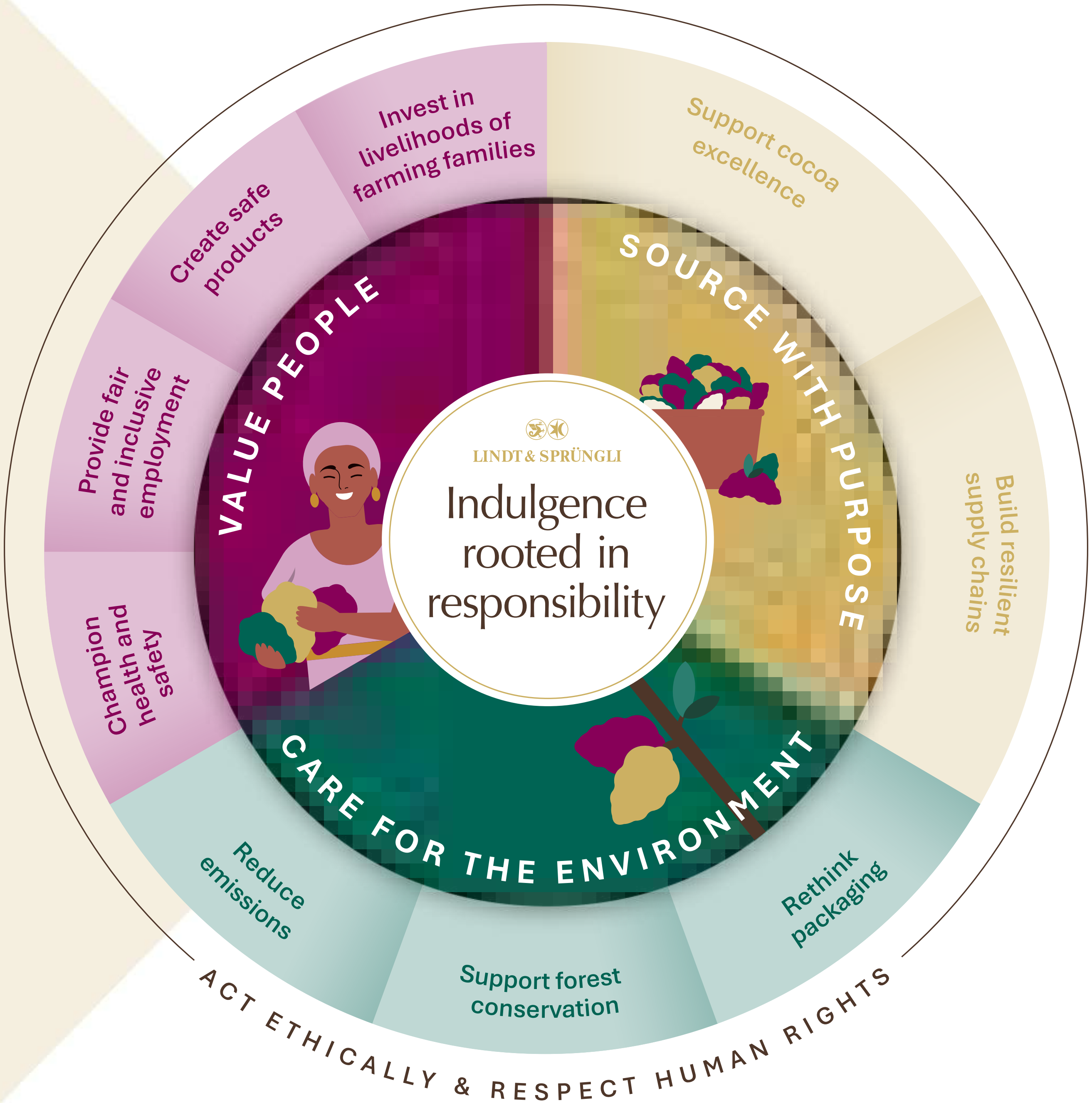
2030 Sustainability Plan

Indulgence rooted in responsibility

LINDT & SPRÜNGLI

2030 Sustainability Plan

The Lindt & Sprüngli 2030 Sustainability Plan sets out how we will care for people and the environment by contributing to cocoa excellence, reduced emissions, and a safe workplace.



