to treating people and nature with respect. Plants are our heroes. For JUST, the riches of the herbal and plant world are the source and inspiration for product development. We pay particular attention to the selection of raw materials. In doing so, we maintain long-standing partnerships and focus on fair trade.



Employee commitment



Technologies that are geared to the future



Products from sustainable raw materials



Long-term supplier relationships



Improvement of ecological & economic efficiency

“Plants are experts in sustainability”

“No chemist, no matter how well trained, could produce the variety and complexity of active ingredients in the laboratory that we find in plants. This is why an intact environment with its plant diversity is essential for the continued existence of the company.”

Dr. Christel Adomat, JUST Head of Product Innovation –



Governance
Sustainability

JUSTAINABILITY



The word "Justainability" is a combination of the company name "JUST" and the English word "sustainability".

Justainability, JUST's general term for sustainability, strives towards achieving an optimal balance between the environment, people and the economy.

Justainability means carefully weighing up all aspects of activities to protect nature, enhance the well-being of people and at the same time achieve long-term economic success.

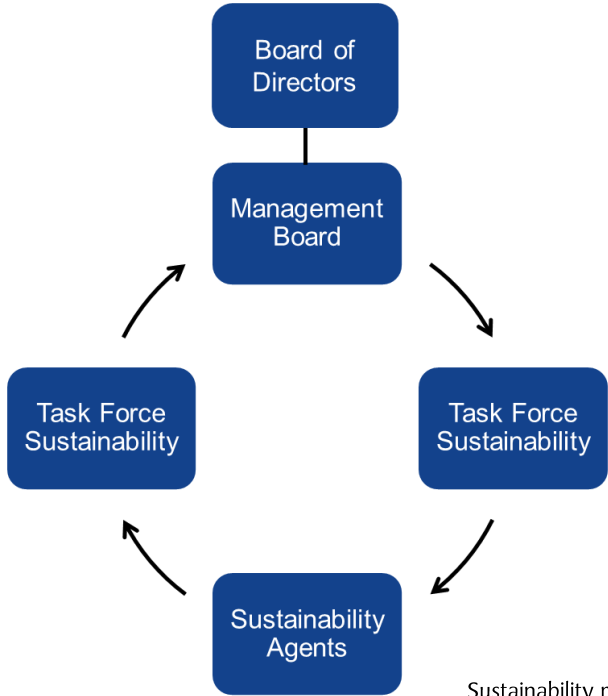
Governance
Responsibility

At JUST a sustainability management team takes care of sustainable processes, projects, their implementation and communication.

The sustainability management team is made up of three different bodies. The Directors and Management Board are the highest authority, the decision-making level,

and are informed by the Task Force about projects and sustainable ideas and also involved in decision-making processes.

The "Sustainability Agents" are the next level and are therefore essential for bringing forward ideas and implementing them in day-to-day business operations.



Sustainability management model

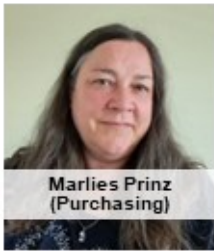
Governance

Sustainability Team

Task Force



Sustainability Agents



Governance

Areas of the sustainability strategy

JUST's sustainability strategy focuses on three key areas over which the company has direct control:

Energy & resources, plant ingredients and packaging. JUST regards these three areas as having the greatest potential for improved sustainability.

In addition to the fundamental pillars of the sustainability strategy, JUST strives for advancement in other areas. Additional activities and projects related to nature,

people and employees are consciously pursued. This is in keeping with JUST's deeply rooted corporate philosophy.



Energy & resources

Improving energy and resource efficiency and replacing high-level CO₂ energy sources with renewable energy or low CO₂ alternatives.



Ingredients/plants

Use of natural and respectfully cultivated raw plant materials – selective direct purchasing from producers organised in a partner network.



Packaging

Using fewer materials and recycled and recyclable materials, taking product safety aspects into account. Closed material cycles are to be aimed for.



People & nature

Direct support of projects for people and nature that are close to the core values of JUST. Integration of Just's active commitment into corporate communications.



Employees

Creating family-friendly work structures and regulations with flexible times and workplace arrangements (depending on individual functions). Promoting individuals both professionally and personally.

GENERAL

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Energy & resources

Energy & resources

JUST International AG, headquartered in Walzenhausen, is a globally operating manufacturer of household, bodycare and cosmetic products based on plants and herbs. The effective Appenzell herbal and plant care products have always been distributed exclusively and personally from person to person.

The company was founded in Walzenhausen in 1930. At the time, production, sales and haulage division were all located under one roof.

in 1991 the haulage department and warehouse division were relocated to a new logistics centre in Rheineck.

in 2016 the "Generations Building" with a completely new production facility was taken into operation in Walzenhausen. With the "Generations Building" from 2016, production in Walzenhausen is very modern and efficient.

The production, development and administration divisions of Just International AG are located in Walzenhausen. Around 120 employees

work here in single-shift operation. Depending on the situation in the order books, the manufacturing division sometimes works in two-shift operation and on Saturday mornings.

The logistics centre in Rheineck which has 14 employees, also works in single-shift operation.

Strategic sustainability field: ENERGY & RESOURCES

A key strategic area of sustainability at JUST is the responsible use of energy and resources. Our aim is to continuously improve energy and resource efficiency and gradually replace high CO₂ energy sources with renewable energies or low CO₂ alternatives. We pursue a comprehensive approach that focuses on both reducing energy consumption and optimising our processes.

