

A close-up photograph of a person's hand reaching towards a field of white daisies with yellow centers. In the background, there are orange flowers and purple flowers. The scene is bright and natural, suggesting a garden or farm setting.

WELEDA

Since  1921

ANNUAL AND SUSTAINABILITY REPORT 2022

WELEDA GROUP AND
WELEDA AG

Weleda. Grow together.

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OUR SEVEN FIELDS OF ACTION

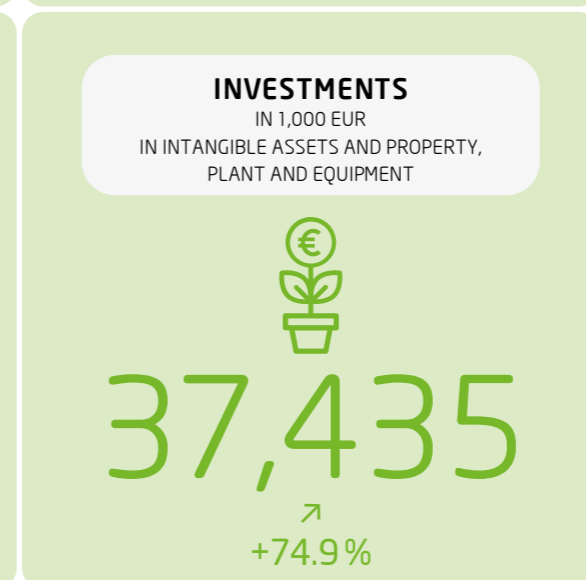
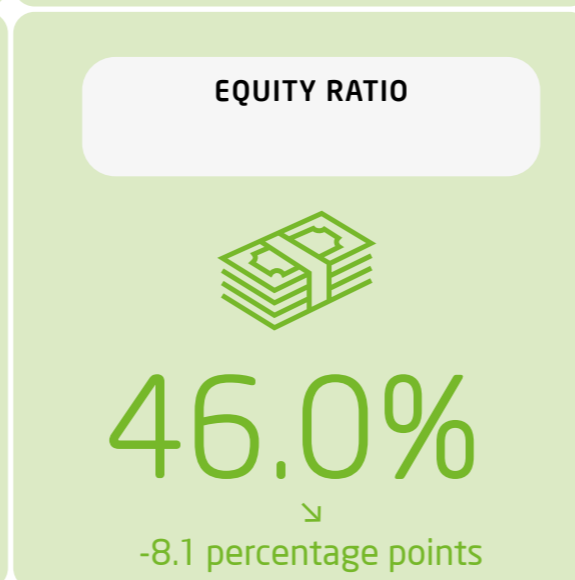
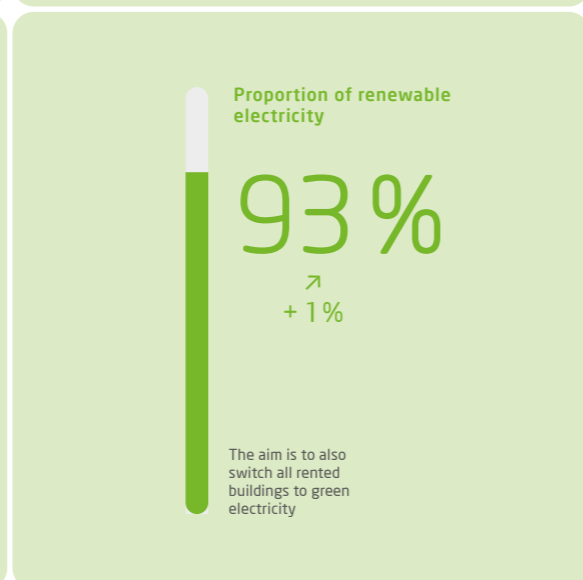
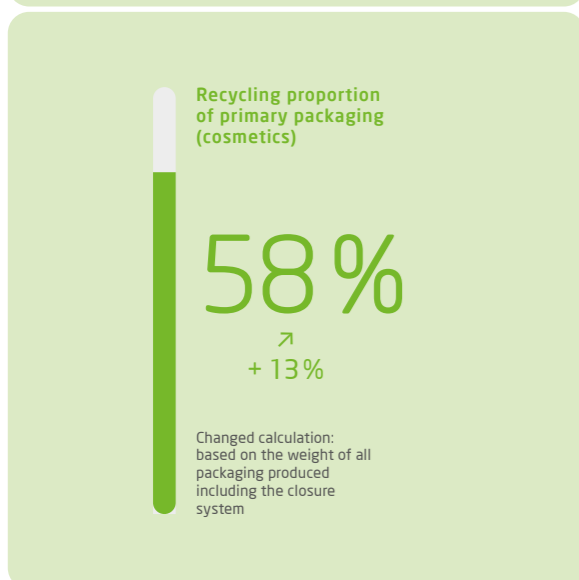
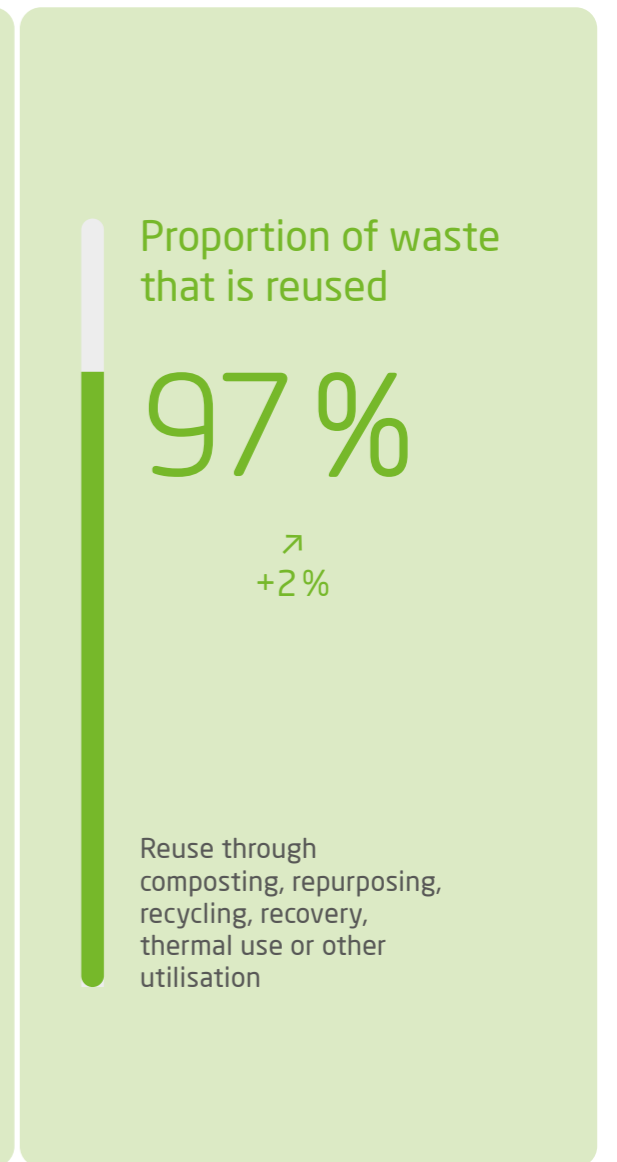
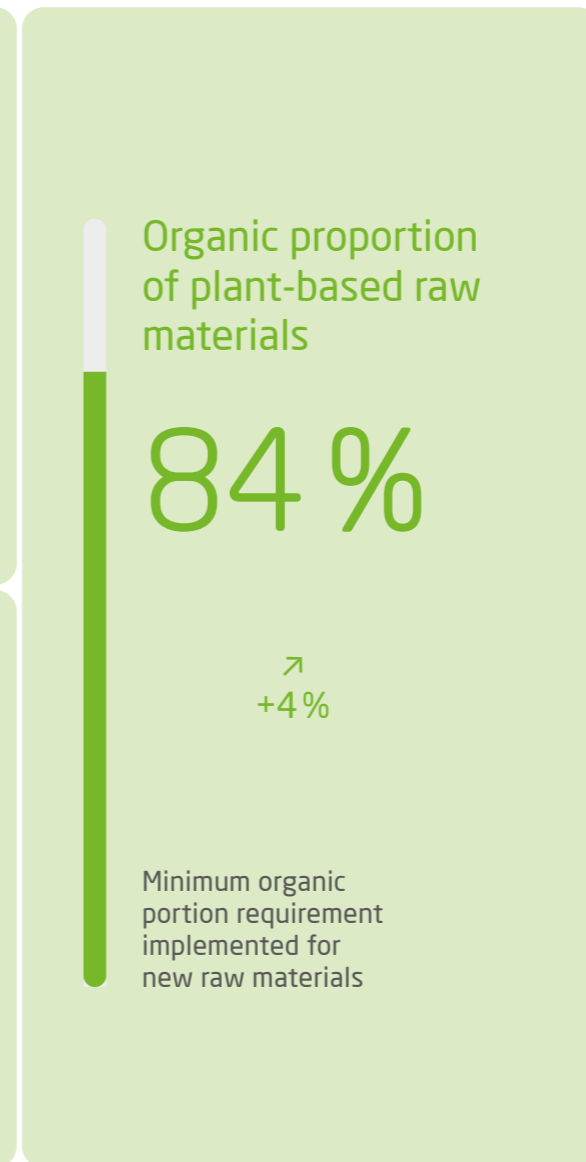
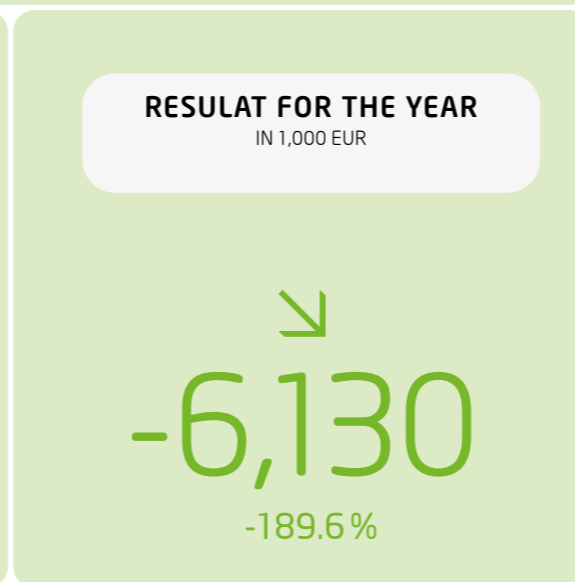
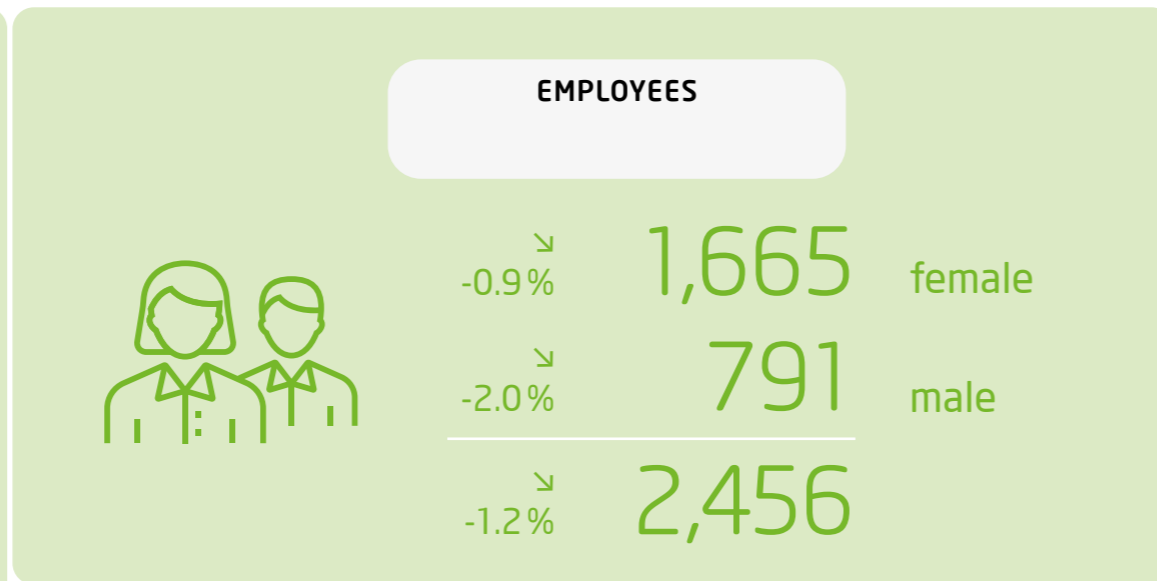
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Economy

	2022 in 1,000 EUR	2022 in 1,000 CHF ¹	2021 in 1,000 EUR	2021 in 1,000 CHF ¹	Change in % 2022/2021 based on EUR values
Weleda Group - key figures					
Net sales	413,806	415,798	424,781	459,193	-2.6
Net sales natural and organic cosmetics	326,423	327,994	343,011	370,799	-4.8
Net sales pharmaceuticals	87,383	87,804	81,770	88,394	+6.9
Operating result (EBIT)	-3,285	-3,301	13,258	14,332	-124.8
EBIT in % of net sales	-0.8%		3.1%		
Consolidated result for the year	-6,130	-6,160	6,843	7,397	-189.6
Cash flow from operating activities	2,698	2,711	15,102	16,325	-82.1
Net assets (+) ²	32,966	32,552	68,601	71,081	-51.9
Investments in intangible assets and property, plant and equipment	37,435	37,615	21,407	23,141	+74.9
Full-time equivalents (FTE) as at December 31st	2,119		2,168		-2.3
Balance sheet total	338,179	333,935	298,382	309,169	+13.3
Shareholders' equity	155,621	153,668	161,487	167,325	-3.6
Equity ratio	46.0%		54.1%		
Weleda AG - key figures					
Result for the year		-15,671		8,704	-280.0
Shareholders' equity		87,224		104,040	-16.2
Distribution in % of nominal value		0.0% ³		7.0%	

¹ At balance sheet date or average rates for the year

² Cash and cash equivalents and securities less current and non-current interest-bearing liabilities

³ Pursuant to the proposal made by the Board of Directors to the General Shareholders' Meeting on May 25th 2023

Value added statement

	2022 in million EUR	2022 in %	2021 in million EUR	2021 in %	Change in % 2022/2021
Origin					
Revenue (sales, other income and interest income)	417.8		428.3		-2.5
Input (cost of materials, changes in inventory, depreciation and amortisation and other inputs)	-227.8		-247.2		-7.8
Value added	190.0		181.1		+4.9
Distribution					
To employees (employee income, as well as social contributions and Pension Fund)	193.9	102.1	165.6	91.4	+17.1
To public authorities (taxes)	1.8	0.9	5.9	3.3	-69.5
To charitable organisations (donations), pursuant to paragraph 2 (3) of the articles of incorporation	0.3	0.2	2.6	1.4	-88.5
To lenders (interest expense)	0.1	0.1	0.2	0.1	-50.0
To shareholders (distribution)	0.0 ¹	0.0	0.9	0.5	-100.0
To the company (retained earnings)	-6.1	-3.2	5.9	3.3	-203.4
Value added	190.0	100.0	181.1	100.0	+4.9

All information based on average rates for the year. Comments to the value added statement: see page 49.

¹ Pursuant to the proposal made by the Board of Directors to the General Shareholders' Meeting on May 25th 2023

Weleda is the world's leading manufacturer of certified natural cosmetics and anthroposophic pharmaceuticals. The product portfolio comprises more than **1,000** pharmaceuticals worldwide and a wide range of extemporaneous pharmaceutical preparations, as well as **120** natural and organic cosmetics. They are developed based on a unique understanding of people and nature. For decades, nearly **1,000** substances from nature have formed the foundation of our products, which contribute holistically to people's health and well-being.

Weleda products are available in more than **50** countries. The company employs **2,456** people¹ worldwide to develop, produce and market its products. The Swiss stock corporation is headquartered in Arlesheim (Switzerland), with its largest branch in Schwäbisch Gmünd (Germany). The Weleda Group comprises **29** companies in **22** countries.

Anthroposophy inspires the philosophy at the heart of Weleda's purpose: Unfolding health and beauty in harmony with nature and the human being.

Group structure and shareholders

34 per cent of the capital and 77 per cent of the voting rights of Weleda AG are held by two principal shareholders: the General Anthroposophical Society (AAG, Dornach, Switzerland) and Klinik Arlesheim (KA, Arlesheim, Switzerland), formerly Ita Wegman Klinik AG. The remaining voting and non-voting shares are in diversified holding. Under the company's articles of incorporation the registered shares of Weleda AG may be transferred only with the written permission of the Board of Directors of Weleda AG. Acquirers must be members of the General Anthroposophical Society, Dornach. In order to be valid, the transfers have to be registered in the company's share register.

Capital structure of Weleda AG²

	Number of shares	Nominal capital in CHF
Nominal registered voting shares CHF 1,000	3,478	3,478,000
Nominal registered voting shares CHF 112.50	6,880	774,000
Nominal registered voting shares CHF 125	3,984	498,000
Nominal registered non-voting shares CHF 500	19,000	9,500,000
Total nominal capital		14,250,000

¹ Number of persons including trainees, apprentices, marginally employed staff, volunteers.

² The share capital is fully paid. As at December 31st 2022, there is neither authorised nor contingent share capital. Every registered voting share entitles the bearer to a single vote in the General Shareholders' Meeting

Dear readers,

This Annual and Sustainability Report looks back on the past fiscal year and looks forward to the future. Despite these challenging times, we continue to work energetically to adapt Weleda to the rapid changes taking place all around us. I am convinced that the many investments and measures we have in store will help Weleda return to economic success. First and foremost, I would like to mention our new logistics centre, which will be one of the world's most sustainable logistics buildings when it is completed. It will operate without fossil fuels, it will be able to produce the energy it needs thanks to photovoltaic systems, and the biodiversity on the site will increase many times over. You can read more about it starting on page 22. Exciting things are happening in other areas, too. With our new Firming Facial Care series, we are setting a new milestone in terms of efficacy. Its unique formula combines pomegranate's proven active ingredients with peptides from the maca root. Learn more on pages 8 to 11. These and many other topics addressed on the following pages provide a comprehensive overview of the activities and initiatives that are close to the hearts of Weleda and its employees. As diverse as they may be, they have one thing in common: unfolding health and beauty in harmony with nature and the human being.

Warm regards,



Thomas Jorberg
President Board of Directors and Executive Chair



Members of the Weleda Board of Directors (left to right):
Elfi Seiler, Thomas Jorberg (president), Andreas Jäschke, Harald Matthes,
Monique Bourquin and Ueli Hurter



ALOIS MAYER,
Production and Operations



NATALIYA YARMOLENKO,
Markets and Communication



RAPHAEL SAVALLE,
Finance



PRODUCT DEVELOPMENT AND PRODUCTS



WELEDA
Seit 1921
STRAFFENDE TAGESPFLEGE
Firming Day Cream
Hindert Falten und strafft
Natürlich strahlende Haut



NEW FIRMING FACIAL CARE

New formulas and a new look for radiant skin.

Weleda develops its products with a holistic understanding of the mature skin's natural rhythm of change. Weleda Firming Facial Care brings out your inner beauty during this special phase of your life and reveals your skin's radiance.

The pomegranate is a symbol of vitality and has exceptional antioxidant and regenerative properties. For many years, Weleda has been using this natural raw material with its excellent effects in facial and body care products.



Already known as a superfood in nutrition, the maca root unleashes its power through peptides, which are used in the new Firming Facial Care range.*

WHAT ARE PEPTIDES?

Peptides are short amino acid chains. Peptides perform multiple biological functions that make them important for human health. Among other things, peptides stimulate fibroblasts, which are responsible for collagen production in the skin.

THE MACA PLANT AND ITS BENEFITS

The maca plant originates from the Peruvian Andes. Its true power lies in its root. The peptides from the maca root are of particular interest to Weleda - one of the first cosmetic brands to harness the power of maca peptides in skin care.

* Firming Facial Oil contains no maca peptides; its proven formula remains the same.



“Great strides have been made in the development of natural cosmetics in recent years. Consumers expect the same performance, efficacy and textures as with conventional cosmetics. We can deliver on that.”

DR. BERNHARD IRRGANG,
Head of Research and Development
for Natural and Organic Cosmetics

Pomegranate in our popular Firming Facial Care range counteracts signs of ageing. Now for the first time, pomegranate is combined with maca root peptides to boost your skin’s natural radiance. With innovative formulations, new ingredients, and a new look. The packaging of the Firming Facial Care range also has a new look. The day and night creams come in a high-quality green glass jar, and the serum is in a green glass bottle. The new packaging design not only increases the filling quantity of some products but also ensures greater sustainability overall.

The maca plant and its benefits

Through a biotechnological process, the dried and crushed maca root proteins are transformed into highly effective peptides, which unfold their benefits in Weleda Firming Facial Care. They help to reduce wrinkles, improve skin elasticity and intensify the skin’s natural radiance.

The unique power of maca peptides lies in their natural origin. The peptides Weleda uses are made from organic maca roots grown in Peru. UEBT certification of this natural raw material guarantees the maca is sourced with respect, meaning conservation and sustainable use of biodiversity and fair treatment and payment of all partners along the supply chain.



HIGH MARKET RECOGNITION

Visidoron is our new umbrella brand that bundles Weleda's expertise in naturally effective OTC preparations for eye complaints. The suffix "doron" underscores its clear connection to the Weleda family.

Euphrasia: A special active ingredient

Three of the five preparations in the Visidoron range contain Euphrasia extract. It is not by chance that Euphrasia is also called eyebright because its plant extracts are used for complaints associated with conjunctivitis.



DORON

The word "doron" is Greek and means gift or merit. For Weleda, Visidoron preparations are a "gift to the eyes".





Sustainable wild collection

Every year, Weleda processes more than 100 kg of fresh Euphrasia plants into tinctures for medicines and cosmetic products. The plants are sustainably harvested in the wild in Germany and Romania.

Wild collection takes place throughout July and August. Harvesters gently remove the entire plant from the ground by hand to preserve as many of the roots as possible.

