

Code of Conduct

Stand: January 1, 2026

Foreword

Dear colleagues

At Ricola, we want to make a contribution to a world in which people enjoy living - and working. Mindfulness, respect and responsibility are important to us, both in our dealings with nature and in our daily interactions.

The great trust placed in us is based on six core values that provide us with guidance and support at all times. They support us in our daily work and help us to make decisions:

The Ricola values

- 1. The roots of Ricola inspire us.**
- 2. We stand by our word.**
- 3. We place people center stage.**
- 4. We act as entrepreneurs.**
- 5. Performance and success are important to us.**
- 6. Quality and responsibility are in our nature.**

Our Code of Conduct is derived from these six core values and sets out the binding ethical and professional guidelines that apply to all employees of the Ricola Group and its subsidiaries.

Please read our Code of Conduct carefully. We are all committed to aligning our behavior with it in our day-to-day work and to complying with all applicable laws and regulations.

Thank you for adhering to the guidelines set out here. Together, we are helping to maintain the good reputation of the Ricola Group. We are Ricola!



Thomas P. Meier, CEO



Integrity and Ethics

We comply with applicable law and the internal guidelines of Ricola Group Ltd. and its subsidiaries (hereinafter referred to as the Ricola Group). In case of doubt, the stricter regulations apply. We make our business decisions in accordance with the highest ethical standards.

Quality at the Center

We manufacture products of the highest quality that are geared to the needs of our customers. We attach great importance to the quality of the raw materials used and their careful processing. Our herbs are cultivated in the Swiss mountain region according to natural principles and the principles of sustainability. Our products and manufacturing processes comply with the applicable regulations.

Fair Competition¹

We are committed to fair and free competition and to compliance with competition law. We do not tolerate any behavior that could restrict or prevent competition in a market.

No Corruption or Bribery²

We do not tolerate any form of corruption or bribery - in our dealings with authorities or with business partners. Gifts, invitations or services may only be accepted or offered if they comply with the law, the Ricola Group's internal guidelines and standard business practices, are ethically unimpeachable and are fully disclosed.

Against Money Laundering and Terrorism Financing

The Ricola Group supports the fight against money laundering and the financing of terrorism. We comply with the regulations on recording financial transactions. In order to minimize the risk of

¹ see detailed information in the competition/antitrust policy from the Ricola Group's personnel handbook.

² see detailed information in the anti-corruption policy from the Ricola Group's personnel handbook.



encountering money laundering, the Ricola Group only enters into business relationships with trustworthy companies, organizations and individuals.

No Conflicts of Interest

We do not allow our judgment and decision-making in business matters to be influenced by personal interests. We expect our employees to maintain a strict distinction between business and private interests and not allow any conflicts of loyalty to arise. Ricola Group employees must disclose any actual or potential conflicts of interest to their line manager. Newly hired employees are required to disclose all existing or potential conflicts of interest before taking up employment.

Resources and Assets

We handle all company resources with care and use them in accordance with our formulated sustainability goals. We protect our intellectual property and respect that of third parties. We adhere to the legal, regulatory and intended guidelines on how assets are to be used. We document business processes and transactions truthfully, accurately and completely. We implement effective control mechanisms for business reporting and the publication of information in accordance with disclosure requirements. Our reporting procedures record the relevant processes and facts completely, clearly and traceably and reflect them accurately.

Communication and Advertising

We communicate actively, truthfully and openly both internally and externally. Misleading or false statements, especially in advertising and packaging, are prohibited.

Equal Treatment and Non-Discrimination

We respect and value their diversity and individuality and create a working environment in which everyone can contribute to the benefit of the Ricola Group. We ensure a working environment free from discrimination, harassment and bullying. We do not tolerate any disparagement of employees based on ethnic origin, skin color, language, gender, religion, political or other views, age, sexual orientation or other personal characteristics. This also applies to harassment, particularly of a sexual nature.

Health and Safety

As a manufacturing company, we attach great importance to ensuring the health and safety of our employees at work. The protection of our employees is our top priority. Safety equipment, personal protective equipment and regulations must be complied with. Everyone bears responsibility for themselves and others. To continuously improve safety, all employees are required to report safety deficiencies and actively suggest improvements.

Sustainability and Environmental Responsibility

Social responsibility and sustainability are in the nature of Ricola. We act in a resource conserving manner and are guided by clearly defined environmental goals. Our responsibility ranges from raw material extraction and packaging to our carbon footprint.

In accordance with our sustainability strategy, we are committed to continuous improvements in six core areas that benefit the environment and society: Cultivation of raw materials, waste management, packaging, climate protection, use of water and purchasing. We focus on quantitative targets in each area.

Fair Supply Chain

We strive for performance- and value-added-oriented, long-term partnerships with sustainable development prospects. We expect our suppliers to respect human rights, fair working conditions and compliance with international standards. Our suppliers commit to ethical cooperation through a code of conduct.

Data Protection and Confidentiality³

We pay attention to the protection of personal data and the confidentiality of all business-related information. We collect and process personal data exclusively in accordance with the applicable

³ see detailed information security guidelines from the Ricola Group's personnel handbook



data protection legislation and only for specific and legitimate business purposes. We use state-of-the-art systems to protect personal data from unauthorized access.

Implementation and Responsibility

Managers ensure that employees reporting to them are familiar with the content of this Code of Conduct. If employees are unsure about how to behave in certain situations, managers and/or Legal & Compliance are available to answer questions and provide support.

Reporting Violations

If there is any indication of violations, these must be reported via an appropriate person (direct manager, management or Legal & Compliance) or the [anonymous reporting channel \(→ Link\)](#). Reports will be treated confidentially in all cases. Retaliation or discrimination of any kind against a person who submits a complaint honestly and in good faith or refuses to participate in a violation will not be tolerated.

This Code of Conduct is an integral part of every employment relationship within the Ricola Group. It is regularly reviewed and amended as necessary. The managers and the Legal & Compliance department are available for further information.