We focus consistently on lowering our energy requirements by the use of innovative technologies and

improved production processes. We also regularly review our use of resources to identify and achieve potential savings. By using energy-efficient systems and extending the use of renewable energy sources, we are laying the foundations for a sustainable future.

We are committed to minimising the environmental impact of our company and at the same time strengthening our competitive position.



Energy & resources

Environmental figures	2019	2020	2021	2022	2023	2023 target
Total energy consumption GJ per tonne of bulk product	9.24	7.97	9.68	9.07	10.92	9.30
Of which company-generated energy with heat recovery/solar cells/geothermal probes	27.5%	28.6%	31.2%	28.0%	25.8%	30%
Photovoltaic system kWh		281.9	236.5	236.9	183.7	-
Tonnes of CO₂ from energy consumption per tonne of bulk product	0.35	0.25	0.29	0.29	0.36	0.30
Waste recycling rate	53.5%	55.2%	52.7%	59.0%	60.5%	60.0%
Water consumption m³ per tonne of bulk product	5.03	4.21	5.02	5.46	7.65	5.25

Energy

The Generations Building and the office building in Walzenhausen are 100% powered by electricity generated by hydroelectric systems.



ELECTRICITY
100%

FROM RENEWABLE SOURCES

Geothermal probes and heat recovery

The Generations Building, our modern production facility in Walzenhausen, is supplied with energy from 23 geothermal probes installed at a depth of 200 metres. They provide the required energy for heating in winter and cooling in summer.

Our machines generate waste heat during production. The energy from the waste heat is fed into a

heat recovery system and reused, for example, for heating the office premises. In 2023, waste heat from production and geothermal probes was able to cover 77% of the energy demand for heating the offices.



BUILDING CLIMATISATION
77%

USING RECOVERED WASTE HEAT FROM PRODUCTION AND GEOTHERMAL PROBES

With geothermal probes and heat recovery systems it was possible to save CO₂ emissions of 265.7 tonnes in comparison to the use of conventional natural gas.

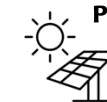
Photovoltaic systems

PV system surface areas:

- Main building and production Walzenhausen: 91 m²
- Rheineck high-bay warehouse: 2,117 m²

The photovoltaic systems in Walzenhausen and Rheineck supplied less electricity than in the previous year. The relatively low yield is due to the defective photovoltaic cells, which have to be replaced as quickly as possible.

In addition we have plans to increase our solar energy ratio with 1,200 m² of solar panels.



PHOTOVOLTAIC SYSTEMS PRODUCE
14.6%

OF THE REQUIRED ELECTRICITY

Energy & resources

Water

When cleaning the production facilities after bulk manufacturing, JUST strives to meet all legal requirements and conditions in the most environmentally friendly way possible. For example, after the production of creams or other products containing fat, all fats are separated by the fat separator during internal wastewater treatment. Heavily soiled water from the first rinsing cycle is collected in separate tanks. These are regularly supplied to biogas production facilities.

A rain tank with a capacity of 25,000 litres ensures irrigation of the green roof of the Generations Building, the herb garden and the terrace.

Waste

A positive development is the waste recycling quota which is 1.5% higher than in 2022, meaning that the proportion of recycled waste is now 60.5%.



60.5%
OF WASTE WAS RECYCLED

More:



**LED LAMPS USED
BY JUST SAVE
40%**
**ELECTRICAL ENERGY IN
COMPARISON WITH
CONVENTIONAL LAMPS**



Generations Building 2016

Energy & resources

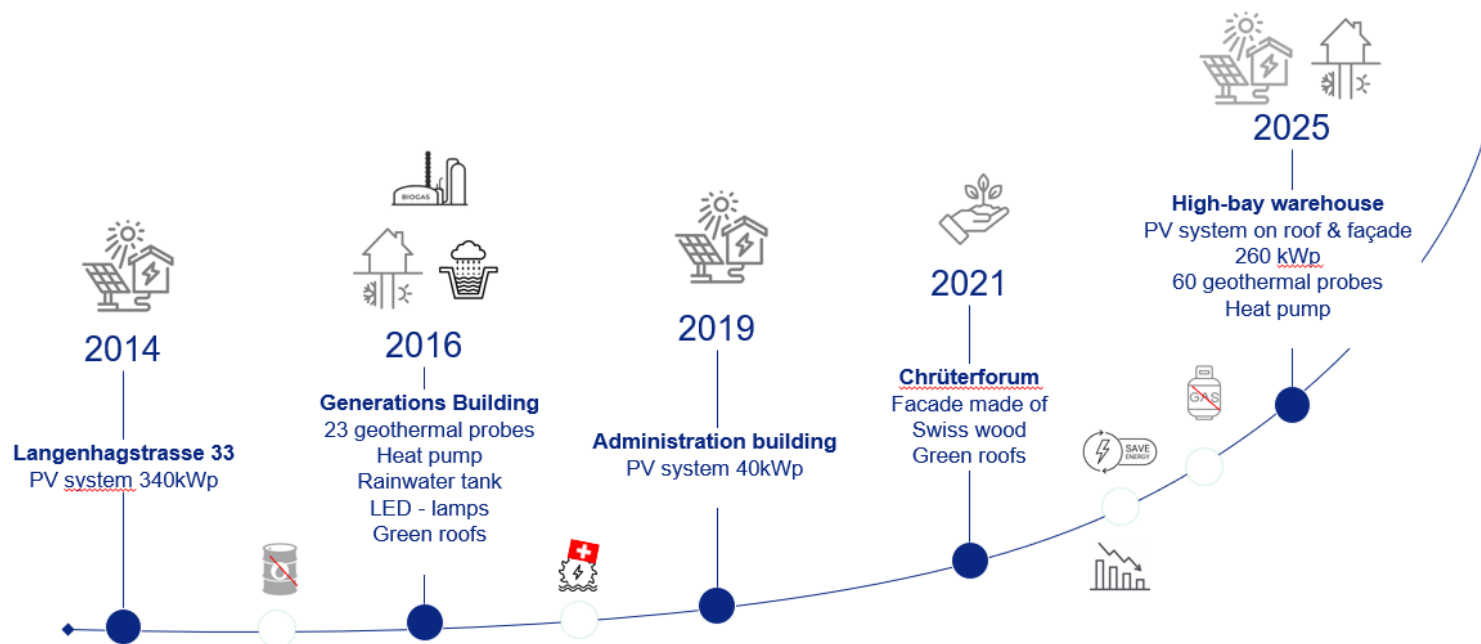
Energy efficiency and sustainability: Our path