Renewing our commitment to sustainability

Sustainability is a core element of the Group's business strategy and revolves around three pillars: Value people, Source with purpose and Care for the environment. The Group's sustainability strategy underpins Lindt & Sprüngli's aim to increase our positive social impacts, take steps to reduce negative environmental impacts, and to protect our growth, while mitigating risks and leveraging opportunities.

Creating moments of indulgence is a core component of Lindt & Sprüngli's business. It is important to us that the indulgence we provide through our products is rooted in responsibility. Our commitment to sustainability is reflected in our core values of Excellence, Innovation, Entrepreneurship, Responsibility, and Collaboration.

In 2018, we embarked on our first Sustainability Plan, which concluded in 2025. In this period, we switched significant volumes of raw materials from conventionally-sourced materials to those sourced through Responsible Sourcing Standards[1], set science-based targets for climate action, brought to market more packaging designed for recyclability, launched initiatives to foster inclusivity and belonging in our organization, upheld industry-leading standards to avoid advertising to children, and further professionalized due diligence practices.

With our 2030 Sustainability Plan, we are building on the past achievements of our sustainability ambitions and targets.

Our 2030 Sustainability Plan prioritizes the social and environmental impacts, risks, and opportunities which are most relevant to the Group and our business model, value chain and stakeholders, and on which we can have significant influence:[2]

- **Source with purpose** – by supporting cocoa excellence and building resilient supply chains
- **Care for the environment** – by aiming for net-zero emissions across our value chain by 2050, supporting forest conservation and rethinking our packaging
- **Value people** – by investing in the livelihoods of farming families in the cocoa supply chain, championing health and safety in our operations, creating safe products, and providing fair and inclusive employment

Our commitment to **acting ethically** and **respecting human rights** extends across all elements of our Sustainability Plan.

1 At Lindt & Sprüngli, Responsible Sourcing Standards refer to certifications, assessments, programs, or specifications which consider social or environmental criteria for raw and packaging materials. For more information refer to our latest Sustainability Statement.

2 The 2030 Sustainability Plan addresses all material topics from our 2025 double materiality assessment (DMA). See our latest Sustainability Statement for details on the DMA and our impacts, risks and opportunities (IROs).

Our commitments

PILLAR	FOCUS AREA	TARGET	DEADLINE	BASELINE	OBJECTIVE
SOURCE WITH PURPOSE 	Support cocoa excellence	**100%**	Annually through 2030	2026	We aim to source cocoa volumes according to a Responsible Sourcing Standard
		CHF 300m	2030	2026	We aim to invest in our cocoa Farming Program
	Build resilient supply chains	**100%**	2030	2026	We aim to source priority raw and packaging materials bearing significant sustainability risks according to a Responsible Sourcing Standard
		80%	2030	2026	We aim to source liquid milk, milk fat, and powder volume (Mass Balance) through carbon reduction programs
		CHF 5m	2030	2026	We commit to invest in origin-level impact pilot programs focused on human rights or environmental impacts in non-cocoa raw material supply chains
CARE FOR THE ENVIRONMENT 	Reduce emissions	**Net zero**	2050	2020	We commit to reach net-zero greenhouse gas emissions across the value chain
		42%	2030	2020	Reduce absolute scope 1 and 2 GHG emissions
		25%	2030	2020	Reduce absolute scope 3 non-FLAG GHG emissions
		30%	2030	2020	Reduce absolute scope 3 FLAG GHG emissions
	Support forest conservation	**-**	Ongoing	2026	We commit to working towards no deforestation in cocoa and our other primary deforestation-linked supply chains (palm oil, soy, and pulp- and paper-based packaging)
		20,000 hectares	2030	2025	We aim to support the establishment of advanced agroforestry
		20,000 hectares	2030	2026	We aim to support the restoration of forests
		5	2030	2026	We aim to support landscape initiatives for forest conservation
	Rethink packaging	**95%**	2030	2026	We aim to design global packaging to be recyclable
VALUE PEOPLE 	Champion health and safety	**-**	Ongoing	2026	We aim to continuously reduce our safety risks to achieve our long-term vision of zero lost-time accidents
	Invest in livelihoods of farming families	**5,000 farmers**	2027	2026	We aim to implement a Living Income Program to support cocoa farmers in West Africa
		100%	Annually through 2030	2026	We aim to maintain cocoa volume from child labor risk countries as covered by a Child Labor Monitoring and Remediation System (CLMRS) or other due diligence system that is being rolled out or is implemented, with Mass Balance included
		300 program communities	2030	2026	We aim to support program communities with a community development program designed to reduce child labor risks
	Provide fair and inclusive employment	**-**	Ongoing	2026	We are committed to maintaining a workplace free of discrimination
		-	2028 and 2030	2027	We aim to biannually assess and take action towards achieving equal pay for equal work in each subsidiary (excluding US-based companies) as of 2027, or as required by local law
	Create safe products	**-**	Ongoing	2026	We are committed to full and continuous compliance with regulations concerning the safety impacts of our products
ACT ETHICALLY AND RESPECT HUMAN RIGHTS	Act ethically	-	Ongoing	2026	We do not participate in any corrupt or anti-competitive behavior
	Respect human rights	-	Ongoing	2026	We commit to respecting human rights through implementing a due diligence process aimed at preventing, mitigating, or ceasing our adverse human rights and environmental impacts throughout the organization and our supply chain

