



Ricola Sustainability

OUR 2025 PROGRESS REPORT

Ricola

WELCOME TO OUR 2025 PROGRESS REPORT

Our sustainability journey is like a long hike through an ever-changing mountain landscape. Each stage brings new challenges and fresh perspectives that help us refine our approach and stay aligned with what responsible progress demands.

Every two years, we publish a comprehensive Sustainability Report outlining our progress and the outlook ahead. In the intermediate year, we are now introducing a shorter, more concise Progress Report that will provide a reference point for where we currently stand and what progress we have been making.

This format accompanies us between the major stages of our journey and helps us to stay focused on our goals. The report has also been approved by our Chief Executive Officer (CEO), Thomas P. Meier and our Board of Directors.

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A CONVERSATION WITH THOMAS P. MEIER



From a business perspective, sustainability makes a lot of sense. CEO Thomas P. Meier explains.

Hello Thomas, could you please describe Ricola's sustainability transformation in a few words?

THOMAS P. MEIER: As a family business with almost 100 years of history, long-term thinking is in our nature. Our approach is not focused on maximising short-term profits, but on achieving consistency, reliability and sustainable success across generations. In our decision-making, we consider economic factors alongside our social and environmental responsibilities, which form part of our company values and are the only way we can ensure our long-term survival.

To meet this requirement in an increasingly complex environment, we documented our sustainability strategy in 2022 and fully integrated it into our overall business strategy. Our systematic and holistic approach helps protect nature and the valuable resources our company depends on. At the same time, we promote fair working conditions and make sure the company remains firmly on track. For us, this means working with clear, measurable goals and taking concrete steps to achieve them.

In the 2023/24 reporting period, Ricola highlighted its collaboration with IP-SUISSE, its B Corp Certification and its SBTi commitment.

What achievements did Ricola record in 2025?

Our commitment to sustainability continued to evolve in 2025. We may not have achieved any major milestones, but we intensified our efforts. Our long-standing partnership with IP-SUISSE helps us keep our sugar supply free of fungicides and insecticides. At the same time, we work together to strengthen biodiversity, for example through additional flower strips, habitats for wild bees and training for farmers.

We also prepared for our B Corp recertification in 2026. The new certification process and the new standards introduced by B Lab have strengthened our sustainability efforts, committing us to make continuous and measurable improvements over the coming years. And these improvements will be reviewed in annual audits.

At Ricola, we often compare sustainability to a continuous hike. You don't always reach the summit. Sometimes, it's about staying on track, remaining determined and keeping your goals in sight.

What role do employees play in implementing the sustainability strategy and how are they involved?

A strategy remains abstract if it is not put into practice in everyday life. All employees play an important role in helping us to reach our sustainability goals. Implementing measures is one part of that, but it is equally important that our employees notice where things could be improved and bring their suggestions to the table. Their ideas and their openness to challenging the status quo are what drive real progress.

Could you provide a bit more detail?

Our employees are required to undergo a training on our sustainability strategy and our Code of Conduct. Employees at a certain grade must also set themselves a personal sustainability goal. We also keep our employees continuously informed about our sustainability initiatives. During our shop floor meetings, we discuss the status of our projects and team members can actively share their perspectives.

Of course, our leaders also need the right knowledge and tools to make sustainability decisions. After all, they play a crucial role in setting an example.

What challenges does Ricola face in its sustainability transformation?

Like all food manufacturers, Ricola must navigate a growing number of regulations and sustainability requirements. New guidelines increase the administrative workload and demand greater transparency regarding globally distributed data and processes.

Sustainability also raises complex issues that require close cooperation between various internal and external stakeholders. Each group brings its own interests and perspectives, which do not always align. There's rarely a simple solution or a universal approach. In the field of sustainability, the path is far from linear. We often find ourselves at a crossroad, where different stakeholders propose different, sometimes conflicting approaches. By putting all of the options and data on the table, we can make more informed and conscious decisions about the best way forward.

This encourages us to adopt new perspectives. It's a journey that leads us away from familiar paths and opens up space for new solutions.

On top of this, the industry is under considerable cost pressure, while consumers, retailers and regulators have high expectations when it comes to sustainability. Managing the tension between economic efficiency and ambitious sustainability goals can be challenging.

Where do you see the greatest opportunities for Ricola to create added value through sustainability?

Our systematic and proactive approach to sustainability reduces risks and strengthens our company's resilience. It also enhances our competitive position, as consumers, retailers and other stakeholders increasingly prefer companies with transparent and reliable sustainability practices. In addition, responsible business practice is becoming a decisive factor in attracting and retaining talent.