Quick processing of the fresh plant

The freshly harvested plants are delivered to the Weleda processing department within 24 hours. The whole, fresh plant (planta tota recens) is immediately processed into a tincture.



REGENERATIVE FARMING AND BIODIVERSITY





SAVE EARTH'S SKIN

Weleda wants you to treat soil like your own skin.

Soil is more than dirt under our feet. In many ways, the soil is like human skin: a living, finely balanced microbiome. It is the second-largest carbon reservoir on Earth after the oceans, which makes it indispensable for climate protection. Soil is teeming with different living organisms, making it a main biodiversity reservoir as well. For this reason, Weleda launched "Save Earth's Skin", a global campaign encouraging people to treat the soil as if it were their own skin. To this end, various projects around the globe were promoted that have one thing in common: to protect the soil.

1 million
square metres
of soil is cultivated organically, made possible by Weleda and the Swiss Organic Foundation.



SOIL AT WELEDA

The health of the Earth's soil is a primary concern for Weleda. Around the world, Weleda is taking numerous measures to protect soils worldwide. Here are some examples.

61

Farmers

In Australia, Weleda supports the switch to regenerative farming, saving CO₂ on 35,000 hectares of farmland cultivated by 61 farmers.

2000

Fruit trees

In Italy, Weleda supported the planting of 2,000 fruit trees on former monocultures to improve biodiversity.

Since
2021

All Weleda natural and organic cosmetics bear the NATRUE label, and the company has been a certified B Corp since 2021.



Soil and our skin

Weleda and its cultivation partners worldwide are caring for the soil like human skin. They treat the soil like a living organism, nourishing it and making it as biodiverse as possible. These soils are particularly rich and naturally healthy.

Weleda itself has been growing plants used for the manufacture of its products according to biodynamic farming principles for over a century.

The plants' valuable active ingredients are used in Weleda's natural skin care products and medicines. Calendula, for example, is used in the skin care classic Skin Food, whose formula has remained virtually unchanged since 1926. Oats and passionflower are used in natural remedies that promote healthy sleep.

“At Weleda, our commitment goes beyond sourcing high-quality, organic raw materials. How they are grown is also important to us. We know how important healthy soils are - not only for producing our high-quality products, but also for the future of our planet and all who live on it.”

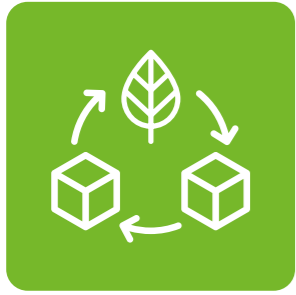
DR. ALEXANDER BATRAN,
Head of International Strategic Sourcing





RESPECTFUL SUPPLY CHAIN





EUROPE'S LARGEST MEDICINAL PLANT GARDEN



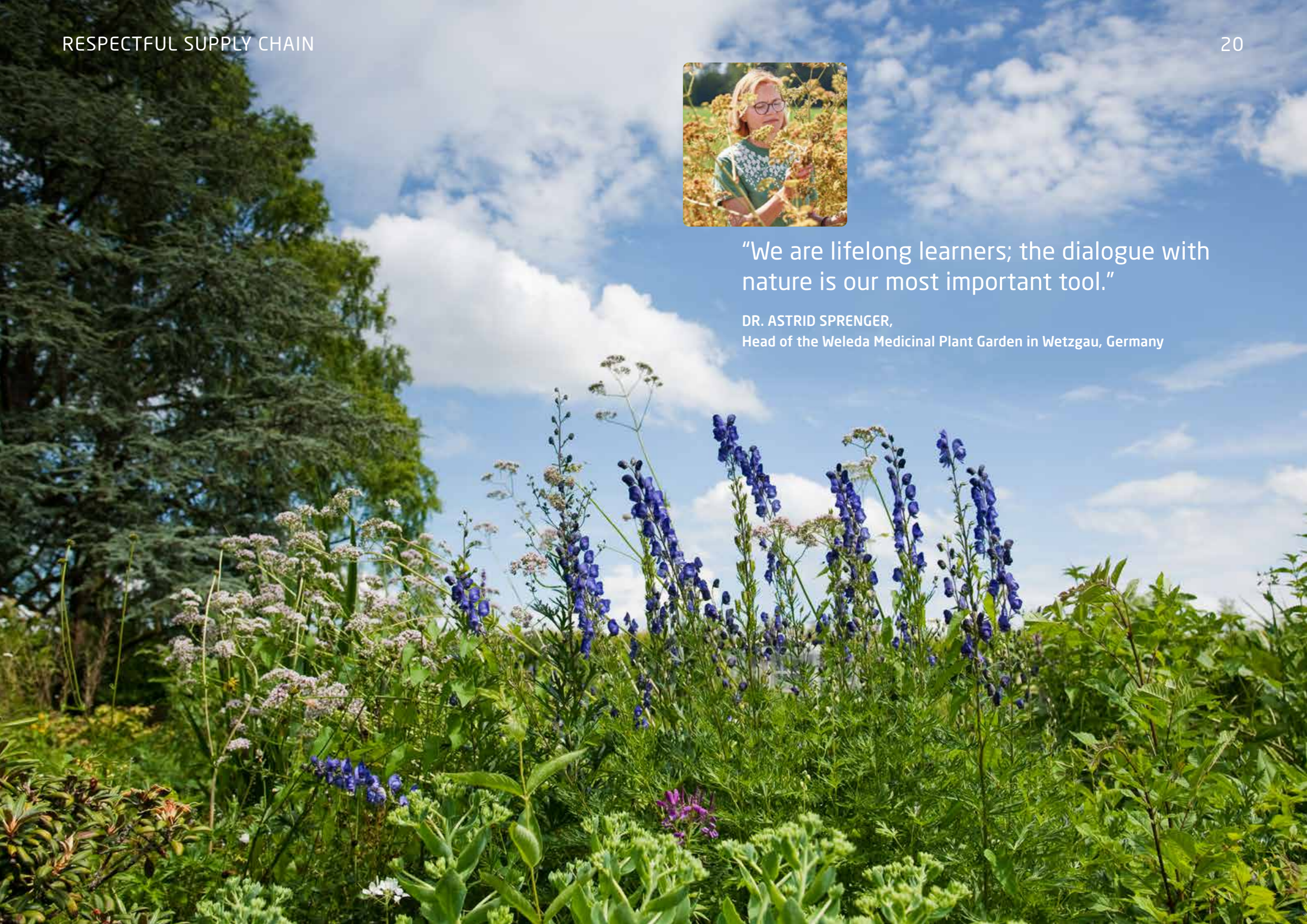
At the Weleda medicinal plant garden in Wetzgau near Schwäbisch Gmünd, Germany, it becomes clear how vital healthy soils are for climate protection and biodiversity.

- We do not use synthetic or chemical fertilisers.
- We treat the soil with care, and we harvest flowers by hand.
- Short distances: Directly after harvest, the plants are brought to our on-site plant processing department.
- Biodiversity hotspot: Hedges and plants provide space, food and shelter for animals and beneficial insects.



“We are lifelong learners; the dialogue with nature is our most important tool.”

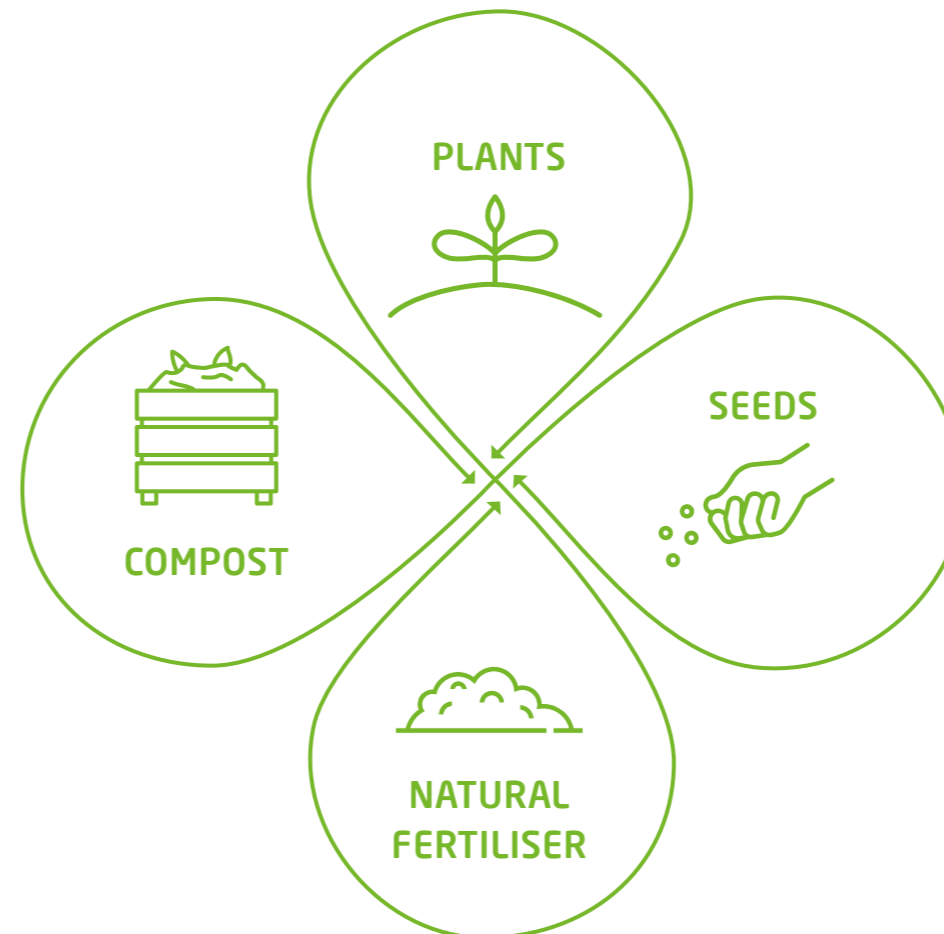
DR. ASTRID SPRENGER,
Head of the Weleda Medicinal Plant Garden in Wetzgau, Germany





We think in cycles

The garden is a cycle: We grow plants from our own seeds. We compost the prunings from trees and shrubs, plant residues, grass and leaves, and the pomace from plant processing. The compost is used on the garden beds as fertiliser.



23
Hectares
is the size of the Weleda medicinal plant garden in Germany.

800
Plants
grow in the Weleda medicinal plant garden in Germany. We process 160 of these plants as tinctures for our medicines and natural and organic cosmetics.



SUSTAINABLE SITES, PRODUCTION AND LOGISTICS

Visualisation of the new Weleda logistics centre, which will be a beacon of sustainability.



A BEACON OF SUSTAINABILITY



Weleda builds a new logistics centre

The new Weleda logistics centre is being built at our site in Schwäbisch Gmünd, Germany. The complex comprises an administration building, a technical facility and an innovative high-bay warehouse. With this measure, we are equipping ourselves for the future. Because every construction project also affects nature, we are proceeding as carefully as possible. Around 80 per cent of the site remains unsealed. The buildings are made with natural materials such as rammed earth sourced on-site and timber. Rock material used in construction is crushed on site. The outdoor areas are designed with native hedges, herbs, wild fruits and nectar-rich flowers – creating habitats for animals and increasing biodiversity.

0
%
Gas

17 200
Pallets

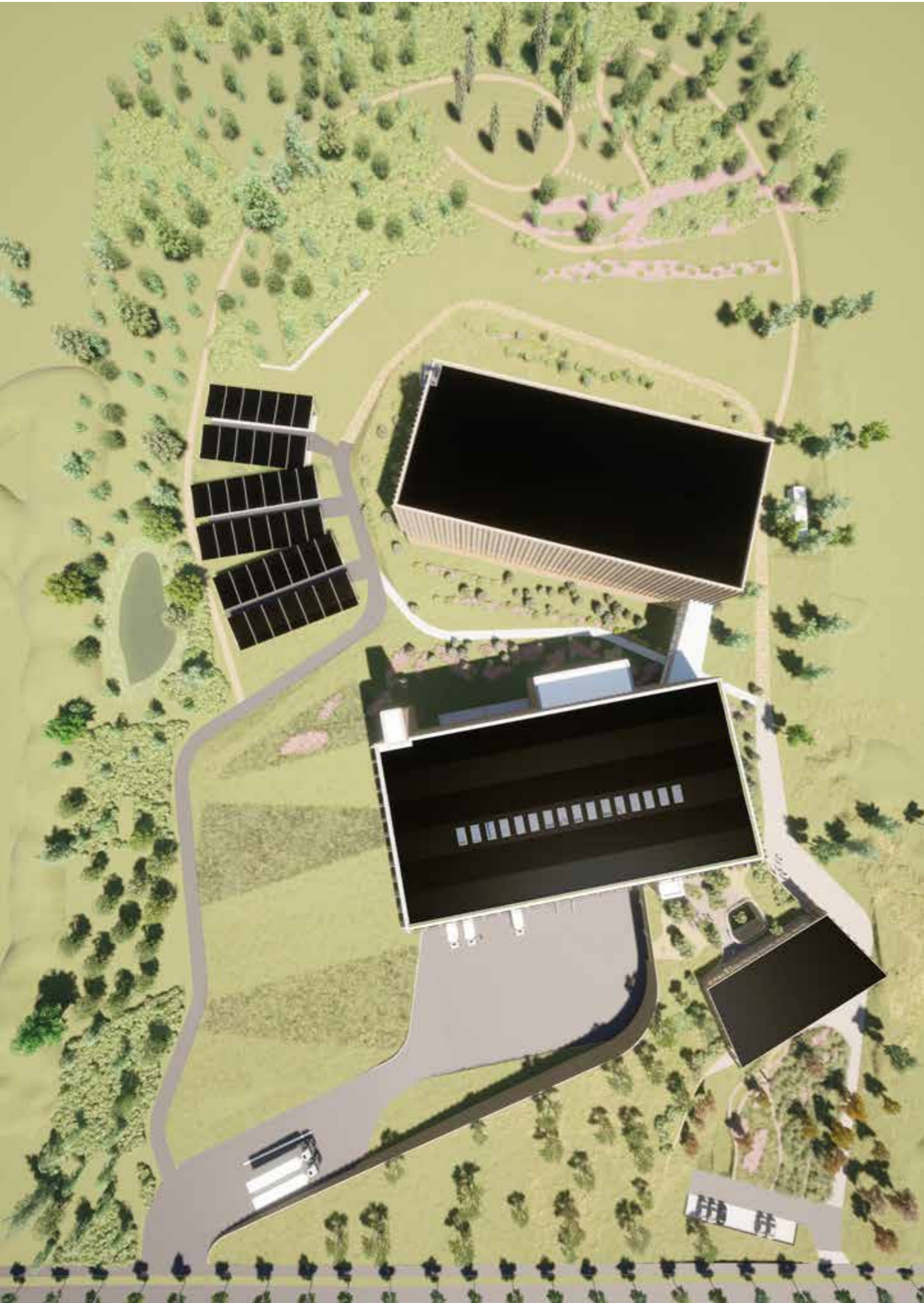
fit into the high-bay
warehouse.

4 500
m³

of PEFC-certified timber
was used to build the
high-bay warehouse.

80
%

Unsealed surfaces



“The new complex will be a beacon for sustainability and mindfulness – economically, ecologically and socially.”

**DANIELA TRAH,
Project Manager**

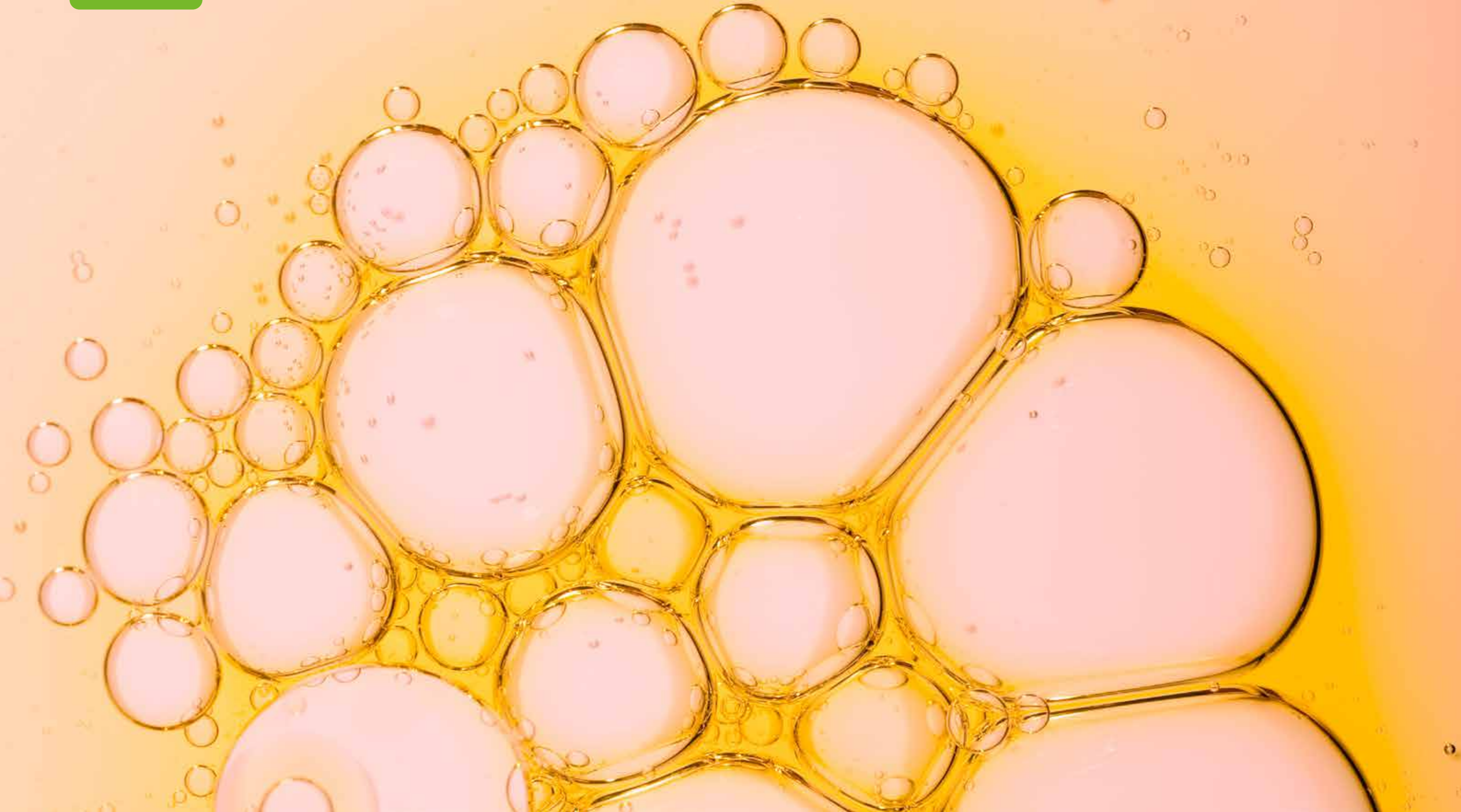
The logistics centre is intended as both a pilot project and a role model. It sets entirely new standards for the sustainable construction of industrial buildings. Project manager Daniela Trah speaks of a “sustainability triple jump – in economic, ecological and social terms.” The new complex has already been awarded a pre-certificate for meeting the Platinum standard of the German Sustainable Building Council (DGNB). After completion, it will be fully DGNB Platinum certified. Given current world developments, it is notable that the logistics centre will operate entirely without gas. We intentionally opted for a power supply system that uses 100 per cent geothermal and solar energy.

As a sign of social integrity, Weleda employees were actively involved in the planning of the building. Their experiences and needs informed the design of the recreation areas, washrooms and changing areas, and shaped the guidelines for office materials, furnishings and ergonomics.





MEANINGFUL AND GOOD WORK





PATH TO A DIGITAL FUTURE: DIGITAL ETHICS AT WELEDA

Weleda is committed to ensuring that people and nature are not neglected in the digitalised world.

Our ethical standards have always been high. In defining our approach to digital ethics, we drew up 15 company-wide ethical principles and implemented over 50 related measures. Our code of digital ethics ensures that Weleda's people-centric and nature-centric values are upheld in the digitalised world. "Digitalisation is constantly creating dilemmas," explains Jakob Wöbner, who drives digital transformation at Weleda. "In this context, a dilemma is a conflict triggered by technology, in which values, purpose, economy, nature, efficiency, market and societal and social acceptability must all be considered."



Digital-ethical dialogue - an example

Values and purpose

How we present our products and purpose makes sustainable products more attractive to customers.

Profitability

This approach generates more sales online.

Nature

The internet consumes large amounts of resources.

Efficiency

Our customers can order from the comfort of their own homes.

Market

New target groups are reached.

Societal and social acceptance

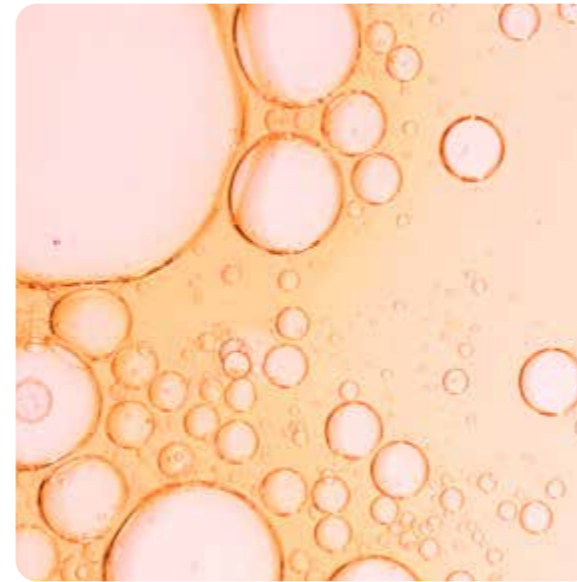
During the Covid-19 pandemic, online shopping became more acceptable.

Our digital ethics council monitors our compliance and advises on dilemmas to ensure we uphold our digital ethics principles. All IT projects are reviewed and aligned with these principles.



“Weleda may be the first company ever to implement its Corporate Digital Responsibility guidelines so consistently.”

