

Modern Slavery Statement 2025

Australia, Canada, and United Kingdom

For the reporting period: January 1 – December 31, 2025



LINDT & SPRÜNGLI

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About this statement

This statement is prepared in accordance with Australia's Modern Slavery Act 2018 (Cth) ("**Australian MSA**"), Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act ("**Canadian Act**"), and part 6, section 54 of the United Kingdom's Modern Slavery Act 2015 ("**UK MSA**").

This statement is made on behalf of the three Lindt & Sprüngli entities that are subject to the aforementioned laws. The reporting entities are Lindt & Sprüngli (Canada) Inc. ("**Lindt Canada**") reporting under the Canadian Act, Lindt & Sprüngli (Australia) Pty Ltd¹ ("**Lindt Australia**") reporting under the Australian MSA and Lindt & Sprüngli (UK) Ltd. ("**Lindt UK**") reporting under the UK MSA (together, the "**Reporting Entities**"). An overview of each reporting entity and the law which it is reporting under can be found in [Appendix 1](#).

Lindt Canada, Lindt Australia and Lindt UK are subsidiaries of Chocoladefabriken Lindt & Sprüngli AG, which is based in Switzerland (as a group together with its subsidiaries "**Lindt & Sprüngli**" or "**Group**"). Unless stipulated otherwise, all references to "**we**", "**us**", "**our**" are references to Lindt & Sprüngli.

Lindt & Sprüngli has established global policies and processes related to human rights that are uniformly applied to the Reporting Entities. In addition, the Reporting Entities source their production inputs from a combination of related entities of the Lindt & Sprüngli Group and third-party suppliers. Bulk and finished chocolate products are imported by the Reporting Entities from related overseas subsidiaries of Lindt & Sprüngli.

For these reasons, this document provides a consolidated description of Lindt & Sprüngli's actions to assess and address the risks of modern slavery. The statement has been prepared

jointly with all Reporting Entities and has been approved by each of the Reporting Entities' competent corporate bodies, respectively, as set out in the [Approvals and attestation](#) section of this statement, and is available online on the respective entities' website.

Lindt & Sprüngli is committed to respecting human rights. This entails implementing a due diligence process aimed at preventing, mitigating, or ceasing adverse human rights and environmental impacts throughout the organization and our supply chain, including all forms of modern slavery and child labor.^{2,3} Modern slavery and child labor are persistent and complex challenges in agricultural supply chains and combating them requires an ongoing effort by various stakeholders. We recognize that eliminating modern slavery and child labor in commodity supply chains cannot be achieved by Lindt & Sprüngli alone. It requires continuous improvement and ongoing collaboration within the sector, with our suppliers, as well as peers and other stakeholders, to address systemic issues and develop common solutions. The statement provides information on the efforts, action plans and progress to identify and address the risks of modern slavery and child labor in the operations and supply chains of Lindt & Sprüngli.

Our annual Sustainability Statement serves as the primary public document detailing the Group's human rights due diligence efforts, action plans, and progress. For additional comprehensive information, please refer to the Sustainability Statement 2025 which was published as part of the Group's Integrated Annual Report available on our [corporate website](#).

¹ Lindt Australia acknowledges the Traditional Owners of country throughout Australia and recognizes their continuing connection to land, water, and culture.

We pay respects to their cultures and to their Elders past, present, and emerging.

² Walk Free, 2022, "Modern Slavery Response & Remedy Framework". Modern slavery encompasses situations of exploitation which individuals cannot refuse or escape due to threats, violence, coercion, deception, or abuse of power.

³ Lindt & Sprüngli applies the [ILO definition of child labor](#) under the Minimum Age Convention No. 138 and the Worst Forms of Child Labour Convention No. 182.



Structure and operations, supply chain, governance

Structure and operations

Lindt & Sprüngli has been enchanting the world with chocolate for over 180 years. The long-established Swiss company with its roots in Zurich is a global leader in the premium chocolate product category. Lindt & Sprüngli produces quality chocolates today at its 12 factories in Europe and the USA. Its products are sold by 41 subsidiaries and branch offices in around 620 of its own stores as well as via a network of around 100 distributors around the globe. With around 15,500 employees, the Lindt & Sprüngli Group reported sales of CHF 5.92 billion in 2025. Our commitment to contributing to a more sustainable tomorrow is a key element driving the company's actions and ambitions. Since 2008, the Lindt & Sprüngli Farming Program has been our Responsible Sourcing Standard for cocoa.

Lindt Australia, Lindt Canada, and Lindt UK are the sole Australian, Canadian, and UK entities of the holding company Chocoladefabriken Lindt & Sprüngli AG. They do not own or control any further entities.

Main business activities of the Australian, Canadian, and UK entities include marketing and selling of premium chocolates for local consumption, importing and re-packaging bulk and finished chocolate products from other subsidiaries of Lindt & Sprüngli, running local production, packing, and distribution. The entities operate under Group-wide frameworks, policies, and procedures, but implement local laws, regulations, and statutory requirements where applicable, ensuring compliance through additional local policies and procedures.

As of December 31, 2025, Lindt Australia employed approximately 560 people in total across its businesses – split into head office administration and support roles, production and packing, merchandising and sales support roles, and retail sales roles. In addition, Lindt Australia engaged third party labor providers to supply services in production and packing. Lindt Canada employed approximately 360 employees and engaged third party labor providers to supply services in retail stores, merchandising and logistics operations. Lindt UK employed approximately 650 people in total across its business, split into head office, retail and field sales/merchandising teams. Lindt UK also engages with third party labor providers to support its business.

Structure and operations, supply chain, governance continued

Supply chain

Lindt & Sprüngli operates a global supply chain comprising thousands of suppliers and business partners. Lindt Australia, Lindt Canada, and Lindt UK source their production inputs from a combination of related entities of Lindt & Sprüngli and third-party suppliers. Bulk and finished chocolate products are imported from related overseas subsidiaries of Lindt & Sprüngli; as a result, cocoa and other key raw materials are sourced by those Lindt & Sprüngli entities. For further information on the sourcing of our priority raw materials, see sections [Resource use and circular economy](#) and [Workers in the value chain](#) of our Sustainability Statement 2025. In addition, we are disclosing our cocoa supply chain partners in our [Cocoa Supply Chain Disclosure](#). Additional production inputs in the form of goods and services are sourced directly by the subsidiaries and include raw materials, packaging materials, and other support services such as warehousing and transport. The supplier base of the three subsidiaries include local and international suppliers, contractors, and providers.

Lindt & Sprüngli's value chain

Structure and operations, supply chain, governance continued

Governance

The Group's top management, comprising the Board of Directors and Group Management, deals with matters related to sustainability. According to the Sustainability Committee Charter, the Sustainability Committee of the Board guides the Board in setting the strategic direction and sustainability targets for company activities, as well as in aligning financial interests, business strengths, and social and environmental interests. This includes overseeing our material and salient social and environmental impacts, risks, and opportunities. It includes, but is not limited to, climate change, human rights, responsible sourcing, and employee matters such as inclusion and wellbeing. For detailed information on the role of the Sustainability Committee and frequency of its meetings, see the [Corporate Governance Report](#).