What factors motivate you to take a pioneering role in sustainable agriculture?

The raw materials for our products, such as herbs and sugar, are sourced from nature. That's why we see it as our responsibility to take good care of their origin. As a producing company, we pay great attention to sustainably sourced and carefully selected raw materials.

Besides, naturalness is a core value of our brand. Our herbs are grown according to Bio Suisse standards, which requires, among other things,



avoiding artificial fertilisers and synthetic chemical pesticides and applying strict soil fertility standards. These measures help preserve the natural quality of our distinctive herbal blend.

What is a sustainable habit that you practise in your everyday life and are particularly proud of? Mindfulness. Paying attention to food waste,

using water and energy responsibly, and caring for nature.

Thank you very much, Thomas, for taking the time to answer these questions.

Further information about [IP-SUISSE](#), [B Corp Certification](#) and [SBTi](#) is available on the organisations' official websites and in our [2023/24 Sustainability Report](#).

OUR PATH TO SUSTAINABLE PROGRESS

Embedded in our business strategy

Since 2023, our sustainability strategy has been closely linked to our overall business performance and is now integrated throughout the entire organisation. It aligns with our key initiatives, including B Corp Certification, collaboration with IP-SUISSE farmers and SBTi commitments as outlined in the 2023/24 Sustainability Report.

Our overall ambitions are defined by the Board of Directors and Group Management, while our Sustainability team systematically monitors progress and drives key initiatives. Sustainability is firmly embedded in our daily operations, and every employee contributes to our collective goals by integrating sustainability into their daily work.

Focusing on material topics

To ensure our sustainability strategy reflects the issues that matter most, we conducted a double materiality assessment in collaboration with an external consultancy in 2024. This process involved engaging a broad range of internal and external stakeholders.

Using interviews and workshops, stakeholders assessed a list of potential topics from two angles: impact materiality (our influence on society and

the environment) and financial materiality (risks and opportunities for our business). Based on this input, we consolidated the findings into a materiality matrix, which highlights the most critical topics for our long-term strategy and transparent reporting.

Managing stakeholders

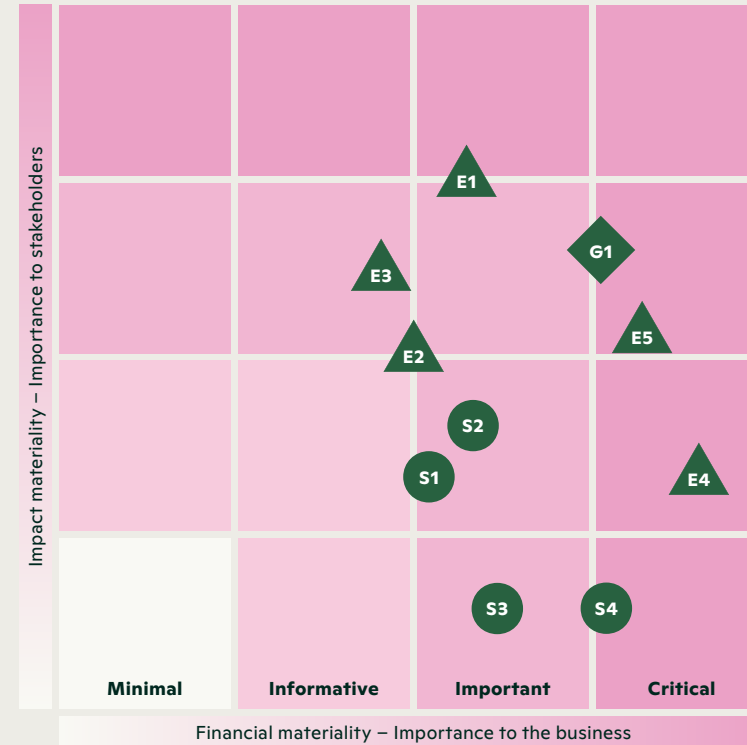
We implement stakeholder governance through a structured, organisation-wide approach. Our diverse stakeholder groups are managed by the various topic leads and departments responsible. This ensures that our interactions and decisions are informed by the relevant expertise.

As part of our management review process, we assess our stakeholder management annually. This process includes a focused report that tracks progress, identifies new risks and highlights emerging expectations. We also maintain a stakeholder matrix that maps all key groups and helps us proactively address issues, concerns and opportunities for collaboration. This structured process enables us to consider stakeholder interests in our decision-making, strengthen the value we create for them and monitor the outcomes of our social and environmental commitments over time.