JAKOB WOESSNER,
Manager for Organisational Development and Digital Transformation



7000
times

is how often our guidelines on digital corporate responsibility (CDR) were consulted.

Jakob Woessner and his team have initiated over 50 measures related to digital ethics in recent years. They cover basic things, like guaranteed access to the company-wide global intranet for every employee. They also include small, practical measures, like the adoption of apps that make it easier to book rooms in times of hybrid working.

Digital ethics in action



ETHICAL PRINCIPLE
Ensure equal opportunities

Measure: Weleda employees can use the Power Automate platform to implement automation in their daily work.



ETHICAL PRINCIPLE
Ensure high data security and quality

Measure: IT security is embedded in company operations with mandatory employee training on the topic.



ETHICAL PRINCIPLE
Support sustainability goals

Measure: Old appliances are donated to an inclusive company that professionally refurbishes them.



CULTURAL RELATIONS AND DEVELOPMENTS






LIVING SOIL CAMP: HEALTHY TEAMS FOR HEALTHY SOILS

In support of future-oriented, sustainable entrepreneurship, Weleda invited start-ups to its Living Soil Camp in the summer of 2022.




25 start-up founders convened at the Living Soil Camp.




Participants came from 6 initiatives, all working in their own way to find solutions for better soil health, species and climate protection, and sustainable business.

Soils not only play an essential role in protecting biodiversity but also help to ensure plant health. They are the largest CO₂ reservoirs on Earth after the oceans and bind large quantities of water.



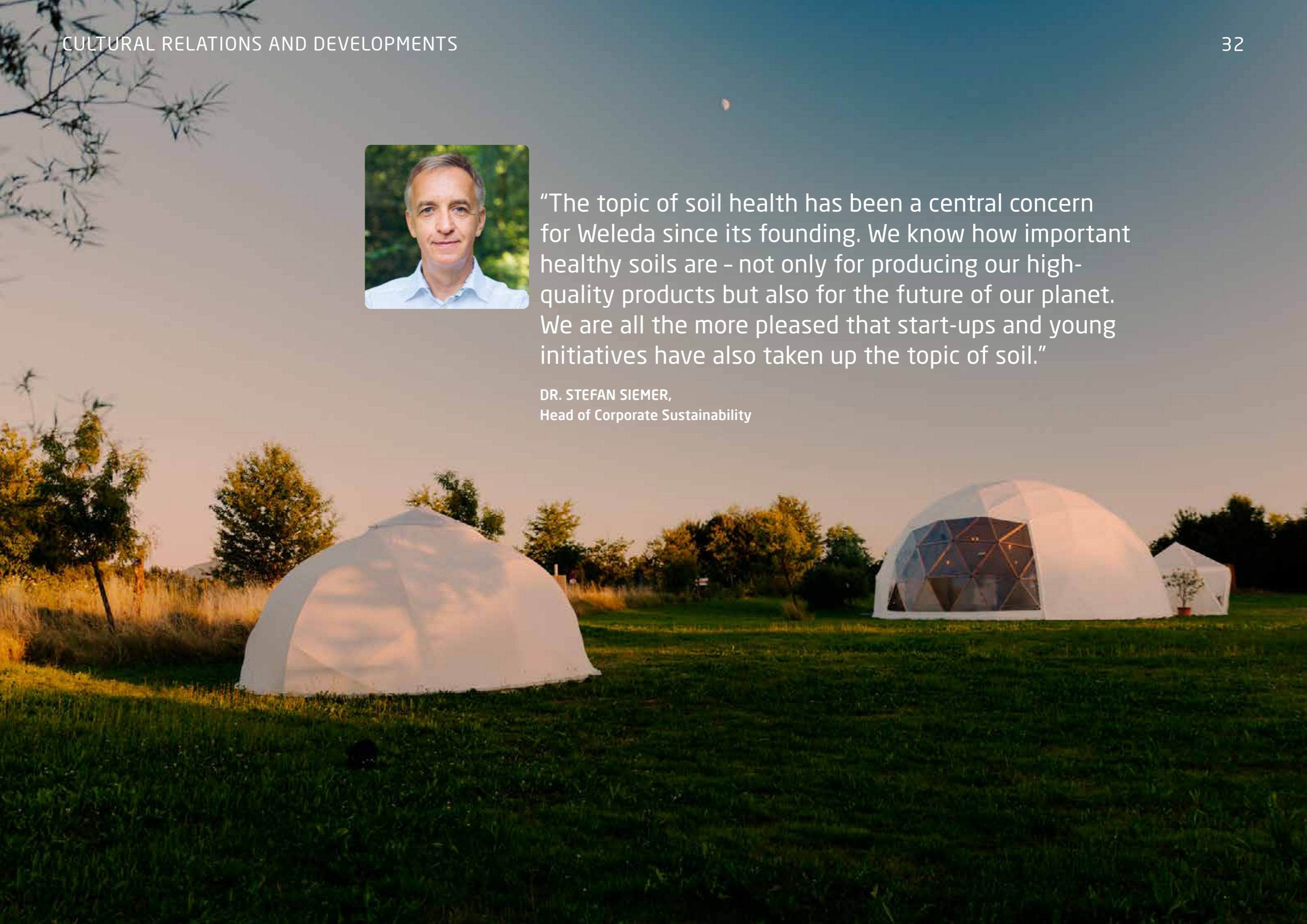

Healthy soils help to protect the climate, maintain the freshwater cycle and prevent soil erosion.





“The topic of soil health has been a central concern for Weleda since its founding. We know how important healthy soils are - not only for producing our high-quality products but also for the future of our planet. We are all the more pleased that start-ups and young initiatives have also taken up the topic of soil.”

DR. STEFAN SIEMER,
Head of Corporate Sustainability





In support of future-oriented, sustainable entrepreneurship, Weleda invited start-ups to its Living Soil Camp in the summer of 2022. At the Weleda Garden near Schwäbisch Gmünd, Germany, around 25 start-up founders from six initiatives came together for the Living Soil Camp. Each in their own way, they are working for soil health, biodiversity, climate protection and sustainable business.

The Living Soil Camp builds on the understanding that human wellbeing is integral to improving the world over the long term. The teams received professional coaching on nurturing workplace resilience and evolving their ideas. The participating start-ups and initiatives received support and learned strategies to overcome challenges, stay creative, and succeed.

The Weleda Garden provided a safe space for this inner work, which is just as important as professional guidance.





MANAGEMENT AND FINANCES





MAKING THE WORLD A BETTER PLACE TOGETHER: WELEDA IS A CERTIFIED B CORP



B CORP

Weleda has been a certified B Corp since October 2021. Over 100 Weleda employees were involved in the certification process.




B Corps use business as a force for good, operating in an environmentally sustainable way and adding value to society.



Sustainable since 1921

- The entire Weleda Group has demonstrated that it is working consistently to make a strong, positive impact on the common good, people and nature.
- Since its founding in 1921, Weleda has always placed sustainability above profit. B Corp certification was therefore a logical next step.
- Customers know that consumption adversely affects our planet and society, and want companies to reduce their environmental impact. As the industry leader for certified natural and organic cosmetics and anthroposophic medicines, Weleda takes this responsibility seriously.



A photograph of a sunflower field. In the foreground, several sunflowers are in full bloom, with bright yellow petals and dark brown centers. The sunflowers are growing in a field with a wooden fence running through it. In the background, there is a dense forest of green trees covering a hillside. The sky is bright and clear.

“Sustainability is part of our DNA and anchored in our corporate purpose. Acting in harmony with people and nature is only possible if we are a responsible and sustainable company. B Corp certification helps us communicate our high values and our approach worldwide.”

MARION SZABO,
Responsible in purchasing for projects, packaging materials and contract manufacturers



106,8

Points

achieved by Weleda for its first certification. 80 points is the minimum score to become a B Corp.

How does certification work?

- B Corp certification is awarded by the global non-profit organisation B Lab. A questionnaire measures how Weleda's operational decisions affect its shareholders, employees, customers and suppliers.
- Legal requirements also play a role. In its corporate statutes, Weleda has committed itself to making a significant, positive contribution to society and the environment.
- B Corp certification requires a minimum score of 80 points. Weleda achieved 106.8 points for its first certification in 2021. For the mandatory recertification after three years, Weleda aims to exceed its score and reach over 110 points.

What are B Corps?

- Benefit Corporations (B Corps) meet high standards of verified social and environmental performance, transparency and accountability.
- B Lab was founded in the USA in 2006. To date, it has certified over 6,000 B Corp companies in 80 countries that stand for a more inclusive and sustainable economy.

Discover B Corps worldwide:
www.bcorporation.net





CLIMATE PROTECTION

Since 2021, the Weleda Group has fully offset its Scope 1 and 2 emissions (according to the Greenhouse Gas Protocol, GHGP). We are continuing to focus on increasing our direct and indirect emissions.



1. Product-related climate footprint

All products of the Weleda Group have been arithmetically climate-neutral since October 2022 thanks to various long-standing avoidance and reduction measures. Examples include:

- Continuously increasing the recycled content of packaging. From 2021 to 2022 alone, we increased the recycled content of primary packaging materials for natural and organic cosmetics by 13 per cent to 58 per cent.
- A very high share of electricity from renewable sources reduces emissions from Scope 1 and 2 by more than half.
- The new Weleda logistics centre in Schwäbisch Gmünd, Germany, will go into operation in 2024. It has already been pre-certified to the highest sustainability standard for buildings, DGNB Platinum. The new buildings run on 100 per cent renewable energy. Construction materials such as earth excavated on-site and timber also make the buildings more climate-friendly.
- We are also reducing emissions in other areas beyond the product footprint.
- For the past 11 years, Weleda has donated clearance inventory to the non-profit association Tischlein deck Dich in Winterthur, Switzerland, to reduce waste and related emissions.

Offsetting is the second measure we have taken to become climate neutral. For Weleda, this means offsetting around 48,000 metric tonnes of CO₂ equivalent (CO₂e) annually.



Weleda invests in climate protection projects that earn internationally recognised offsetting certificates. We have focused particularly on projects positively impacting biodiversity and (soil) health in addition to climate protection. Examples include conservation initiatives to prevent deforestation in Brazil's tropical rainforest and projects promoting more environmentally friendly cooking practices in Nigeria, Uganda and Malawi.

In 2021 and 2022, we also funded more than 20 nature conservation and soil protection projects worldwide that do not generate carbon offset certificates.

The product-related climate footprint takes emissions into account according to the cradle-to-gate approach – from the moment a product is produced until it reaches its first destination, such as the retail store.

Direct emissions from Scope 1 and 2: ~20%.

- Raw materials and packaging: ~45%
- Transportation and distribution: ~15%
- Contract manufacturing and packaging ~15%
- Other Scope 3 emissions, e.g. waste: ~5%.

A complete overview of all Weleda emissions in 2023 will be published on a separate platform.

Offsetting is generally considered a sensible final step only if a company has already made a great effort to avoid and reduce as many emissions as possible. Based on our assessment, this applies to Weleda. Offsetting company emissions by purchasing carbon certificates is considered an effective contribution to combating climate change. This also supports conservation projects worldwide that could not be financed without carbon certificates. At the same time, this compensation system has several downsides and is under growing criticism from scientific, legal, regulatory and public sources.

After carefully considering all factors, Weleda has decided to cease purchasing carbon offset certificates and advertise climate-neutral products from the end of 2023 at the latest. Instead, we will intensify our efforts to avoid and reduce emissions.

2. Scope 1 and 2

Most of Weleda's direct emissions are due to energy consumption by the Weleda Group sites. In 2022 this amounted to around 9600 t CO₂e, corresponding to about 1 per cent of Weleda's total emissions.

For many years, we have been reducing the energy consumption of our buildings, production processes and vehicle fleet. Furthermore, we are continuously increasing the share of renewable energies we use. For example, we increased the global share of renewable energy in our buildings to over 60 per cent in 2022, mainly by switching to 20 per cent biogas in Germany and 100 per cent biogas in Switzerland. Many of our subsidiaries worldwide already use 100 per cent electrical energy from renewable sources. The increase in the proportion of biogas used has reduced our annual emissions by around 630 t CO₂e alone. Buying certified electricity from renewable sources reduced our direct emissions by 5,270 tCO₂e or ~55% in 2022. As of 2021, we have offset the remainder of around 4,300 tCO₂e by purchasing high-quality carbon certificates.

3. Reduction path: Does our business comply with the Paris climate targets?

We use the X-Degree Compatibility (XDC) model to assess the compliance of our business activities with the goals of the Paris Climate Agreement. The XDC model measures a company's climate impact in relation to global warming and the economic sector in which the company operates.

Put simply, the model measures a company's emissions (CO₂e) and calculates how much global warming could be expected if the entire world operated at the same emission intensity as the company analysed. The result is expressed in degrees Celsius: the XDC. More info: <https://www.right-basedonscience.de/en/xdc-model/>

According to the XDC model, Weleda achieved a value of around 1.4 degrees Celsius for direct emissions (Scope 1 and 2) in 2022, thus meeting the main target of the Paris Climate Agreement. That means we made great strides in drastically reducing our direct climate impact.

In terms of indirect emissions (Scope 3), Weleda currently does not meet the requirements of the Paris Climate Agreement. This result is a wake-up call for us, even if we only have an indirect and sometimes very weak influence on many of those emissions. Thanks to this transparency, we can now focus our future efforts more precisely on achieving a Paris-compatible reduction path for Scope 3 as well. Key areas for action in this respect include the company's supply chains and logistics and the financial carbon footprint (through bank deposits and pension funds, as well as the climate impact of wages and taxes). Above all, we will focus on the product use phase, where considerable energy is used to heat water for showering and bathing.

REDUCTION AND OFFSETTING

In 2022, we fully offset the climate footprint of our products and reduced our emissions. As promised, we are also offsetting the Weleda Group's Scope 1 and 2 emissions outside of the product carbon footprint for 2022 through offsetting and insetting projects.

SWITZERLAND

Our buildings in Switzerland run on 100 per cent renewable energy since July 2021. We upgraded building insulation, switched to LED lighting and reduced construction emissions through recycled concrete in construction projects.

GERMANY

We increased the use of biogas by 20 per cent at our German site. The new logistics centre will run entirely on renewable energy once in operation.

GROUPWIDE

We increased the proportion of recycled materials in the primary packaging of natural and organic cosmetics to 58 per cent in 2022.

AUSTRIA: Use of 100 per cent green electricity and district heating since 2004.

NETHERLANDS: Climate-neutral in Scope 1 and 2 since 2013, e.g. through 100 per cent renewable electricity, own photovoltaic system and electric cars and offsetting.

USA: Introduced a digital onboarding process, resulting in less travel.

SOUTH KOREA: Introduced a home office policy that reduces employee commutes and reduces consumption of energy and operating materials.

SPAIN: Introduced a home office policy that reduces employee commutes and reduces consumption of energy and operating materials.

AUSTRALIA: As of 2023, the site is powered by its own photovoltaic system.

FRANCE: Company cars with combustion engines were replaced with electric company cars. Investment in a new, more efficient cooling system.

UK: Since 2016, the site has used 100 per cent green electricity. New infrastructure was installed to charge electric cars.

SUPPORT FOR EXTERNAL CLIMATE-POSITIVE PROJECTS (SELECTION)

AUSTRALIA: Carbon8 : Promoting regenerative agriculture. The Carbon8 Farm Hand programme aims to work with 80 farms to regeneratively farm 40,000 hectares across Australia. Weleda is financing the training of 8 farmhands. www.carbon8.org.au

BRAZIL: SOS Mata Atlântica: Reforestation of 4,300 trees in Mata Atlântica. SOS Mata Atlântica is creating natural carbon sinks through renaturation. Mata Atlântica (Atlantic Forest) is a biodiversity hotspot in Brazil threatened by rampant deforestation due to high levels of industrialisation. www.sosma.org.br/sobre/relatorios-e-balancos

ITALY: Piantando: Creation of a nature reserve in Abruzzo. Piantando is committed to soil conservation and regenerative agriculture. In this project, 2,000 native fruit trees were planted as part of a new nature reserve it is establishing. The fruits are given to the local population. www.piantando.it/project/silva

HUNGARY: MyForrest: For twice as many forests worldwide. Together with Weleda, MyForrest plants as many new trees as the number of Weleda products sold in Hungary. More information: <https://www.myforest.hu/>

EGYPT: Investing in natural assets and innovative insetting for ecosystem services. Many ecosystems are in dire need of funding and protection, but carbon credits often have no positive effect on nature. That's why Weleda supports the Landbanking Group and SEKEM Farm in developing a globally applicable approach for biodiversity credits that measure impacts on soil, water and biodiversity in addition to climate.

CARBON OFFSETTING CREDITS AT PRODUCT LEVEL (SELECTION)

We support projects in Brazil and Africa that are making valuable contributions to the Sustainable Development Goals (SDGs).

BRAZIL: Conservation projects in the Brazilian rainforest. According to the United Nations Framework Convention on Climate Change, deforestation is currently responsible for about 17 per cent of global greenhouse gas emissions. By protecting the rainforest in Brazil, we are reducing deforestation and safeguarding the tree population. Preserving intact ecosystems avoids additional GHG emissions. The Jari / Amapá REDD+ conservation project in the Brazilian rainforest is certified according to the VCS and CCB Biodiversity Standard. It promotes climate protection and conservation of biodiversity and soil health based on a local economic development model. The project is located in the Jari Valley, which is vital as a home for more than 2,000 rural families and an ecological corridor. More information: www.biofilica.com.br/en/jari-amapa-redd-project

The project supports the following SDGs:



AFRICAN CONTINENT (E.G. MALAWI): This project, certified by the Gold Standard, aims to facilitate community access to the Chitetezo Mbaula, a healthier, more efficient and locally produced clay cookstove, thereby reducing GHG emissions. More information: <https://registry.goldstandard.org/projects/details/965>



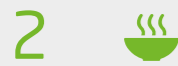
OUR COMMITMENTS AND GOALS FOR SUSTAINABILITY

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS	43
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CULTURAL AND SOCIAL RELATIONSHIPS AND DEVELOPMENT	47



1 NO POVERTY

- Compliance with social criteria along our raw material supply chains (e. g. annual negotiations on cost-based prices, supplements for organic cultivation, guaranteed minimum income pursuant to the UEBT standard)
- Planning security for smallholders through long-term contracts
- Financial support for individual social projects within the raw material supply chains



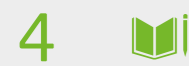
2 ZERO HUNGER

- Preserving rural life by supporting small enterprises
- Promotion of site and soil quality with raw materials from organic farming, biodynamic agriculture and controlled wild collection
- Use of non-GMO seeds only
- Social projects with raw material suppliers
- Guaranteeing food security in cultivation and collection regions pursuant to the UEBT standard



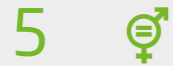
3 GOOD HEALTH AND WELL BEING

- Promoting Anthroposophic Medicine and therapeutic diversity as well as medicine free from antibiotics
- Variety of programmes for employees to strengthen resilience
- Educating customers on health through publications and events
- Ensuring health and safety along our raw material supply chains pursuant to the UEBT standard



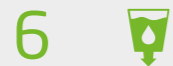
4 QUALITY EDUCATION

- Social projects to support education in our raw material supply chains
- Various programmes for employees and trainees/students
- Cooperations with universities and other institutions of higher education
- Voluntary Ecological Year
- Ensuring equality between men and women along our raw material supply chains pursuant to the UEBT standard
- Award of contracts to Haus Lindenhof for the employment of people with disabilities



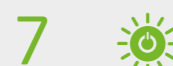
5 GENDER EQUALITY

- Promotion of equal rights among both our suppliers and our employees
- High proportion of women and women in management positions



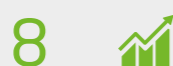
6 CLEAN WATER AND SANITATION

- Products do not contain microplastics and other persistent or water-polluting substances
- Production: investing greatly in effective and efficient water management and highly efficient equipment in production facilities
- Avoidance of contributing pesticides to ground water by making maximum possible use of raw materials from organic cultivation
- Social projects such as building wells in Uganda
- In regions with water scarcity, seeking options for resource-conserving irrigation in cultivation
- Access to clean drinking water for all involved along our raw material supply chains pursuant to the UEBT standard



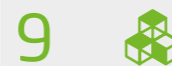
7 AFFORDABLE AND CLEAN ENERGY

- Effective and efficient energy management in production (e. g. switch to LED)
- Manufacturing our products using renewable energy and own photovoltaic systems
- Construction of new buildings according to sustainable standard (e. g. new office in Arlesheim)
- Sustainable planning of the logistics centre in Schwäbisch Gmünd



8 DECENT WORK AND ECONOMIC GROWTH

- Ensuring compliance with internationally recognised social and environmental standards in the supply chain pursuant to the UEBT standard
- Progressively increasing financial resilience and future viability of the company
- Weleda as a "place of human development based on shared tasks" with a wide range of measures and offers for employees
- Guided by our vision and mission for the benefit of people and nature



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Supporting growers in establishing local infrastructure
- Promoting the independence of our suppliers
- Startup and failure financing for individual suppliers
- Investment in own infrastructure



10 REDUCED INEQUALITIES

- Ensuring compliance with ILO standards through supply chain management system pursuant to the UEBT standard
- The "Diversity wins! Prospects for people who have experienced displacement" programme and the active promotion of diversity



11 SUSTAINABLE CITIES AND COMMUNITIES

- Actively working with the communities in which Weleda is based
- Promotion of rural living within the supply chain



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Sustainable products for the wellbeing of people in harmony with nature
- Natrue certification of all natural and organic cosmetics products manufactured in Switzerland and Germany
- Increasing the proportion of recycle in natural cosmetics packaging
- Effective and efficient use of resources and reduction of waste in production, deployment of environmental management systems at main sites (ISO 14001, EMAS)
- Circular economy in our own biodynamic medicinal plant cultivation



13 CLIMATE ACTION

- Our biodynamic garden as an example of resistant, sustainable agriculture and closed material cycles
- Transparency regarding company emissions and measures for reduction
- The prudent use of natural resources along raw material supply chains in cultivation and wild collection pursuant to the UEBT standard
- Through our supplier partnerships, biodynamic agriculture and UEBT certification, we support the increase of soil organic matters which binds carbon directly from the atmosphere.
- Reduction and offsetting of remaining emissions at Scope 1 level and 2 for the entire Weleda Group



14 LIFE BELOW WATER

- Products without microplastics and other persistent or water-polluting substances



15 LIFE ON LAND

- Organic or biodynamic farming or certified wild collection account for > 80 per cent of raw materials
- Active efforts to improve both soil fertility and biodiversity in projects with farmers pursuant to the UEBT standard
- Support for seed initiatives; no use of GMO seeds
- Active and political engagement on the topic of palm oil



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

- Respectful dealings through the supply chain management system
- Global governance guidelines
- As an anthroposophically inspired company, supporting and promoting the guiding principles as a contribution to a fair, diverse and peaceful world



17 PARTNERSHIPS FOR THE GOALS

- Active member of numerous health and sustainability initiatives and associations
- Global cooperations with manufacturers and farmers

This report also enables us to take stock of Weleda's first sustainability programme, carried out from 2018 to 2022. Rich with ambitious promises and goals, this five-year programme aimed to systematically increase Weleda's sustainability performance in all key areas of operation, and underpin our claim to be and remain a pioneer and beacon of sustainability. On the following pages, we review the concrete achievements Weleda made during this time.