Group Management is responsible for the implementation of the Board's strategic sustainability decisions. The Group Chief Financial Officer oversees sustainability for the Group. He chairs the Executive Sustainability Committee which comprises the Group General Counsel and the Group Management member responsible for operations. In 2025, the Committee met quarterly. On behalf of Group Management, the Executive Sustainability Committee serves as an expert committee that guides the development of our sustainability governance, strategy, and targets. Beyond the Executive Sustainability Committee, each member of Group Management has individual sustainability-related responsibilities. The Executive Sustainability Committee participates in the review and approval of updates to the sustainability strategy (within Board approvals), and presents relevant sustainability policies and reporting for approval by Group Management, the Sustainability Committee and/or the Board.

The Head of Group Sustainability reports to the CFO and chairs the Sustainability Leadership Team, a body consisting of heads of different functions who report to Group Management or their deputies. This team at Group level is responsible for steering and overseeing execution of the sustainability strategy overall. Heads of function are responsible for developing, coordinating, implementing, tracking and assessing the sustainability strategy of their respective functions across the Group.

Group Sustainability supports functions, the Sustainability Leadership Team, and Group Management to integrate sustainability practices, principles, and values into the business strategy, processes, and decisions across departments and global entities. Group Sustainability further prepares reports for Group Management and the Board.

The Lindt & Sprüngli Human Rights Working Group (HRWG) is a cross-functional sub-committee of the Sustainability Leadership Team. It is chaired by the Human Rights Officer and composed of senior representatives of Cocoa Sustainability, Global Procurement, Group Human Resources, Global Environmental Health & Safety, and Group Legal Affairs. Together, the working group is responsible for guiding the company's human rights due diligence strategy, driving its implementation and supporting efforts to embed it throughout the organization and our supply chain. The HRWG meets quarterly to maintain the strategy, oversee performance, and review and guide appropriate action in response to human rights risks.

Australia, Canada and UK

The Chief Executive Officers (CEO) of Lindt Australia, Lindt Canada, and Lindt UK have total responsibility for the day-to-day business of the respective entities. The CEO is aided by members of the management teams of the respective entities.

At Lindt Australia, the CFO has executive responsibility for the procurement function. The Procurement Manager, coordinating with a multifunctional working group on modern slavery matters, is responsible for day-to-day running of activities to deliver on modern slavery awareness and compliance requirements. The Operations Director is also the Head of Sustainability and, supported by the newly created sustainability manager role for the entity in late 2025, has executive responsibility for the implementation and delivery of the local action plan of the Group's Sustainability Plan. The Sustainability Plan is Lindt & Sprüngli's sustainability strategy and includes the areas of business integrity and human rights. At Lindt Canada, the Vice President (VP) of Supply Chain has the executive responsibility for leading activities pertaining to human rights topics, including the Canadian Act. The role of Sustainability Manager was created in 2024 to increase the focus on sustainability issues, including human rights. Lindt UK has two members of the leadership team that assume responsibility for modern slavery. The People & Culture Director has overall responsibility for the adherence to labor laws including working time, eligibility to work checks, and auditing external agency suppliers. The Supply Chain Director has overall responsibility for third-party logistics providers, working in conjunction with the Head of Sustainability who has responsibility for the implementation and delivery of the local action plan of the Group's Sustainability Plan, including the areas of business integrity and human rights.

Risks of modern slavery practices and child labor in the operations and supply chains

In our annual human rights risk assessment, we identify, weigh, and prioritize human rights and environmental risks in our operations and direct and indirect (tier-2+) supply chains.

Risk assessment

Lindt & Sprüngli identifies and assesses human rights risks across its value chain through a human rights risk assessment that is reviewed annually. This process is guided by international standards, including the [UN Guiding Principles on Business and Human Rights](#) (UNGPs) and the [Organisation for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#).

The 2025 assessment included broad-scope and high-level mapping of our relevant business activities, from raw material sourcing to retail operations. Together with expert external support, we compiled a comprehensive list of human rights relevant to the assessment based on the [International Bill of Human Rights](#) and labor rights instruments. We then refined this list to focus on those rights most likely to be impacted by the company's operations and value chain. In the next phase, we evaluated the severity – defined by scope, scale, and remediability – and likelihood of potential human rights risks and impacts across both direct and indirect (tier-2+) supply chains, as well as within Lindt & Sprüngli's own operations.

The assessment considered risks associated with specific business activities, supply categories, and geographic regions.

A range of sources informed the assessment, including previously conducted assessments, third-party data, non-governmental organizations, media reports, industry and peer publications, and concerns raised through the company's grievance mechanism. Additionally, we conducted interviews with internal stakeholders from relevant functions and departments across Lindt & Sprüngli. Finally, we assessed the company's connection to each salient human rights risk to guide appropriate action. The results of the assessment were also incorporated into our double materiality assessment. For further information on the assessment of human rights risks, see [Overarching social information](#) in our Sustainability Statement 2025.

Lindt & Sprüngli is a chocolate manufacturer with production operations in Europe and in North America, distribution operations around the world, and global sourcing. Severity and prevalence of our salient issues tend to be greater in our indirect (tier 2+) supply chain, in the sourcing and processing of goods and services, such as raw materials.

There are human rights issues that are particularly relevant to our business, industry, and supply chains.

Among the broader human rights issues identified, the risk assessment conducted in 2025 confirmed the need to focus on the following salient issues across different parts of our business activities:

- Access to water and sanitation
- Biosphere loss/deforestation
- Child labor
- Climate change
- Discrimination, harassment, and violence
- Forced labor
- Health and safety
- Land rights
- Living income and wages
- Working hours

Risks of modern slavery practices and child labor continued

Own operations

While our human rights risk assessment did not identify modern slavery as a significant risk in Lindt & Sprüngli's own operations, and we consider the risk of modern slavery for the entities' directly employed workers to be low, specific instances might warrant special attention. During peak seasonal demands in production and packaging, Lindt Australia, Lindt Canada, and Lindt UK supplement their regular workforce with contract workers. These workers are hired through labor hire agreements with local labor agencies. This can potentially increase the risk of modern slavery. Lindt Australia, Lindt Canada, and Lindt UK manage this risk by using well established and known labor hire agencies, that are subject to pre-qualification processes. Where applicable, agencies agree to our Supplier Code of Conduct requirements, complemented by additional risk-based due diligence measures. In Australia, labor agencies are contractually committed to complying with Fair Work Act requirements, including minimum pay rates set by the Fair Work Commission. In Canada agencies are expected to comply with applicable Canadian employment and labor laws including without limitation, occupational health and safety, and human rights legislation. In the UK, labor hire agencies are expected to comply with all applicable employment laws, including minimum wage requirements. Compliance is supported through monitoring activities. Lindt Australia performs yearly annualized salary checks to verify alignment with contractual and legal requirements. Lindt UK conducts annual review of pay practices and verifies that required right to work checks have been undertaken by labor agencies.

Lindt & Sprüngli also assesses the risk of child labor, including the exposure of young workers to hazardous work, in its own operations as part of the due diligence process (for further details, refer to the section [Overarching social information](#) of our Sustainability Statement 2025). It was not identified as a significant risk to date.

Supply chain

At Lindt & Sprüngli, external sourcing is generally divided into direct and indirect procurement categories. The direct categories consist mainly of cocoa products, other raw materials (such as hazelnuts, sugar, coconut oil, etc.), and packaging materials, with thousands of supply chain partners globally. The indirect categories consist of services such as logistics and supply chain, marketing and sales, professional services and consultants, production consumables and support services (including cleaning services, pest control, waste management, and contract labor).

