



2025

impact

REPORT

dōTERRA®

dōTERRA's Mission:

We help the world heal by integrating trusted wellness solutions with meaningful human connection.

Mission Pillars:



01

Natural
Health
Solutions.



02

Impactful
Business
Partnership.



03

Community
Building.



04

Transformative
Personal
Growth.

A Letter from our CEO



At dōTERRA, impact is woven into everything we do — from the way we source, to the products we create, and our Wellness Advocates who passionately share them. It is reflected not only in what we accomplish, but in the people and places touched along the way.

The numbers in this report tell an important story. But behind every number is a person, a family, a community, an ecosystem.

There is a farmer who can count on a more reliable market for a harvest. A native habitat recovering. An employee finding meaningful work and support for their family. A Wellness Advocate building relationships and creating new possibilities. A customer discovering products that become part of the way they care for themselves and the people they love.

We integrated Social Responsibility directly into our business and supply chain before it became a thing —because it was the right thing to do.

We know meaningful impact is never a finished achievement. Responsible sourcing, environmental stewardship, product quality, and community investment require continual learning and improvement. Our responsibility is not simply to preserve what works, but to keep asking how we can do better.

That is why we continue to invest in people, protect the gifts of the earth, and pursue exceptional quality from source to bottle.

We are grateful to the growers, sourcing partners, employees, Wellness Advocates, customers, and communities who make this work possible. Together, we are building something larger than any one product or company. We are a global community connected by a belief that we can help the world heal.

Thank you for being part of it.

David Stirling
CEO

2025 at a glance:

Impact on both sides of the bottle

100% of oil supply chains underwent an internal social and environmental risk assessment

\$807,971 USD invested in strengthening sourcing communities

19 priority supply chains demonstrated measurable improvements in sourcing practices

83,126 trees planted at Kealahou Mountain Reserve



475,741 households introduced to dōTERRA's natural solutions

2,200 Wellness Advocates visited dōTERRA sourcing locations

4.9 million plastic bottles diverted through dōTERRA On Guard® and abode® concentrates

\$12.8 million USD in charitable contributions, product donations, and community investments were provided globally

People

A strong organization begins with thriving people.

Supply Chain Members

What we've built together brought us here. As we reflect on our impact since our founding, these cumulative milestones show the foundation that shaped where we are today:

229

supply chains

45

countries

360k+

livelihoods supported

\$1B+

paid directly into sourcing communities

Employees

2025 HIGHLIGHTS

Above industry average scores globally for:

7.9

Out of 10 in Employee Engagement

37

Employee Net Promoter Score

~2X

Employee Tenure Industry Average

Global HQ supports employees with:

- 🛡️ **Employee Benefits:** Competitive health insurance, 401k matching, product benefits
- 👶 **Onsite Childcare:** Serving infants through pre-K for employees and the local community
- 🏥 **Onsite Healthcare Clinic:** 10,719 employee and family visits in 2025
- 👥 **Employee Resource Groups:** Focused on inclusion, education, community partnerships, diversity, and belonging. 500+ employees participated across 6 events

“

What I love most about dōTERRA is that it gives us the ability to impact the health, wellness and sometimes financial health of people we may never meet, simply by building a business rooted in relationships and partnership.”

—Dr. Kellie Lancaster,
Wellness Advocate

Wellness Advocates

2025 HIGHLIGHTS

444,710*

Households supported with supplemental income

148,222

Leaders developed through dōTERRA rank advancement

2,200

Participated in global sourcing trips

*Results vary based on time, effort, and skill. Expenses may be incurred. For more information see the dōTERRA Opportunity and Earnings Disclosure Summary at dōTERRA.com/disclosure

Planet

Protecting the gifts of the earth is an investment in our future.

2025 Sustainability Highlights from Global HQ

Sustainable Packaging

12.3 million
recyclable paper mailers
used since transitioning
from plastic in 2022

22,000
cases of recyclable paper
cushioning used in place
of plastic bubble wrap

4.9 million
plastic bottles diverted
through dōTERRA On
Guard® and abode®
concentrates

Waste & Circularity

34,300
pounds of steel oil drums
recycled

390,280
pounds of cardboard
recycled

37%
reduction in label scrap
waste

Energy & Emissions

35%
reduction in natural gas
consumption since 2021

24
Electric vehicle charging
stations available

70 metric tons
of CO₂ emissions
avoided through
employee use of on-
campus EV charging

Reducing our Footprint

Air freight is one of the most carbon-intensive ways to move products, while ground and ocean transport produce much fewer emissions per unit shipped. In 2025, we continued shifting toward lower-emission transportation:

43%
increase in ground
shipping

9%
decrease in air
shipping

81%
of product transport
moved by sea



“

Here on the farm, we know that
the earth is a precious treasure.”

—Walter, Cardamom in Guatemala

Kealakekua Mountain

Reserve

Hawai'i, USA

Restoring What Was Lost: Once covered by dense native forest, the land that is now Kealakekua Mountain Reserve was altered over generations by logging, ranching, and grazing, leaving portions of the ecosystem degraded and biodiversity lost. Today, we are hard at work to restore that landscape through native plant reforestation, habitat protection, and responsible land stewardship. Through these efforts, the reserve is seeing the return of native bird species, the endangered Hawaiian hoary bat, and threatened tree snails. Beyond these ecological gains, we are also helping reconnect hundreds of local students and community members with Hawaii's native forests, culture, and land.

dōTERRA Sourcing Initiatives:

Woodside Oils

Pennsylvania, USA

Near Zero Waste: At Woodside Oils, sustainability is built into every step of production. Birch and Cedarwood raw materials are fully repurposed for uses such as mulch and silt socks, while a recirculating cooling system eliminates wastewater. Woodside also gives new purpose to black birch bark — once a waste product for local mills — by using it to produce Birch essential oil and helping eliminate a regional waste stream.