The last five years have been particularly challenging for our sustainability mission. Consequences of the Covid-19 pandemic and the Russian war of aggression in Ukraine, including lockdowns, project and delivery delays, collaboration obstacles, threats to supply chains, the energy crisis, inflation, consumer restraint, and budget restrictions due to profit loss, have directly and indirectly affected some of Weleda's sustainability efforts.

We are therefore all the more pleased with what our colleagues accomplished together with our external partners. Some highlights:

- Doubling the proportion of recycled material in primary packaging for natural and organic cosmetics
- B Corp certification
- Ensuring that over 80 per cent of our plant-based raw materials come from organic cultivation
- Climate transparency (including indirect emissions) and commitment to ambitious reduction targets
- Diverse and high investments in the company's future, including a new, highly sustainable logistics centre
- Increasing the share of renewable energies used in operations worldwide
- Establishing a centre for education and sustainable development
- Winning many sustainability awards
- Our 2021 value-based corporate strategy will serve as an impact-focused sustainability framework for the coming years

This programme has now been concluded. Looking forward, Weleda will continue to pursue its mission of sustainability and responsibility with great commitment, intense passion and a clear focus.

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestones 2022	Result
100% Nature certification for all cosmetic products	Launch of the Shower Bars: <ul style="list-style-type: none"> Geranium+Litsea Cubeba Ginger+Petitgrain Lavender+Vetiver Ylang Ylang+Iris 	●
High vertical integration (fragrance development, quality control and tincture production)	Strengthened vertical integration, for example, in tincture production	●
Goals 2018-2022	Status quo 2022	Result
Attractive and sustainable packaging		
Natural and organic cosmetics primary packaging (based on the weight of all packaging produced, including closure systems): <ul style="list-style-type: none"> At least 65 % recycled materials or bioplastics At least 75 % recyclability or compostability 	<ul style="list-style-type: none"> Share of recycled material: approx. 58 % (post-consumer recycled material, PCR) Since 2022, we have assessed recyclability based on criteria for externally certifiable recyclability. These criteria are stricter and provide valuable indications for improvements. The values of the last few years are not directly comparable with the new assessment methodology, so no figures are given here. Activities 2022: Implementation of the first tube made of 100% recycled aluminium tube (Skin Food Cleansing Balm), conversion deodorant sprays to green glass, development of the first PCR masterbatch, conversion to green glass of the bath and men's Zero Plastic packaging for Weleda Shower Bars.	●
Natural cosmetics packaging (folding boxes, package inserts): <ul style="list-style-type: none"> 100 % sustainable paper or cardboard (e. g. recycled material, FSC label) 100 % recyclability or compostability 	Share of sustainable paper or sustainable cardboard: <ul style="list-style-type: none"> 100 % (FSC-certified and/or recycled material) Recyclability percentage: 100 % 	●
Natural cosmetics transport packaging <ul style="list-style-type: none"> 100 % sustainable paper or cardboard (e. g. recycled material, FSC label) 100 % recyclability or compostability Increasing the share of ecological filling and packaging material 	<ul style="list-style-type: none"> Share of sustainable paper or sustainable cardboard: 100 % (FSC-certified and/or recycled material) Recyclability percentage: 100 % 	●

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestones 2022	Result
Value added statement	Continuation in 2022 (see page 4 and 49)	●
Financial resilience through corresponding equity ratio and liquidity	The equity ratio decreased in the reporting year due to the Operating result decreased	●
Ensuring future viability through investment in the development of the company	In 2022, Weleda also implemented projects for the further development of the company. The most important are: <ul style="list-style-type: none"> Laying the foundation stone for a new logistics centre in Schwäbisch Gmünd Completion of construction for production expansion in Arlesheim Installation of the new combi-tube line in Schwäbisch Gmünd for natural and organic cosmetic products 	
Definition of sustainability criteria for investment of the endowment fund of the Swiss pension fund	Application of the sustainability criteria, continuation of the Calculation of the climate impact	●
Goals 2018-2022	Status quo 2022	Result
Global B-Corp		
Weleda and all its branches certified as B Corp	<ul style="list-style-type: none"> Several internal initiatives to increase the B Corp score Preparation of the re-assessment in 2024 	●

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestone 2022	Result
Average organic share of at least 80 % based on the certifiable raw materials	Current status: 84 % Organic requirement implemented for new raw materials	●
Commitment to a more sustainable palm industry	Participation in the Forum for Sustainable Palm Oil (FONAP)	●
Six own medicinal herb gardens worldwide (Germany, largest bio-dynamic garden in Europe, England, Netherlands, Brazil, Argentina, New Zealand)	Medicinal plant garden in Germany: <ul style="list-style-type: none"> • Tree frog has established itself • Stable fence lizard population in the Benjes hedge area and foil houses • new bird species sighting: lesser spotted woodpecker • Start of development of network for regenerative agriculture and biodiversity 	●
Targets 2018-2022	Status quo 2022	Result
Initiative for biodynamic agriculture	Ongoing exploratory talks on alliances with external partners Priorities	●
Increase in the proportion of raw materials from biodynamic agriculture to 30 % of 80 % organic share	Ongoing sourcing of raw materials already available in biodynamic quality	●
Promotion of biodiversity in projects and with stakeholders	<ul style="list-style-type: none"> • Participation in the Union for Ethical BioTrade (UEBT): board chair and seats on various committees • Weleda has been certified according to the UEBT Ethical Sourcing System since mid-2018; as a result, the supply chain management system has been greatly intensified. 73 supply chains in 30 countries have since been audited. 	●
Seed strategy and seed initiative	<ul style="list-style-type: none"> • Seed strategy to preserve seed diversity and promote alternative seed initiatives • Support for organisations such as "Initiative Bio-Saatgut Sunflower" (IBS), Hortus officinarum. Completion of the pilot project with scientific support and in cooperation with other companies and universities to linking economic wild collection for pharmaceutical companies with nature conservation in the collection areas in Romania. 	●

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestone 2022	Result
Raw material projects and partnerships	Support of social and ecological initiatives and projects (selection): <ul style="list-style-type: none"> • Egypt - Jojoba: Supporting the SEKEM Farm in its "Greening the Greening the Dessert" initiative. • Moldova - Lavender: Conversion to biodynamic agriculture with the support of the German Investment and Development Association 2022 successfully completed. • Romania - Arnica: Weleda is a sub-partner in a project to protect the project for the protection of this special cultural landscape, arnica from wild collection in the future. For example, mapping of the arnica meadows and -pastures, observation of the terrain by drones, evaluation of land management. • Bulgaria - Lavender: Consultations on biodynamic cultivation 2022 completed. 	●
UEBT management system for the entire supply chains of natural raw materials in the natural and organic cosmetics area	See Ethical Sourcing Commitments, page 75	●
Goals 2018-2022	Status quo 2022	Result
Transparency regarding true costs		
Transparency regarding the true costs for all essential plant-based raw materials (true cost accounting)	Completion of the two-stage pilot project; evaluation of methodology and exploration of further accounting approaches	●

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestone 2022	Assessment
Waste reuse rate \geq 98 %	Rate is 97,4 %	●
Own production with 100 % electricity from renewable sources in CH, DE, FR	Rate is 100 %	●
Environmental management system: ISO 14001 and EMAS in CH and DE	Successful recertification in CH and D	●

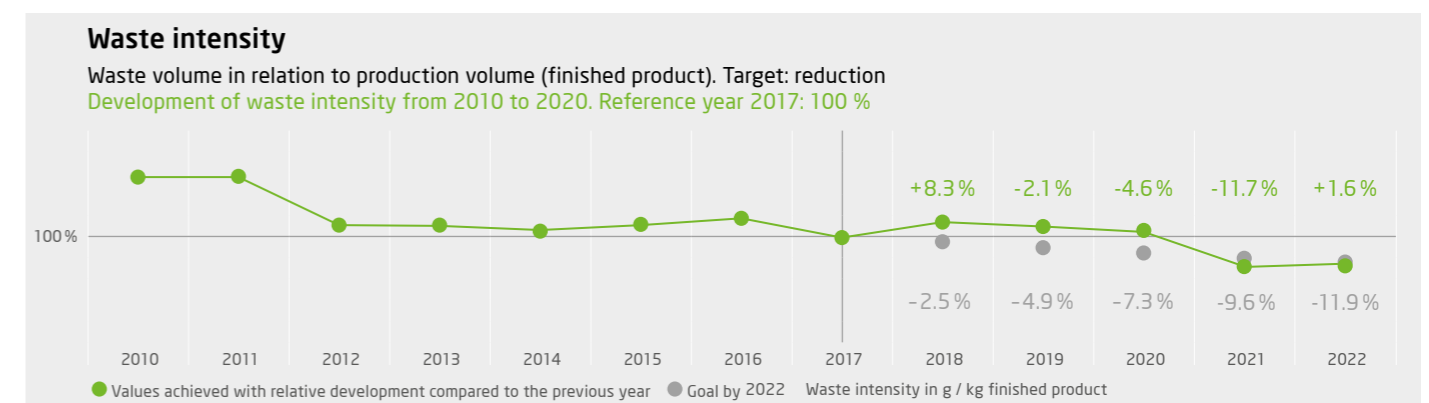
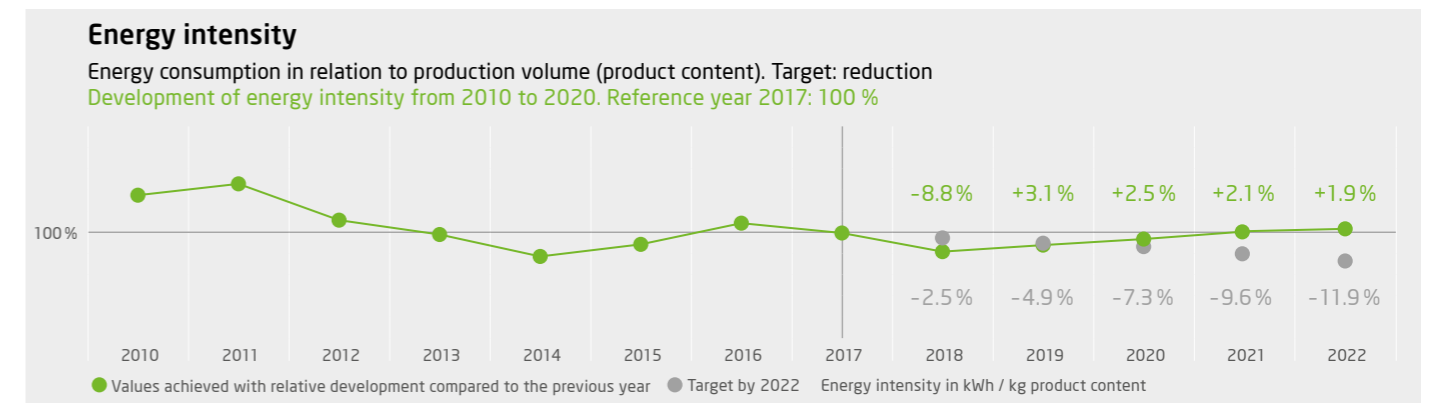
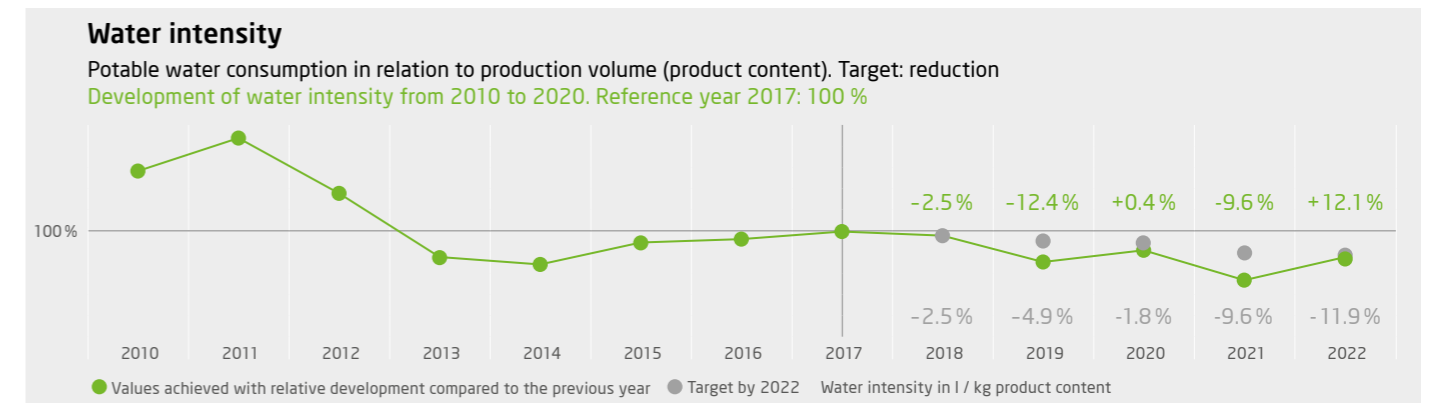
Goals 2018-2022	Status quo 2022	Assessment
Improvement of the environmental footprint		
100 % electricity from renewable sources in all associated companies as well as contract manufacturers and packaging manufacturers	<ul style="list-style-type: none"> The share of renewable electricity in all buildings in the affiliated companies is 90 % compared to 80 % in 2017. The consumption of our contract manufacturers and packaging material producers is still not transparent and therefore cannot be evaluated. In 2021, a pilot project in the form of a survey was carried out in 2021, which was repeated in 2022. 	●
Renewable energy share of at least 80 % for our own buildings and production facilities	<ul style="list-style-type: none"> Increase in the share of renewable energies in own buildings by 10 % compared to the previous year. 100 % renewable electricity in AUS, AUT, ES, SWE, NL, CZE and USA. DE, CH, UK have 100 % green electricity in own buildings, in FR in own buildings > 99 %. Since 2022, 100 % renewable energy has been used in CH's own buildings: Green electricity, biogas, geothermal energy, own PVA, wood chip heating. Status 2017: ~48 %, Achieved: at least 60%. 	●
100 % emissions transparency for Scope 1, 2 and 3 and reduction programme	Achieved: Preparation of a complete carbon footprint at corporate level according to GHGP for 2019 and analysis of further financial aspects. At product level, a detailed footprint for the year 2021 was calculated, externally validated by TÜV Nord and the corresponding emissions were offset by the end of 2023. In addition 2021, we will also achieve climate neutrality for 2022 at Scope 1 and 2 level throughout the Weleda Group. A reduction path and concrete measures are to be in place by the end of 2023.	●
Reduction of energy intensity by 2.5 % per year	Compared to previous year and overall unfortunately not achieved, strong dependence on production volumes. Target 2022: 3.6 / Achieved: 4.1	●
Reduction of potable water intensity by 2.5 % per year	Achieved: Despite an increase compared to the previous year, the absolute strategic goal was achieved. Target 2022: 9.9 / Achieved: 9.8	●
Reduction of waste intensity by 2.5% per year	Not achieved: +1.6 % year-on-year in CH, DE, F; Overall a strong absolute improvement achieved, overall target only just missed. Target 2022: 95.5 / Achieved: 98.4	●
Increase in waste recycling rate by 2.5 % annual	Not met, nevertheless +1.1 % Status 2017: 60.6 % / Achieved: 63.3 %	●
Sustainable and future-oriented logistics and mobility concept	<ul style="list-style-type: none"> Construction of the logistics centre according to the highest sustainability standards (DGNB Platinum) in Schwäbisch Gmünd. Exchange of ideas with the logistics partners to identify further sustainability potentials that can be exploited. The Schwäbisch Gmünd mobility concept was further developed in 2022. A mobility analysis of the employees was carried out for the locations in Switzerland and Germany. of the employees was carried out for the locations in Switzerland and Germany. A mobility concept was introduced for the Arlesheim site, further e-car charging stations will be installed. 	●

Evaluation of the entire sustainability programme 2018-2022
 Commitment or target: ● reached in full ● mainly reached ● mainly not reached ● not reached

Our goal is to reduce the energy, water and waste intensity with which we manufacture our products by 2.5 per cent annually. We thus aim to continuously reduce the use of resources and the volume of waste generated so as to protect the environment and save on costs.

Intensity is strongly affected by the capacity utilisation of our facilities: the more products the facilities produce within the operating times, the lower the intensity (improved efficiency). Capacity utilisation depends primarily on the order situation, over which we have only limited influence. We do have a direct influence on the technical facilities ((energy-efficient production facilities), process control in production (lean workflows and smooth operation), formulations (cold or hot production of product content) and the avoidance of waste during production and distribution.

The following environmental indicators are essential for Weleda: the consumption of potable water and energy as well as the amount of waste in relation to the production volume of finished products and product content. The charts below show the successes to date, the current status and our targets up to 2022. The key figures relate to the manufacturing countries of France, Germany and Switzerland. The largest quantities are produced at these locations.



Note: The previous year's values for the energy and water intensity were adjusted based on a changed data basis.

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestone 2022	Result
Promotion of the Weleda culture and personal and professional development	Implementation of a new, company-wide, holistic culture & identity concept on the basis of the new corporate strategy with a powerful Weleda Purpose and 6 values & principles A wide range of seminars (virtual & on-site), e.g. "Resilience - my inner strength my inner strength", "Conscious use of my time". Intercultural collegial exchange in the recently launched virtual HR International Conference	●
Promotion of work-life balance, health and diversity at the main sites	Encouraging personal resilience through proven and new offers e.g. workshops with participation on working time for all employees on "resilience all staff on "Resilience" or "Inner Work" (D/CH) Training staff to become Mental Health First Aiders (D) Eurythmy in the workplace (D/CH)	●
Active involvement by and for employees	Adoption of the new Weleda leadership mission statement including leadership models (DACH) Launch of the programme "Leading well" with an internal learning platform platform on topics such as communication in leadership, change management management, integral organisational development (DACH) Continuation of innovative experiments with distributed leadership in 5 teams (D/CH)	●

Targets 2018-2022	Status quo 2022	Result
Place for human development based on shared tasks		
Worldwide development of Weleda culture and identity	Employer Value Proposition: Workshops and interviews with employees with and without management responsibility in D-CH for Weleda's positioning as an employer:inside brand Strengthening of the location identity by founding location circles (D/CH) Preparation of the seven-month "International Curriculum" to strengthen Weleda's identity and culture with 60 participants from 60 participants from 8 Weleda countries Extension of cultural onboarding to Weleda D-A-CH, digital and analogue	●
Transformation Collegial Leadership and Collaboration	Application of values & mission statement e.g. in value-oriented recruiting recruiting, new online modules on leadership topics incl. dealing with crises dealing with crises, development of remuneration concepts in the collegial the collegial organisation	●
Promotion of work-life balance, health and diversity worldwide	Updating the Weleda Code of Conduct with a forward-looking understanding of understanding of diversity (worldwide), communication of tips and assistance on the topic of "mental health" (D/CH)	●

Evaluation of the entire sustainability programme 2018-2022
Commitment or target: ● reached in full ● mainly reached ● mainly not reached ● not reached

Contribution to the Sustainable Development Goals of the United Nations



More about Weleda and the Sustainable Development Goals of the United Nations on page 43.

Our commitments	Milestone 2022	Result
Commitments to anthroposophic medicine	Vision of Weleda as the leading environmentally sustainable company in integrative medicine Establishment of the internal continuing education series "Basics of Anthroposophic Pharmacy" and implementation of an international pharmaceutical curriculum	●
inspiring people	MUNDI, the competence centre "Education for Sustainable Development", opens the senses to nature and the environment. The result is cooperation, offers for school classes and workshops workshops. The regional network brings together initiatives, schools, associations, companies and educational institutions come together in the regional network. All offers on the website mundi-gd.de. In 2022 more than 800 pupils, students and trainees took part in MUNDI offers, as well as around 170 kindergarten children, 50 teachers and a further 95 adults. Weleda Adventure Centre Schwäbisch Gmünd: over 36,000 visitors visitors to workshops, guided tours, events and other events Weleda City Spa Hamburg and Stuttgart: Over 9,000 hours of treatments (massages, cosmetic treatments (massages, cosmetic treatments and consultations) Weleda City Spa in the Netherlands and Belgium: over 17,800 treatments Promotion of sustainable social economy with the Living Soil Camp at the Weleda Experience Centre (see page 31).	●

Taegets 2018-2022	Status quo 2022	Result
Communication of at least 777 Weleda "goodprints", which highlight the good deeds of Weleda and Weleda em-ployees and inspire people to lead sustainable lives	The Goodprints concept has been further developed according to "impact instead of numbers". It is supported by the strategic focus, collaborations with external partners and strengthening communications, e.g. through Werde magazine	●

MANAGEMENT REPORT

DEVELOPMENT IN THE MARKETS	49
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Value added statement

We will secure our company's future viability by means of prudent, ethical business practices.