Supply chain service areas, such as logistics, transport contracting, warehousing, and the hiring of supplementary contract labor, are considered to have a certain risk of forced or compulsory labor. Additionally, we have identified a risk in the indirect (tier 2+) supply chain in relation to some raw materials (including cocoa, vegetable fats and oils, sugar, and hazelnuts), as well as packaging (for example in factories in Asia). For related preventive and mitigation actions, see [Actions taken to assess and address modern slavery and child labor risks](#).

The other main inherent risks of modern slavery for Lindt Australia, Lindt Canada, and Lindt UK are in engaging of transport contractors, contract warehousing and logistics, and supplementary contract labor (as outlined previously).

The previously described annual risk assessment of the Group's own operations and supply chain includes assessing the risk of child labor related to supplied goods and services. Lindt & Sprüngli purchases a number of products from origins with an increased risk of child labor, which we determine according to the UNICEF Children's Rights in the Workplace Index risk classification score above "Basic" based on the index published in June 2023. The index measures the extent to which countries eliminate child labor and provide decent work for young workers, parents, and caregivers. We use a risk-based approach to check

for reasonable suspicion of child labor risk in relation to specific products, services, and raw materials. Other sources that we draw on are International Labour Organization (ILO) reports, and the US Department of Labor List of Goods Produced by Child Labor or Forced Labor. We determine risk levels using criteria from the United Nations Guiding Principles on Business and Human Rights (UNGPs), i.e., severity relative to scale, scope and remediability, as well as likelihood.

Information on supplier locations and raw material countries of origin are considered in the risk assessment, where available.

We have identified the highest risk of child labor in the indirect (tier-2+) supply chain of raw materials. This includes the sourcing of cocoa from Cameroon, Côte d'Ivoire, Ghana, Madagascar and Papua New Guinea; coconuts and coconut oil from the Philippines; hazelnuts from Türkiye; palm oil from Indonesia; vanilla from Madagascar; and packaging from Asia. The outcomes of our child labor risk assessment are used to inform Lindt & Sprüngli's risk management system, including our due diligence approach, and preventive and mitigation actions. We also work on enhancing traceability in our supply chain by applying a risk-based approach, prioritizing suppliers and materials associated with elevated human rights risks.

Information on our tier-1 suppliers, as well as the goods and services they provide, are recorded in procurement systems.

We record traceability information for cocoa, including that of tier-1 suppliers of cocoa and farmer groups participating in the Lindt & Sprüngli Farming Program. The current level of supply chain traceability depends on the sourcing arrangement and complexity of the cocoa product sourced. The [Cocoa Supply Chain Disclosure](#) is publicly available on our corporate website. For further information on supply chain traceability, please see [Establishing traceable and transparent supply chains](#) in our Sustainability Statement 2025.

Actions taken to assess and address modern slavery and child labor risks

The following key actions were taken in 2025:

- Ongoing integration on how we address salient human rights issues in our policies, targets, trainings, and capacity building
- Joining AIM-Progress, as well as the Child Rights in Business (CRIB) Working Group at The Centre for Child Rights and Business
- Prepared for the founding of the TogetherCocoa foundation, through which we aim to help close the living income gap for cocoa farming households in Côte d'Ivoire and Ghana and drive industry-wide collaboration
- Completion of a systematic review of our Child Labor Monitoring and Remediation System ("CLMRS") review by the International Cocoa Initiative ("ICI")
- Launch of an update of our CLMRS with seven suppliers in Ghana and Côte d'Ivoire in partnership with the ICI, starting in the 2025/26 cocoa season

Respecting human rights is fundamental to how Lindt & Sprüngli operates. We are committed to a strong corporate culture that includes qualities such as honesty, respect, and doing business with integrity. This commitment is detailed in our [Human Rights Policy](#) and guided by international standards (see [Commit to human rights and embed into policies](#)). Group Sustainability is responsible for developing, coordinating, implementing, tracking and assessing the Group's human rights strategy. Lindt & Sprüngli subsidiaries support the local execution of this strategy and its related programs as needed. We operationalize our commitment to respect human rights through our due diligence process.

Our related policies and documents

In addition to a number of internal policies such as our internal Group Compliance Policy and policies covering topics such as data privacy, competition law, and anti-bribery and corruption, the following Lindt & Sprüngli policies are publicly accessible:

- [Business Code of Conduct](#)
- [Human Rights Policy](#)
- [Supplier Code of Conduct](#)
- [Speak Up Policy](#)
- [Health and Safety Policy](#)
- Child Labor Monitoring and Remediation System (CLMRS) Implementation Guidance
- Responsible Sourcing Subsidiary Guidance

Details on our policies can be found in [General information](#) and the Policy and guidance document landscape in the [Appendix](#) of our Sustainability Statement 2025.

Actions taken continued

Respecting human rights

Lindt & Sprüngli is committed to respecting human rights, in its own operations and supply chain, as set forth in its [Human Rights Policy](#). Lindt & Sprüngli's human rights commitment is guided by international conventions and standards, including the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#), the [International Bill of Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#) and core International Labor Standards, the [OECD Guidelines for](#)

[Multinational Enterprises](#), and the [Ten Principles of the United Nations Global Compact \(UNGC\)](#).

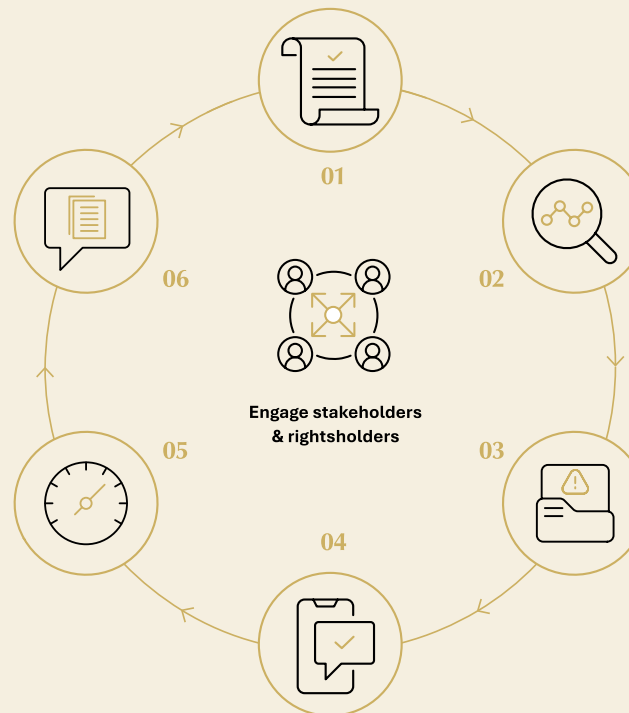
Lindt & Sprüngli aims to identify, prevent, mitigate, or cease adverse human rights and environmental impacts through its human rights due diligence process. We apply this process throughout the organization, to our own operations and our supply chain. The due diligence process consists of six areas (see graphic on the right). Engagement with relevant

stakeholders and rightsholders is a key component of the process (for more information see [Interests and views of stakeholders](#) in [General information](#)).

The Lindt & Sprüngli Group works on addressing its salient human rights topics through its due diligence process described in more detail in the [Overarching Social Information section](#) in the Sustainability Statement 2025.

Our actions to identify and address our salient human rights issues are integrated into our business on an ongoing basis, including through:

- Policies (see [Commit to human rights and embed into policies](#))
- Targets and action plans
- Training and capacity building
- Collective action and multi-stakeholder initiatives
- Remediation processes (see [Provide access to effective remedy](#))



01.