We report on our progress in our annual Sustainability Statement.

Source with purpose

Sourcing with purpose means building more traceable and resilient supply chains – particularly for cocoa, our most important raw material. We prioritize supplier collaboration and engagement, raw material traceability, and third-party certification. In addition, for specific raw materials, we invest in pilot projects or develop our own programs with the aim of addressing social and environmental impacts.

SOURCE WITH PURPOSE

Support cocoa excellence

Main commitment: We aim to continue to source 100% of our cocoa volumes according to a Responsible Sourcing Standard annually between 2026 and 2030.

Approach:

The Lindt & Sprüngli Farming Program is our Responsible Sourcing Standard for cocoa. It consists of a complementary set of actions related to the economic, social, and environmental aspects of cocoa production. The Farming Program aims to contribute to resilient livelihoods for cocoa farmers and their families and to promote Good Farming Practices[1] and biodiverse landscapes. It is built on Rainforest Alliance certification and strengthened by targeted investments and activities beyond certification, addressing the most material impacts in the cocoa supply chain through three strategic pillars:

- Support cocoa excellence
- Invest in livelihoods of farming families
- Promote Good Farming Practices and biodiverse landscapes

Outlook:

To support cocoa excellence, we aim to invest CHF 300m into our cocoa Farming Program between 2026 and 2030. In addition, as part of our 2030 strategy, we will engage in partnerships to collaborate and innovate with the goal to drive positive change in our cocoa value chain.

For additional information on cocoa targets, see: Support forest conservation and Invest in livelihoods of farming families. For more information on the Lindt & Sprüngli Farming Program, access Farming Program 2026-2030 or the dedicated website.

1 At Lindt & Sprüngli, Good Farming Practices may include Good Agricultural Practices (as defined by the Food and Agriculture Organization), agroforestry, production efficiency, and diversified farm systems. The comprehensive definition can be found in our latest Sustainability Statement.

SOURCE WITH PURPOSE CONTINUED

Build resilient supply chains

Main commitment: We aim for 100% of the volume of priority raw and packaging materials bearing significant sustainability risks to be sourced according to a Responsible Sourcing Standard by 2030.

Approach:

Our updated Responsible Sourcing Approach consists of seven elements:

1. Setting expectations
We detail our expectations for our business partners in our Supplier Code of Conduct.

2. Supplier assessments
We use the EcoVadis framework to evaluate the sustainability performance of prioritized suppliers of direct and indirect goods and services of all our subsidiaries.

3. Supplier audits and engagement
Our Supplier Sustainable Practice (SSP) Program is our supplier site audits and remediation program. This includes desktop reviews, on-site audits, and direct supplier engagement to monitor compliance and drive continuous improvement.

4. Supplier emissions reduction
We engage suppliers to reduce their emissions, in line with our Climate Transition Plan.

5. Responsible Sourcing Standards for priority raw materials
We apply specific requirements for considering social and environmental aspects when sourcing our 12 priority materials: cocoa, almonds, coconut oil, coffee, dairy, eggs, hazelnuts (Turkish), palm oil, raw sugar (cane and beet), soy lecithin, vanilla, and pulp- and paper-based packaging.

6. Non-cocoa impact projects and dairy program
We make targeted investments and implement activities beyond-certification focused on human rights and environmental impacts, including emissions reductions.

7. Lindt & Sprüngli Farming Program for cocoa
See the Support cocoa excellence chapter for an overview of and information on the Lindt & Sprüngli Farming Program.