By conducting our business in a responsible way, we improve Weleda's ability to manage risk – from behaviour in the market, through environmentally relevant aspects, to relationships with employees and exchanges with all other key interest groups and stakeholders. In this way, sustainable added value is created that can be distributed to our employees (income), to providers of capital (distribution, interest), to non-profit institutions (donations) and to the public (taxes).

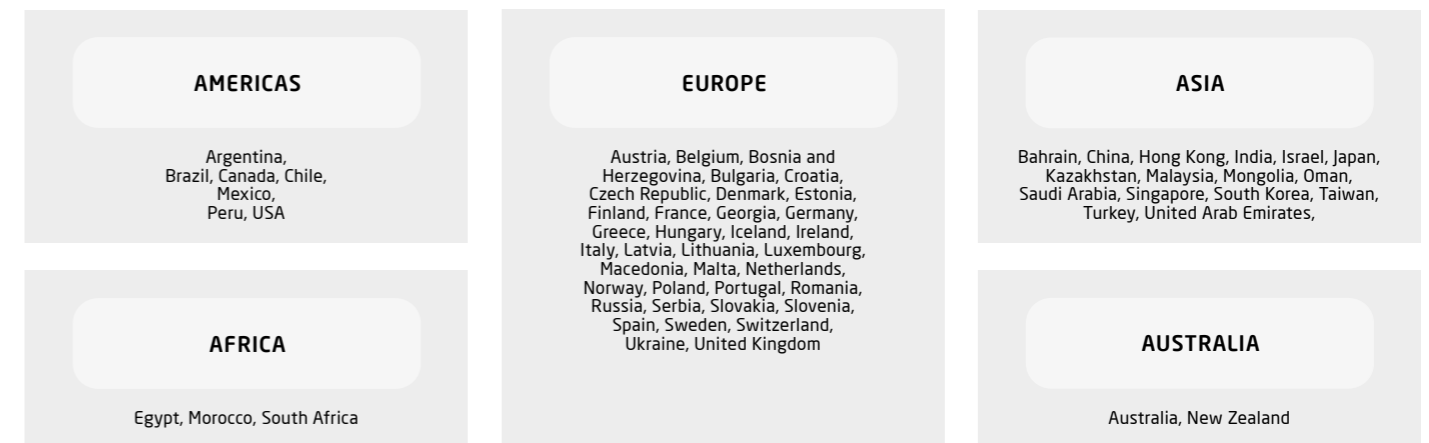
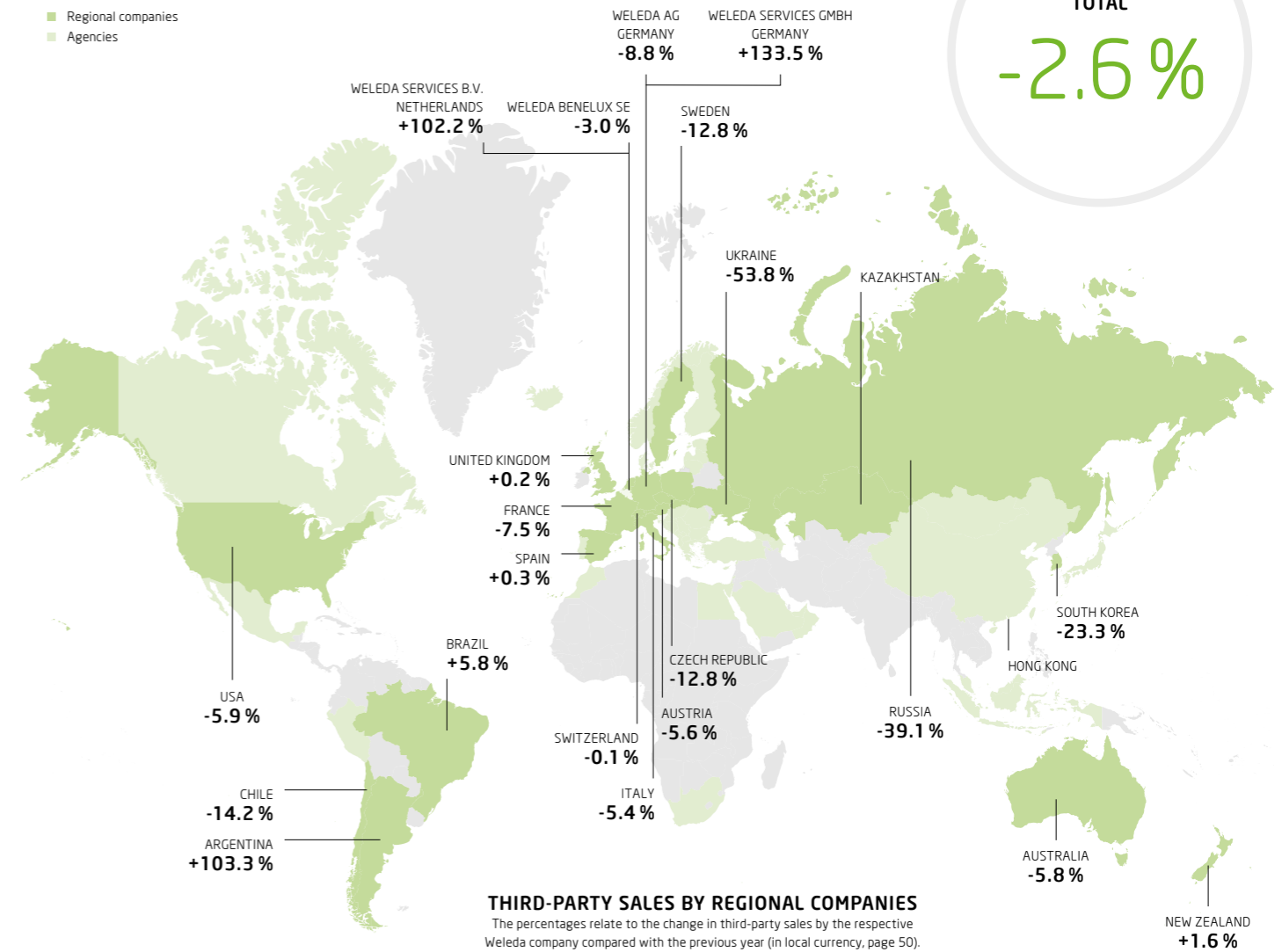
The value added statement (see page 4) illustrates how the economic activities of our company generate value for society: unlike the income statement, which is based on the viewpoint of the owners, the value added statement sets out the contribution made by the Weleda Group to private and public income. The value added statement shows the expenditure with which Weleda achieved its company performance and how the added value generated was distributed.



Development in the markets

Our total sales were EUR 414 million in 2022. As in previous years, the distribution of growth rates demonstrates how important our internationalisation is.

WELEDA IS PRESENT IN THE FOLLOWING COUNTRIES:



Third-party sales of regional companies

	Currency in 1,000	Third-party sales per company		Structure of third-party sales per company		Employees (Full-time employees) as at December 31st	
		2022	Change from previous year in local currency	Pharmaceuticals	Natural and organic cosmetics	2022	2021
Switzerland	CHF	41,001	-0.1%	42%	58%	339	339
Weleda AG Arlesheim	EUR	40,804					
Germany	EUR	165,444	-8.8%	22%	78%	761	765
Weleda AG Schwäbisch Gmünd							
France	EUR	56,246	-7.5%	17%	83%	304	329
Weleda S.A., Huningue							
Netherlands	EUR	19,635	-3.0%	12%	88%	67	70
Weleda BENELUX SE, Zoetermeer							
United Kingdom	GBP	11,522	+0.2%	14%	86%	71	73
Weleda (UK) Ltd., Ilkeston	EUR	13,520					
Italy	EUR	9,022	-5.4%	23%	77%	26	30
Weleda Italia S.r.l., Milan							
Austria	EUR	10,289	-5.6%	21%	79%	20	20
Weleda Ges.mbH&Co. KG, Vienna							
Sweden	SEK	71,583	-12.8%	1%	99%	23	21
Weleda AB, Stockholm	EUR	6,739					
Spain	EUR	12,832	+0.3%	0%	100%	53	52
Weleda S.A.U., Madrid							
Czech Republic	CZK	168,945	-12.8%	0%	100%	25	25
Weleda spol. s.r.o., Prague	EUR	6,878					
Russia	RUB	514,203	-39.1%	0%	100%	22	43
Weleda East GmbH, Moscow	EUR	7,307					
Ukraine	UAH	34,334	-53.8%	0%	100%	13	16
Weleda Ukraine LLC, Kyiv	EUR	1,021					
Germany	EUR	937	+133.5%	0%	100%	13	11
Weleda Services GmbH, Schwäbisch Gmünd							
Netherlands	EUR	1,244	+102.2%	0%	100%	9	11
Weleda Services B.V., Zoetermeer							
Kazakhstan	KZT	0				2	0
Weleda LLP, Almaty	EUR	0					
USA (North America)	USD	24,517	-5.9%	2%	98%	36	39
Weleda Inc., Irvington NY	EUR	23,301					
Argentina	ARS	516,226	+103.3%	57%	43%	43	44
Weleda S.A. Argentina, Buenos Aires	EUR	3,846					
Brazil	BRL	66,785	+5.8%	80%	20%	167	178
Weleda do Brasil Ltda., São Paulo	EUR	12,301					
Chile	CLP	2,556,989	-14.2%	38%	62%	40	41
Weleda Ltda., Santiago de Chile	EUR	2,813					
New Zealand	NZD	5,747	+1.6%	49%	51%	38	34
Weleda (NZ) Ltd, Havelock North	EUR	3,467					
Australia	AUD	7,568	-5.8%	3%	97%	19	17
Weleda Australia PTY Ltd., Warriewood	EUR	4,991					
Korea	KRW	3,064,489	-23.3%	0%	100%	9	10
Weleda Korea Ltd, Seoul	EUR	2,268					
Hong Kong	HKD	73,337		0%	100%	19	0
Weleda Hong Kong Ltd, Hong Kong	EUR	8,901					
Total	EUR	413,806	-2.6%	21%	79%	2,119	2,168

General economic development in 2022 and outlook for 2023

As the Weleda Group is very closely linked with Weleda AG, this management report describes both the financial position of the Weleda Group and that of the individual company Weleda AG.

Business performance

The year 2021 was characterised by volatility and unpredictability due to the pandemic and the discontinuation of reimbursements for homeopathic remedies in France. In 2022, business performance was expected to be more positive, but strict Covid-19 policies in Asia and the outbreak of war in Ukraine had a decisive economic and political impact on 2022, leading to significant changes in economic conditions worldwide. The considerable inflation hike and high uncertainty pose financial challenges for private households. Weleda felt the effects of cooling consumer sentiment, particularly in the natural and organic cosmetics segment. In addition, 2022 was strongly influenced by restructuring in France. As of April 2023, Weleda ceased production of industrially manufactured pharmaceuticals at its site in Huningue. As a consequence, 129 jobs were cut at Weleda France by the end of March 2023. Total sales of the Weleda Group decreased last year by EUR 11 million, from EUR 425 million to EUR 414 million. Our two business segments, natural and organic cosmetics and pharmaceuticals, performed differently. The total sales of natural and organic cosmetics declined by around 5 per cent compared with last year. However, pharmaceutical sales developed positively, increasing by around 7 per cent. In the natural and organic cosmetics segment, the new Weleda subsidiary in Hong Kong developed particularly well. Due to global economic upheaval, almost all other regions recorded a year-on-year decline in sales. In the pharmaceuticals segment, development in the core markets D-A-CH and South America is very positive. The discontinuation of reimbursements in France led to a further decline in sales. The 2022 operating result is below our expectations, mainly due to the decline in sales and the restructuring measures in France. It decreased by EUR 16 million, from EUR 13 million in 2021 to EUR -3 million in 2022. Higher currency-related losses also negatively affected the consolidated net profit for the year. The lower operating result also leads to lower tax expenses. The equity ratio also decreased because of the loss incurred. Net financial assets decreased by EUR 36 million in the financial year to around EUR 33 million, mainly due to high investments in the logistics centre and a decline in operating cash flows.

Employees

In 2022, the Weleda Group employed 2,144 full-time equivalents on average for the year (previous year: 2,169). Weleda AG had an average of 1,095 full-time equivalents (previous year: 1,096).

Risk assessment

Risks are an integral part of business operations. A risk management system that enables the identification, analysis, control and monitoring of significant risks in the corporate environment is therefore particularly important for Weleda. In order to identify risks in good time and determine the appropriate action, our management regularly assesses, at Group level and at the level of Weleda AG, any significant internal and external risks that may impact the entire corporate environment. The Board of Directors discusses and approves the results of the risk assessment and associated measures each year.

Development of sales

Net sales of the Weleda Group for the 2022 financial year amount to EUR 413.8 million (previous year: EUR 424.8 million). This corresponds to a change of -2.6 per cent or EUR -11.0 million compared with the previous year (adjusted for exchange rate effects: -4.7 per cent or EUR -20.3 million). Net sales of the individual company Weleda AG decreased by 17.5 per cent (CHF -53.9 million) compared with the previous year, mainly due to the negative sales development and the weakening of the euro against the Swiss franc.

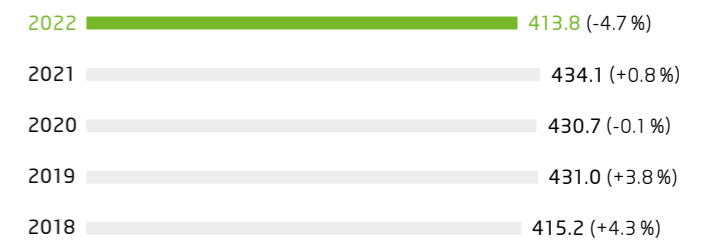
Sales at respective year-end exchange rates

in million EUR (change from previous year)



Sales adjusted for exchange rate effects

in million EUR (change from previous year adjusted for shift in exchange rates as at December 31st 2022)

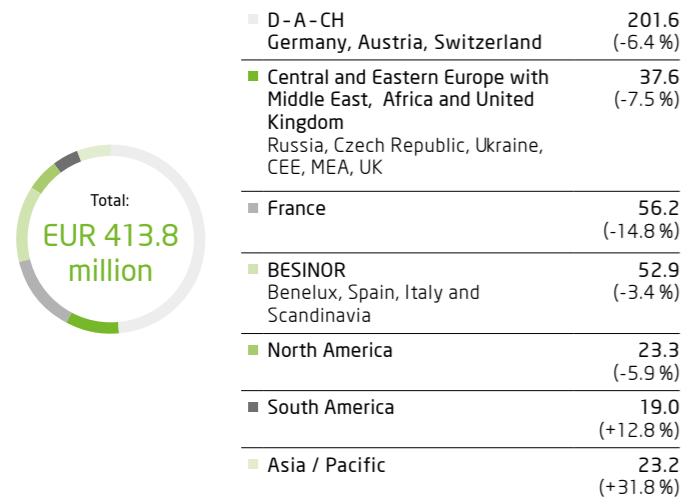


Development of sales by markets and regions

Around 49 per cent of sales (previous year: 50 per cent) were generated in the D-A-CH region (Germany, Austria, Switzerland). Sales in this region fell by 5.2 per cent to EUR 201.6 million (previous year: EUR 212.7 million). Sales in France fell by 7.5 per cent to EUR 56.2 million (previous year: EUR 60.8 million). In the other regions, sales increased by 3.1 per cent to EUR 156.0 million (previous year: EUR 151.3 million). The exchange rate effect on sales was positive and amounted to approximately EUR 9.0 million.

Market performance of the Weleda Group 2022 by region

in million EUR (exchange rate-adjusted changes from the previous year)



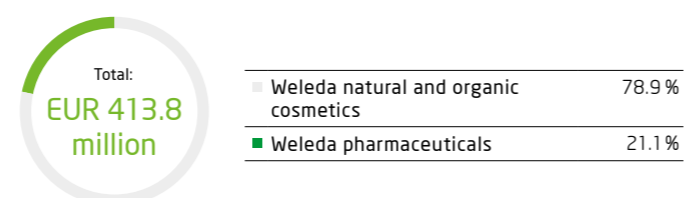
Development of sales in the business segments

Natural and organic cosmetics accounted for EUR 326.4 million or 78.9 per cent of global sales (previous year: EUR 343.0 million or 80.8 per cent). Sales of pharmaceuticals increased to EUR 87.4 million (previous year: EUR 81.8 million), corresponding to 21.1 per cent of global sales (previous year: 19.2 per cent).

Global sales in the pharmaceuticals business segment improved by 6.9 per cent in 2022 (previous year: decrease by 10.0 per cent). In the D-A-CH region, which generated around 63 per cent of sales, sales increased by around 7.9 per cent compared with the previous year, mainly due to very strong growth in eye and cold relief products. In France, sales declined by 9.6 per cent compared with the previous year, mainly due to the discontinuation of reimbursements for homeopathic remedies under basic health insurance. In the other markets, sales adjusted for exchange rate effects rose by 6.5 per cent compared with the previous year.

Global sales in the natural and organic cosmetics segment declined by a total of 4.8 per cent (previous year: sales growth of 2.9 per cent), mainly due to the significant changes to the economic climate triggered by the war in Ukraine. In the D-A-CH region, sales decreased by 9.3 per cent. Sales in South America increased by 10.7 per cent. France, on the other hand, again suffered a decline in sales of 6.8 per cent, mainly due to the general development of the natural cosmetics market in France. Sales growth in all other countries totalled around 2 per cent.

Natural and organic cosmetics and pharmaceuticals Weleda Group 2022



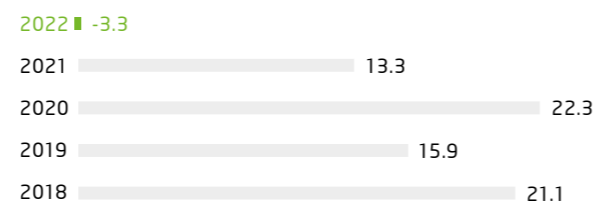
Operating result

The consolidated operating result (EBIT) of the Weleda Group decreased by EUR 16.5 million to EUR -3.3 million (previous year: EUR 13.3 million). This was mainly due to the decline in sales of natural and organic cosmetics, cost increases triggered by inflation, and restructuring of the pharmaceuticals division in France.

The operating result in the separate financial statements of Weleda AG decreased by CHF 27.9 million to CHF -11.2 million compared with the previous year.

Operating result (EBIT)

in million EUR

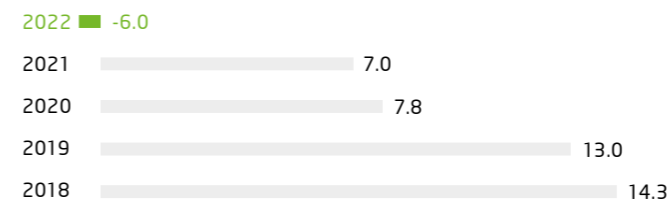


Result for the year

The consolidated result for the year was EUR -6.1 million, a decrease of 189.6 per cent compared with the previous year. The financial result amounted to EUR -1.1 million, down from the previous year (previous year: EUR -0.5 million). This was mainly due to higher unrealised exchange losses. Income taxes decreased to EUR 1.8 million (previous year: EUR 5.9 million). The separate financial statements of Weleda AG showed a loss for the year of CHF -15.7 million (previous year: profit of CHF 8.7 million).

Result attributable to shareholders

in million EUR



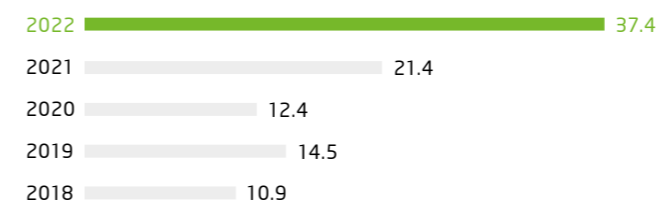
Financial and assets situation

As a consequence of the net result, the equity ratio of the Weleda Group decreased by 8.1 percentage points to 46.0 per cent (previous year: 54.1 per cent).

Consolidated cash flow from operating activities amounted to EUR 2.7 million (previous year: EUR 15.1 million). Cash outflows from investing activities increased by EUR 16.5 million compared with the previous year to EUR 37.3 million (previous year: EUR 20.8 million). Of the EUR 37.4 million in gross capital expenditures, EUR 2.2 million were invested in intangible assets and EUR 35.2 million in property, plant and equipment, primarily in the logistics centre currently under construction. Most of the investments in property, plant and equipment and intangible assets were made at the two main production sites in Schwäbisch Gmünd and Arlesheim. Cash flow after investing activities amounted to EUR -34.6 million (previous year: EUR -5.7 million). Cash and cash equivalents decreased by EUR 25.0 million to EUR 43.6 million at the year-end. This resulted in a net financial credit balance of EUR 33.0 million (previous year: EUR 68.6 million). Cash flow from operating activities for Weleda AG amounted to CHF 4.9 million (previous year: CHF 26.5 million). After deducting net investments of CHF 21.7 million (previous year: CHF 11.5 million), this amount totalled CHF -16.8 million (previous year: CHF 14.9 million). Weleda AG took on around EUR 10 million in interest-bearing liabilities in the year under review.

Investments in intangible assets and property, plant and equipment

in million EUR



Extraordinary events

The discontinuation of reimbursements for homeopathic and anthroposophic medicines in France led to a 70 per cent decline in pharmaceutical sales at Weleda France. This resulted in the discontinuation of pharmaceutical production at the Huningue site and further structural adjustments at the site in Alsace. Production activities in Huningue were discontinued at the end of March 2023.

Research and development activities

The growth of natural and organic cosmetics was mainly driven by market expansion and innovation. Weleda is continuing to build up its expertise in pharmaceutical research. We again invested double-digit millions for research and development in both segments this year.