Commit to human rights and embed into policies

02.

Assess human rights risks and impacts

03.

Prevent, mitigate, or cease identified impacts

04.

Provide access to effective remedy

05.

Track and evaluate the effectiveness of actions

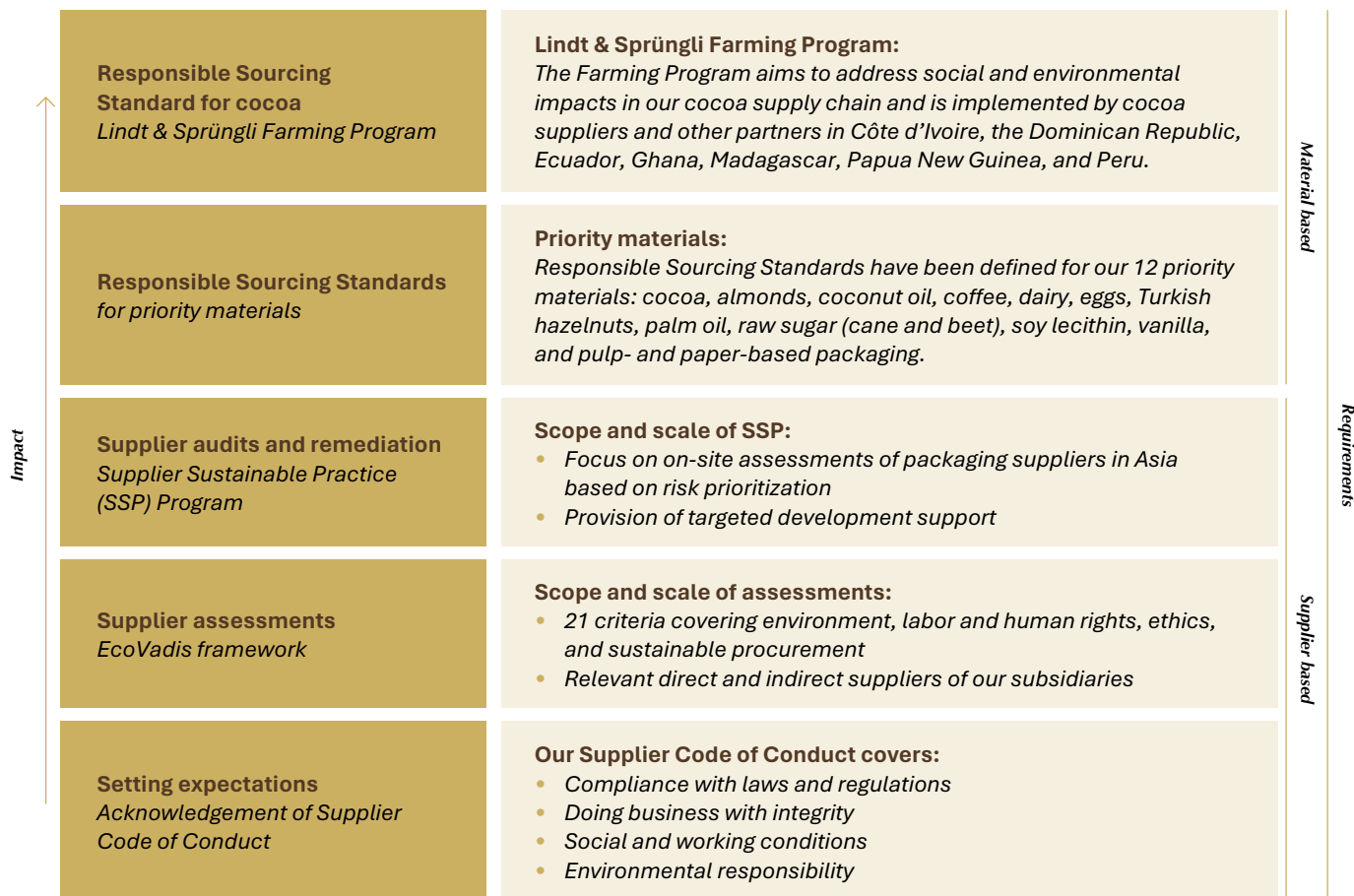
06.

Report and communicate on the process

Responsible Sourcing Approach¹

Central to our actions, is our Responsible Sourcing Approach¹, which consists of five components:

Our Responsible Sourcing Approach



¹ The Lindt & Sprüngli Responsible Sourcing Approach includes supplier-based and material-based social and environmental expectations, audits, engagement and Responsible Sourcing Standards. Responsible Sourcing Standards refer to certifications, assessments, programs, or specifications which consider social or environmental criteria for raw and packaging materials.

Setting Expectations

We set out our expectations in our Supplier Code of Conduct (Supplier Code). It requires our main suppliers throughout the supply chain to adhere to our social, environmental, ethical, legal, and integrity standards, including compliance with laws and regulations, doing business with integrity, providing acceptable social and working conditions, and environmental responsibility. The Supplier Code is applicable for the whole Lindt & Sprüngli Group and is distributed to our main suppliers at onboarding, requiring adherence through acknowledging and signing the Supplier Code, or as a fallback confirming equivalence of their own code of conduct. In the case of revisions, our suppliers have to re-confirm their adherence. The Supplier Code requires suppliers to conduct regular internal assessments with respect to their compliance with the Supplier Code, agree to participate in assessments conducted by or on behalf of Lindt & Sprüngli, and accept inspections of their facilities to verify compliance.

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. In 2025, we expanded the scale of our assessment from 57.7% to 73.2% of our total procurement expenditure across our Group. Based on expenditure, Lindt & Sprüngli prioritizes suppliers that have not yet undergone the assessment process. Our focus is then on running the assessment on suppliers with expiring scores to renew their score. Every participating supplier receives an individual corrective action plan which outlines expectations on each criterion. In 2025, our suppliers achieved an average expenditure weighted score of 63 out of 100 points. The EcoVadis framework takes into account material industry issues, presence in risk countries, and the size and geographical reach of the supplier. Furthermore, the assessment considers international standards and frameworks such as the Ten Principles of the United Nations Global Compact, the ILO conventions, the Global Reporting Initiative (GRI) Standards, the ISO 26000 standard, the Ceres Roadmap 2030, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Supplier audits and remediation

We closely monitor and strive to improve responsible practices at supplier sites through our Supplier Sustainable Practice (SSP) Program, our supplier site audit, and remediation program. Based on prioritization derived from a risk assessment, the program focuses on packaging suppliers in Asia, with an emphasis on social and environmental aspects at production sites. Currently around 10% of our packaging expenditure is linked to suppliers from Asia, especially for decorative materials, as well as for supplies for our Asian subsidiaries.

Depending on their risk profile, particularly on the nature of their business operations, we conduct on-site assessments of suppliers that present a significant risk. For new tier-1 and -2 contractors (sub-suppliers that do not have a direct business relationship with Lindt & Sprüngli), we carry out quick-check assessments which focus on compliance. Should suppliers have a low rating in their SSP audits, we require them to be audited on a more frequent basis. We also provide support to our suppliers to close corrective actions and drive continuous improvements.

