

JUSTAINABILITY

Sustainability Report 2024

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Statement of the Management Board

Dear Business Partners,

Dear JUST Friends,

The year 2024 was both a positive year for JUST and one that showed us the way forward. We were able to consolidate and continue to expand our position in many markets. This development shows that with our commitment, professionalism and true customer focus we are on the right track. These aspects make me believe in the future viability of our business model and give us the power to invest in our companies with a confident hand on the wheel and to continue their development, always with an eye on ensuring sustainable, responsible and long-term development.

As a third-generation family business we are strongly committed to sustainable corporate development and the environment as nature is our most precious asset. For us, sustainability means continuous further development. No company is intrinsically sustainable, sustainability will always remain a process. It is vital to regularly reflect, evaluate and improve ourselves, not only to build on our strengths, but also to consciously address weaknesses.

In 2024 we continued to systematically pursue our sustainability strategy and continued to concentrate more closely on the three areas of action; resources & energy, ingredients and packaging. We have defined a clear CO₂ target, particularly in the area of resources and energy, to lower emissions and boost the efficiency of our processes.

With more than 120,000 consultants around the world we have the opportunity to spread awareness of sustainable principles far beyond JUST's scope. During every conversation and every encounter we can inspire people to make conscious decisions in favour of a more sustainable approach. The sustainability report shows how we at JUST incorporate and evolve sustainability step by step in our everyday work.



I hope you enjoy reading it and find all the insights interesting.

Best regards

Heinz Moser



JUST Managing Director

GENERAL

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Just⁺
ORIGINAL - SINCE 1930

JUST International AG



About JUST

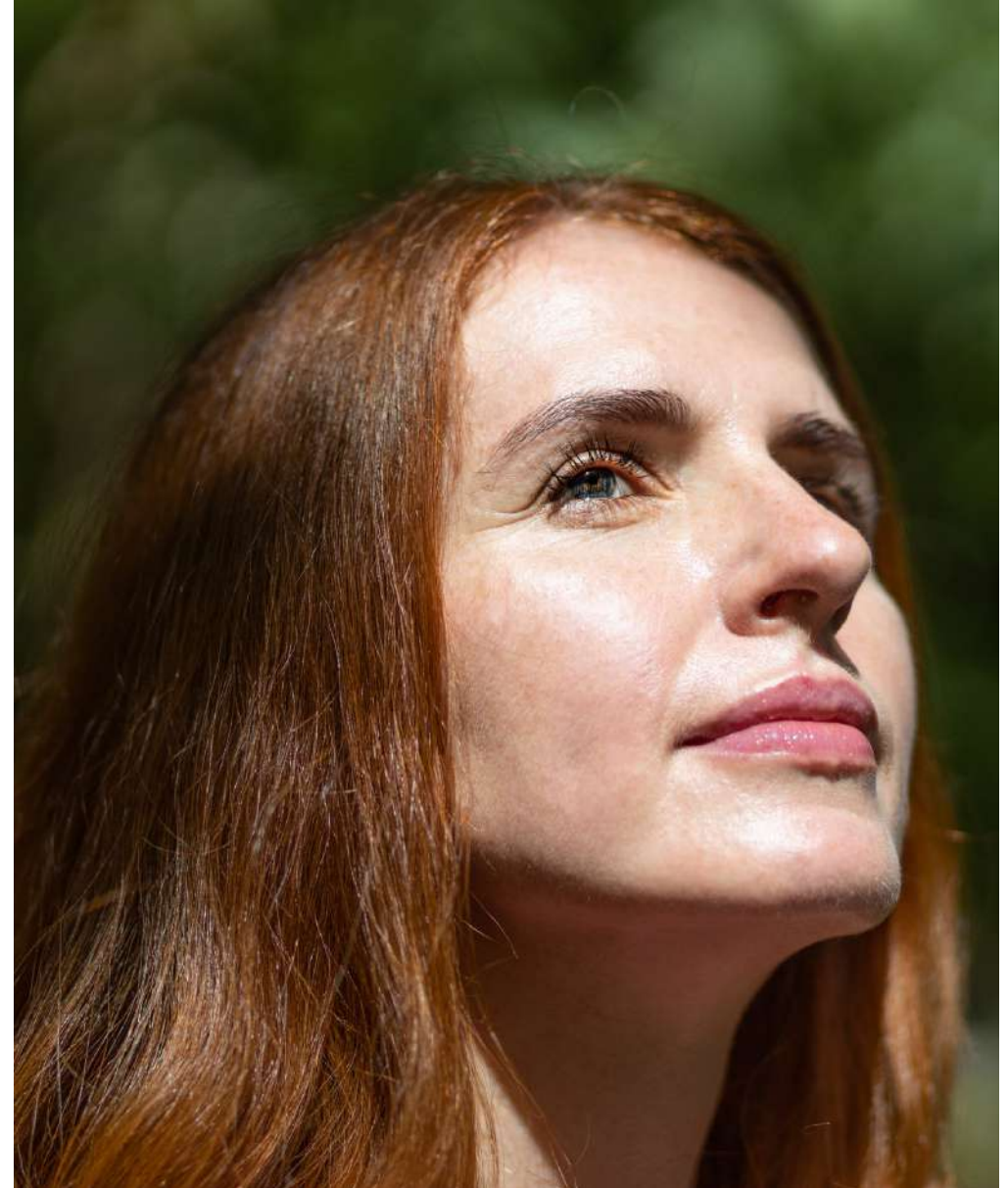
THE FOLLOWING HAS BEEN TRUE FOR 95 YEARS: ONLY THE BEST COMES FROM JUST.

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 personally accompany our customers on their journey to health, beauty and well-being.