Outlook for 2023

According to economic forecasts, 2023 will continue to be dominated by high inflation and cooling consumer sentiment. We have defined measures in 2022 that will stabilise our economic situation. These and others will be implemented in 2023. Key measures include price increases, optimising net current assets and value-added processes, implementing reorganisation initiatives in various areas to increase efficiency, and significantly reducing fixed costs in all departments. Construction of our logistics centre, which is already underway, will continue in 2023. Borrowed capital is raised for the financing, the repayment of which requires a stable, profitable operating result. We remain convinced that the strategies we have developed for natural and organic cosmetics and pharmaceuticals will lead to rising operating profits over the medium and long term. Changing conditions in our markets require us to act. These include high inflation, lower consumer purchasing power, and increasing competitive pressure. For this reason, we will continue to invest in our brand in 2023, to withstand competitive pressure in the natural and organic cosmetics segment, promote our innovations, and work to regain our market share, especially in our largest markets of Germany and France. In the rest of Europe, the Americas and Asia, our market shares are to be strengthened and further expanded. In 2023, in addition to tactical new product placements, strategic face care product launches are planned to reinforce our expertise in this key segment. All these initiatives will help our markets remain relevant to our consumers and attract new customers despite the bleak global economic situation.

CONSOLIDATED ANNUAL FINANCIAL REPORT 2022 WELEDA GROUP

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Statutory auditor

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Basel, Switzerland

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Contact person for shareholders

Thomas Jorberg, chairman of the Board of Directors

Secretariat and share register

Sabine Lexen
Phone +41 61 705 22 02

Balance sheet of the Weleda Group

Assets

in 1,000 EUR

	Notes	31.12.2022	31.12.2021
Current assets			
Cash and cash equivalents		43,573	68,601
Trade receivables	1	72,859	69,007
Other current receivables	2	9,277	6,283
Inventories	3	92,101	62,161
Prepaid expenses and accrued income		4,069	4,867
Total current assets		221,879	210,919
Non-current assets			
Financial assets	4	1,179	1,358
Investments in non-controlling interests	4	1,485	1,436
Property, plant and equipment	4	108,697	80,750
Intangible assets	4	4,939	3,919
Total non-current assets		116,300	87,463
Total assets		338,179	298,382

Liabilities and shareholders' equity

in 1,000 EUR

	Notes	31.12.2022	31.12.2021
Liabilities			
Current liabilities			
Trade payables	5	34,229	20,070
Current interest-bearing liabilities	6	2,248	0
Other current liabilities	7	11,932	11,504
Current provisions	8	21,713	5,838
Accrued expenses and deferred income		22,006	24,628
Total current liabilities		92,128	62,040
Non-current liabilities			
Non-current interest-bearing liabilities	9	8,359	0
Other non-current liabilities		189	432
Non-current provisions	8	81,882	74,423
Total non-current liabilities		90,430	74,855
Total liabilities		182,558	136,895
Shareholders' equity			
Share capital		3,800	3,800
Non-voting share capital		7,600	7,600
Capital reserves		6,821	7,802
Retained earnings		138,029	142,464
Treasury voting and non-voting shares	10	-695	-389
Shareholders' equity excl. non-controlling interests		155,555	161,277
Non-controlling interests		66	210
Shareholders' equity incl. non-controlling interests		155,621	161,487
Total liabilities and shareholders' equity		338,179	298,382

Income statement of the Weleda Group

in 1,000 EUR

	Notes	2022	2021
Net sales of goods and services	11	413,806	424,781
Other income	12	3,460	3,383
Change in inventories of finished goods and work in progress		1,727	2,393
Total operating income		418,993	430,557
Cost of materials		-64,395	-88,446
Employee income and social expenditure	13	-193,911	-165,626
Other operating expenses	14	-154,137	-150,468
Depreciation, amortisation and impairment losses on non-current assets	15	-9,835	-12,759
Total operating expenses		-422,278	-417,299
Operating result (EBIT)		-3,285	13,258
Financial expenses	16	-1,654	-704
Financial income	17	566	228
Ordinary result for the year		-4,373	12,782
Income taxes	18	-1,757	-5,939
Consolidated result for the year		-6,130	6,843
Attributable to shareholders of Weleda AG		-5,986	6,996
Attributable to non-controlling interests		-144	-153

Cash flow statement of the Weleda Group

in 1,000 EUR	2022	2021
Consolidated result for the year	-6,130	6,843
Depreciation, amortisation and impairment losses on non-current assets	9,835	12,759
Changes in provisions	20,600	-1,982
Gain / loss from the disposal of non-current assets	383	32
Changes in trade receivables	-2,839	-7,107
Changes in inventories	-29,129	1,041
Changes in other current receivables and prepaid expenses / accrued income	-2,082	-1,026
Changes in trade payables	13,870	1,682
Changes in other current liabilities and accrued expenses / deferred income	-2,711	2,839
Other non-cash items	303	398
Currency and valuation influences not affecting liquidity	673	-180
Share of result of associated companies	-75	-197
Cash flow from operating activities	2,698	15,102
Investments in property, plant and equipment	-35,189	-19,482
Divestments of property, plant and equipment	89	89
Investments in financial assets	-13	-11
Divestments of financial assets	76	76
Investments in intangible assets	-2,246	-1,461
Divestments of intangible assets	3	0
Cash flow from investing activities	-37,280	-20,789
Distribution	-981	-914
Cash flows from changes in current interest-bearing liabilities (net)	1,849	0
Cash inflows from non-current interest-bearing liabilities	8,317	0
Sale of treasury voting and non-voting shares	168	970
Purchase of treasury voting and non-voting shares	-332	-138
Cash flow from financing activities	9,021	-82
Total cash flow	-25,561	-5,769
Cash and cash equivalents at start of reporting period	68,601	73,277
Total cash flow	-25,561	-5,769
Currency translation effect on cash and cash equivalents	533	1,093
Cash and cash equivalents at end of period	43,573	68,601

Statement of shareholders' equity of the Weleda Group

in 1,000 EUR	Company capital ¹	Capital reserves (agio)	Accumulated currency difference	Other retained earnings	Treasury voting and non-voting shares	Total excl. non-controlling interests	Non-controlling interests	Total incl. non-controlling interests
Shareholders' equity as at January 1st 2021	11,400	8,716	-3,492	136,714	-508	152,830	427	153,257
Result for the year				6,996		6,996	-153	6,843
Distribution		-914				-914		-914
Change in treasury voting and non-voting shares including gain / loss from sale				688	144	832		832
Currency translation effect / Other ²			1,515	43	-25	1,533	-64	1,469
Shareholders' equity as at December 31st 2021	11,400	7,802	-1,977	144,441	-389	161,277	210	161,487
Result for the year				-5,986		-5,986	-144	-6,130
Distribution		-981				-981		-981
Change in treasury voting and non-voting shares including gain / loss from sale				123	-287	-164		-164
Currency translation effect / Other ²			1,428		-19	1,409	0	1,409
Shareholders' equity as at December 31st 2022	11,400	6,821	-549	138,578	-695	155,555	66	155,621

¹ Company capital is broken down as follows:
6,880 registered voting shares at CHF 112.50
3,984 registered voting shares at CHF 125.00
3,478 registered voting shares at CHF 1,000.00
19,000 registered non-voting shares at CHF 500.00
There was no change in the company capital versus the prior year.

² The item Other retained earnings includes under Other a goodwill / badwill on the buyout of non-controlling interests.

Notes to the consolidated financial statements of the Weleda Group

General

Due to rounding, individual figures in this report may not add up exactly to the reported sum. Key figures and changes are calculated based on the exact amount and not the reported rounded amount.

Consolidation principles

Accounting principles

This Annual Financial Report has been prepared in accordance with uniform accounting standards (Weleda Accounting Manual). These accounting standards comply with the provisions on commercial accounting of the Swiss Code of Obligations (article 957 – 963 b OR).

The consolidated financial statements of the Weleda Group comply with the law and the articles of incorporation. Certain items of the balance sheet as well as the income statement are summarised in order to provide the reader with a better overview. These items are explained in detail in the notes.

Scope of consolidation

In addition to Weleda AG Arlesheim and its branch Weleda AG Schwäbisch Gmünd, 28 subsidiaries are fully consolidated within the Weleda Group statements. These companies are, without exception, Group companies and controlled by Weleda AG Arlesheim. Weleda AG has direct or indirect investments of more than 50 per cent in these companies. In the year under review Weleda LLP in Kazakhstan and Weleda Hong Kong Limited were incorporated and added to the scope of consolidation. The non-controlling interest in Japan is consolidated using the equity method. The consolidated companies are listed in the notes.

Consolidation method

The consolidated financial statements are based on the annual statements of the Group companies as at December 31st 2022, which are prepared in accordance with the provisions of the Weleda Accounting Manual. The consolidation period is the calendar year. Capital consolidation is carried out in accordance with the AngloSaxon purchase method. For the fully consolidated companies, assets, liabilities, expenses and income are stated at 100 per cent. Non-controlling interests in consolidated shareholders' equity and profit / loss for the year are disclosed separately.

The carrying amounts of the parent company's investment are offset against the current shareholders' equity of the subsidiary companies. In accordance with the full consolidation method, assets and liabilities as well as expenses and income also of those companies in which a third party is involved are included in full in the Group accounts. Third-party shares of shareholders' equity and of the results of consolidated companies are disclosed separately.

Currency translation

The financial statements of consolidated companies in foreign currencies are translated as follows: current assets, non-current assets and liabilities are translated at year-end rates (rate on balance sheet date), shareholders' equity at historical rates. The income statement and the cash flow statement are translated using average rates for the year. The resulting currency translation effects are booked directly in retained earnings without impacting profit and loss. The following currency exchange rates are applied:

YEAR-END RATES in EUR

	2022 Rates on balance sheet date	2022 Average rates	2021 Rates on balance sheet date	2021 Average rates
1 CHF (Swiss franc)	1.013	0.995	0.965	0.925
1 USD (US dollar)	0.937	0.950	0.879	0.846
1 GBP (pound sterling)	1.127	1.173	1.191	1.163
1 BRL (Brazilian real)	0.177	0.184	0.158	0.157

Intragroup transactions, balances and intercompany profits

All intragroup transactions and balances are eliminated, as were all intercompany profits stated in the balance sheet.

Balance sheet and valuation principles

In general, assets and liabilities are valued on an individual basis in so far as they are material and cannot be treated together as a group as is customary due to their similarity.

Sales recognition

Sales are recognised on the transfer of risks and benefits to customers or upon provision of the service. This generally corresponds to delivery of the products.

Current assets

Receivables and other current assets are reported at their nominal values. The general risk of loss and individual credit risk have been accounted for on the basis of value adjustments. The valuation of inventories is conducted on the basis of acquisition or production cost while observing the principle of lower of cost or market.

Non-current assets

Acquired intangible assets are recognised at the cost of acquisition, less amortisation. Property, plant and equipment is recognised at acquisition or production cost minus depreciation. Small-value intangible assets and property, plant and equipment with a value of less than EUR 1,000 are depreciated in full in the year they are added.

Financial assets are recognised at the cost of acquisition. Equity holdings are consolidated using the equity method.

Where there are indications of non-current assets being overvalued, carrying values have been reviewed and, where necessary, adjusted.

Liabilities and provisions

Liabilities are recognised based on their nominal value. Provisions for pension plans and similar obligations are determined based on actuarial principles. The remaining provisions cover all recognisable risks for undetermined obligations. Liabilities are recognised at the respective amount at which they are to be repaid.

Treasury voting and non-voting shares

Treasury voting and non-voting shares are recognised at cost at the time of acquisition. The holding of treasury voting and non-voting shares is disclosed as a negative item in equity. Upon resale, the profit or loss is allocated directly to the voluntary retained earnings.

Leasing transactions

Leasing and rental contracts are recognised on the basis of legal ownership. Accordingly, expenses as lessee are recognised on an accrual basis, whereas the leased or rented objects themselves are not recognised. The total amount of outstanding non-current rental and leasing obligations is included in the notes.

Notes to the balance sheet and the income statement**1 Trade receivables**

in 1,000 EUR	31.12.2022	31.12.2021
From third parties	72,273	68,568
From companies in which a non-controlling interest is held	162	350
From shareholders	424	89
Total trade receivables	72,859	69,007

2 Other current receivables

in 1,000 EUR	31.12.2022	31.12.2021
From third parties	9,250	6,271
From companies in which a non-controlling interest is held	27	12
Total other current receivables	9,277	6,283

3 Inventories

in 1,000 EUR	31.12.2022	31.12.2021
Raw, auxiliary and operating materials	29,049	15,654
Unfinished products	15,299	9,510
Finished products and trade goods	52,893	40,741
Value adjustments on inventories	-5,140	-3,744
Total inventories	92,101	62,161

4 Non-current assets

in 1,000 EUR

	Financial assets	Investments in non-controlling interests	Property, plant and equipment	Intangible assets	Total non-current assets
as at January 1st 2021	1,506	1,261	71,274	3,999	78,040
Currency translation effect	6	2	1,610	33	1,651
Equity valuation	0	197	0	0	197
Additions	11	0	19,898	1,509	21,418
Disposals	-153	0	-881	-50	-1,084
Reclassification within non-current assets	0	0	240	-240	0
Depreciation, amortisation and impairment losses	-12	-24	-11,391	-1,332	-12,759
as at December 31st 2021	1,358	1,436	80,750	3,919	87,463
Currency translation effect	13	0	1,966	-2	1,977
Equity valuation	0	75	0	0	75
Additions	13	0	35,189	2,246	37,448
Disposals	-178	0	-625	-25	-828
Reclassification within non-current assets	0	0	107	-107	0
Depreciation, amortisation and impairment losses	-27	-26	-8,690	-1,092	-9,835
as at December 31st 2022	1,179	1,485	108,697	4,939	116,300

Financial assets include non-current amounts due from third parties, securities and investments of less than 20 per cent.

Investments in non-controlling interests include investments in companies in which the Weleda Group holds between 20 and 50 per cent. Increases are due to equity valuation.

Increases in intangible assets mainly comprise software. The increase in property, plant and equipment consists primarily of investment projects and the new construction of the logistics centre (Immobilien GmbH in Germany) as well as investment in replacements in Germany and Switzerland.

The largest share of the amount under Property, plant and equipment, totalling EUR 34 million (2021: EUR 30 million), relates to Switzerland. The branch in Germany accounts for EUR 25 million (2021: EUR 20 million), Weleda Immobilien GmbH accounts for EUR 28 million (2021: EUR 8 million) and Weleda France has property, plant and equipment totalling EUR 3 million (2021: EUR 5 million).

5 Trade payables

in 1,000 EUR

	31.12.2022	31.12.2021
To third parties	34,229	20,017
To the Group auditor PricewaterhouseCoopers/Ernst & Young	0	53
Total trade payables	34,229	20,070

6 Current interest-bearing liabilities

in 1,000 EUR	31.12.2022	31.12.2021
Bank loan	2,147	0
Other current interest-bearing liabilities	101	0
Total current interest-bearing liabilities	2,248	0

7 Other current liabilities

in 1,000 EUR	31.12.2022	31.12.2021
To third parties	11,398	11,020
To other related parties	489	440
To shareholders	45	44
Total other current liabilities	11,932	11,504

8 Provisions

in 1,000 EUR	Pension provisions	Tax provisions ¹	Restructuring provisions ³	Other provisions ²	Total provisions
as at January 1st 2021	34,968	135	4,482	40,665	80,251
Increase	5,925	0	0	1,218	7,143
Utilisation	-1,422	-3	-2,344	-1,139	-4,908
Decrease	-3,162	0	-798	-256	-4,216
Currency translation effect	199	0	0	1,793	1,992
as at December 31st 2021	36,508	132	1,340	42,281	80,261
Increase	3,570	249	21,582	3,696	29,097
Utilisation	-1,317	-3	-1,327	-2,101	-4,748
Decrease	-2,854	0	-155	-739	-3,748
Reclassification within provisions	0	0	1,849	-1,849	0
Currency translation effect	-102	-36	-5	2,876	2,733
as at December 31st 2022	35,805	342	23,284	44,164	103,595
Of which current provisions	840	0	14,885	5,988	21,713
Of which non-current provisions	34,965	342	8,399	38,176	81,882

¹ The item Tax provisions includes only provisions for deferred taxes.

² The item Other provisions includes, inter alia, currency provisions, provisions for strategic projects and procurement for replacements following the sale of Iscador, provisions for legal cases and provisions for jubilee and other long-service bonuses.

³ The restructuring provisions mainly include the costs for the restructuring of the Group company in France.

9 Non-current interest-bearing liabilities

in 1,000 EUR	31.12.2022	31.12.2021
Bank loan	8,224	0
Non-current interest-bearing liabilities	135	0
Total non-current interest-bearing liabilities	8,359	0

MATURITY

in 1,000 EUR	31.12.2022	31.12.2021
Residual maturity 1 to 5 years	8,359	0
Residual maturity over 5 years	0	0
Total non-current interest-bearing liabilities	8,359	0

All financial liabilities due within the following 12 months are disclosed in current interest-bearing liabilities.

10 Treasury voting and non-voting shares

in 1,000 EUR	2022	2021
Stock of treasury voting shares as at January 1st (in number: 129/prior year: 219)	359	504
Addition of treasury voting shares (in number: 54/prior year: 34)	332	113
Disposal of treasury voting shares (in number: 18/prior year: 124)	-45	-282
Cumulated currency differences	18	24
Stock of treasury voting shares as at December 31st (in number: 165/prior year: 129)	664	359
Stock of treasury non-voting shares as at January 1st (in number: 7/prior year: 1)	30	4
Addition of treasury non-voting shares (in number: 0/prior year: 6)	0	25
Disposal of treasury non-voting shares (in number: 0/prior year: 0)	0	0
Cumulated currency differences	1	1
Stock of treasury non-voting shares as at December 31st (in number: 7/prior year: 7)	31	30
Total treasury voting and non-voting shares as at December 31st	695	389

In 2022, no non-voting shares were acquired or sold.

Furthermore, 33 treasury voting shares (nominal value CHF 1,000) were acquired at a transaction price of EUR 9,232 and 21 treasury voting shares (nominal value CHF 112.50) were acquired at an average transaction price of EUR 1,040. Moreover, 18 treasury voting shares (nominal value CHF 1,000) were sold at an average transaction price of EUR 9,305.

11 Net sales of goods and services**PRODUCT GROUPS**

	2022 in 1,000 EUR	2022 in %	2021 in 1,000 EUR	2021 in %
Natural and organic cosmetics	326,423	78.9	343,011	80.8
Pharmaceuticals	87,383	21.1	81,770	19.2
Net sales	413,806	100.0	424,781	100.0

REGIONS

	2022 in 1,000 EUR	2022 in %	2021 in 1,000 EUR	2021 in %
D,-,A,-,CH (Germany, Austria, Switzerland)	201,604	48.7	212,648	50.1
Central and Eastern Europe, Middle East, Africa and United Kingdom (Russia, Czech Republic, Ukraine, CEE, MEA, UK)	37,598	9.1	41,495	9.8
France	56,246	13.6	60,808	14.3
BESINOR (Benelux, Spain, Italy and Scandinavia)	52,878	12.8	55,078	13.0
North America	23,301	5.6	22,034	5.2
South America	18,959	4.6	15,543	3.7
Asia / Pacific	23,220	5.6	17,175	4.0
Net sales	413,806	100.0	424,781	100.0

12 Other income

in 1,000 EUR

	2022	2021
Total other income	3,460	3,383

Other income mainly comprises rental income, license income from third parties, insurance compensations, service revenues from the showroom Espace Weleda Paris as well as refunds from suppliers.

13 Employee income and social expenditure

in 1,000 EUR

	2022	2021
Employee income	158,914	129,565
Social expenditure	34,997	36,061
Total employee income and social expenditure	193,911	165,626

14 Other operating expenses

in 1,000 EUR

	2022	2021
Sales and distribution costs	103,570	98,266
Operating costs	24,757	21,523
Administrative costs	20,247	23,906
Contributions, levies, property and capital taxes	2,582	2,186
Other expenses	2,981	4,587
Total other operating expenses	154,137	150,468

Other operating expenses includes, but is not limited to, sales and distribution costs such as advertising and market communication, sales documents, material costs of sales representatives and all postal costs. Operating and administrative costs include costs for building and machine maintenance, legal and consulting costs, IT expenses and costs for third-party research as well as non-operating expenses. In 2021, the item Other expenses includes donations to the School of Spiritual Science in Dornach as well as to other different anthroposophic institutions with a total amount of EUR 2.3 million.

15 Depreciation, amortisation and impairment losses on non-current assets

in 1,000 EUR	2022	2021
Financial assets	53	36
Property, plant and equipment	8,690	11,391
Intangible assets	1,092	1,332
Total depreciation, amortisation and impairment losses on non-current assets	9,835	12,759

16 Financial expenses

in 1,000 EUR	2022	2021
Interest and similar expenses	-146	-192
Realised and unrealised foreign currency result, net	-1,508	-512
Total financial expenses	-1,654	-704

17 Financial income

in 1,000 EUR	2022	2021
Interest and similar income	566	228
Total financial income	566	228

18 Income taxes

Income taxes occurred mainly in Russia, Brazil and in the Trademark.

Other information**Full-time equivalents**

The annual average number of full-time equivalents for the reporting year, as well as the previous year, exceeded 250. Changes in full-time equivalents are stated in the management report.

Contingent liabilities and other financial obligations

in 1,000 EUR	31.12.2022	31.12.2021
Collaterals for third party liabilities	493	493
Contingent liabilities	627	677

Non-current rental and leasing obligations

in 1,000 EUR	31.12.2022	31.12.2021
Residual maturity up to 5 years	13,860	14,380
Residual maturity over 5 years	2,581	162
Total non-current rental and leasing obligations	16,441	14,542

There are rental and leasing obligations for computer hardware, vehicles and production machinery as well as buildings.

Release of hidden reserves

In the reporting year, hidden reserves in the area of inventories were released in the amount of EUR 30.2 million and thus improved the annual result by this amount.

Fee for the Group auditor PricewaterhouseCoopers/Ernst & Young

in 1,000 EUR	31.12.2022	31.12.2021
Auditing services	209	276
Other services	11	173
Total fee	220	449

Assets pledged or assigned to secure own liabilities as well as Assets under reservation of ownership

Assets pledged to secure own liabilities amount to KEUR 16,338 (previous year KEUR 0). These are collateral for interest-bearing liabilities.