As a factor in the responsible use of resources, progress has been made in recent years in the implementation of renewable energies and environmentally friendly technologies. Our long-term goal is to ensure sustainable energy supplies. We are aiming for CO₂-optimised, resource-saving production.

The foundation stone for the use of renewable energies was already laid back in **2014** with the installation of a 340 kWp photovoltaic system at our site in Langenhagstrasse 33.

In **2016**, the construction of the Generations Building marked significant progress. Since then, the installation of 23 geothermal probes and a powerful heat pump has enabled the efficient utilisation of energy. This concept is complemented by rainwater tanks, which are used for the green roof and herb garden as well as by the use of LED lighting.

Heating oil has not been used at the Walzenhausen site since 2016, while the other buildings (administration and JUST World) have been prepared for connection to the district heating network. District heating means that the buildings (administration and JUST World) do



not have their own heating system, but the heat comes from the production building and is generated by waste heat and a small gas heating system.

In **2019**, another PV system with a capacity of 40 kWp was added to the administration building to increase the proportion of solar power even further. Commencement of district heating.

Another significant milestone followed in **2021** with the construction of JUST World. Regional and sustainable building materials were used for the project, and the façade is crafted exclusively from Swiss wood. The green roof has additional ecological benefits.

A particularly ambitious project is scheduled for **2025**, with the completion of the second high-bay warehouse (more information on page 18).

The ongoing investments in renewable energies and sustainable building technologies emphasise JUST's focus on the strategic energy & resources sustainability field and its sense of ecological responsibility.

Energy & resources

JUST is breaking ground and setting new standards

At the beginning of April 2023, work began on the construction of our new high-bay warehouse in Rheineck – a building that sets new standards both visually and in terms of sustainability.

In the future, 60 geothermal probes, each 205 metres deep, will cover the heating requirements of all existing buildings in Rheineck using an electrically driven brine-to-water heat pump. Fossil fuels are therefore completely eradicated.

In the summer the geothermal probe field is also regenerated by means of a heat exchanger. To achieve a self-sufficient and ecological power supply, a PV system with its own saltwater battery storage system is being installed on the roof of the high-bay warehouse. 1,200 m² of solar panels will be installed on the roofs and on the south façade of the new building. The new high-bay warehouse naturally also helps to improve

productivity at the site. With state-of-the-art technology in compliance with Logistics 4.0 standards and doubling of our warehouse volume, we will be able to meet the needs of our customers in over 30 countries worldwide with even greater flexibility in the future.

JUST vehicle fleet

An important management decision for continuous improvement of our CO₂ footprint is to convert all company vehicles in Switzerland to electrically powered systems in the future.



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ORIGINAL - SINCE 1930



The power of herbs Plant diversity

Plants

Swiss herbal tradition meets science

Carefully developed and manufactured in Walzenhausen, all JUST products comply with strict Swissness legislation and can therefore be marked with both the Swiss cross label and the indication of origin "Made in Switzerland". For the Appenzell-based family business, this is just as normal as the selection of the best raw materials for the maximum effectiveness of its products.

The extensive knowledge of plants and their effects enables us to select the right extraction process to obtain the right plant ingredients in high concentrations. In this way, the active ingredients derived from nature are optimally extracted so that their full effectiveness can later unfold on the skin. Specification of the individual raw materials is a very challenging task. It is necessary to select the best plants from the wide variety of effective plant species and to assess the extensive range of geographical origins available on the market. Product development is based on the criteria of origin, safety, efficacy, uniqueness, usefulness, sen-

sory capabilities as well as the chemical-physical and microbiological stability.

With the exception of waxes, lanolin, honey and milk, JUST does not use any animal ingredients.

When selecting raw plant materials, in addition to quality, regionalism is also taken into account. For this reason, whenever possible, and if available in the required quality and quantity, we source them from Switzerland or other countries nearby. It is crucial that nature is not ruthlessly exploited for our raw materials, but that biodiversity and a sustainable supply chain are maintained in the long term.



**MORE THAN
180**

**BOTANICAL INGREDIENTS
IN JUST PRODUCTS**



Plants

Plant diversity

Edelweiss from Valais

Edelweiss, the native medicinal plant for our JUST products, is cultivated in Valais (CH) at an altitude of 1,200 metres above sea level. Edelweiss is planted, cultivated and harvested in compliance with the BioSuisse guidelines, without the use of synthetic fertilisers and with measures to protect Alpine biodiversity.

Edelweiss needs the right location and altitude to optimally grow. At too low an altitude, the plant can synthesise fewer active substances,

as it is hardly exposed to extreme environmental conditions. At too high altitudes, on the other hand, the season is too short and the plant does not have the opportunity to develop its active ingredients in an optimum way.