Outlook:

We are building on strong foundations: our Responsible Sourcing Approach considers social and environmental impacts, risks and opportunities in direct and indirect supply chains. Our ambition to source 100% of priority raw and packaging materials according to Responsible Sourcing Standards by 2030 reflects our continued dedication to sourcing with purpose and building transparent and resilient supply chains for the long-term success of our business.

Part of our efforts include striving for greater levels of traceability for select raw materials to inform our understanding of impacts, risks and opportunities at origin level.

We are also deepening supplier engagement, particularly on emissions reduction, and will launch a dairy program to support carbon reduction, which is separate and additional to our Responsible Sourcing Standard for dairy. As part of this, we aim to source 80% of liquid milk, milk fat, and powder volume (Mass Balance) through carbon reduction programs by 2030. We are also focusing more on social and environmental impacts in origin countries. Between 2026 and 2030, we commit to invest CHF 5m in origin-level pilot programs targeting human rights and environmental impacts in non-cocoa raw material supply chains.

These initiatives complement our existing efforts in cocoa origins through the Lindt & Sprüngli Farming Program and extend our impact to other materials.

Care for the environment

A stable climate, healthy ecosystems and biodiversity are essential to the production of cocoa and other raw materials that Lindt & Sprüngli relies on. We care for the environment by reducing emissions, supporting forest conservation, and rethinking packaging with the aim to reduce our environmental footprint.

CARE FOR THE ENVIRONMENT

Reduce emissions

- Scope 1 & 2 pathway
- Scope 3 non-FLAG pathway
- Scope 3 FLAG pathway

Baseline emissions

2050 business as usual emissions

Cocoa

Actions until 2030
- Agroforestry
- Work towards no deforestation
- Traceability systems

Actions until 2050
- Potential scaling of agroforestry
- Product innovation

Other raw materials

Actions until 2030
- Dairy program
- Supplier engagement

Actions until 2050
- Explore milk alternatives
- Product innovation

Transportation and distribution

Actions until 2030
- Increase fleet electrification
- Leverage low-carbon fuel

Actions until 2050
- Alternative fuels

Packaging

Actions until 2030
- Pursue packaging reduction

Energy

Actions until 2030
- Expand renewable energy
- Increase energy savings

2050 Net-zero

The residual emissions will be compensated by carbon removals.

Main commitment: We commit to reach net-zero greenhouse gas emissions across the value chain by 2050.

Approach:

The Group's approach combines engagement with value chain partners and targeted implementation measures to reduce emissions, strengthen resilience against climate change, and protect natural resources. Lindt & Sprüngli's decarbonization actions focus on the Group's key levers, which are cocoa, other raw materials, transportation and distribution, packaging, and energy.

Outlook:

We believe that ambitious, science-based climate action is essential. Our decarbonization roadmap outlines an ambitious and necessary transformation: to reduce our scope 1 and 2 greenhouse gas emissions by 42%, reduce scope 3 emissions coming from agriculture, forest or land use (FLAG) by 30.3%, and scope 3 non-FLAG emissions by 25% by 2030, and reach net-zero emissions across our value chain by 2050. These targets are fully aligned with the 1.5°C trajectory of the Paris Agreement and were verified by the Science Based Targets initiative (SBTi). We see it as a business-critical opportunity which also helps us to strengthen our operations, support our partners, and protect the ecosystems and raw materials essential for our business.

For more information, see our Climate Transition Plan.

CARE FOR THE ENVIRONMENT CONTINUED

Support forest conservation

Main commitment: We commit to working towards no deforestation in cocoa and our other primary deforestation-linked supply chains (palm oil, soy, and pulp- and paper-based packaging).

Approach:

We work to protect and conserve the natural ecosystems we rely on for raw materials. We are guided by the widely used principles of the 'Avoid, Minimize, Restore, Offset' mitigation hierarchy.

Addressing deforestation

Our methodology is built on the following four core implementation options used to determine whether the deforestation risk is sufficiently low to deem a raw material sourced as deforestation-free:

1. Satellite and field verification

2. Certifications[1]

3. Traceable to low-risk origins

4. Compliance with the EU Deforestation Regulation (EUDR)

Together, these four implementation options form a comprehensive framework that not only helps us assess deforestation risks, but also strengthens our ability to mitigate them systematically.