Restricted cash

in 1,000 EUR

	31.12.2022	31.12.2021
Within current assets	357	341
Total restricted cash	357	341

Significant events after the balance sheet date

There are no significant events after the balance sheet date which could impact the book value of the assets or liabilities or which should be disclosed here.

Overview of Group and holding companies

Consolidated companies	Registered office	Function	Currency	Company capital in 1,000	Capital share 2022 in %	Capital share 2021 in %
Weleda AG	CH - Arlesheim/ D - Schwäbisch Gmünd	Headquarters: incl. production, trade and services	CHF	4,750	100.0	100.0
Weleda Benelux SE	NL - Zoetermeer	Production and trade	EUR	2,269	100.0	100.0
Weleda Ges.mbH	A - Vienna	No operative function	EUR	36	100.0	100.0
Weleda Ges.mbH & Co. KG	A - Vienna	Trade	EUR	1,100	100.0	100.0
Weleda Trademark AG	CH - Arlesheim	Services	EUR	920	100.0	100.0
Weleda Inc.	USA - Irvington, N.Y.	Production and trade	USD	8,525	100.0	100.0
Weleda Italia S.r.l.	I - Milan	Trade	EUR	500	100.0	100.0
Weleda do Brasil Ltda.	BRA - São Paulo	Production and trade	BRL	27,140	100.0	100.0
Weleda Naturals GmbH	D - Schwäbisch Gmünd	Services	EUR	25	100.0	100.0
Weleda East GmbH	RUS - Moscow	Trade	RUB	10	100.0	100.0
Weleda S.A.U.	E - Madrid	Trade	EUR	685	100.0	100.0
Weleda (NZ) Ltd	NZL - Havelock North	Production and trade	NZD	169	100.0	100.0
Weleda Australia Pty Ltd	AUS - Warriewood	Trade	AUD	800	100.0	100.0
Weleda AB	S - Stockholm	Trade	SEK	2,000	100.0	100.0
Weleda (Australasia) Ltd	NZL - Havelock North	Services	NZD	1,139	100.0	100.0
Weleda Chile SpA	CHL - Santiago de Chile	Production and trade	CLP	491,321	100.0	100.0
Weleda F+E AG	CH - Arlesheim	Services	CHF	3,000	100.0	100.0
Weleda Ukraine LLC	UA - Kyiv	Trade	UAH	500	100.0	100.0
Weleda Korea Ltd.	KR - Seoul	Trade	KRW	130,000	100.0	100.0
Weleda Services GmbH	D - Schwäbisch Gmünd	Services	EUR	200	100.0	100.0
Weleda Immobilien GmbH	D - Schwäbisch Gmünd	Services	EUR	25	100.0	100.0
Weleda Services B.V.	NL - Zoetermeer	Services	EUR	0	100.0	100.0
Weleda Healthcare AG	CH - Arlesheim	Production and trade	CHF	100	100.0	100.0
Weleda LLP	KZ - Almaty	Trade	KZT	306	100.0	-
Weleda UK Ltd	GB - Ilkeston	Production and trade	GBP	1,495	99.7	99.7
Weleda, spol. s r.o.	CZ - Prague	Trade	CZK	19,684	99.6	99.6
Weleda S.A.	ARG - Buenos Aires	Production and trade	ARS	7,622	99.0	95.0
Weleda S.A.	F - Huningue	Production and trade	EUR	3,400	98.9	98.9
Weleda Hong Kong Ltd.	HK - Hong Kong	Trade	HKD	100	80.0	-
Weleda Japan Co., Ltd.	JP - Nagoya	Production and trade	JPY	10,000	35.0	35.0

The share of voting rights corresponds to the capital share.

Report of the statutory auditor

to the General Meeting of Weleda AG

Arllesheim

Report on the audit of the consolidated financial statements

Opinion

We have audited the consolidated financial statements of Weleda AG and its subsidiaries (the Group), which comprise the balance sheet as at 31 December 2022, and the income statement, cash flow statement and statement of shareholders' equity for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (Seiten 53 bis 60) comply with Swiss law and the consolidation and valuation principles described in the notes.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Auditor's responsibilities for the audit of the consolidated financial statements' section of our report. We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements, the consolidated financial statements and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the consolidated financial statements

The Board of Directors is responsible for the preparation of the consolidated financial statements in accordance with the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

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Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

In accordance with article 728a paragraph 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.



PricewaterhouseCoopers AG



Petra Schwick
Licensed audit expert
Auditor in charge



Korbinian Petzi
Licensed audit expert

Basel, 17 April 2023



ANNUAL FINANCIAL REPORT 2022

WELEDA AG

Consisting of Arlesheim headquarters and
branch office Schwäbisch Gmünd

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Balance sheet of Weleda AG

Assets			
in 1,000 CHF			
	Notes	31.12.2022	31.12.2021
Current assets			
Cash and cash equivalents		16,422	35,055
Trade receivables	1	42,038	48,494
Other current receivables	2	12,579	14,800
Inventories		68,240	53,988
Prepaid expenses and accrued income		1,297	1,548
Total current assets		140,576	153,885
Non-current assets			
Financial assets	3	13,122	14,583
Equity investments	4	2,013	256
Property, plant and equipment		58,655	51,741
Intangible assets		2,857	1,780
Total non-current assets		76,647	68,360
Total assets		217,223	222,245
Liabilities and shareholders' equity			
in 1,000 CHF			
	Notes	31.12.2022	31.12.2021
Liabilities			
Current liabilities			
Trade payables	5	16,860	12,819
Current interest-bearing liabilities	6	1,975	0
Other current liabilities	7	16,169	15,127
Current provisions	9	2,592	2,667
Accrued expenses and deferred income		7,577	11,041
Total current liabilities		45,173	41,654
Non-current liabilities			
Non-current interest-bearing liabilities	8	17,774	20,723
Non-current provisions	9	67,052	55,828
Total non-current liabilities		84,826	76,551
Total liabilities		129,999	118,205
Shareholders' equity			
Share capital		4,750	4,750
Non-voting share capital		9,500	9,500
Statutory capital reserves		9,043	10,028
Statutory retained earnings		3,400	3,400
Voluntary retained earnings		76,888	68,061
Result for the year		-15,671	8,704
Treasury voting and non-voting shares	10	-686	-403
Total shareholders' equity		87,224	104,040
Total liabilities and shareholders' equity		217,223	222,245

Income statement of Weleda AG

Income statement			
in 1,000 CHF			
	Notes	2022	2021
Net sales of goods and services		253,974	307,916
Other income		10,658	10,640
Change in inventories of finished goods and work in progress		996	1,674
Total operating income		265,628	320,230
Cost of materials		-68,911	-87,133
Employee income and social expenditure		-112,623	-118,780
Other operating expenses		-88,432	-86,820
Depreciation, amortisation and impairment losses on non-current assets		-6,885	-10,831
Total operating expenses		-276,851	-303,564
Operating result (EBIT)		-11,223	16,666
Financial expenses	11	-4,739	-3,201
Financial income	12	422	253
Result for the year before tax		-15,540	13,718
Income taxes		-131	-5,014
Result for the year		-15,671	8,704

Cash flow statement of Weleda AG

in 1,000 CHF	2022	2021
Result for the year	-15,671	8,704
Depreciation, amortisation and impairment losses on non-current assets	6,885	10,831
Changes in provisions	12,426	3,964
Gain / loss from the disposal of non-current assets	-27	0
Changes in trade receivables	4,576	-3,708
Changes in inventories	-16,806	-76
Changes in other current receivables and prepaid expenses / accrued income	2,089	671
Changes in trade payables	4,510	2,191
Changes in other current liabilities and accrued expenses / deferred income	-1,638	-1,279
Other non-cash items	272	415
Currency and valuation influences not affecting liquidity	8,285	4,744
Cash flow from operating activities	4,901	26,457
Investments in property, plant and equipment	-13,669	-10,136
Divestments of property, plant and equipment	52	0
Investments in financial assets	-6,889	-3,669
Divestments of financial assets	700	2,901
Investments in intangible assets	-1,860	-615
Cash flow from investing activities	-21,666	-11,519
Distribution to shareholders	-985	-988
Cash flow from changes in current interest-bearing liabilities (net)	1,975	0
Cash inflow from non-current interest-bearing liabilities	7,892	0
Cash outflow from non-current interest-bearing liabilities	-10,048	-6,735
Sale of treasury voting and non-voting shares	168	1,036
Purchase of treasury voting and non-voting shares	-328	-143
Cash flow from financing activities	-1,326	-6,830
Total cash flow	-18,091	8,108
Cash and cash equivalents at start of reporting period	35,055	27,030
Total cash flow	-18,091	8,108
Currency translation effect on cash and cash equivalents	-542	-656
Cash and cash equivalents at end of period	16,422	35,055

Statement of shareholders' equity of Weleda AG

in 1,000 CHF	Company capital ¹	Statutory capital reserves (agio)	Statutory retained earnings	Voluntary retained earnings	Treasury voting and non-voting shares	Total shareholders' equity
Shareholders' equity as at January 1st 2021	14,250	11,016	3,400	67,317	-551	95,432
Distribution to shareholders		-988				-988
Result for the year				8,704		8,704
Change in treasury voting and non-voting shares including gain / loss from sale				744	148	892
Shareholders' equity as at December 31st 2021	14,250	10,028	3,400	76,765	-403	104,040
Distribution to shareholders		-985				-985
Result for the year				-15,671		-15,671
Change in treasury voting and non-voting shares including gain / loss from sale				123	-283	-160
Shareholders' equity as at December 31st 2022	14,250	9,043	3,400	61,217	-686	87,224

¹ Company capital is broken down as follows:
6,880 registered voting shares at CHF 112.50
3,984 registered voting shares at CHF 125.00
3,478 registered voting shares at CHF 1,000.00
19,000 registered non-voting shares at CHF 500.00
There was no change in the company capital versus the prior year.

Notes to the financial statements of Weleda AG

General

Due to rounding, individual figures in this report may not add up exactly to the reported sum. Key figures and changes are calculated based on the exact amount and not the reported rounded amount.

Accounting principles

This Annual Financial Report has been prepared in accordance with uniform accounting standards (Weleda Accounting Manual). These accounting standards comply with the provisions on commercial accounting of the Swiss Code of Obligations (article 957 – 963 b OR).

The Annual Financial Report of Weleda AG complies with the law and the articles of incorporation. Certain items of the balance sheet as well as the income statement are summarised in order to provide the reader with a better overview. These items are explained in detail in the notes.

Currency translation

The accounts of the German business establishment are stated in euro and translated at year-end as follows: current assets, non-current assets and liabilities are translated at year-end rate (rate on balance sheet date), shareholders' equity at historical rate. The income statement and the cash flow statement are translated using the average rate for the year. The resulting currency translation effects are booked directly in the income statement. The following currency exchange rates are applied:

YEAR-END RATE in CHF

	2022 Rate on balance sheet date	2022 Average rate	2021 Rate on balance sheet date	2021 Average rate
1 EUR (Euro)	0.987	1.005	1.036	1.081

Balance sheet and valuation principles

In general, assets and liabilities are valued on an individual basis in so far as they are material and cannot be treated together as a group as is customary due to their similarity.

Sales recognition

Sales are recognised on the transfer of risks and benefits to customers or upon provision of the service. This generally corresponds to delivery of the products.

Current assets

Receivables and other current assets are reported at their nominal values. The general risk of loss and individual credit risk have been accounted for on the basis of value adjustments. The valuation of inventories is conducted on the basis of acquisition or production cost while observing the principle of lower of cost or market.

Non-current assets

Acquired intangible assets are recognised at the cost of acquisition, less amortisation. Property, plant and equipment is recognised at acquisition or production cost minus depreciation. Small-value intangible assets and property, plant and equipment with a value of less than CHF 1,080 / EUR 1,000 are depreciated in full in the year they are added.

Financial assets are recognised at the cost of acquisition. Equity investments are also recognised at acquisition values and depreciated over five years. Additions to equity investments up to CHF 100,000 are fully depreciated in the year of acquisition.

Where there are indications of non-current assets being overvalued, carrying values have been reviewed and, where necessary, adjusted.

Liabilities and provisions

Liabilities are recognised on the basis of nominal value. Provisions for pension plans and similar obligations are determined based on actuarial principles. The remaining provisions covered all recognisable risks for undetermined obligations. Liabilities are recognised at the respective amount at which they are to be repaid.

Treasury voting and non-voting shares

Treasury voting and non-voting shares are recognised at cost at the time of acquisition. The holding of treasury voting and non-voting shares is disclosed as a negative item in equity. Upon resale, the profit or loss is allocated directly to the voluntary retained earnings.

Leasing transactions

Leasing and rental contracts are recognised on the basis of legal ownership. Accordingly, expenses as lessee are recognised on an accrual basis, whereas the leased or rented objects themselves are not recognised. The total amount of outstanding non-current rental and leasing obligations is included in the notes.

Notes to the balance sheet and the income statement

1 Trade receivables

in 1,000 CHF	31.12.2022	31.12.2021
From third parties	29,160	32,310
From associated companies	12,460	16,092
From shareholders	418	92
Total trade receivables	42,038	48,494

2 Other current receivables

in 1,000 CHF	31.12.2022	31.12.2021
From third parties	5,240	2,496
From Group companies	7,339	12,304
Total other current receivables	12,579	14,800

3 Financial assets

in 1,000 CHF	31.12.2022	31.12.2021
Loans to Group companies	12,893	14,257
Other financial assets	229	326
Total financial assets	13,122	14,583

4 Equity investments

in 1,000 CHF	31.12.2022	31.12.2021
Investments in Group companies with an interest of more than 50 per cent	2,013	230
Other equity investments	0	26
Total equity investments	2,013	256

5 Trade payables

in 1,000 CHF	31.12.2022	31.12.2021
To third parties	16,165	12,798
To associated companies	695	5
To the statutory auditor PricewaterhouseCoopers/Ernst & Young	0	16
Total trade payables	16,860	12,819

6 Current interest-bearing liabilities

in 1,000 CHF	31.12.2022	31.12.2021
Bank loan	1,975	0
Total current interest-bearing liabilities	1,975	0

7 Other current liabilities

in 1,000 CHF	31.12.2022	31.12.2021
To third parties	4,424	3,438
To Group companies	11,218	11,188
To other related parties	482	455
To shareholders	45	46
Total other current liabilities	16,169	15,127

8 Non-current interest-bearing liabilities

in 1,000 CHF	31.12.2022	31.12.2021
Bank loan	7,899	0
To equity investments	9,875	20,723
Total non-current interest-bearing liabilities	17,774	20,723

MATURITY
in 1,000 CHF

	31.12.2022	31.12.2021
Residual maturity 1 to 5 years	7,899	10,363
Residual maturity over 5 years	9,875	10,360
Total non-current interest-bearing liabilities	17,774	20,723

All financial liabilities due within the following 12 months are disclosed in current interest-bearing liabilities.

9 Provisions

in 1,000 CHF	31.12.2022	31.12.2021
Pension Fund	31,476	31,698
Other provisions	38,168	26,797
Total provisions	69,644	58,495
Of which current	2,592	2,667
Of which non-current	67,052	55,828

Other provisions comprise, among other things, currency provisions for unrealised exchange rate gains on non-current financial positions, reserves for strategic projects, the restructuring liabilities for the Weleda UK pension fund, restructuring liabilities for Weleda FR and provisions for jubilee and other long-term service bonuses. The increase is mainly due to the restructuring provision in France.

10 Treasury voting and non-voting shares

in 1,000 CHFF	2022	2021
Stock of treasury voting shares as at January 1 st (in number: 129/prior year: 219)	373	547
Addition of treasury voting shares (in number: 54/prior year: 34)	328	118
Disposal of treasury voting shares (in number: 18/prior year: 124)	-45	-292
Stock of treasury voting shares as at December 31 st (in number: 165/prior year: 129)	656	373
Stock of treasury non-voting shares as at January 1 st (in number: 7/prior year: 1)	30	4
Addition of treasury non-voting shares (in number: 0/prior year: 6)	0	26
Disposal of treasury non-voting shares (in number: 0/prior year: 0)	0	0
Stock of treasury non-voting shares as at December 31 st (in number: 7/prior year: 7)	30	30
Total treasury voting and non-voting shares as at December 31st	686	403

2022, no non-voting shares were acquired or sold.

Furthermore, 33 treasury voting shares (nominal value CHF 1,000) were acquired at a transaction price of CHF 9,276 and 21 treasury voting shares (nominal value CHF 112.50) were acquired at an average transaction price of CHF 1,045. Moreover, 18 treasury voting shares (nominal value CHF 1,000) were sold at an average transaction price of CHF 9,350.

11 Financial expenses

in 1,000 CHF	2022	2021
Interest and similar expenses relating to Group companies	-474	-621
Interest and similar expenses relating to third parties	0	-13
Realised and unrealised foreign currency losses, net	-4,265	-2,567
Total financial expenses	-4,739	-3,201

12 Financial income

in 1,000 CHF	2022	2021
Interest from loans to Group companies	393	253
Interest and similar income from third parties	29	0
Total financial income	422	253

Other information

Full-time equivalents

The annual average number of full-time equivalents for the reporting year, as well as the previous year, exceeded 250. Changes in full-time equivalents are stated in the management report.

Pledged or assigned assets

Assets pledged to secure own liabilities amount to KCHF 15,752 (previous year KCHF 0). These are collateral for interest-bearing liabilities.

Contingent liabilities and other financial obligations

in 1,000 CHF

	31.12.2022	31.12.2021
Contingent liabilities	620	588
Non-current rental and leasing obligations	3,620	3,522

Weleda AG has leasing and rental obligations for vehicles and production machinery as well as for buildings.

Restricted cash

in 1,000 CHF

	31.12.2022	31.12.2021
Restricted cash	185	185

Release of hidden reserves

In the reporting year, hidden reserves in the area of inventories were released in the amount of CHF 14.2 million and thus improved the annual result by this amount.

Fee for the statutory auditor PricewaterhouseCoopers/Ernst & Young

in 1,000 CHF

	2022	2021
Auditing services	166	222
Other services	8	155
Total fee	174	377

Significant events after the balance sheet date

There are no significant events after the balance sheet date which could impact the book value of the assets or liabilities or which should be disclosed here.

Investments

	Registered office	Function	Currency	Company capital in 1,000	Capital share 2022 in %	Capital share 2021 in %
Weleda Benelux SE	NL - Zoetermeer	Production and trade	EUR	2,269	100.0	100.0
Weleda Ges.m.b.H.	A - Vienna	No operative function	EUR	36	100.0	100.0
Weleda Ges.m.b.H. & Co KG	A - Vienna	Trade	EUR	1,100	100.0	100.0
Weleda Trademark AG	CH-Arlesheim	Services	EUR	920	100.0	100.0
Weleda Inc.	USA-Irvington, N.Y.	Production and trade	USD	8,525	100.0	100.0
Weleda Italia S.r.l.	I-Milan	Trade	EUR	500	100.0	100.0
Weleda do Brasil Ltda.	BRA-São Paulo	Production and trade	BRL	27,140	100.0	100.0
Weleda Naturals GmbH	D-Schwäbisch Gmünd	Services	EUR	25	100.0	100.0
Weleda East GmbH	RUS-Moscow	Trade	RUB	10	100.0	100.0
Weleda S.A.U.	E-Madrid	Trade	EUR	685	100.0	100.0
Weleda (NZ) Ltd	NZL-Havelock North	Production and trade	NZD	169	100.0	100.0
Weleda Australia Pty Ltd	AUS-Warriewood	Trade	AUD	800	100.0	100.0
Weleda AB	S-Stockholm	Trade	SEK	2,000	100.0	100.0
Weleda (Australasia) Ltd	NZL-Havelock North	Services	NZD	1,139	100.0	100.0
Weleda Chile SpA	CHL-Santiago de Chile	Production and trade	CLP	491,321	100.0	100.0
Weleda F+E AG	CH-Arlesheim	Services	CHF	3,000	100.0	100.0
Weleda Ukraine LLC	UA-Kyiv	Trade	UAH	500	100.0	100.0
Weleda Korea Ltd.	KR-Seoul	Trade	KRW	130,000	100.0	100.0
Weleda Services GmbH	D-Schwäbisch Gmünd	Services	EUR	200	100.0	100.0
Weleda Immobilien GmbH	D-Schwäbisch Gmünd	Services	EUR	25	100.0	100.0
Weleda Services B.V.	NL-Zoetermeer	Services	EUR	0	100.0	100.0
Weleda Healthcare AG	CH-Arlesheim	Production and trade	CHF	100	100.0	100.0
Weleda LLP	KZ-Almaty	Trade	KZT	306	100.0	-
Weleda UK Ltd	GB-Ilkeston	Production and trade	GBP	1,495	99.7	99.7
Weleda, spol. s r.o.	CZ-Prague	Trade	CZK	19,684	99.6	99.6
Weleda S.A.	ARG-Buenos Aires	Production and trade	ARS	7,622	99.0	95.0
Weleda S.A.	F-Huningue	Production and trade	EUR	3,400	98.9	98.9
Weleda Hong Kong Ltd.	HK-Hong Kong	Trade	HKD	100	80.0	-
Weleda Japan Co., Ltd.	JP-Nagoya	Production and trade	JPY	10,000	35.0	35.0

The share of voting rights corresponds to the capital share.

Proposed appropriation of the result for the year

Board of Directors' proposed appropriation of the result for the year in CHF

	31.12.2022
Voluntary retained earnings	76,887,981.35
Annual result for 2022	-15,671,242.72
Total voluntary retained earnings (including result for the year)	61,216,738.63

Due to the result of 2022, no distribution will be made.