Responsible Sourcing Standards: Responsible sourcing of non-cocoa raw materials

We have defined Responsible Sourcing Standards for 12 priority raw and packaging materials that have been identified through a comprehensive risk assessment. To address human rights risks in identified priority raw material supply chains, we require suppliers to meet recognized Responsible Sourcing Standards or equivalent benchmarks. These include, for example, the Rainforest Alliance certification for hazelnuts, vanilla and coconut oil, Roundtable for Sustainable Palm Oil (RSPO) and Bonsucro for cane sugar.

Certified or verified raw material suppliers are expected to meet social, environmental, and economic criteria, including fair treatment of workers, safe working conditions, and respect for human rights defined in those standards or benchmarks. Standards require risk assessments, prevention and mitigation of labor issues such as child and forced labor, and monitoring of corrective actions.

While these programs represent a significant step beyond conventional sourcing, it is important to highlight that systemic challenges remain. Addressing root causes of social and environmental issues requires continued collaboration with suppliers, industry and multistakeholder initiatives, NGO's, and other stakeholders. For more information on certifications, verification, and targets related to non-cocoa raw materials, see section on Resource use and circular economy in the Sustainability Statement 2025.



Responsible Sourcing Standard for cocoa: Lindt & Sprüngli Farming Program

Since 2008, the Lindt & Sprüngli Farming Program has been our Responsible Sourcing Standard for cocoa. It was developed to address social and environmental impacts in our cocoa supply chain. The basis of the Farming Program is long-term supplier partnerships. Additionally, we work towards transparent and traceable supply chains. The Farming Program aims to contribute to three main objectives: increasing the resilience of farming households, reducing the risk of child labor and conserving biodiversity and natural ecosystems. It consists of a complementary set of actions related to the economic, social, and environmental aspects of cocoa production. For more information on farmer resilience and the protection of children's rights, see the subsequent sections. For more information on the conservation of biodiversity and natural ecosystems, see [Biodiversity and ecosystems](#) in the Sustainability Statement 2025. In 2025 the financial resources invested in responsible sourcing of cocoa increased from a total of CHF 33.6 million in 2024 to CHF 35.1 million (+4%). This includes Farming Program costs and premiums as well as costs for certification and projects with external partners. Not included is the Living Income Differential. In 2025, the Lindt Cocoa Foundation co-funded the Farming Program in Ghana and Madagascar, contributing an additional CHF 526,000 to farmers and communities in line with its mission to promote Good Farming Practices¹ and support communities in cocoa producing regions. For further information on the Farming program please see [Lindt & Sprüngli Farming Program 2026-2030](#) and [Workers in the value chain](#) section of the Sustainability Statement 2025.

Rainforest Alliance

Lindt & Sprüngli selected the Rainforest Alliance certification as one of the trusted standards for cocoa, almonds, coconut oil, hazelnuts, and vanilla. Where multi-year cocoa supply agreements and the Lindt & Sprüngli Farming Program are in

place, the Rainforest Alliance requirements serve as a basis for the program and the certification is used as an external verification scheme. By the end of 2025, each Lindt & Sprüngli factory held a Rainforest Alliance Supply Chain Certificate. Farm certificate-holders must adhere to the requirements of the Rainforest Alliance Sustainable Agriculture Standard and are supported through training and technical assistance. This provides a framework to support farming practices focused on different social, environmental, and economic aspects, such as improved livelihoods, fair treatment and adequate working conditions for farmers and workers, and landscape protection. Its approach also requires certificate holders to assess and mitigate labor and human rights risks, including child labor. It also stipulates monitoring of the effectiveness of the mitigation measures employed to prevent cases, and of the remediation measures applied.

Cocoa production is associated with different social and environmental risks. For information on the risks related to cocoa sourcing, see [Biodiversity and ecosystems](#) and [Workers in the value chain](#). To address these risks, we purchase cocoa beans, cocoa butter, cocoa powder, and – uniquely for Russell Stover and Ghirardelli – chocolate mass through the Lindt & Sprüngli Farming Program or other Responsible Sourcing Standards. We sourced a large share of our volumes Rainforest Alliance Certified in 2025. As of 2026, all our cocoa, including butter, powder, and chocolate mass, is sourced Rainforest Alliance Certified. We also achieved first mile traceability for 100.0% of our cocoa products – beans, butter, powder, and chocolate mass – in 2025. We aim to continue to source 100% of our cocoa volumes according to a Responsible Sourcing Standard annually between 2026 and 2030. For more information on certifications, verification, and targets related to cocoa raw materials, see section on [Resource use and circular economy](#) in the Sustainability Statement 2025.

Increasing the resilience of farming households

The Lindt & Sprüngli Farming Program strives to contribute to building resilient livelihoods for farmers, their families, and farming communities. Our goal is to help 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. We aim to address this issue through a combination of measures focused on increasing farm productivity and resilience, and supporting income diversification and community investment.

Increasing farm productivity and income

The suppliers implementing the Farming Program provide trainings to farmers to improve adoption of good agricultural, social, environmental, and business practices. This includes group training and individual coaching. In addition, we financially support the provision of farming materials and services for farms. Selected farmers gain assistance with access to productive and disease-resistant cocoa seedlings, shade trees, and farming equipment.

The price we pay for cocoa is determined by the market price. The farmgate price, i.e., the price a farmer receives for the cocoa, is determined either by the local market price, or, in Ghana and Côte d'Ivoire, by the government. In addition to paying the market price for our cocoa products, we provide farmers in the Lindt & Sprüngli Farming Program with cash or in-kind premiums through suppliers. We also support the efforts of the governments in Côte d'Ivoire and Ghana with a Living Income Differential (LID) of USD 400 per metric ton of cocoa beans. We have purchased our cocoa from Ghana and Côte d'Ivoire with LID pricing since its introduction in 2019 and will continue to do so.

Building upon the experience we have gained since the introduction of the Farming Program in 2008, in 2025 we launched a Living Income Program aimed at helping to close the income gap toward a living income for cocoa farming

¹ Good Farming Practices may include:

- Applying Good Agricultural Practices (GAP): these are agricultural methods that include pruning, pest and disease management, weed management, shade management, and harvest management that are intended to improve cocoa tree health and cocoa production while maintaining ecosystem services such as soil health;
- Agroforestry;
- Increasing the efficiency of production methods, including labor allocation, input management, and supporting the adherence to rules and guidance concerning the use of potentially harmful chemicals;
- Diversifying the farming system by cultivating more than cocoa to enhance resilience of the farmer;
- Working towards production that does not involve the clearing of forests.

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 and to foster children's school attendance. In 2025 we have joined forces with other major companies to establish the TogetherCocoa Foundation, building on our existing efforts to help close the living income gap for cocoa-farming households in Côte d'Ivoire and Ghana.

Supporting income diversification and community development

Income diversification is an important element to increasing the income of smallholder cocoa households and promoting women's empowerment. Women play a vital role in rural development, yet gender inequality is a reality in the cocoa sector. Women's empowerment is key to addressing different challenges in the sector, including child labor. Our suppliers' staff train selected Farming Program households in on-farm and off-farm diversification, and selected farmers benefit from the creation of Village Savings and Loan Associations (VSLAs). The resilience of farming households is also influenced at the community level. Here we invest through the Farming Program in activities such as school and borehole construction, as well as maintenance and renovation of the infrastructure provided.