EDELWEISS
1,200 KG
FAIRTRADE & ORGANIC
FROM VALAIS (CH)



Mallow from Kosovo

For the production of the Mallow care range, JUST uses an extract produced in Switzerland from organically cultivated plants in Kosovo. The flowers of *Malva sylvestris* used in the JUST Mallow range are grown specifically for JUST in the hills of Kosovo. JUST's cooperation partner is a leading agricultural company specialising in the cultivation, collection, production and processing of medicinal and aromatic plant preparations.

The cultivation of the plants on an area of 270 hectares ensures a stable income for local workers. Cultivation and management are certified according to good agricultural practice and are entirely organic.



MALLOW PICKED
BY HAND
100%
FAIRTRADE & ORGANIC
FROM KOSOVO

Plants

JUST Origin project

JUST pursues several goals when procuring raw materials. On the one hand the company wants to offer transparency with regard to the countries of origin of the herbal raw materials and on the other it is striving for in-depth knowledge of the herbal ingredients, their effects and the best extraction processes.

The "JUST Origin" project focuses precisely on these aspects and is managed by the Research and Development department. The company attaches great importance to this when selecting raw material suppliers.

Cooperation with ZHAW

Not all plant extracts are the same; cultivation, origin and extraction process have a great influence on the quality. For this reason JUST's research and development team studies numerous extracts to select those with the highest efficacy for the respective application. Together with the expert Samuel Peter, head of the plant analysis laboratory at the Zurich University of Applied Sciences (ZHAW), the secret of the composition and quantity of plant substances in different extracts can be revealed. This allows us to find the most valuable extract for our application.

JUST began collaborating with the ZHAW in 2021. The students in the biotechnology faculty support the "JUST Origin" project by analysing and testing which plants provide the highest amount of important active substances. In this way the university makes an important contribution to the effectiveness and quality of the end products.



Camomile and sage from Roggwil

Plants

Cooperation with local herb cultivation partner

Summer Edition 2024: Lemon thyme & meadowsweet

This year's Summer Edition supports the regional herb cultivation business and transforms the love of nature in Appenzell into beneficial care products.

Thanks to our cooperation with our Appenzell herb cultivation partner, valuable and exclusive organic herbs, such as lemon thyme and meadowsweet this year, can be grown and then processed into our JUST products.

Our Appenzell herb-growing partner focuses on careful use of nature and its resources. The herbs and plants that thrive in Appenzell at an altitude of over 900 m above sea level draw their full strength from unspoilt nature, without any use of fertilisers or pesticides at all. They are cultivated by a traditional family business.

Interview with our herb cultivation partner on the topic of sustainability

"Harmonious interaction with nature plays an essential role in the cultivation of the plants. Mother Nature sets the pace. She gives us what we need and shows us what she needs.

The herbs & plants bear the bud symbol (Bio Suisse). Bio Suisse represents a careful approach to our natural environment and is committed to promoting sustainability, animal welfare and fairness.

Care is already taken when maintaining the soil to use what nature provides and what plants need to grow and thrive.

Responsibility for biodiversity

We attach great importance to the promotion of biodiversity. The use of natural elements, such as dry stone walls and flower meadows, creates a habitat for numerous fauna. These support plant development and ensure pollination by bees and other insects. In this way we want to make an important contribution to the conservation of biodiversity.

Cultivated by hand

The herbs are carefully planted, tended, harvested and processed by hand.

Herbal tradition

Sustainable herb cultivation and herbal tradition in Appenzell is supported by working with companies such as JUST on a basis of partnership. Exchange of know-how is ensured by collaborating with other organic herb cultivators in the region.





Packaging

CALENDULICINALIS
Die Calendula ist eine der ältesten Heilpflanzen der Welt. Sie ist reich an ätherischen Ölen, Vitaminen und Mineralstoffen. Die Calendula ist ein hervorragendes Mittel bei Hauterkrankungen, Wunden, Verbrennungen und Frostschäden. Sie wirkt entzündungshemmend, wundheilend und regenerierend. Die Calendula ist auch ein hervorragendes Mittel bei Verdauungsstörungen, Bluthochdruck und Diabetes. Sie ist ein natürliches Schmerzmittel und kann bei Gelenks- und Muskelschmerzen eingesetzt werden. Die Calendula ist ein vielseitiges Heilmittel, das bei vielen verschiedenen Beschwerden eingesetzt werden kann.

FÜR EIN BEZAUBERND NATÜRLICHES LACHELN
Mit der neuen Formel von Just Zahnpasta für Kinder ist das Zahnbürstenzeit für Kinder ein besonderes Erlebnis. Die Zahnpasta ist nicht nur schaumig und schmeckt toll, sondern enthält auch natürliche Inhaltsstoffe, die das Zahngewebe stärken und vor Karies schützen. Die Zahnpasta ist auch ein hervorragendes Mittel bei Zahnerkrankungen, Zahnschmerzen und Zahnlücken. Sie ist ein natürliches Zahngelbmittel und kann bei Zahnerkrankungen eingesetzt werden. Die Zahnpasta ist ein vielseitiges Heilmittel, das bei vielen verschiedenen Beschwerden eingesetzt werden kann.



Packaging

The right packaging for every content

The packaging contributes significantly to the high JUST quality – it protects the product against contamination, light and oxygen and therefore optimally maintains the quality of the packaged goods during storage, transport and use. For this reason we at JUST evaluate the advantages and disadvantages of different types of packaging materials for each new product.