What we stand for



SWITZERLAND

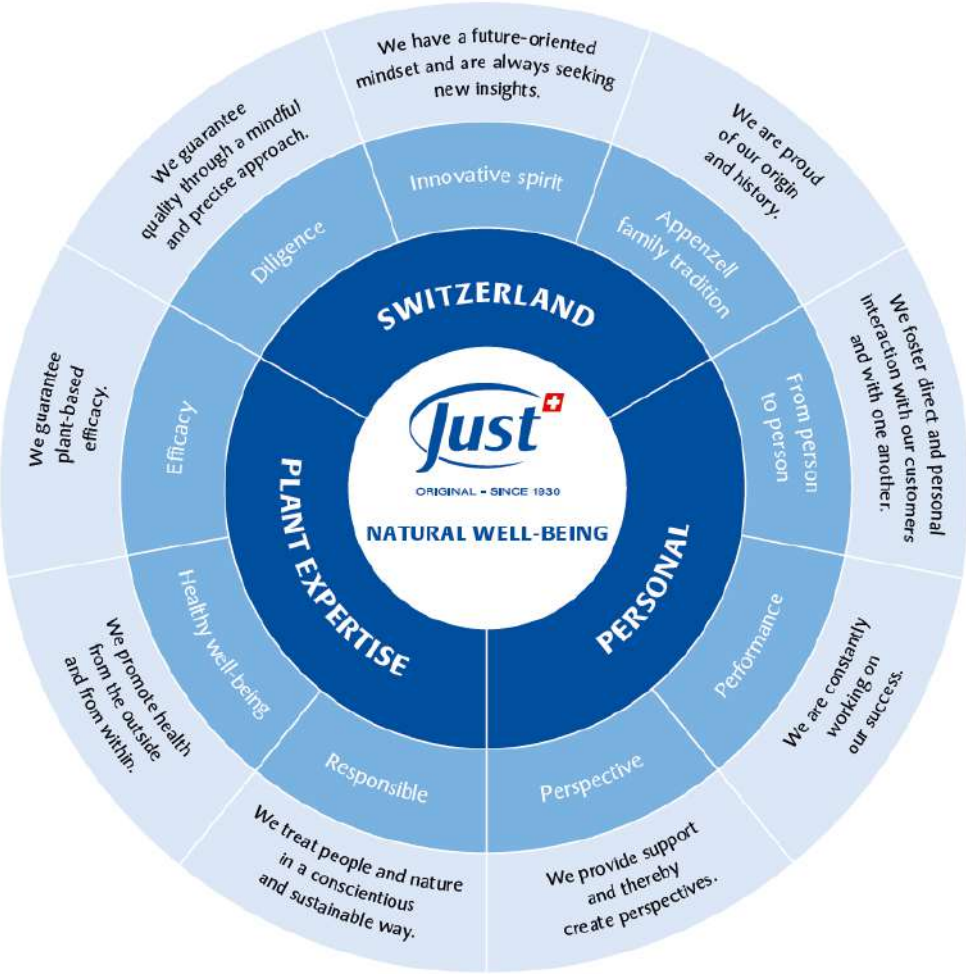
PLANT EXPERTISE



PERSONAL ADVICE



JUST wheel of values



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 around the world** in more than 30 countries.

"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.



JUST in more than 30 countries around the world

Europe

- Belgium
- Germany
- Estonia
- France
- Italy
- Croatia
- Latvia
- Lithuania
- Luxembourg
- Netherlands
- Austria
- Poland
- Switzerland
- Slovakia

- Slovenia
- Spain
- Czechia
- Ukraine
- Hungary

South, Central and North America

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

Asia

- Australia
- Kazakhstan
- Malaysia
- Singapore
- South Korea

From Switzerland around the globe
The power of nature links continents



Visit from Hungary



Visit from CZ/SK



Visit from Latin America



Visit from South Korea

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What sustainability means to JUST



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

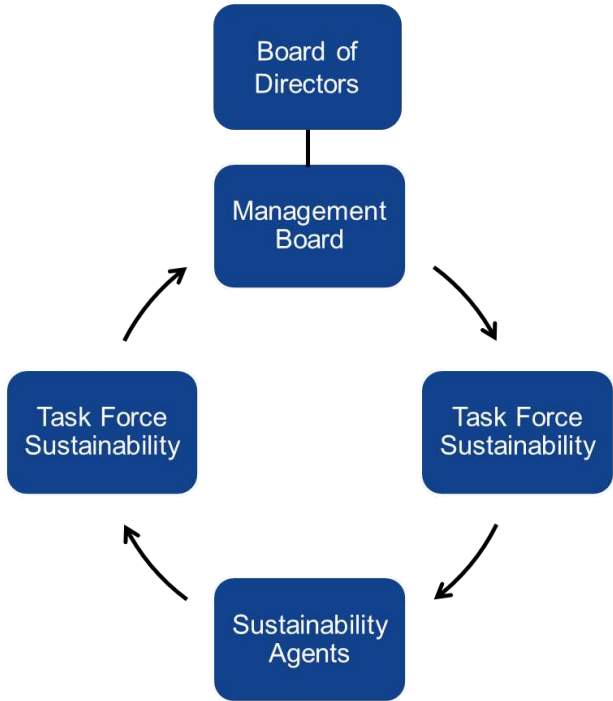
“No chemist, no matter how well trained, could produce the variety and complexity of active ingredients in the laboratory that we find in plants. This is why an intact environment with its plant diversity is essential for the continued existence of the company.”



Governance

Responsibility

A **sustainability team, the Justainability Team**, takes care of sustainable processes, projects, their implementation and communication at JUST. 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 are also involved in decision-making processes. The "**Justainability Agents**" are the next level and are therefore essential for bringing forward ideas and implementing them in day-to-day business operations.