Reducing the risk of child labor and modern slavery in non-cocoa priority material supply chains

Our priority raw and packaging materials include categories flagged for increased child labor risk and modern slavery practices, including forced or compulsory labor, and other forms of labor exploitation in our human rights risk assessment. For more information, see [Risks of Modern Slavery Practices](#). Palm oil from Indonesia is associated with an elevated child labor risk and, more broadly, labor rights violations in agricultural production. Lindt & Sprüngli sources 100.0% of its palm oil, palm kernel oil, and their fractions with Roundtable on Sustainable Palm Oil (RSPO) certification. The RSPO Principles and Criteria prohibit child labor and forced labor and require policies and procedures to protect children, prevent labor exploitation, and provide access to remediation where violations are identified. We also identified an elevated risk of child labor and other forms of labor exploitation in our hazelnut supply chain in the Turkish Black Sea region, in our vanilla supply chain in Madagascar, as well as in various regions in our coconut oil supply chain. To help address this risk, our Responsible Sourcing Standard for these raw materials is certification through the Rainforest Alliance Sustainable Agriculture Standard. The standard sets various social requirements for certified farms to address risks, for example of child labor, forced labor, discrimination, and workplace violence and harassment. The standard includes an "assess and-address" model, which requires certificate holders to have specific measures to monitor, mitigate, and remediate cases of these issues. For more information on the priority raw materials see Resource use and circular economy.

In our packaging supply chain, potential labor-related risks have been identified in manufacturing operations in certain parts of Asia, including risks that may relate to working hours, recruitment practices, and child labor. Through our Supplier Sustainable Practice (SSP) Program, we audit supplier sites with an emphasis on social and environmental aspects, including child labor, forced labor, freely chosen employment, working hours, and fair remuneration. For further information see [Supplier audits and remediation](#).

Reducing the risk of child labor in the cocoa supply chain

Lindt & Sprüngli strongly condemns all forms of child labor. In agricultural value chains, especially in the cocoa sector in West African countries, child labor remains a persistent and complex challenge. Addressing it requires sustained, collaborative efforts from all stakeholders across the sector.

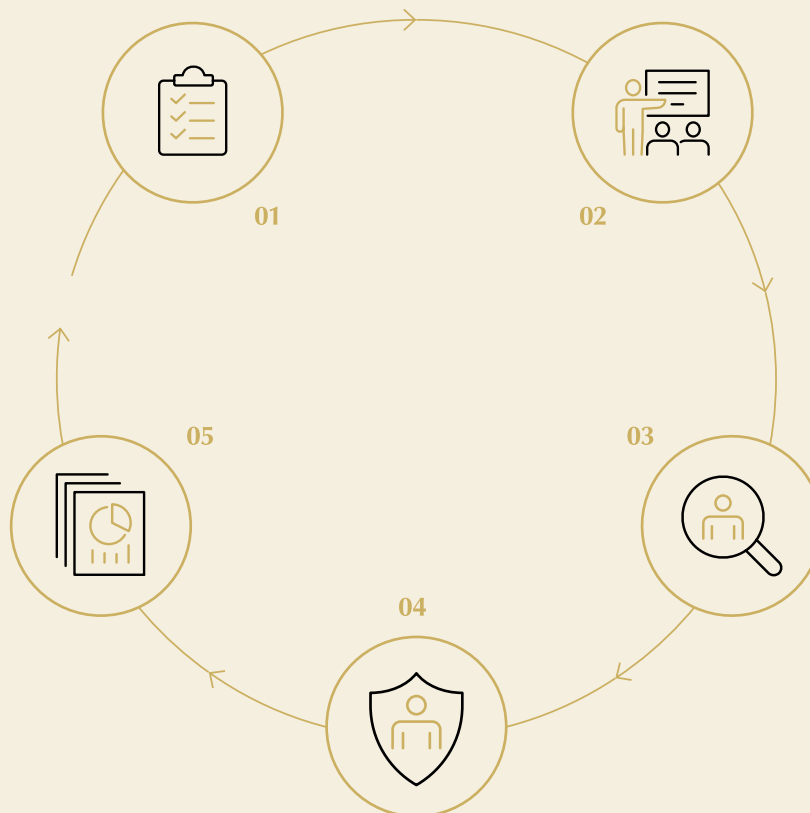
Lindt & Sprüngli employs a tailored strategy to mitigate child labor risks. Our cocoa suppliers which implement the Farming Program in countries of origin with a risk of child labor are required to address child labor risks along the cocoa supply chain by implementing our Child Labor Monitoring and Remediation (CLMRS) guidance. For volumes sourced outside the Farming Program, we rely on the requirements of, and verification through, the Rainforest Alliance certification.

Since child labor cannot be tackled by individual organizations alone, and requires ongoing efforts to improve and further develop sector responses, we are a member of the International Cocoa Initiative (ICI). We also engage in collective action at origin to strengthen access to quality education, such as the Child Learning and Education Facility (CLEF) coalition in Côte d'Ivoire which we joined in 2022 and SCALE (System Change Architecture for Learning Excellence) in Ghana.

1. Assess farming household and community risks

Household and community risk assessments are the starting point of the Child Labor Monitoring and Remediation System (CLMRS) process. Suppliers are required to collect and analyze community and household data to identify communities and households with high child labor risks. Our suppliers are instructed to use this data to inform future monitoring visits and investments in preventive actions at the supply chain and community level, which are implemented as part of the Farming Program. In 2025 we continued to support eight suppliers in Ghana, Côte d'Ivoire, and Papua New Guinea with implementing our CLMRS and two suppliers in Madagascar, which are in the process of rolling it out.

Child labor monitoring and remediation process



01.

Assess farming household and community risks

02.

Implement preventive interventions

03.

Monitor farming households

04.

Remediation to children identified in child labor

05.

Report data and progress

2. Implement preventive interventions

As an initial preventive measure in the supply chain, Lindt & Sprüngli expects its suppliers to raise awareness of the protection of children's rights as part of the mandatory training curriculum. In addition to farmer training, staff from our suppliers conduct visits to selected high-risk Farming Program households to raise awareness at an individual level.

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 expect our suppliers to use the collected CLMRS risk data to decide on and target more systemic and preventive community-based interventions. As a result, selected at-risk communities are supported with investments, such as education and water infrastructure. In 2025 we also provided financial support for the creation of new Community Child Protection Committees (CCPCs).

These work to sensitize communities on the issue of child labor and serve as an additional mechanism to address child labor beyond the supply chain.

3. Monitor farming households

We guide suppliers in implementing a risk-based approach to identifying child labor within the cocoa supply chain. Firstly, suppliers operating in child labor risk countries are expected to identify children at risk during announced farm monitoring visits to Farming Program farmers. Secondly, suppliers are expected to conduct unannounced child labor monitoring visits to selected homes or farms of Farming Program households identified to be at risk during the risk assessment. Finally, in addition to Lindt & Sprüngli's own grievance mechanism, suppliers are requested to have grievance mechanisms in place through which child labor can be reported by stakeholders (for more information see Provide access to effective remedy in Overarching social information).

To support child labor monitoring at community level, the CCPCs established through Farming Program investments provide indirect support through the introduction of further monitoring and grievance mechanisms, as well as data sharing with regional government institutions.

4. Remediation to children identified in child labor

Suppliers are required to operate a case management system to manage identified child labor. Such a system aims to provide remediation support for concerned families of impacted children. It is combined with follow-up visits to assess the success of the remediation support.