Outlook:

Investing in activities that aim at halting or preventing biodiversity loss can offer opportunities to help safeguard the ecosystems upon which our business depends. These investments also align with Lindt & Sprüngli's decarbonization targets. Supporting agroforestry and biodiversity-oriented environmental practices in cocoa production contributes to making farming systems resilient to environmental stress situations and helps mitigate long-term environmental risks for farmers.

Since cocoa is our most important raw material and is subject to biodiversity-related risks, most of our defined actions focus on cocoa. We combine on-farm and landscape-level actions with the aim to support forest conservation and reduce emissions, guided by environmental mitigation hierarchy principles:

- avoidance of deforestation in the cocoa supply chain
- engagement in partnerships and initiatives aimed at promoting Good Farming Practices within our cocoa supply chain, in particular agroforestry systems, to improve cocoa production and biodiversity and support ecosystem resilience to environmental stress situations
- forest restoration and conservation focusing on community-managed forests and protected areas near our cocoa sourcing areas

For more information on our efforts to support forest conservation, see our No-Deforestation Policy and our latest Sustainability Statement.

1 Certification schemes are only considered acceptable when the applied chain of custody model ensures traceability, such as identity preserved and segregated. Mass Balance, book and claim and controlled blending are excluded.

Rethink packaging

Main commitment: We aim for 95% of global packaging to be designed to be recyclable by 2030

Approach:

We aim to reduce the negative environmental impact of the packaging we distribute and to address identified risks along the packaging value chain.

Our Sustainable Packaging Initiative focuses on the design of our packaging for recyclability and careful selection of packaging materials. We source the majority of our pulp- and paper-based materials as FSC- or PEFC-certified and aim for 95% of global packaging to be designed to be recyclable by 2030.

Outlook:

Since the introduction of our Sustainable Packaging Initiative, we have increased our share of materials designed to be recyclable through product modification, and phased out many non-recyclable solutions. Our renewed commitment and increased 2030 ambition aim to support enhanced circular packaging design through increased design for recyclability, substitution of primary raw materials by recycled materials, and a decrease in the amount of virgin plastic used.

Value people

We value people – from our workforce and consumers to the farmers and their families in our supply chain. We aim to address resilience by investing in the livelihoods of farming families; to offer a workplace characterized by excellent health and safety standards and fair, inclusive employment; and to create safe products that enchant our consumers.

VALUE PEOPLE

Champion health and safety

Main commitment: We aim to continuously reduce our safety risks to achieve our long-term vision of zero lost-time accidents.

Approach:

The new Safety Transformation and Asset Risk (STAR) program is based on a 'zero incidents' principle, meaning that every employee returns home in good health each day. The program is founded on a set of mandatory technical standards related to the areas where our industry has the most risk. These are combined with programs to build behaviors that focus on risk awareness and intervention.

Outlook:

The STAR program is grounded in health and safety compliance practices and safety routines. It reinforces a positive safety culture across the organization by encouraging safe and healthy behaviors. This includes upholding employee engagement, strengthening risk awareness, and identifying potential hazards so that control measures can be implemented. In addition, the STAR program integrates risk-based governance to support effective risk tracking, performance measurement, and continuous improvement.

Ultimately, the technical standards and safety culture of STAR support our health and safety vision of 'Safety is our first ingredient'.

VALUE PEOPLE CONTINUED

Invest in livelihoods of farming families

Main commitment: We aim to implement a Living Income Program to support 5,000 cocoa farmers in West Africa by 2027.

Approach:

The Lindt & Sprüngli Farming Program strives to contribute to building resilient livelihoods for farmers, their families, and farming communities. Our goal is to improve the income situation of the farmers in our cocoa value chain, as poverty among cocoa households is one of the underlying root causes of the cocoa sector's challenges. This would support cocoa farmers and their families in achieving a standard of living that meets basic human needs and respects human rights, while being capable of withstanding, adapting to, and recovering from economic, social or environmental stress situations.

We aim to address this issue through a combination of measures, focused on strengthening the capacity of farmer organizations, increasing farm productivity and resilience, supporting income diversification and community investment, and supporting women's empowerment.

Building upon the experience we have gained since the introduction of the Farming Program in 2008, we are piloting a Living Income Program[1] aimed at helping to close the income gap toward a living income for cocoa farming households. The basis of this is multi-year support of selected farmer groups. To foster farm investment in productivity and resilience, we finance the direct provision of cash transfers to cocoa farming households. The financial incentives as part of the Living Income Program are structured to enable Good Farming Practices such as pruning cocoa trees to improve yields.