JUST uses packaging made of various materials, with around 34% of the most popular products sold in aluminium tubes, 14% in glass containers and the rest in packaging made of various types of plastic. Testing of the iconic Just PE bottle by the independent institute Interseroh in 2021 revealed a very good recyclability score of 19 out of 20 points. **JUST can therefore already report today that 2/3 of its packaging is recyclable and can be returned to the raw material cycle if disposed of appropriately.**

Every JUST product is supplied in tamper-evident packaging so we can guarantee that our customers

are the first to open the product. At JUST we also test all packaging for its functionality. It should be ideal for the product and most effective for dispensing and application of the product for the customer. This means that it should be easy to open, enable best possible dosage, it must be easy to hold and be able to be emptied with as little residue as possible. With concentrated products, JUST focuses on ensuring that the product and its packaging last.

JUST is always looking for new packaging solutions to keep the ecological footprint as small as possible in the future.



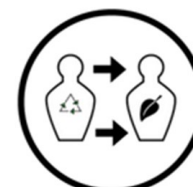
**JUST bottle
Made for
Recycling**

Four principles of the JUST packaging policy



Reduce

Reduction in material consumption



Replace

Replacing packaging materials with more sustainable alternatives



Recycled material

Use of recycled material



Recyclable

Recyclability of packaging

When it comes to packaging, JUST focuses on minimising the use of materials and using recycled materials in accordance with product-specific requirements and recyclability.

The overarching goal is a closed material cycle, which can be achieved by taking into account the parameters Reduce, Replace (with more sustainable alternatives or recycled material) and Recycle.

Packaging

Reduce



Reduce

ROLL-ON DEO

The roll-on deodorants have been converted from a full sphere to a hollow sphere. This means that there has been a change from solid balls, which were made of plastic both inside and out, to ones that are hollow on the inside. This change makes it possible to save around 5.2 tonnes of plastic per year.



HERBAL CREAMS

The aluminium tubes of the herbal creams were already optimised in 2011. The aluminium tube has been shortened with the same content. This design optimisation can save approx. 2.5 tonnes of aluminium per year.



PACKAGING

The use of existing packaging for several products or new product developments offers both ecological and economic advantages. The option of applying suitable labels to existing packaging means that packaging does not have to be disposed of when product demand is low.



Folded boxes and package inserts are chosen with care.

Package inserts are only used if there is not enough space on the product itself for relevant and legally required information.

An information label is double-layered and can often replace the package insert and the folded box.

Packaging

Replace



Replace

PAPER

Since 2020 JUST has only used paper from sustainable forestry sources:

- Office supplies
- Advertising material: Catalogues, flyers, posters, shipping boxes
- Package insert



RECYCLED PLASTIC

Since 2022 we have been using packaging with recycled plastic content for new developments wherever this is possible within the framework of product safety regulations. This means that new plastic – virgin material – can be saved and recycle used again.



FOLDED BOXES

Folded boxes come from sustainable forestry sources and are purchased locally in Switzerland and Austria.

Packaging

Recycled material



Recycled material

GLASS PACKAGING

JUST packages highly concentrated products in glass. When we use glass, we only use amber glass, which consists of 70% recycled glass and ideally protects the product against external effects.



ALUMINIUM

The JUST aluminium tubes are made from 40% PIR material, which stands for "post industrial recycling material". This means that pure, high-quality aluminium left over from stamping residues in industrial plants, for example, is reused.



PLASTIC

The new Vital JUST range has plastic packaging with a recycled content of between 60 and 100%, depending on the product (more on the topic on page 30).



Packaging

Recyclable



Recyclable

JUST BOTTLE

The JUST bottle, including lid and label, is very easy to recycle. In 2021, it was given the rating "VERY GOOD" for its recyclability by the environmental service provider Interseroh Holding GmbH & Co KG (certificate on the next page).



LAVANDE BOTTLE

Optimised recyclability improved by switching to a PET bottle: Instead of the previous combination of glass, aluminium and plastic, which was difficult to separate, packaging is now made up of a uniform material that can simply be unscrewed and recycled (more on the topic on page 31).



Packaging

Explanatory video about packaging at JUST

Packaging made of paper, plastic or aluminium – which material is sustainable? All will be revealed!

There are many myths surrounding packaging. Our aim is to highlight the advantages and disadvantages of the various packaging materials in our explanatory video.

One thing is clear; there is no such thing as the most environmentally friendly solution – every product has individual demands when it comes to packaging. The main task of

packaging is to protect the product against contamination, oxygen and light. If the contents become unusable, the ecological consequences are much greater.

As a company that is geared to the future, we are always on the lookout for environmentally friendly packaging alternatives. We carefully evaluate innovative packaging solutions with regard to their ecological footprint.

Packaging

The JUST bottle – a unique design for more than 40 years

For over four decades, the JUST bottle has stood for quality and consistency. With its classic design it has proven its worth and is unmistakable, even if it has evolved over the years. Today the JUST bottle is a high-quality plastic variant that has won awards for its outstanding recyclability.

Due to the use of a standardised material, it is particularly easy to recycle and as a result contributes to maintaining a sustainable circular economy.

A key principle of the JUST bottle is and remains the safety of the product. This means that the protection and quality of the content always come first. The JUST bottle will therefore remain a symbol of reliability, sustainability and timeless design in the future.



Video on our website: <https://www.just.swiss/nachhaltigkeit/#verpackungen>



Certificate
Made for Recycling

JUST International AG
We hereby confirm the recyclability of the following packaging:
JUST Bottle, 250ml



Packaging

VITAL JUST: Strong content – light packaging

An essential element of our new care range is a new, sustainable packaging concept. The 13 products in the Vital JUST range have not only been reformulated, but also given new and sustainable packaging.