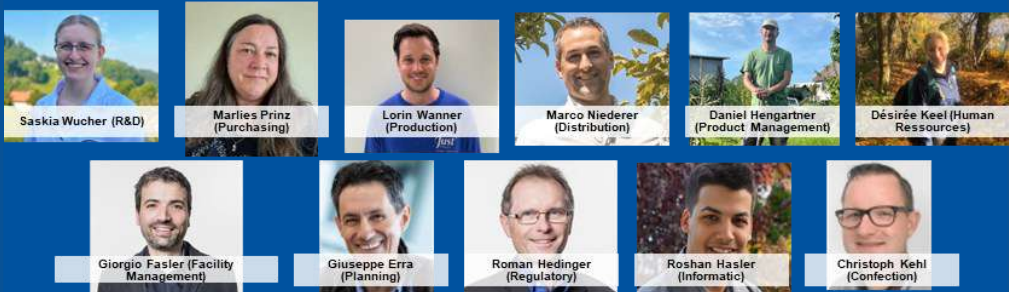


THE JUSTAINABILITY TEAM

Task Force



Justainability Agents



Governance

Sustainability

JUSTAINABILITY

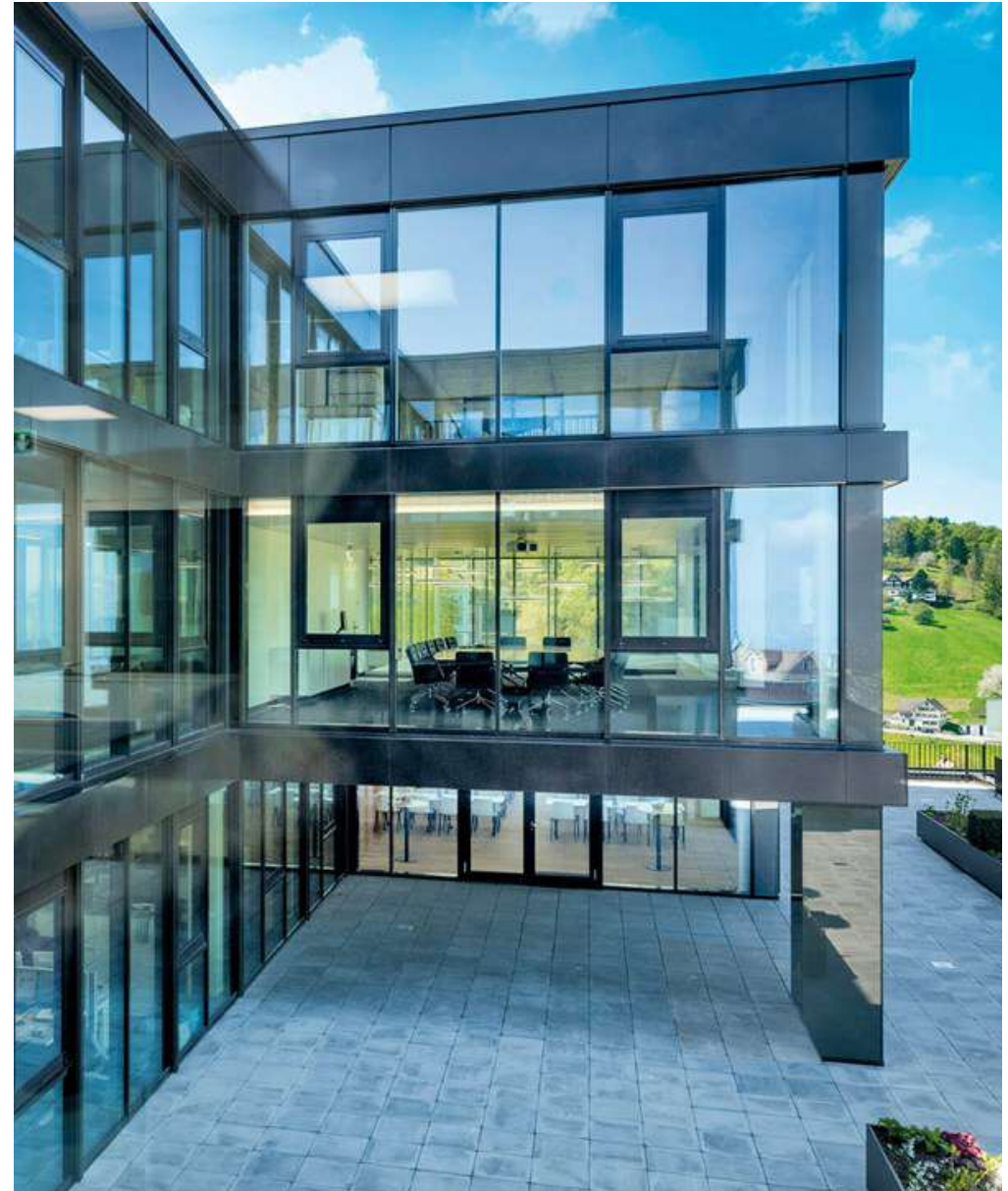


"Sustainability"

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

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.



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.

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.



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.

Governance

Sustainability projects

In 2023 we introduced a systematic approach to selectively prioritise sustainability issues within the company. Ideas were submitted from all departments through the Sustainability Agents. As a result a total of **80 suggestions** for sustainability projects or minor changes in everyday working life were collected.

The Task Force then looked at the evaluation and prioritisation of the ideas on the basis of clear criteria:

- Implementation: Measures suitable for immediate implementation compared to projects that need more resources
- Relevance for stakeholders: Contribution to the expectations of customers, employees and other stakeholder groups
- Relevance for the company: Strategic benefit and long-term impact.

The result:

- ⇒ 10 ideas were immediately selected for implementation.
- ⇒ 18 ideas were included as projects that will be processed in teams and that need additional resources.

Of these, seven projects were given the highest priority. These projects will be implemented by the Sustainability Agents and their teams over the next few years.

With this approach the Sustainability team has laid the foundations for boosting sustainability within the company. For the future we plan to constantly collect new ideas and as a result continue to extend our catalogue of measures.

Two regular appointments every year with all Sustainability Agents and the Task Force create a platform to review existing projects, collect new

suggestions and work together to make decisions about the next steps.

This ensures that sustainability remains firmly anchored in our everyday work. The Sustainability Agents are responsible for implementing sustainability measures in their own departments. They are supported by the Task Force, which provides the necessary resources and expertise.



Governance

Sustainability projects

Project designation		Goal	Status		Project status report (20 November 2024)
1. Energy & water monitoring	ENERGY & RESOURCES	Measuring system to monitor long-term values and aim for improvements with regard to energy and water	Implemented		The measuring system and data acquisition software were installed and started for the first time at the end of 2024. Aim of the analysis: Identifying potential for long-term savings in energy consumption
2. JUST packaging rework	PACKAGING	Revision of JUST packaging materials to focus more on sustainability	Currently being implemented		Project kick-off at the beginning of 2025
3. Reducing packaging & the package insert	PACKAGING	Paper consumption savings	On hold		For legal and technical reasons the package insert cannot currently be made available solely as a QR code. The implementation of this project has therefore been put on hold for the time being until the necessary conditions have been ensured.
4. Refill packaging	PACKAGING	Refill packaging for rinse-off products to save packaging material	On hold		The introduction of refill pouches has been put on hold for the time being due to strategic considerations regarding the brand image and market development.
5. JUST Fit/Health	EMPLOYEES	JUST Fit/Health for JUST employees	Currently being implemented		More emphasis is currently being placed on the promotion of employee health with incentives such as cooperation with fitness studios and
6. JUST Sustainability Day	EMPLOYEES	Raising awareness of sustainability and motivating employees to become actively involved	Currently being implemented		A Sustainability Day is being planned for employees to promote awareness, provide a platform for dialogue and commitment to ecological and social issues within the company.
7. Sustainability Post of the Month	EMPLOYEES	Informing JUST employees about sustainability issues and actively involving them in future projects.	Implemented		Publication of monthly posts on the intranet on the topic of Sustainability

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Energy & resources



Energy

Energy & resource parameters

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.