From focus to steps

In 2025, our sustainability strategy remained focused on our most pressing issues, defined as our six core topics. Each core topic is supported by SMART goals and corresponding 'footsteps' – concrete measures, initiatives and projects aimed at achieving those goals.

Our materiality matrix and material topics



▲ Environmental ● Social ◆ Governance

- ▲ **E1 Climate change**
 - Climate change mitigation
 - Managing climate hazards
 - Energy in production
- ▲ **E2 Pollution**
 - Soil pollution
 - Microplastics
- ▲ **E3 Water & marine resources**
 - Water consumption and withdrawals
- ▲ **E4 Biodiversity & ecosystems**
 - Protecting biodiversity in agricultural production
- ▲ **E5 Resource use & circular economy**
 - Waste generated from raw materials
 - Waste management in processes
 - Packaging and recycling
- **S1 Own workforce**
 - Working conditions
 - Training and development
 - Equal opportunities
- **S2 Value chain workers**
 - Working conditions in supply chains
- **S3 Affected communities**
 - Economic impact on local communities
 - Impact on communities' land and resources through agriculture
- **S4 Consumers & end users**
 - Traceability and transparency
- ◆ **G1 Business conduct**
 - Ethical supplier relationships
 - Corporate culture

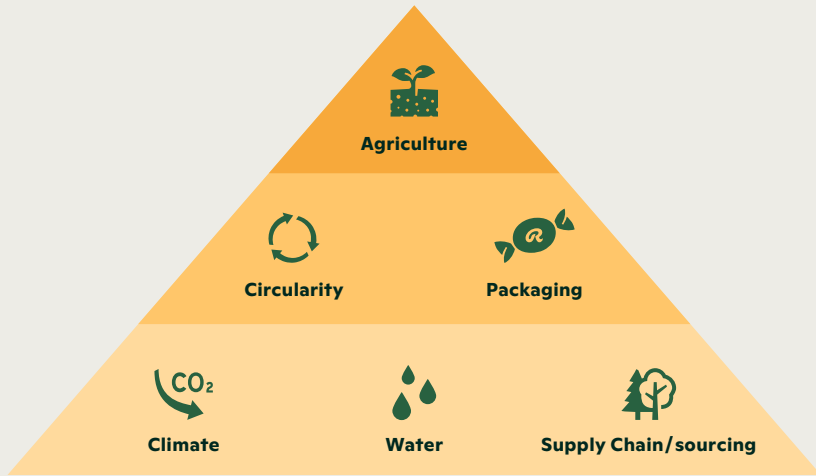
A close-up photograph of a vibrant green leaf with prominent veins. The leaf is slightly out of focus, with a soft bokeh background of more green foliage. The text 'Focus Update' is centered over the leaf in a bold, white, sans-serif font.