Esseterre

Dobrich, Bulgaria

Rooted in Responsible Agriculture: Sustainability at Esseterre begins in the fields. Lavender grown near the distillery thrives in Bulgaria's dry, sunny climate without irrigation, while perennial plantings can produce for approximately eight years before crop rotation helps rejuvenate the soil. Through long-term partnerships with nearby farmers, agricultural trial fields, and an in-house research team, Esseterre continually explores ways to improve cultivation and protect plant quality. This combination of local knowledge, efficient land use, and ongoing research helps build a more resilient essential oil supply chain while caring for the resources on which it depends.

Product

Intentional sourcing creates exceptional products.

From source to bottle, in 2025:



~45 Million
kgs of biomass (leaves, flowers, peels, wood, resin) harvested



260 Million+
mLs of oil distilled



80,686
tests run to confirm purity



26,004,138
bottles processed



100%
CPTG®

“
I want the people that use lavender oil to know that this is pure essential oil, and they can trust that what is written on the label is true.”

— *Violeta, Bulgaria*



Product Feature: EO Mega+®

EO Mega+ connects exceptional nutrition with responsible marine sourcing. Its fish oil comes from 100% wild-caught and traceable fish from the nutrient-rich Nordic seas. The oil comes from fisheries focused on safeguarding fish stocks, limiting bycatch and discards, and protecting the seabed. Unlike many omega supplements, EO Mega+ delivers a broader range of fatty acids and pairs them with CPTG® Wild Orange essential oil to enhance effectiveness — bringing responsible sourcing, nutritional innovation, and essential oils together in one distinctive formula.



Product Feature: VMG+®

VMG+ shows what happens when product innovation begins at the source. In a category where many products rely on synthetic alternatives, VMG+ stands out with its plant-derived vitamins, minerals, and essential cofactors from moringa, lemon, amla, and guava grown in India, where longstanding supplier relationships connect the formula to networks of farmers and predominantly women harvesters. Combined with more than 90 high-quality ingredients from around the globe, VMG+ brings essential nutrition and meaningful impact together in one daily sachet.

Supply Chain Compliance

Measuring progress. Informing positive impact.



UEBT
MEMBER
SOURCING®
WITH RESPECT

229
Essential oil,
absolute, and
extract supply
chains

5
supply chains
FairWild
certified

21
UEBT verified
Responsibly
Sourced

19
supply chains
reported
measurable
improvements

In 2025, dōTERRA became a member of the Union for Ethical Biotrade. UEBT is a non-profit that sets good practices for how companies and their suppliers source ingredients from biodiversity. Through our UEBT membership, we are committed to sourcing with respect for people and biodiversity, ensuring that the natural ingredients we rely on are grown or collected in ways that restore and regenerate biodiversity, strengthen local livelihoods, and build resilient botanical supply chains.



“

I'm smiling because dōTERRA has changed not only my life, but the lives of many farmers throughout this region.

Before, farmers worked hard but often waited months — or even years — to receive payment after selling their crops. Now we bring our harvest to the distillery and are paid almost immediately. We finally get to see the rewards of our work without uncertainty. That's why I'm so happy.”

—Lene, *Helichrysum* in Albania

2025 Priority Supply Chain Improvements

Albania	<i>Helichrysum, Laurel Leaf</i>				
Brazil	<i>Copaiba</i>				
Bulgaria	<i>Lavender, Rose</i>				
Indonesia	<i>Patchouli, Citronella</i>				
Ethiopia	<i>Frankincense</i>				
Greece	<i>Orange</i>				
Rwanda	<i>Eucalyptus Globulus</i>				
Italy	<i>Lemon, Bergamot</i>				
Moldova	<i>Coriander Seed, Fennel</i>				
Oman	<i>Frankincense</i>				
Philippines	<i>Fractionated Coconut Oil</i>				
Somalia	<i>Frankincense, Myrrh</i>				



Improvement Categories

- Social
- Environment
- Health & Safety
- Business Ethics

dōTERRA's
Global Giving



Thailand

Provided funding and support for the care and rehabilitation of children with heart disease



Malaysia

Supported cancer prevention through donations and volunteer efforts from employees and Wellness Advocates



Hong Kong

Provided compassionate care to women, children, elderly, and people with disabilities



Europe

Funded a year-long mentorship program providing education, experiences, and support for 100 vulnerable youth



Australia & New Zealand

Provided funding and support for an anti-human trafficking program in Vietnam



China

Supported severely ill children and their caregivers across 25 hospitals through donations and 142 on-site service visits



Brazil

Renovated a therapy room serving children with Down syndrome



United States

US dōTERRA Healing Hands Foundation funded the development of a school serving children affected by leprosy in India



Japan

Supported women and children facing difficult circumstances through donations focused on food security



Korea

Provided financial and product donations to support people affected by local wildfires

\$12.8
million+

USD in charitable contributions, product donations, and community investments were provided globally in 2025

dōTERRA

We help
the World Heal

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