Our measures are aimed at minimising the environmental impact of our company in the long term while strengthening our competitive position.



Energy

Energy & resource parameters

Environmental figures	2019	2020	2021	2022	2023	2024	2024 target
Total energy consumption GJ per tonne of bulk product	9.24	7.97	9.68	9.07	10.92	10.06	9.30
Of which company-generated energy with heat recovery/solar cells/geothermal probes	27.5%	28.6%	31.2%	28.0%	25.8%	19.2%	30%
Photovoltaic system kWh	-	281.9	236.5	236.9	183.7	151.0	-
Tonne of CO ₂ from energy consumption per bulk tonne of product	0.35	0.25	0.29	0.29	0.36	0.43	0.30
Waste recycling rate	53.5%	55.2%	52.7%	59.0%	60.5%	56%	-
Water consumption m ³ per tonne of bulk product	5.03	4.21	5.02	5.46	7.65	5.77	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



LED LAMPS USED AT JUST SAVE
40%
OF ELECTRICAL POWER
COMPARED TO
CONVENTIONAL LAMPS

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.

Due to a defect in the meter, the quantity of heat from the geothermal system was incompletely recorded in the period from January to June 2024. The following figures for 2024 therefore show the estimated proportion of heat covered by geothermal probes and are based on the recorded coverage ratio of 77% in 2023. The system configuration and operating mode were similar in 2024, and the utilisation in the company in the first half of the year is regarded as comparable. We therefore assume the same coverage ratio of 77% for 2024 as an estimate.



77%
OF BUILDING HEATING USING
RECOVERED WASTE HEAT FROM
PRODUCTION AND
GEOTHERMAL PROBES

2024: Gaps in recording due to a defective meter, estimated value based on 2023

Energy

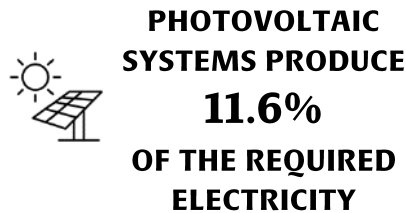
Energy & resource parameters

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 in both years is due to the defective photovoltaic cells. The photovoltaic system in Rheineck was repaired in the middle of 2024 and is now running at 100% efficiency again. As a result, 11.6% of the electricity consumed this year was produced by photovoltaic systems.



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

In 2024 the recycling rate was 56%. The decrease is mainly due to plastic being disposed of as waste. The proportion of recycled plastic dropped accordingly, and the amount of household waste increased.



JUST has been an official member of the **Energy Agency for Industry (EnAW)** since 2024. With mandatory goals we are committing to achieving a higher level of energy efficiency and lowering the emission of greenhouse gases.

The introduction of the data management system in facility management from 2025 should provide more conclusive environmental indicators.

By 2033, we want to lower our CO₂ emissions by a total of 20 tonnes with annual measures.

Energy

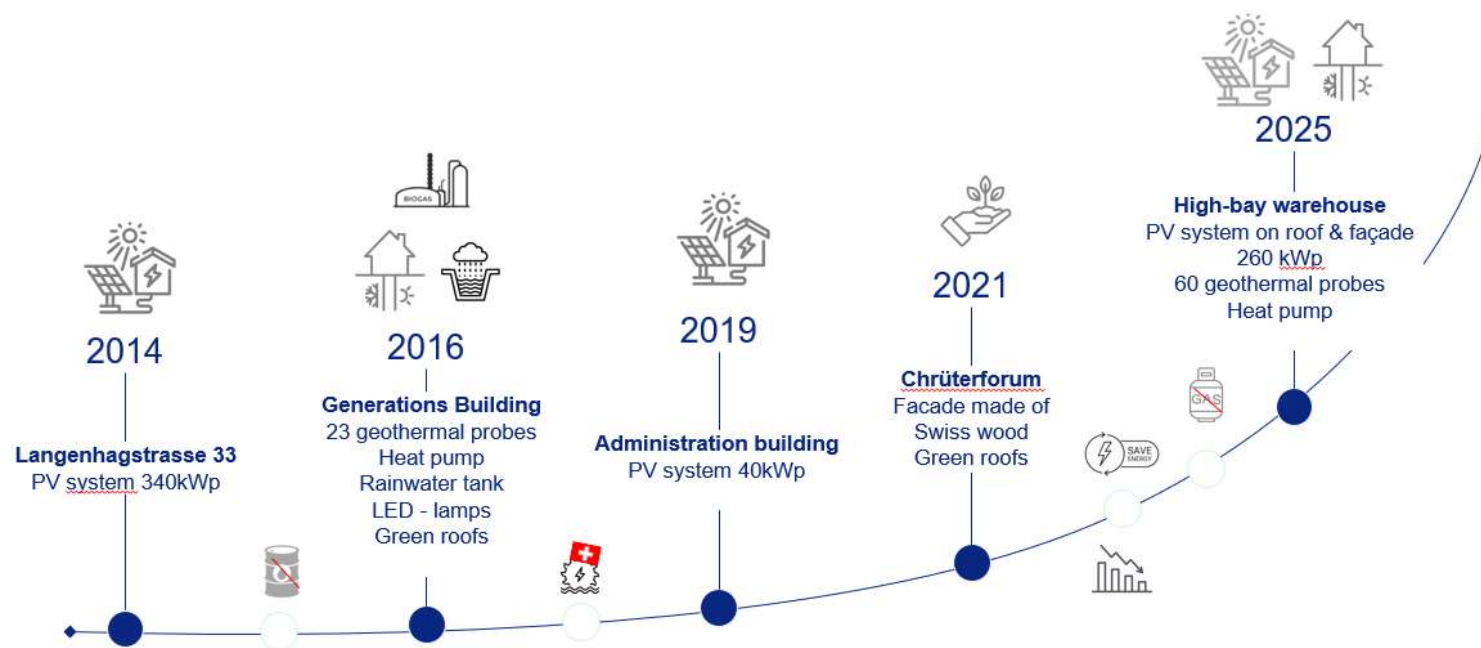
Energy efficiency and sustainability: Our path

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.