This new concept is based on the principles "recycled", "reduced" & "recyclable". Depending on the product, the recycled content of our plastic packaging is therefore now between 60 and 100%, which saves us approximately 18 tonnes of virgin plastic per year.

All packaging is recyclable when returned to the recycling system and can be used again as recycled plastic. A 35% reduction in the pot material consumption saves five tonnes of material per year, which has a positive impact on the transport weight and therefore the CO₂ footprint.



Packaging

Lavande: A classic in a new guise

An established classic from JUST now has a fresh new look. Lavande is a popular room and laundry freshener.

The packaging of JUST Lavande has been optimised to provide a more sustainable solution. It was important to retain the unmistakable bottle design and therefore the recognition value.

- High quality solution made of PET material that looks like glass
- Weight savings during transport – PET is four times lighter than glass
- Innovative spray top with a very fine, aerosol-free spray pattern
- Optimised recyclability
- Unbreakable packaging
- 15% more product content
- Shorter transport routes, as all production steps are located at one place



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People

People

Owners and management

A family business – personal and close

At JUST we are proud of our origins and history and preserve our family tradition. Today, Hansueli and Marcel Jüstrich are the third generation to manage the company's fortunes and continue to live in line with the values of their grandfather.



Management

The JUST Management Board consists of a strong team that bears responsibility and leads the company and the JUST brand purposefully into the future.

From left to right:

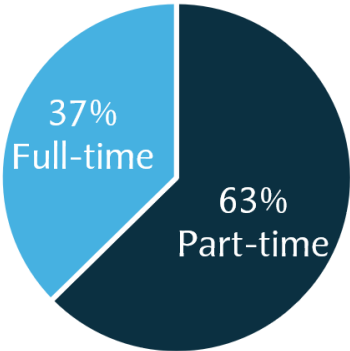
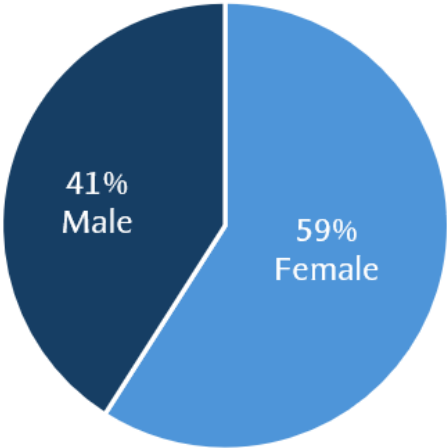
- Thomas Reifler, Head of Finance & Services
- Dr Bernhard Füg, Head of the Supply Chain
- Cora Crabbé, Head of Marketing
- Heinz Moser, Managing Director



People

Employees

In 2023 a total of 166 employees were working at the company's headquarters in Walzenhausen and in the warehouse in Rheineck.



Top employer in Switzerland

JUST achieved a very good result in the largest employee survey in Switzerland and the Principality of Liechtenstein and reached 7th place in the 100-249 employee category of the Swiss Employer Award 2021.

Our employees rated their employer with a sensational response rate of 91%. The assessment was above average in the following areas:

- Our employees have a strong sense of belonging within the company
- Our employees rate our company as a very attractive employer
- Our employees have a high level of satisfaction with their work, their working environment and their managers



People

Employees

Remote working

During the COVID 19 epidemic many people started working from home and this is now an integral part of the company policy for six days a month.

In addition to the positive effect on job satisfaction and the work-life balance of employees, working from home at JUST also helps to reduce the CO₂ footprint of each individual.

In 2023, remote working once more saved approximately 18.7 tonnes of CO₂.¹ JUST employees saved an astonishing 56,952 commuting kilometres in 2023 by working from home. This corresponds to about 1.4 times the distance around the world, which is about 40,000 kilometres.

Further training

JUST promotes both professional training and the personal development of employees. The aim is to expand existing knowledge and skills, adapt them to new requirements and thereby maintain employability.

2.8 days

Average training and development days per employee



Approx. 18.7 tonnes of CO₂ saved by remote working per year

CO ₂ savings achieved by remote working	
2022	2023
19 tonnes of CO ₂	18.7 tonnes of CO ₂



Sources: ¹ https://co2.myclimate.org/de/car_calculators/new

People

Employees

Inside JUST

More than 120,000 JUST sales consultants around the world already know our products inside out. At Inside JUST, we also want to give employees at our headquarters the opportunity to get to know our products more closely. Every employee plays a decisive role in the creation of our products and masters their respective area of work down to the smallest detail. However, the depth of product knowledge varies from department to department. To give everyone an insight into the big picture, JUST once again hosted Inside JUST 2023. An event at which new products and other topics relating to JUST are presented in an interactive way.

One topic at Inside JUST was sustainability: An interactive quiz about **packaging** attracted attention in a playful way. It illustrated the differences between various materials and their recycling options. It also offered the attendees

the opportunity to calculate their own ecological footprint.

Another topic was **social media**: The focus was on using social media to effectively distribute our messages.

Another highlight was taking a closer look at the varied tasks of the Research and Development department. Teams worked together to **create a new product**, including a marketing concept. This was a challenge that promoted a team spirit across departments and offered insights into the innovation process at JUST.



Employees show commitment



“Clean days! Twice a year, my colleagues and I clear the rubbish from a neighbouring nature reserve.”