Weleda AG, Arlesheim, April 17th 2023
On behalf of the Board of Directors



Thomas Jorberg
Chairman



Dr. Andreas Jäschke
Deputy Chairman

Report of the statutory auditor

to the General Meeting of Weleda AG

Arlesheim

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Weleda AG (the Company), which comprise the balance sheet as at 31 December 2022, and the income statement, the cash flow statement and the statement of shareholders' equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (Seiten 64 bis 70) comply with Swiss law and the Company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements, the consolidated financial statements and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

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PricewaterhouseCoopers AG is a member of the global PricewaterhouseCoopers network of firms, each of which is a separate and independent legal entity.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

In accordance with article 728a paragraph 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

We further confirm that the proposed appropriation of available earnings complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.



PricewaterhouseCoopers AG

Petra Schwick
Licensed audit expert
Auditor in charge

Korbinian Petzi
Licensed audit expert

Basel, 17 April 2023



Resources used to produce Weleda natural and organic cosmetics and pharmaceuticals

Energy consumption

in megawatthours

	2022	2021	2020	2019	Change in %
Consumption within the organisation¹					
Total renewable energy	17,637	16,776	16,104	16,878	5,1
Total nonrenewable energy	16,820	18,364	20,581	22,837	-8,4
Total energy consumption	34,458	35,140	36,685	39,715	-1,9
Consumption of fuels					
Non-renewable					
Natural gas	11,274	13,899	14,994	16,088	-18,9
Heating oil	430	534	510	495	-19,5
Other nonrenewable fuels	3,947	2,623	3,814	4860	50,5
Total non-renewable	15651	17,056	19,318	21,443	-8,2
Renewable					
Biogas	2,778	2,060	954	964	34,9
Other renewable fuels	0	0	0	221	0
Total renewable	2,778	2,060	954	1,185	34,9
Total consumption of fuels	18,429	19,116	20,271	22,628	-3,6
Conventional electricity					
Conventional electricity	1,039	1,170	1,141	1,226	-11,2
Heating and cooling	131	139	123	168	-5,5
Total non-renewable	1,170	1,308	1,263	1,394	-10,6
Renewable					
Renewable energy mix	14,221	13,917	14,462	14,920	2,2
Biomassbased intermediate energy	539	689	609	6,53	-21,7
Total renewable	14,760	14,606	15,071	15,573	1,1
Energy sources produced renewable					
Electricity	117	115	102	143	1,7
Thermal heat	20	33	15	11	-38,2
Total renewable	137	148	117	154	-7,2%
Energy sources sold renewable					
Electricity	38	37	37	34	+1,3

¹ Values updated compared to previous year (extended database)

Emissions

in tonnes of CO₂ equivalents

	2022	2021	2020	2019	Changes in %
Direct emissions					
Direct emissions from stationary combustion sources	2,681	3,362	3,558	-	-20,3
Direct emissions from mobile combustion sources	941	941	909	-	0,0
Direct emissions from fugitive sources	302	317	191	-	-4,6
Total direct emissions (Scope 1)¹	3,924	4,620	4,659	-	-15,1
Indirect emissions					
Indirekte Emissionen aus eingekauftem Strom	5,704	5,696	5,726	-	0,1
Indirekte Emissionen aus Fernwärme/Kühlung	14	16	15	-	-14,6
Total direct emissions (Scope 2)¹	5,718	5,712	5,741	-	0,1
Total location-based³					
Total location-based ³	9,642	10,332	10,399	-	-6,7
Total market-based²					
Total market-based ²	4,372	5,129	5,238	-	-14,8
Reduktionen durch bezogenen Strom aus erneuerbaren Energien mit vertraglich geregelten Mitteln (marktbasiert)					
Reduktionen durch bezogenen Strom aus erneuerbaren Energien mit vertraglich geregelten Mitteln (marktbasiert)	5,270	5,203	5,161	-	1,3

¹ Adjusted data for previous years due to improved data quality and calculation methods.

² Excluding reductions from purchased electricity from renewable energies with contractually regulated means (location-based).

³ Including reductions due to purchased electricity from renewable energies with contractually regulated means (marked based).

Due to the current situation, the data for Weleda Ukraine are only estimates.

Water consumption

in cubic metres

	2022	2021	2020	2019	Changes in %
Water withdrawal					
Water from public water supply	75,600	16,948	21,050	89,374	346
Groundwater	103,328	114,449	153,713	83,872	-10
Rainwater, collected directly and stored	3,839	4,238	3,286	4,214	-9
Wastewater from other organisation	635	529	139	-	20
Total	183,402	136,164	178,188	177,460	34,7

Purchased materials

in tonnes

	2022	2021	2020	2019	Changes in %
Raw materials¹					
Renewable	4,125	4,504	4,735	4,726	-8,4
Nonrenewable	257	237	314	305	8,4
Total	4,382	4,741	5,049	5,031	-7,6
Packmittel¹					
Renewable	1,834	2,009	2,081	2,287	-8,7
Nonrenewable	2,869	3,207	3,149	3,287	-10,5
Total	4,703	5,216	5,230	5,574	-9,8
Werbematerial¹					
Renewable	403	647	720	821	-37,7
Nonrenewable	24	42	61	84	-42,9
Total	427	689	781	905	-38,0

Purchased materials

in tonnes

	2022	2021	2020	2019	Changes in %
Operating materials²					
Renewable	146	113	113	61	29,2
Nonrenewable	69	68	82	74	1,5
Total	215	181	195	135	18,8
Semi-finished products and bulk goods²					
Renewable	36	67	65	50	-45,9
Nonrenewable	1	4	3	3	-71,4
Total	37	70	68	53	-47,1
Trade goods²					
Renewable	748	669	894	526	11,8
Nonrenewable	748	667	893	549	12,1
Total	1,496	1,336	1,787	1,075	12,0
Proportion of renewable materials³	7,292	8,009	8,608	8,471	-8,9
Proportion of non-renewable materials	3,968	4,225	4,502	4,302	-6,1
Total	11,260	12,233	13,110	12,773	-8,0



¹ Predominantly determined by direct measurement (invoices and ERP system); in case of doubt, classification as non-renewable.

² Estimates based on purchases and their material composition; in case of doubt, classification as non-renewable.

³ Drinking water used as raw material is not taken into account here, as the water input is already included in the water consumption; the share of renewable materials would otherwise be significantly higher.

Some material values for 2021 were corrected due to an improved database.

Waste quantities

in tonnes

	2022	2021	2020	2019	Changes in %
Normal waste					
Composting	41	58	51	20	-29,3
Reuse	19	17	27	37	11,8
Recycling	586	690	663	740	-15,1
Recovery	0	0	0	18	0,0
Incineration or use as fuel	278	329	310	350	-15,5
Landfill	22	62	23	29	-64,5
Other disposal	25	23	23	25	8,7
Total	971	1,179	1,097	1,221	-17,6
Hazardous waste					
Recycling	29	41	42	17	-29,3
Recovery	0	7	4	16	-100,0
Incineration or use as fuel	57	58	61	55	-1,7
Landfill	0	0	0	1	0,0
Onsite storage	0	6	6	2	-100,0
Other disposal	9	9	7	29	0,0
Total	95	121	119	120	-21,5
Total	1,066	1,300	1,217	1,341	-18,0



Employees of the Weleda Group

Employees of the Weleda Group at a glance,⁴

as at December 31st 2022

	Region D,-,A,-,CH ¹	CEE, MEA, UK ^{1,2}	France ¹	BESINOR ¹	North America ³	South America ¹	Asia/Pacific ³	Total
Number of female employees	910	133	210	145	25	178	64	1665
Number of male employees	515	36	76	55	11	78	20	791
Total number of employees	1,425	169	286	200	36	256	84	2,456
Total number of managers	218	33	47	39	14	25	14	390
Nature of employment								
Full-time employees	859	136	208	133	35	234	23	1628
Part-time employees	566	33	78	67	1	22	61	832
of whom female part-time employees	502	30	72	59	1	17	49	731
of whom male part-time employees	64	3	6	8	0	5	12	101
Employment by age group								
up to 30 years of age	175	24	11	31	³	58	³	311
31 to 50 years of age	770	108	165	117	³	156	³	1,377
51 to 60 years of age	391	26	92	44	³	35	³	622
over 60 years of age	94	11	18	8	³	7	³	151
Total number of newborns	48	8	0	8	2	4	2	70
Employee development								
Hours used for internal training and cultural activities during working hours	3,221	2,934						
People who take advantage of internal and cultural activities	394	465						

¹ Explanation of the regions:
D-A-CH: Germany, Austria, Switzerland
CEE, MEA, UK: Russia, Czech Republic (incl. Slovakia), Ukraine, Kazakhstan, UK
France: France
BESINOR: Spain, Italy, Benelux (Netherlands, Belgium), Sweden
North America: USA
South America: Brazil, Argentina/Chile
Asia/Pacific: Australia, New Zealand, South Korea, Hong Kong (without Japan, as minority shareholding)

² Data for Ukraine was estimated based on 2021 data.

³ Employment by age group cannot be disclosed for legal reasons.

⁴ These figures represent the number of employees at the end of the year and may therefore differ from full time equivalent (FTE) figures elsewhere in the report, where changes in the FTE pool during the year have also been taken into account.

Differences in the total values result from different data sources and legal bases in the respective countries.

Considered emission sources for the calculated carbon footprint

	definition	Emission sources/activities considered and data collection methods.
Scope	Emission sources/activities considered and data collection methods.	
Scope 1	1.1-1.3. direct emissions from combustion processes of stationary plants, from mobile plants and from fugitive gases	<p>The Scope 1 emissions of the Weleda Group originate from the following sources:</p> <ul style="list-style-type: none"> - From owned or leased vehicles and other mobile sources (including distribution activities) - In owned and leased buildings, including production facilities and processes: stationary combustion with fossil and renewable energy sources, use of other renewable energy sources (e.g. for heating purposes) and direct emissions of fugitive gases (leakage of refrigerants). Direct emissions from processes were not taken into account due to their lack of relevance. <p>At the level of the Product Carbon Footprint: restriction to buildings of Weleda AG and subsidiaries with their own production activities.</p>
Scope 2	2.1- 2.3 Indirect emissions from purchased heat, district heating and electricity from buildings	<p>The Weleda Group's Scope 2 emissions originate from purchased and self-generated electricity for use in rented and owned buildings and owned buildings, including production facilities and processes, as well as from purchased energy from district heating/cooling and purchased steam.</p> <p>At the level of the product carbon footprint: Restriction to subsidiaries with their own production activities.</p>
Scope 3	3.1 Purchased goods and services	<p>The emissions from purchased goods and services listed in this report are based on the requirements for the Product Carbon Footprint according to GHGP and are limited to product-related purchases and services: All raw materials and packaging materials used in the manufacture of the products are taken into account on the basis of the quantity purchased. This also includes corresponding emissions from contract manufacturing and packaging provided by our consultant Factor X.</p> <p>Non-attributable aspects such as non-product related tertiary packaging materials or IT equipment are not included here. The reporting of these emissions at the level of the corporate footprint is presented outside this report and at a later date.</p>
	3.2. Capital goods	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.
	3.3 Other fuel and energy-related activities energy-related activities	The Scope 3 emissions included are based on the amount of electricity consumed according to Scope 2 and emission factors for Scope 3 emissions. The emission factors were provided by our Factor X consultant, main source is the "Base Cabone" of the ADEME.
	3.4 Upstream transport and distribution	Includes the transport from the supplier of the raw materials and the packaging material for the product to the Weleda factories and contract manufacturers and packagers. Calculated on the basis of model provided by our Factor X consultant, which is based on both actual data and estimates based on distance between the point of origin of the materials, the supplier and the production sites.

	definition	Emission sources/activities considered and data collection methods.
Scope 3	3.5 Waste generated during operation	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date. At the level of the Product Carbon Footprint: limitation to waste and wastewater from Weleda AG buildings and subsidiaries with their own production activities. Calculated on the basis of a model provided by our Factor X consultant.
	3.6 Business trips	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.
	3.7. Commuting of the employees	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.
	3.8 Leased assets upstream	EEmissions from rented office space are reported in Scope 1 and 2.
	3.9 Downstream transport and distribution	Distribution and transport of finished products, raw materials, packaging materials, bulk and semi-finished goods, with national and international transports, including parcel shipments. The calculations emissions were calculated according to the cradle-to-first-entry-gate approach to the first recipient of the goods (subsidiaries, export markets, minority shareholdings, etc.), export markets, minority shareholdings, distribution centres, individual branches, etc.). The emissions from the last mile mile to the consumer through the purchase of the product is not taken into account.
	3.10. Processing of the products sold	Not applicable - Weleda produces and sells the end product, that consumers consume. The aspect of contract manufacturing and contract packaging is covered in Scope 3.1.
	3.11. Use of the products sold	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.
	3.12. End-of-life treatment of products sold	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.
	3.13. Leased assets downstream	Not applicable for Weleda
	3.14. Franchises	Not applicable for Weleda
	3.15. Investments	The reporting of these emissions at the level of the Corporate footprint will be presented outside this report and at a later date.

Ethical Sourcing Commitments

Since 2012 we have been a member of the Union for Ethical BioTrade (UEBT). The non-profit association promotes the respectful procurement of natural raw materials

The ambitious standard for ethical procurement promotes sustainable economic growth, local development and the protection and sustainable use of biodiversity. In accordance with our purpose “unfold health and beauty in harmony with human and nature”, we have implemented the UEBT standard as a sustainability management system along all our natural raw material supply chains. In 2018, UEBT offered a certification programme for ethical procurement. UEBT certifies procurement systems of companies that respect people and biodiversity. As a UEBT member, we are committed to innovation and procurement practices that contribute to a world in which people and biodiversity can thrive. With this in mind, and as part of our sustainability strategy, we have decided to go one step further in our commitment and introduce the certification of our Ethical Sourcing System (ESS) for all our natural raw materials used in our natural and organic cosmetics products. A subsequent risk analysis will help us to identify the need for lasting improvements and to determine what measures must be taken. As a next step, and as part of the certification programme, we are committed to taking further action along defined, so called prioritised supply chains. This will allow us to reach even more actors and areas for cultivation and wild collection to improve ethical sourcing wherever necessary. We achieved the first certification in 2018 and had a second successful audit in June 2019. In the following years no further ESS certification audit could be carried out due to the pandemic. The next certification audit is planned for November 2023. In 2022, responsibility for the ESS system was transferred from International Strategic Sourcing to Quality. Due to reorganisation projects the Action Plan and an Impact Study could not be implemented.

Certification scope in figures

2022

- All supply chains for plant-based raw materials that we use in our natural cosmetics have been assessed.
- 110 of our supply chains are defined as prioritised for verification. Verification means that we use the information we have received from our suppliers for evaluation through on-site audits.
- Due to the continuing Corona restrictions, only 6 audits could be carried out in 2022.
- From the supply chains, we have carried out a total of 78 verification audits since 2019.

Goals 2023

- Following the personnel changes in the UEBT managers at Weleda, the internal work instructions are currently being adapted.
- Preparations are being made for the certification audit in quarter 4/2023.
- 5 verification audits are planned for 2023.
- The follow-up of measures at suppliers continues to be very time-consuming.
- Further implementation of the verification of prioritised supply chains.
- Follow-up of supplier measures and completion of verification audits.
- Implementation of the measures from our last certification audit.
- With the introduction of UEBT’s online tool, planned for May 2023, all our supply chains will be re-recorded and reassessed.
- Initiation of agricultural management through International Strategic Sourcing.

Observation

In 2022, not all supply chain audits could be carried out as planned. This is mainly due to the limited travel possibilities. Likewise, due to the climate change and the changes in the trade chains caused by the Ukraine war, many new supply chains are being implemented.

The current certification is valid until the end of 2023.

What are the guiding principles of the UEBT standard?

- Biodiversity conservation
- Sustainable use of biodiversity
- Sharing of benefits between companies and communities through the use of biodiversity
- Traceability to identify the origins of the natural ingredients
- Compliance with national and international regulations
- Adequate working conditions for employees and ensuring local food security
- No “land grabbing”, instead measures to prevent illegal use

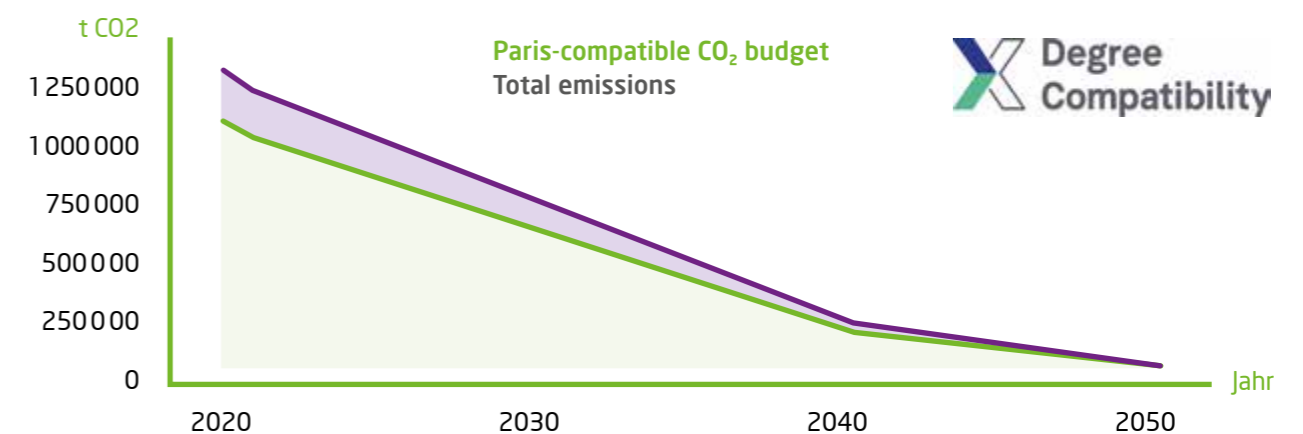
What is the UEBT?

The Union for Ethical BioTrade (UEBT) provides a globally recognised standard for ethical trade in natural resources. The non profit organisation is an offshoot of the UN Convention on Biological Diversity (CBD) and the UN Conference on Trade and Development (UNCTAD).

Why did we choose XDC as a reference and driver for our climate goals?

The XDC model was developed in 2019 by right. based on science. It relates a company’s emissions intensity to its economic performance and the potential of the company’s industry. The model enables

companies to measure and manage their compliance with the Paris Climate Agreement. Weleda uses the XDC model to calculate and understand our climate impacts, define science-based emission reduction targets, conduct forward-looking scenario analysis, prepare climate-conscious business decisions, and inform the public.







About the graph: The development of total emissions shows how Weleda would have to reduce emissions for the company to become Paris-compatible overall. The green area shows the remaining emissions budget based on reported data according to the GHG Protocol. The blue area shows emissions with additional consideration of the financial footprint outside the GHG Protocol.

Inputdaten XDC-Analyse nach right. based on science GmbH

Model version	V3.1
Gross value added	2019-2021, reported
Scope 1	Base year 2022, reported, data quality: +/- 5%
Scope 2	Base year 2021, reported, data quality: +/- 5%
Scope 3	Base year 2019, resp. 2021, (15/15), data quality +/- 20%
Development of emissions and gross value added	Standard assumptions based on Shared Socioeconomic Pathway 2 (SSP2)

Certifications of Weleda countries

Weleda actively pursues environmental management and works to improve social and working conditions. Independent experts have confirmed compliance with internationally recognised standards by awarding the following certifications.

Switzerland	Germany	Italy
<p>Weleda AG Dychweg 14 4144 Arlesheim Switzerland Tel. +41 61 705 21 21 www.weleda.ch</p>	<p>Weleda AG Möhlerstr. 3-5 73525 Schwäbisch Gmünd Germany Tel. +49 7171 91 90 www.weleda.de</p>	<p>Weleda Italia S.r.l. Via Albani 65 20148 Milano Italy Tel. +39 02 487 70 51 www.weleda.it</p>
<p>Certified in accordance with ISO 14001 and EMAS / Verified Environmental Management, D-135-00032</p>	<p>Certified in accordance with ISO 14001 and EMAS / Verified Environmental Management, D-135-00032</p>	<p>Certified in accordance with SA 8000 (Social Accountability Standard)</p>
		
France	Since 2018	
<p>Weleda S.A. 9, rue Eugène Jung 68331 Huningue Cedex France Tel. +33 38 969 68 00 www.weleda.fr</p>	<p>UEBT certification for our management system for raw material sourcing of natural raw materials</p>	
<p>Certified in accordance with ISO 14001</p>	<p>Weleda was among the first two brands worldwide to receive the new UEBT certification "Sourcing with respect" in 2018. This label guarantees that biodiversity is preserved and used sustainably in the cultivation, harvesting and further processing of the plants. Weleda is also committed to treating all supply chain participants fairly and paying fair prices.</p>	
		

Transparent and solid business management

Weleda places great value on a transparent management structure and an open communication culture. The rules for good corporate governance are laid down in the company's articles of association and organisational regulations.

Control and risk management

The primary objective of risk management is to ensure the longterm survival of the company – as a basis for further development. Risk reporting to the Audit Committee and the Board of Directors takes place half yearly. The material content and elements of Weleda's Group wide risk policy have been documented and described in a comprehensive control and risk management system (KuRS).

The Audit Committee is a fundamental element of the management structure, with responsibility for compliance with Weleda's corporate governance.

Members

Two members of the Audit Committee, Monique Bourquin (Chairman) and Dr Andreas Jäschke, are also members of the Board of Directors. With Dr Patrick Scarpelli, partner at cctm AG in Basel (until march 2022) and Robert Jan Bumbacher, rj Bumbacher Consulting GmbH, an external specialist is also represented.

Duties

The function of the Audit Committee is to assist the Board of Directors in its effectively support the Board of Directors in its corporate governance effectively. These include, but are not limited to:

- monitoring the integrity of the Group's financial reporting and the Group's internal control system, as well as the monitoring of monitoring of compliance with legal and internal (compliance)
- monitoring the independence and performance of the independent external external auditors (statutory auditors and Group auditors) as well as the internal audit department

The Annual and Sustainability Report 2022 of the Weleda Group and Weleda AG is available in English and German. The German version is binding.

Weleda AG produces its Annual and Sustainability Report on a yearly basis. The last report produced was the Annual and Sustainability Report 2021 of the Weleda Group and Weleda AG.

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