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

New high-bay warehouse

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.

Operation of the new high-bay warehouse is planned to start in 2025.



Energy

Activities

Recycling Day at JUST

On 18 March 2024 we participated in the global "Recycling Day" and organised a collection initiative for batteries and small electrical appliances at our Walzenhausen and Rheineck sites. Employees were able to hand in unused appliances such as mobile phones, cameras and electric toothbrushes which were then professionally recycled.

The background of the campaign is the large quantity of unused electronics. On average, seven defective or unused appliances lie dormant in Swiss households, and every year around 31,000 tonnes of electronic waste are generated that could actually be recycled (source: Swiss Recycle). With our Recycling Day we wanted to focus attention on this problem, keep valuable raw materials in the cycle and promote the responsible use of resources.



JUST vehicle fleet

Management has decided to install new e-charging stations at the Walzenhausen site. The aim is to meet the demand for charging points for the electric vehicles of employees and guests and to facilitate the switch to climate-friendly mobility. This project supports the reduction of CO₂ emissions and strengthens the company's sustainability infrastructure.



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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, sensory 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
1200 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.



HAND-PICKED MALLOW
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 processes 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

Herb cultivator partners from Appenzell



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

Partnerships with companies such as JUST promote sustainable herb cultivation and herbal tradition in Appenzell. In collaboration with other organic herb farmers in the region, knowledge can be pooled and additional resources can be created.

Plants

Herb cultivator partners from Appenzell

Summer Edition 2025: Poppy and cornflower

In the summer of 2024 we were already able to visit the fields in Appenzell where the plants from the Summer Edition 2025 are growing. The 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.



Plants

Winter Edition



WeCare JUST Winter Edition 2024

The use of shea butter in the Body Butter of the 2024 Winter Edition 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.



Source: aak.com



Winter Edition Gift Pack 2024

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⁺
ORIGINAL - SINCE 1930

Packaging



Packaging

The right packaging for every type of 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.

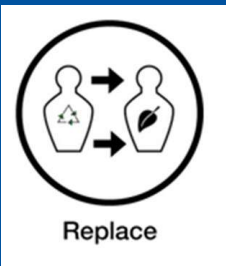


**The JUST
bottle
Made for
Recycling**

Four principles of the JUST packaging policy



Reduction in material consumption



Replacing packaging materials with more sustainable alternatives



Use of recycled material



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



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.



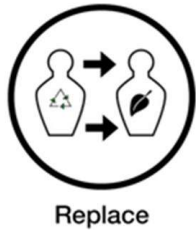
Folded boxes and package inserts are chosen with care.

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



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 focusing on new developments for packaging with recycled plastic content wherever this is possible within the framework of product safety regulations. This means that new plastic, virgin material, can be saved and recyclimate used.

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.



Packaging

Recyclable



Recyclable

JUST BOTTLE

The JUST bottle, including cap 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.



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.



Packaging

Explanatory video packaging 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.



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

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.



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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.

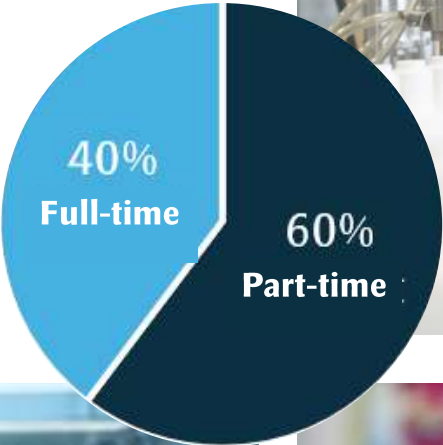
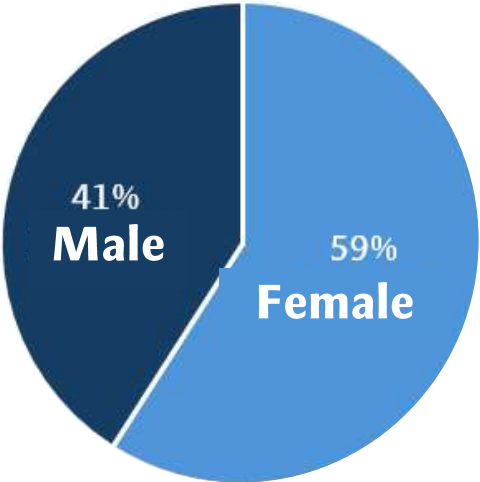
Thomas Reifler, Head of Finance & Services
Bernhard Füg, Head of the Supply Chain
Cora Crabbé, Head of Marketing
Heinz Moser, Managing Director



People

Employees

At the end of 2024 a total of **174 employees** were working at the company's headquarters in Walzenhausen and in the warehouse in Rheineck.



People

Employees

Remote working

Since April 2024, the company has had a modified arrangement for working from home. Employees working full time can work from home for up to **four office days** per month, and up to one day is permitted each week. Arrangements for part-time employees vary accordingly. Mondays will remain a mandatory in-house working day to ensure that team members can meet for personal exchanges and to promote cooperation within the team. On Mondays the focus will be on getting together.

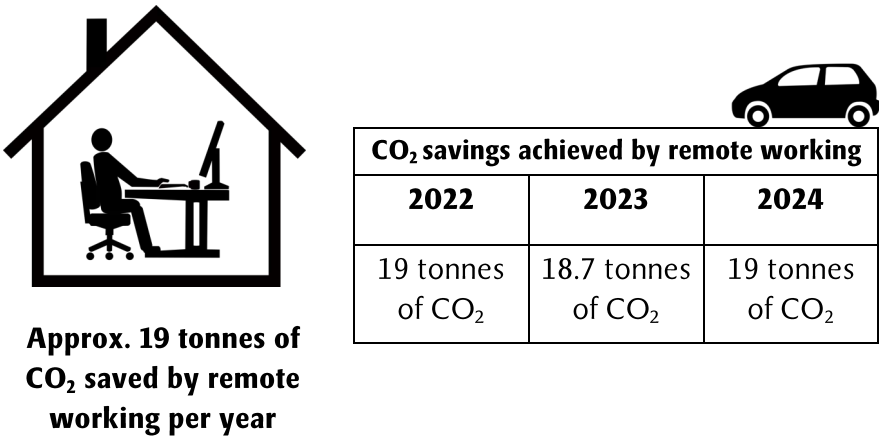
In spite of the new arrangements, in 2024 remote working saved approximately **19 tonnes of CO₂**.¹ JUST employees saved an astonishing **57,702 kilometres** of commuting kilometres in 2024 by working from home. **This corresponds to about 1.4 times the distance around the globe, which is about 40,000 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.