In addition, there is the need for achieving income resilience at the household level. For this purpose, we assist with income diversification and the creation of Village Savings and Loan Associations (VSLAs). VSLAs, which farmers and suppliers identified as a popular intervention, aim to foster a savings culture and provide financial safety nets. When combined with Income Generating Activities (IGAs), they may improve financial resilience.

The pilot phase will be guided by a learning agenda to evaluate the effectiveness of core initiatives through structured monitoring and impact assessments. We will also conduct micro-pilots to test innovative solutions to addressing emerging challenges. Based on the insights generated and stakeholder input, we will drive ongoing refinement and adaptation of the Living Income Program.

For more information on the Lindt & Sprüngli Farming Program, see www.farming-program.com.

Outlook:

Cocoa farmers worldwide are essential for the sustainability and long-term success of our business. However, many cocoa farmers struggle to build resilient livelihoods from growing cocoa. Especially in West Africa, many live below the poverty line and child labor remains a persistent challenge. These issues are complex and systemic — but we believe that bundled interventions, long-term relationships, and collective action can drive meaningful change.

Since child labor is a systemic issue, it cannot be solved on a broader scale solely by engaging individual households and supporting individual children in the supply chain. For this reason, we focus our support to children at the community level by investing in high-risk communities and addressing the root causes of child labor, such a lack of access to quality education, farming labor shortages, and household income constraints. As such, we additionally support direct cash transfers for enrolling children in schools to reduce the risk of child labor as part of our Living Income Program.

These efforts build on our commitment to maintain 100% of our cocoa volume from child labor risk countries as covered by a Child Labor Monitoring and Remediation System (CLMRS) or another due diligence system that is being rolled out or is implemented, with Mass Balance included, annually between 2026 and 2030.

1 A Living Income Program is any project or program explicitly designed with the goal of helping close the living income gap of participants.

VALUE PEOPLE CONTINUED

Create safe products

Main commitment: We are committed to full and continuous compliance with regulations concerning the food safety impacts of our products.

Approach:

We operate certified food safety management systems and apply robust, process-based controls in our manufacturing facilities. Proactive risk assessment, regulatory surveillance and collaboration with internal and external experts, help our practices to remain effective and reliable.

Outlook:

We create products that bring enjoyment while fulfilling defined quality and food safety requirements, building trust and confidence with every product we offer. Our Product Quality & Food Safety Policy raises expectations for ourselves and our partners – including co-manufacturers – by requiring clear progress towards certification to Global Food Safety Initiative (GFSI)-recognized schemes (such as FSSC22000). Beyond certification, our Food Safety Culture initiative strengthens leadership, ownership, training, and accountability to embed a quality and food-safety mindset throughout the organization and protect product integrity.

Provide fair and inclusive employment

Main commitment: We are committed to maintaining a workplace free of discrimination

Approach:

We aim to create a culture of inclusion and belonging through education, employee development, community connection and celebration.

Outlook:

To uphold our commitment to a workplace free of discrimination, we aim to biennially assess and take action towards achieving equal pay for equal work in each subsidiary (excluding US-based companies) as of 2027, or as required by local law.

Educate

Support awareness, understanding, and allyship

Grow

Provide opportunities for all employees to grow

Connect

Build a vibrant and connected community

Celebrate

Celebrate our differences and our commitment to inclusion and belonging

Contributing to a sustainable tomorrow

As we look to the future, we will continue to evolve, invest, and collaborate to contribute to a sustainable tomorrow.

This entails building on robust corporate governance, including ultimate oversight of sustainability matters by the Board of Directors and executive oversight by the Group Management, and a commitment to **act ethically** and **respect human rights**. We do not participate in any corrupt or anti-competitive behavior. Furthermore, we commit to respecting human rights through implementing a due diligence process aimed at preventing, mitigating, or ceasing our adverse human rights and environmental impacts throughout the organization and our supply chain.

We believe transparency is key to building trust with stakeholders, enabling informed dialogue, and demonstrating accountability for our sustainability ambitions. As such, we transparently report on our progress and challenges through our annual Sustainability Statements.

Our 2030 Sustainability Plan builds on past progress and sets a bold course forward. We strongly believe that through collaboration, innovation, and dedication – positive transformation is possible. Join us on our mission to care for people and the environment by contributing to cocoa excellence, reduced emissions, and a safe workplace to enable us to deliver indulgence rooted in responsibility.

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