Marcel Gruber
Design
JUST International AG

„I always have a cloth bag with me so that I don't need a plastic bag for spontaneous purchases.“

Jolanda Schoch
JUST Welt
JUST International AG



People

Train the Trainer

As the company is dependent on direct sales, regular training of our more than 120,000 JUST sales consultants is essential to convey the effectiveness and spark enthusiasm for the unique JUST products. We invited a number of JUST countries to Walzenhausen to immerse themselves in the world of the innovative new care range which will soon be launched around the world. The JUST experts created a special programme to this purpose which used the Train the Trainer principle to present the innovations of the range.

The mission was to prepare the ground for a successful market launch with targeted measures and in-depth training.

The programme opened with a lecture on the subject of "Anti-ageing: Causes of skin ageing – plants as a solution" to enhance awareness of how the skin can be comprehensively and adequately protected and cared for with the power of nature. The individual products, together with their active plant ingredients

and principles of action, were presented and were available for testing. The trainers were able to see the unique textures, fragrances, applications and instant effects for themselves and also take a closer look at the new sustainable packaging materials.

Exciting, informative and interactive – the attendees were very enthusiastic and confirmed how helpful the training scheme was for getting a feeling for the new products and obtaining background information for their respective training activities. The presentation format – once more live and together again – was very much appreciated by the participants and we all agree that our "person-to-person" model is valuable on all levels.



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People & nature
WeCare



WeCare

People & nature

WeCare stands for JUST's values which focus on the well-being of people and nature.

Corporate social responsibility is an important element of our company culture, because at JUST we focus on people and nature. The pandemic has meant that even more people are in need of help. JUST has supported various projects and shown its commitment.

Promoting education in the field of biodiversity

JUST is actively committed to the preservation of biodiversity and supports educational initiatives for environmentally friendly activities. Since 2020 JUST has donated a five-figure sum to the school in Walzenhausen every year to support biodiversity projects. The donation helps to raise awareness of

the diversity of our natural environment and enables pupils to become involved in projects that have a positive impact on the environment.

With this commitment JUST demonstrates how companies can aid nature conservation with their financial support and at the same time help convey an awareness of sustainability to future generations.



WeCare

Wild Bee Paradise

JUST opens a beautiful paradise for wild bees in Appenzellerland

Walzenhausen, 22 June 2023 – JUST International AG officially opens a wild bee trail to protect and pre-serve pollinators and biodiversity.

In Walzenhausen, high above Lake Constance, a beautiful paradise for wild bees has been created near the gates of the JUST production facility. Here the wild bees and other insects find a colourful variety of food sources and habitats. With a view over Lake Constance, the impressive blossoming splendour of over 300 different herbs, flowers and shrubs is an extraordinary treat for all the senses for visitors and employees alike.

The Wild Bee Paradise is a long-awaited pet project of the owners, JUST and the JUST Foundation, to which we owe its realisation. It is a pioneering project for the conservation of biodiversity and the creation of habitats for wild bees and other beneficial insects. Bees are essential for the survival of our planet, but colourful flower meadows and un-

touched natural areas are becoming increasingly rare and as a result many wild bee species are under threat of extinction. With the project JUST is taking an important step towards the sustainable promotion of biodiversity, as improving the pollination situation can make a major contribution to the conservation of wild bees.

Visitors of all ages are welcome to explore the nature trail in Walzenhausen and learn about the fascinating world of wild bees. The variety of plants invites you to go on a journey of discovery, marvel at nature's wonders and linger in the pleasant environment. Information boards along the trail explain the importance of wild bees and their role in our ecosystem. The Wild Bee Paradise is freely accessible and can be visited at any time.

As a company with strong links to nature, the protection and conservation of nature and biodiversity are extremely important to JUST. With its "WeCare" initiative the company aims to regularly imple-

ment new sustainable projects. "WeCare stands for JUST's values which focus on the well-being of people and nature. That is why the company, together with the JUST Foundation, wants to set an example by protecting wild bees with the aim of preserving biodiversity and helping to raise public awareness of these important issues.



WeCare

Wild Bee Paradise

Photos of the initial stages



Care

The Wild Bee Paradise must be regularly managed in all seasons in order to preserve the habitats and food sources for the bees. Maintenance work such as pruning, weeding and mulching with compost promotes biodiversity and supports the balance of the ecosystem.

Spring pruning I

Spring pruning, replanting, weeding and mulching selected areas with compost, composting green waste, maintenance of biodiversity elements.

Spring pruning II

Cutting back faded early bloomers, weeding, removing weeds at the edge of the hard surface, composting green waste, maintaining the biodiversity elements.

Summer pruning I-II

Removing faded perennials from the beds, remnant pruning for repeat-flowering plants, Chelsea pruning for late-flowering plants, weeding, composting green waste, removing weeds from hard surfaces, maintaining biodiversity elements.

Autumn pruning I

Autumn pruning of perennials, replanting, weeding, composting green waste, removing weeds from hard surfaces, maintenance of biodiversity elements.



WeCare

Race for Life

The Race for Life event took place on 10 September 2023, and JUST was once more represented. Since it was founded in 2010, the charity cycling marathon Race for Life has focused on the pursuit of a fulfilled

life, the preservation of health and a future worth living with cancer. In addition, the organisation uses the donations it collects to help people affected by cancer and supports important cancer research projects in Switzerland.



Haus im Ruthen

The "Haus im Ruthen" residential home provides care and support for women with mental and/or psychological disabilities at various stages of their lives. In the pre-Christmas period JUST helped the "Haus im Ruthen" with its Christmas bazaar.

The residents were very creative and made a varied assortment of home-made gifts ranging from colourfully decorated cards, cuddly toys and knitted socks to home-made elderflower syrup – visitors were spoilt for choice! The hand-made products were displayed and offered for sale in the JUST World.