In 2024, employees completed a total of 352.5 training days - including the school days of our apprentices. Further training that is not currently recognised as working time is not yet included in this figure. From 2025 our aim is to also include these training programmes fully.



2.02 days
Average training and development days per employee

Sources: ¹ https://co2.myclimate.org/de/car_calculators/new
Calculations are based on the distance from home to work. The reference is an average value: 50 % diesel and 50 % petrol vehicles in the mid-range car category.

People

Employees

Inside JUST

Once again this year, as part of Inside JUST, our employees were given cross-departmental insights into new products, strategic developments and sustainable production processes.

Special focal points were:

- Sustainability in product development, from the regional cultivation of raw materials to resource-saving packaging
- Presentation of innovative, energy-saving infrastructure
- Interactive knowledge transfer, from fragrance quizzes to exciting presentations and product stations



JUST at the OCR CHALLENGE in Hohenems

Last Saturday twelve motivated JUST employees set off on the obstacle course in Hohenems. In three teams of four they demonstrated their commitment by overcoming the heat and the challenging obstacles over a distance of six kilometres. The team spirit played an essential role and everyone supported one other wherever necessary. The twelve participants crossed the finishing line both exhausted and happy and, most importantly, uninjured. The results are also impressive: They achieved 5th, 21st and 53rd place out of around 73 participating groups.



People

Employees

Christmas party 2024

The employees met at the Tobias Schmid winery in Berneck for an atmospheric end to the year. A delicious aperitif, festive music by the duo Mischa & Roy, a raffle with a Goldvreneli top prize and lots of positive conversations created a warm and relaxed atmosphere. The party was an opportunity to exchange ideas, show appreciation to our long-term employees and bring the year to a positive close with lots of festive cheer.



“Gschenklimorge” - gift-giving morning

Pre-Christmas atmosphere at JUST. In the early morning all JUST employees gathered in Walzenhausen for a St Nicholas breakfast with punch and biscuits next to the festively decorated Christmas tree.

Everyone also received a Christmas present – a mini Christmas market to take home. We all had a great time at our festive morning together.



Skiing day

The JUST company skiing day is held every year, usually in Davos. This year a number of winter sports enthusiasts once more took part.



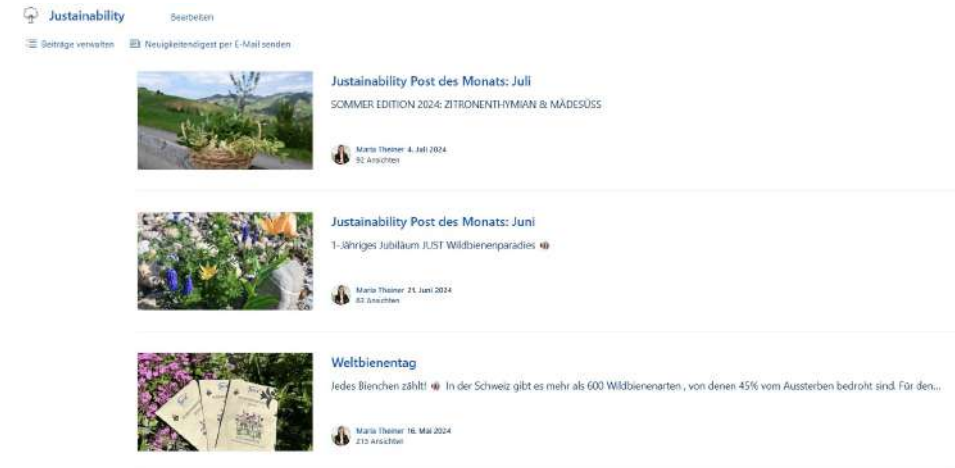
People

Employees

Sustainability Post of the Month

Since 2024 the new JUST intranet has had a "Sustainability" category, which features a "Sustainability Post of the Month".

These articles inform employees about a wide range of sustainability topics – from JUST products with special environmentally friendly features and practical tips such as correct disposal, creating a wild bee paradise as well as the latest information on energy targets and the publication of the sustainability report. This initiative anchors sustainability regularly and practically in everyday working life.



Wildblumensamen für alle - Abholbereit in der JUST Welt

Maria Thiemer
Manager Product & Marketing Projects

Jedes Bienenchen zählt!

Anlässlich des Weltbienentages am Montag, den 20. Mai verschenkt JUST an alle Mitarbeiter Wildblumensamen. Wir möchten damit gemeinsam einen Beitrag zum Schutz der Wildbienen und zur Förderung der Biodiversität leisten.

Die Wildblumensamen können bereits morgen in der JUST Welt abgeholt werden – solange der Vorrat reicht!



In der Schweiz gibt es mehr als 600 Wildbienenarten, von denen 45% vom Aussterben bedroht sind. Für den Fortbestand des Planeten sind Bienen von essenzieller Bedeutung, jedoch werden ihre Lebensräume – bunte Blumenwiesen und unberührte Naturflächen – immer rarer. Zum Weltbienentag am 20. Mai möchten wir auf die Wichtigkeit von Bienen in fast allen Ökosystemen aufmerksam machen. Ohne die fleissigen Bestäuber, gäbe es deutlich weniger vielfältiges Obst und Gemüse auf unseren Tellern.

Hier ein paar einfache Möglichkeiten, wie jede/r Wildblumen unterstützen kann:

- 🌱 **Lass es wild wachsen:** Egal ob Garten oder Balkon – jede wilde Ecke zählt.
- 🐝 **Wildblumen pflanzen:** Sie sind nicht nur schön, sondern auch sehr bienenfreundlich.
- 🏠 **Nistplätze schaffen:** Bause ein Bienenhäuschen oder schaffe natürliche Nistplätze mit Sand und Totholz.
- 💧 **Wasserstellen einrichten:** Eine kleine Wasserschale ist schon von grossem Nutzen.



Bild einer kleinen Wasserschale für Bienen – hier zusätzlich Salz oder Zitrage in die Wasserschale, das macht es für Bienen einfacher



THEMA: VERPACKUNGEN

Verpackungen aus Papier, Kunststoff oder Aluminium – welches Material ist nachhaltig? Wir klären auf!