Remediation support at an individual level can include engagement with parents, the provision of school uniforms, birth certificates, and funds for school fees, as well as referrals to local authorities. In the cocoa reporting year 2024/25, suppliers reported that more than 2,000 children within the Farming Program received remediation support as part of the CLMRS process. We expect this figure to rise significantly in the coming years due to the rollout of an updated CLMRS that places greater focus on household engagement and support (aligned with the International Cocoa Initiative (ICI) core criteria) as of season 2025/26. As a consequence, our suppliers will be conducting significantly more household visits and are applying a new data identification method based on declaration. In doing so, we are primarily relying on data validation by the ICI. Through this approach, we will be able to identify more children at risk of child labor and, through our partner organizations, provide support to them. We require that all the children identified in child labor receive appropriate remediation support.

Remediation support for child labor identified outside of the Farming Program can consist of awareness-raising visits by the CCPC at community level where available, or through referral to government institutions.

5. Report data and progress

Suppliers are required to document their processes, collect and analyze data, record activities conducted, and report on both activities and remediation on a quarterly basis to Lindt & Sprüngli, and in Ghana and Côte d'Ivoire annually to the International Cocoa Initiative (ICI).

Refining our approach in our cocoa supply chain

In 2024 we commissioned the International Cocoa Initiative (ICI) to review the implementation of our current CLMRS by suppliers in Ghana and Côte d'Ivoire. The results included suggestions for strengthening our approach, which we have taken as the basis for a strategic reset.

Starting in the 2025/26 cocoa season, we launched an update of our CLMRS with seven suppliers in Ghana and Côte d'Ivoire in partnership with the ICI. Our updated approach has been applying lessons learned from implementing our CLMRS over several years and aligns with the industry standard for CLMRS as per International Cocoa Initiative (ICI) core criteria for the West African sourcing origins. The CLMRS core criteria of ICI define the minimum standards for system design and implementation by our suppliers, including key metrics, required activities, and essential definitions.

This updated CLMRS is complemented by two strategic pillars: an investment in preventive measures at the community level (including educational opportunities and livelihood support); and collaboration with industry and governmental stakeholders for greater alignment, scale, and impact.

Reducing the risk of modern slavery and forced labor in the cocoa supply chain

In addition to child labor, Lindt & Sprüngli recognizes that the cocoa sector is also associated with risks related to forced labor and other forms of modern slavery.

According to the International Cocoa Initiative (ICI), drawing on estimates by the Walk Free Foundation, forced labor risks are present in the cocoa sector across origin countries and may affect both adults and children. While forced labor is significantly less prevalent than child labor in cocoa production, its impacts on affected individuals can be particularly severe. Based on these estimates, forced labor affects less than 1% of children and less than 0.4% of adults working in cocoa-growing areas in Côte d'Ivoire and Ghana.

Forced labor risks in the cocoa sector are exacerbated by the informal nature of smallholder agriculture. Risk indicators identified by ICI include, for example, the absence of formal employment arrangements, withholding of wages, poor or hazardous working conditions, and limited awareness of labor rights, often compounded by poverty, seasonal labor patterns, and limited enforcement capacity in remote rural areas.¹

To help address modern slavery and forced labor risks in the cocoa supply chain, Lindt & Sprüngli sources Rainforest Alliance certified cocoa. The Rainforest Alliance Sustainable Agriculture Standard explicitly prohibits forced labor and other forms of modern slavery and requires certificate holders to respect workers' rights. In addition, the Rainforest Alliance's assess-and-address approach requires suppliers to put in place systems to identify, monitor, prevent, and respond to labor-related risks. This approach supports ongoing risk assessment, corrective actions, and remediation where issues are identified, helping to address underlying factors that may contribute to forced labor risks over time.

In parallel, we continue to strengthen our due diligence systems. Building on lessons learned and evolving sector guidance, we are working to further expand our approach to addressing forced labor and modern slavery risks in the cocoa supply chain.

Metrics and targets

Our Sustainability Plan outlines our targets and the corresponding metrics to track the Group's progress regarding its sustainability performance. As the 2025 reporting year concludes the current strategy period, the Group has set updated targets to advance its sustainability efforts beyond 2025. For an overview of our targets please see [Targets related to value chain workers](#) in our Sustainability Statement 2025.

¹ Source: [International Cocoa Initiative on forced labor in cocoa](#)

Appendix 2 continued

Collective action and multi-stakeholder initiatives

Given the complexity of human rights issues and the need for collective, sustained efforts across sectors, we participate in several multi-stakeholder and industry initiatives. These include the Consumer Goods Forum's (CGF's) Human Rights Coalition and the International Cocoa Initiative (ICI), through which we aim to support coordinated action on human rights and child rights. In 2025, we also joined AIM-Progress, as well as the Child Rights in Business (CRIB) Working Group at The Centre for Child Rights and Business. In addition, we are a founder of the TogetherCocoa foundation, through which we aim to help close the living income gap for cocoa farming households in Côte d'Ivoire and Ghana and drive industry-wide collaboration. These initiatives bring together different stakeholders, such as brands, retailers or suppliers to collaborate, exchange best practices, and advance collective action on human rights, child rights, and responsible sourcing. For more information on our partnerships, see our Memberships & Partnerships page.



Remediation measures

Provide access to effective remedy

Our Speak Up Line grievance mechanism and remediation process are our primary means of providing access to remedy. In addition to the Speak Up Line, other processes and channels exist to identify and remediate matters of concern. These include the Child Labor Monitoring and Remediation Systems (CLMRS) implemented through the Farming Program or other due diligence systems for cocoa as described above, and the Supplier Sustainable Practice (SSP) Program. For information on work-related incidents and severe human rights violations and complaints related to the own workforce, see [Incidents, complaints, and severe human rights impacts](#).

In countries where child labor is a high risk, our cocoa suppliers are required to establish a CLMRS or other due diligence system, as defined in our supplier agreements. Through a CLMRS, families and community members gain a better understanding of risks and discuss ways of preventing negative impacts. We require that identified instances of child labor are remediated in a timely manner. The support of Community Child Labor Committees (CCPCs), which help identify and refer cases of child labor and raise community awareness on child protection, provide another mechanism for identifying and addressing child labor instances. Together with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and industry peers, we are also in the planning phase of a pilot project for a cross-company

grievance mechanism in Côte d'Ivoire. For additional information on our efforts to address child labor, refer to the [Reducing the risk of child labor and modern slavery section](#). As described above (see [Provide remediation to children identified in child labor](#)), as part of the CLMRS suppliers are required to operate a case management system to manage identified child labor. Such a system aims to provide remediation support for concerned families of impacted children. It is combined with follow-up visits to assess the success of the remediation support.

Training and capacity building

Own workforce

Building human rights awareness and capacity is a fundamental aspect of human rights due diligence. We communicate our Human Rights Policy to new and existing employees through a reference in Lindt & Sprüngli's Business Code of Conduct. With effect from 2024, employees with a relevant role in the human rights due diligence process undergo an annual mandatory introduction to the UN Guiding Principles on Business and Human Rights, and our commitment to respecting human rights throughout our organization and our supply chain, our due diligence process, and key topics such as child labor and forced labor. Relevant roles include, but are not limited to, Group Management members and their direct reports, as well as employees in human resources, legal, procurement, and sustainability functions.

In 2025, we developed an additional training program for sustainability managers across Lindt & Sprüngli's global subsidiaries, scheduled for launch in 2026. The program is designed to establish a shared foundation of human rights knowledge and language, and to strengthen the ability of participants to successfully integrate human rights due diligence into their areas of responsibility and local operations. Beyond this, the program aims to empower key implementers to champion human rights within their organizations and to foster a collaborative space for peer learning.