WeCare

Future Day at JUST

Every year many curious children and young people are able to experience the fascinating world of JUST, and for this reason it was a matter of course that we opened our doors again this year for National Future Day to show young talents the diversity of our professional world!

JUST offers a wide range of occupational fields and within this framework on 23 November 2023 gave pupils in the 5th to 7th grades the

opportunity to learn about them at the JUST premises and explore the different job profiles.



KANTI TROGEN visits JUST "Climate Campus Days"

On 5 May 2023, students from Trogen Cantonal School attended the JUST "Climate Campus Days".

JUST's sustainability strategy was presented as part of the event. The participants were given detailed information about the heating system, the energy supply for the production buildings and the use of photovoltaic systems, as well as examples of sustainable packaging and raw materials.

JUST welcomes such initiatives, as the combination of education and practical experience is decisive for a sustainable future.



WeCare

WeCare JUST Winter Edition 2023

The use of shea butter in the 2023 Winter Promotion Body Butter supports sustainable cultivation and fair trade in Africa.

JUST is committed to people and nature – all raw materials used at JUST are carefully monitored from the source to the finished product. In addition to quality, the origin and social conditions are always very important. With this raw material JUST focuses on supporting this important source of income for women in Africa.



Winter Edition Gift Pack 2023

When creating the packaging of the Winter Edition, JUST collaborated closely with the company Obvita.

Obvita in St. Gallen is a contact point for young and adult people with different support needs. With great care and a touch of warmth, the Winter Edition gift box is hand-wrapped at Obvita by people with disabilities.



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Just⁺

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Further milestones



Milestones

In 2022 JUST joined the "Eco Beauty Score" Consortium

Consumers are demanding more transparency with regard to the origin and environmental impact of products. The increase in "green labels" for bodycare products means that consumers expect more from brands. Legislators are also implementing higher standards to make the environmental compatibility of a product more transparent.

For this reason cosmetics and body-care companies and professional associations have joined forces to establish the "Eco Beauty Score" Consortium to develop a cross-industry environmental impact assessment and rating system for cosmetic products. The aim of the "Eco Beauty Score" consortium is to give consumers the opportunity to make sustainable purchasing decisions on the basis of a rating and points system.

For JUST, being a member of the "Eco Beauty Score" consortium is an important milestone in acting in a scientifically sound and customer-relevant manner with regard to sustainability.

As a member of the consortium we have the opportunity to gain an early insight into developments in the field of sustainability in the cosmetics industry and to help shape them. This enables us to actively monitor future challenges in the field of sustainability and become involved in defining important parameters for the development, manufacture and use of cosmetic products.



ISO certifications

A sustainable approach to nature and the environment is a matter close to JUST's heart. For this reason we have our environmental management system audited and ISO certified by an official body. Every year we are "inspected" to assess our environmental performance.

We strive to continuously improve our impact on the environment.

ISO 14001:2015

Environmental management system

ISO 9001:2015

Quality management system

ISO 22716:2007

Cosmetics – Good Manufacturing Practices (GMP)



Milestones

Online Convention and Newsletter

In 2023 the two communication formats, the "Natural Wellbeing Convention" and the "Inside JUST Newsletter", were successfully continued.

In 2023 the three-monthly "Natural Wellbeing Convention" was organised once more. The online convention serves as a platform for the presentation of new products by product managers and developers. This gives general agents and employees around the world first-hand information on the latest product

developments and on topics such as sustainability and events in the JUST family. After each convention a newsletter is sent out with all the information that was presented.

The communication channels ensure the exchange of information.



Increased social media communication

In 2023 there were a larger number of posts on JUST's social media channels related to the topic of sustainability under the key term Sustainability. The company is aware of the relevance of the topic and also wants to communicate openly and transparently online about sustainability at JUST.



COSMETICS GUIDELINE

In addition to the basics such as "What are cosmetics", "What requirements apply to cosmetic products" or "What does Made in Switzerland stand for?", you can find out which criteria and regulations apply to "Ingredients" and how ingredients are selected at JUST. We provide an insight into product development and quality assurance. This in-house encyclopaedia not only offers an interesting glimpse behind the JUST scenes, it also enables you to advise JUST customers in a selective manner geared to their requirements. This dynamic document is regularly updated to reflect the latest legal regulations and research findings so that we and our customers can always be brought up to date with the current state of scientific knowledge.

Review of 2023

Review of 2023 in numbers

- 5** Natural Wellbeing Conventions
- 6** JUST national delegations visited Walzenhausen
- 10** years – Australia
- 13** products in the new Vital JUST range
- 30** years – Czech Republic & Slovakia
- 100** Ulrich Jüstrich arrived in Argentina 100 years ago

Outlook 2024

Plants will remain our central theme in the future. Our long-term goal is to safeguard the origin and environmentally friendly sourcing. Further optimisations are planned in the field of packaging to find more environmentally friendly and resource-saving solutions that meet our high quality and safety standards.

The construction of our new high-bay warehouse is progressing and will soon be able to make a further contribution to resource-saving energy generation with its innovative PV system. Various biodiversity projects, in which owners and employees are actively involved, are being planned.

Our internal sustainability organisation is being further expanded. A strategic umbrella is to be created to bundle all initiatives and make our efforts more focused.



Sources

Information:

JUST 2023 Management Report

https://co2.myclimate.org/de/car_calculators/new

Images:

JUST Library

Walzenhausen, October 2024.

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JUSTAINABILITY

Sustainability Report 2023