Viele Mythen ranken sich um Verpackungen. Unser Ziel ist es, in unserem Erklärvideo die Vor- und Nachteile der verschiedenen Verpackungsmaterialien zu beleuchten.

Eins ist klar: Es gibt nicht die umweltfreundlichste Lösung – jedes Produkt hat individuelle Ansprüche in Puncto Verpackung. Die Hauptaufgabe der Verpackung ist es, das Produkt vor Verunreinigungen, Sauerstoff und Licht zu schützen. Wird der Inhalt unbrauchbar, hat das deutlich grössere ökologische Folgen.

Als zukunftsorientiertes Unternehmen sind wir stets auf der Suche nach umweltfreundlichen Verpackungsalternativen. Innovative Verpackungslösungen werden von uns sorgfältig auf ihren ökologischen Fussabdruck bewertet.

Zum Beispiel haben wir unsere Gesichtspflege Linie Vital JUST letztes Jahr neu lanciert, mit Kunststoffverpackungen, die je nach Produkt einen Rezyklat-Anteil zwischen 60 und 100% haben.



Erklärvideo Verpackungen

People

Symposium in Berlin: The future of direct sales

One of the highlights of this year was the JUST Symposium in Berlin, to which JUST invited sales partners and experts from all over the world to discuss the future of direct sales.

This exclusive event, which included an authentic Berlin-related ancillary programme, was organised for the first time in this form.

The central topics were:

- The importance of face-to-face personal contact
- Digitisation & social changes
- Artificial intelligence & virtual reality in sales

Matthew Mockridge inspired us with his presentation on "Society in transition and Generation Z." The event featured a motivating discussion about how consumer behaviour is changing and how new technologies can be used effectively in direct sales environments to strengthen personal connections.



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People & nature WeCare

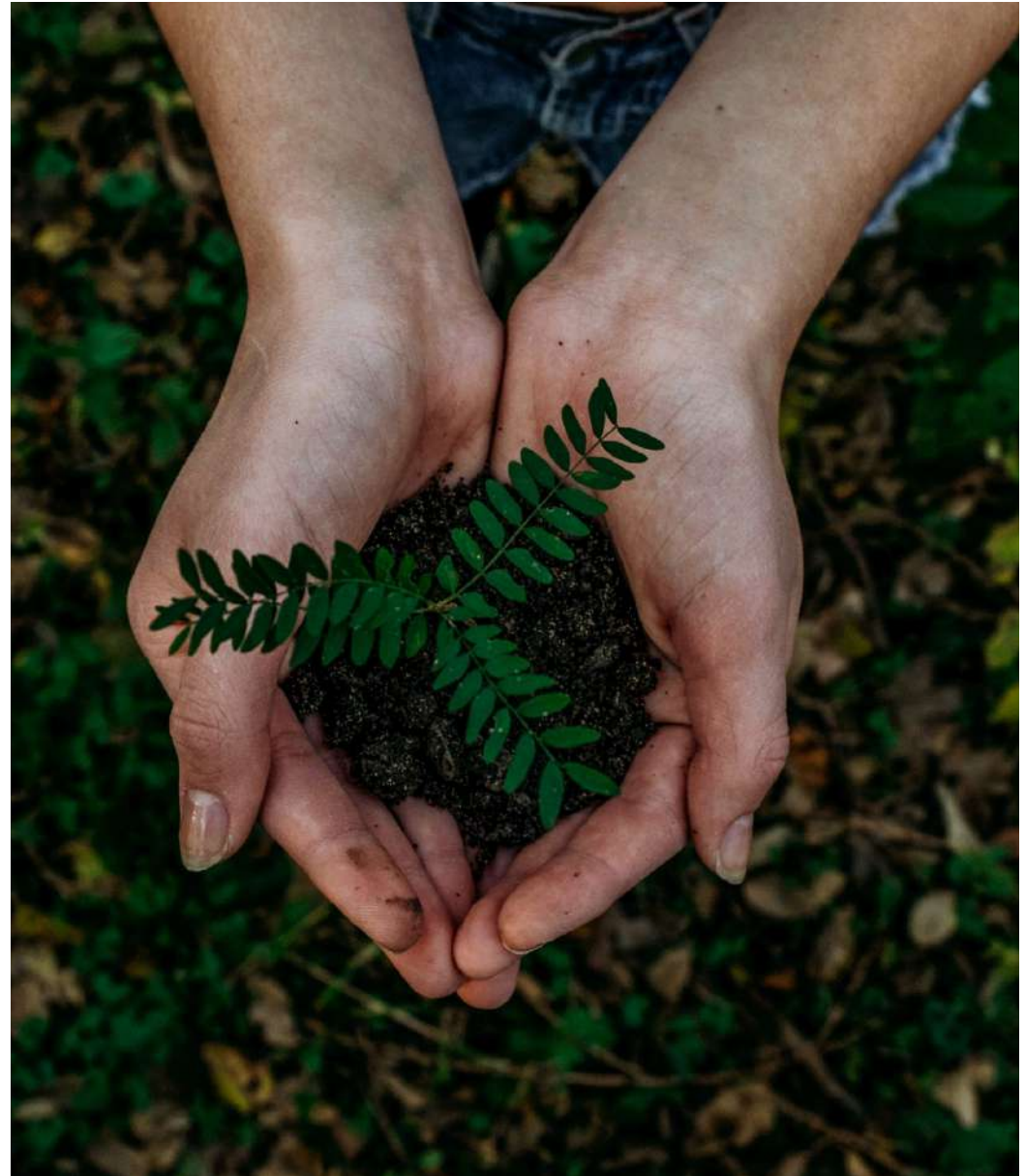


WeCare

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.



For us sustainability means more than just environmental awareness, it means taking responsibility for our society. As part of the WeCare project JUST is actively involved in social initiatives to support nature and people. Some of our projects in 2024:

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.

Our contribution:

- Financial donation



JUST supports biodiversity projects at school in Walzenhausen

An inspiring project week focusing on biodiversity was organised at the Bild Schule in Walzenhausen from 22 to 26 April 2024. The aim of the project week was to make the school environment more natural and as a result promote biodiversity. The JUST team worked hard on the plant snacking areas, creating a wild bee park, making tactile trails and much more. We at JUST are proud to have been actively and financially involved in this initiative to make the biodiversity project possible and help redesign the playground.