Supply chain

EcoVadis-assessed suppliers receive access to human rights training materials and resources from EcoVadis to support them in strengthening human rights due diligence processes. These resources include guidance on developing labor and human rights policies and whistleblower procedures, as well as information on employee health and safety, child and forced labor prevention, and diversity and inclusion.

Through the Lindt & Sprüngli Farming Program, we pursue long-term cocoa supplier partnerships, co-designing and developing the program with suppliers. We rely on this to establish clear expectations regarding human rights issues in the cocoa supply chain and to work closely with suppliers to review their performance and facilitate continuous improvement.

For indirect (tier 2+) suppliers, our Supplier Sustainable Practice (SSP) Program encourages long-term improvements in human rights issues for packaging suppliers in Asia, providing targeted development support, such as dedicated advice on worker safety management systems.





Effectiveness of actions being taken to assess and address modern slavery and child labor risks

Track and evaluate the effectiveness of actions

Group Sustainability leads an annual assessment to evaluate the effectiveness of our Human Rights Policy and due diligence processes. In 2025, we introduced a new evaluation framework and set of indicators to review and monitor the status of implementation and effectiveness of our human rights due diligence process. It is measured against international standards, good practice, and relevant legislation. The primary aim of the framework is to assess the overall maturity and integration of human rights due diligence across our operations. It does not evaluate the effectiveness of individual measures taken to prevent or mitigate specific risks. These are reviewed separately through ad hoc, topic-specific assessments. With regard to child labor in our cocoa supply chain, in 2024, we commissioned the International Cocoa Initiative (ICI) to conduct an assessment of our supplier-implemented CLMRS and they completed this in 2025. Their findings formed the basis of our updated CLMRS approach which we launched in the 2025/26 cocoa season. For further information, see [Reducing the risk of child labor in the cocoa supply chain](#).

The 2025 annual assessment review considered our Human Rights Policy, identification and assessment of risks and impacts, prevention and mitigation actions, tracking, reporting, and access to remedy. The outcomes of the review inform the continuous evolution of our due diligence process, including deepening our understanding of impacts in our own operations and supply chains, further strengthening measures to address social and environmental risks, and establishing more systematic reviews of the effectiveness and evolution of existing actions. These insights have also helped shape the priorities of our 2030 Strategy (also see our 2030 targets in Targets related to resource use and circular economy and Targets related to value chain workers). Our evaluation was prepared by the Human Rights Officer and reviewed by members of Group Management as well as by the Sustainability Committee of the Board.

Australia-specific actions

Consultation with Australian reporting entities and their owned and controlled entities

Lindt Australia is the reporting entity and sole Australian entity of the holding company Chocoladefabriken Lindt & Sprüngli AG. Lindt Australia does not own or control any further entities.

Provide any other relevant information

Lindt Australia reviews its approach to human rights and modern slavery risks on an ongoing basis. It will collaborate with its supply chain partners and other businesses to continue raising awareness of this complex issue. It will continue to review its three-year strategy to ensure it can dive deeper into its supply chains.

Topic	Key result areas
A. People	• Train core supply chain staff and internal stakeholders • Conduct awareness sessions within Lindt Australia
B. Process	• Embed supplier self-assessment questionnaire
C. Policy	• Establish a procurement policy with contents to include responsible sourcing and modern slavery guidelines • Establish a modern slavery policy in addition to the Group Human Rights Policy
D. Suppliers	• Engage and collaborate with the wider supplier base on Supplier Code of Conduct, supplier assessment via EcoVadis framework and Supplier Sustainable Practice (SSP) program • Engage other external parties



Approvals and attestation

Reporting Year 2025

Australia

This document has been approved by the board of Lindt & Sprüngli (Australia) Pty Ltd on May 26, 2026.

DocuSigned by:
Daniel Studer
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Daniel Studer
Chairman of the Board of Lindt & Sprüngli (Australia) Pty Ltd.,
signatory power as per association Articles

United Kingdom

This statement was approved pursuant to Section 54 of the UK Modern Slavery Act 2015 by the Board of Directors of Lindt & Sprüngli (UK) Ltd on May 26, 2026.

DocuSigned by:
Alain Germiquet
16C4D3324CC14F4...

Alain Germiquet
Chairman of the Board of Lindt & Sprüngli (UK) Ltd.

Canada

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular section 11 thereof, I, in my capacity as CEO, attest that I have reviewed the information contained in this report on behalf of the Board of Directors of Lindt & Sprüngli (Canada) Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the 2025 financial reporting year.

This report has been approved pursuant to Section 11(4)(a) of the Canadian Act by the Board of Directors of Lindt & Sprüngli (Canada) Inc. on May 26, 2026.

I have the authority to bind Lindt & Sprüngli (Canada) Inc.

DocuSigned by:
Andrew Curran
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Andrew Curran
CEO and Member of the Board of Directors
Date: May 26, 2026

Appendix 1

Overview of reporting entities

Each of the following companies qualify as reporting entity for the purposes of the Australian MSA, Canadian Act, and UK MSA, respectively.

Law	Reporting entity
Australia's Modern Slavery Act 2018	Lindt & Sprüngli (Australia) Pty Ltd ABN 43 079 224 892 16 Hollinsworth Road Marsden Park NSW 2765 Australia Phone: +61 2 9854 2500
Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act	Lindt & Sprüngli (Canada) Inc. 900-181 University Avenue Toronto, ON, M5H 3M7 Canada Phone: +1-866-374-1914
United Kingdom's Modern Slavery Act 2015 (UK MSA)	Lindt & Sprüngli (UK) Ltd. 75 George Street Richmond, TW9 1HE Phone: +442086024100

Appendix 2

Reporting criteria

The table below sets out where in this Statement we have addressed the mandatory reporting criteria of the Australian Modern Slavery Act and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, as well as the recommended reporting criteria under the UK Modern Slavery Act.

Australian mandatory criteria	Canada mandatory reporting criteria	UK recommended reporting criteria	Section
The identity of the reporting entity	N/A	N/A	About this statement Appendix 1
The structure, operations and supply chains of the entity	The entity's structure, activities and supply chains	Organization's structure, business and supply chain	Structure and operations, supply chain, governance
The risks of modern slavery practices in the operations and supply chains of the entity and any entities the reporting entity owns or controls	The steps the entity has taken during its previous financial year to prevent and reduce the risk of forced labor or child labor The parts of the entity's business and supply chains that carry a risk of forced labor or child labor being used and the steps it has taken to assess and manage that risk	Parts of the organization's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Risks of modern slavery and child labor practices in the operations and supply chains of the reporting entities

Appendix 2 continued

Australian mandatory criteria	Canada mandatory reporting criteria	UK recommended reporting criteria	Section
The actions taken by the entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	The entity's policies and its due diligence processes in relation to forced labor and child labor	Organization's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains	• Actions taken to assess and address modern slavery and child labor risks • Remediation measures
	The training provided to employees on forced labor and child labor	The training about slavery and human trafficking available to its staff	• Training and capacity building
	Any measures taken to remediate any forced labor or child labor; any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains		• Remediation measures
How the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	How the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains	Information about effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains	• Effectiveness of actions being taken to assess and address modern slavery and child labor risks
The process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement			• Structure and operations, supply chain, governance
Any other relevant information			• Australia-specific actions



LINDT & SPRÜNGLI