Our contribution:

- Financial donation
- Active support from many JUST employees during the project week



**First anniversary of the JUST
wild bee paradise**

18 months ago, on 22 June 2023, our wild bee paradise was opened for the first time and since then has provided a habitat for a wide variety of wild bees and plant species.

JUST wild bee paradise opening:	22 June 2023
Patrons:	ACATIS Fair Value Investment AGJUST Foundation
Area:	1990 m²
Plants:	More than 300 different herbs, flowers and shrubs
Nesting structures:	Dead wood, rock piles, empty snail shells, sand piles, insect hotels
Nature trail:	Seven information boards: Interesting facts about wild bees
Day trip destination:	Families, clubs, school classes, interested parties, nature lovers ...
Opening hours:	Open to the public at all times



**New distribution of employee magazine
“JUST aktuell”**

Distribution of the JUST aktuell magazine has been reorganised: Since 2024, it has been sent to all employees through the in-house mail system. Each department receives the required number of copies directly, eliminating the need for additional transport by post.

Our contribution:

- Transport routes & weight are saved
- Reduction of the CO₂ footprint
- Promotion of the company's sustainability culture



Avoiding waste with reusable lunch boxes

JUST is committed to reducing the quantity of disposable packaging and is working with the Meyerhans patisserie and the Gambrinus pizzeria to this purpose. Employees have been able to use free, reusable lunch boxes for take-away meals since 2024. The boxes are washed and returned to the company after use which means preventing the use of single-use plastic.

Our contribution:

- Cooperation with local catering businesses
- Provision and washing of the reusable lunch boxes
- Minimising plastic waste



Future Day at JUST

In 2024, JUST once again opened its doors to students of years 5-7 as part of the National Future Day. Enthusiastic children and curious young people were given exciting insights into the company's wide and diverse professional fields and were able to experience different areas of their activity first-hand.

Our contribution:

- Insights into various professions



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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 bodycare 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



Online Convention and Newsletter

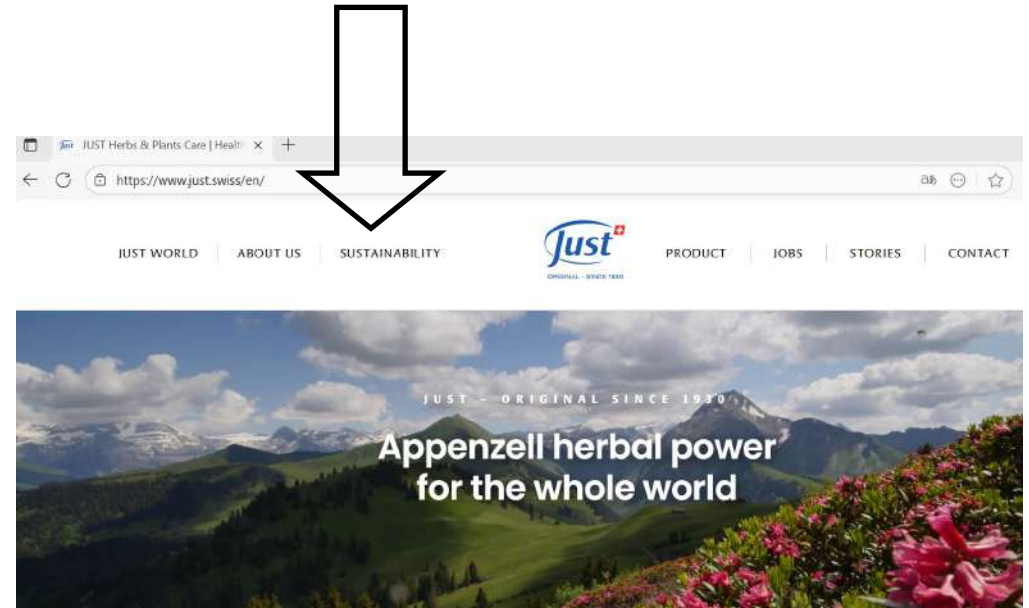
In 2024 the two communication formats, the "Natural Wellbeing Convention" and the "Inside JUST Newsletter", were successfully continued.

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 which is 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.

Sustainability as an integral part of our external communication

Since 2024 sustainability has been visibly anchored on our company website with its own, prominent menu item in the main navigation area. This section provides customers and sales partners with information on our key topics ranging from plant diversity, energy and resource conservation to packaging, WeCare initiatives, our bee paradise and other stories.



Review of 2024

40 years – Italy
40 years – Austria
35 years – France
20 years – Croatia
15 years – South Korea
15 years – Benelux
10 years – Poland
10 years – Ukraine

Outlook 2025

Step by step we are continuing to evolve to fulfil our sustainability requirements with all their facets. Our sustainability organisation works, task forces and agents come together to push forward smaller and larger projects alongside their activities within the organisation, as our report reveals.

For the next few years we want to strategically anchor the most important goals and have started working with a professional external and established sustainability partner to systematically work on existing and new sustainability goals and evaluate their relevance for the company and the environment. This is an exciting project that involves both the task force and all division managers along the JUST value chain. The United Nations Sustainable Development Goals (SDGs) and the double materiality analysis serve as a guide. We have seen that we have already been working on the right topics and will be able to get even more "system" into our efforts as a result of this support.

We are making great progress with regard to "origin", iconic Just plants, the origin and best quality of which are determined together with the ZHAW, and also with our own Just plants, which are still kept secret but have already been registered as Just varieties and for which we have into long-term partnerships with local cultivation partners. With regard to packaging, with our new design we are able to combine several different language versions which means we no longer need different packaging. This will ultimately mean less destruction of packaging materials and end products, as an increasing number of countries will have access to the stock.

However, we also see that are options are limited, as declaring 26 to 80 allergens in cosmetic products and a number of new warnings and regulations in the various household and biocide categories mean that intelligently saved versions would be required once more as the packaging is not sufficient to comply with all regulations in all national languages. In this case all teams are collaborating creatively to make the impossible possible and so 2025 and the years to come will remain exciting with regard to our "Justainability" efforts.



Cora Crabbé



Head of Marketing
Mitglied der Geschäftsleitung

Sources

Information:

JUST 2024 Management Report

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

Images:

JUST Library

Walzenhausen, October 2025.

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JUSTAINABILITY

Sustainability Report 2024