Focus Update

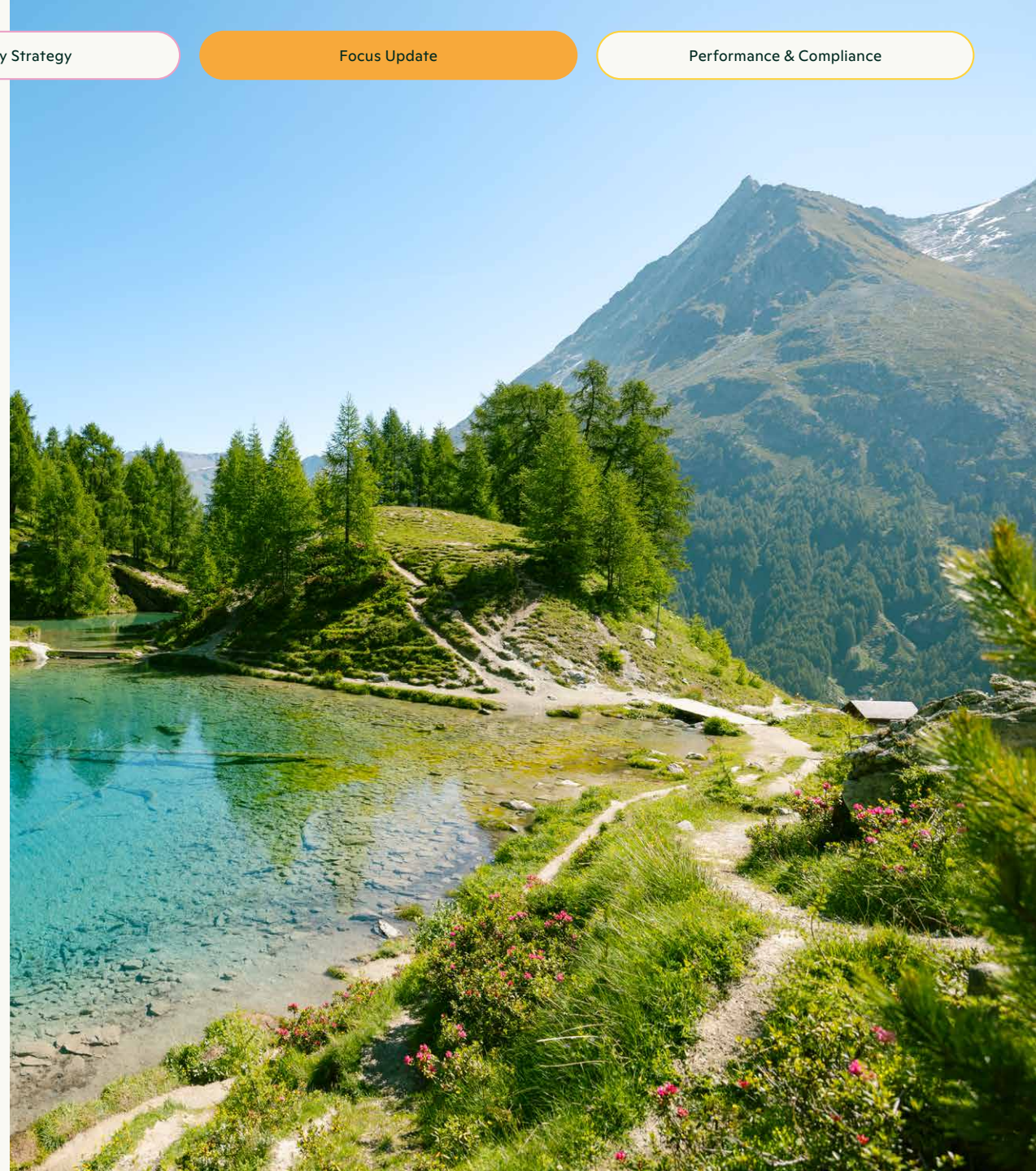
STEP BY STEP

On the following pages, we provide brief updates on our six core topics. The reflections are deliberately concise, and progress is shown using a simple status system: ● achieved ● on track ● delayed

Further details on our approach to each topic can be found in our [2023/24 Sustainability Report](#).



CORE TOPICS FROM TOP TO BOTTOM, ACCORDING TO OUR LEVEL OF AMBITION



AGRICULTURE

Approach

Our agriculture principles ([2023/24 SR, pp. 18–19](#)) guide responsible and sustainable sourcing across our global supply chain by promoting practices that protect biodiversity, support soil health and land use, and help reduce greenhouse gas emissions.

Targets

By 2030, our agriculture principles will be applied to:

- 100% of herbs
- 80% of raw materials used in our products

Progress

91% of our herbs were sourced according to our principles in 2025 (no difference compared to 2024)

63% of our raw materials were procured in accordance with our agriculture principles in 2025 (up from 27.6% in 2024)

Status



2025 project reflection

In line with our established agriculture principles, we have significantly increased our sourcing of IP-SUISSE sugar, tripling the amount compared to 2023 (from 5,000 to 15,000 tonnes).

Together with [IP-SUISSE](#) and [Schweizer Zucker](#), we further advanced the development and testing of non-chemical plant protection solutions and fossil-free cultivation methods through ongoing coordination.

In collaboration with herb and sugar beet farmers, we expanded our measures to create habitats for wild bees, resulting in the establishment of 15 new habitats near herb and sugar beet fields to support pollinators and enhance biodiversity.

We continued to advance the ongoing [FiBL](#) (Research Institute of Organic Agriculture) study on flower strips, which scientifically assesses actions taken in herb fields that contribute to promoting biodiversity. We also intensified peer-to-peer sessions with expert input from [HAFL](#) (School of Agricultural, Forest and Food Sciences), IP-SUISSE and [Bienen Schweiz](#).

CIRCULARITY

Approach

Our circularity approach focuses on identifying all forms of waste along the value chain and reducing, reusing or recovering materials to minimise environmental impact.

Target

- By 2025, we will reduce the amount of waste we produce down to 4.2% of our total production volumes

Progress

In 2025, our waste rate stands at 5.6% (-0.1 basis points compared to 2024)

Status



2025 project reflection

We continued to implement the waste reduction measures introduced in previous years, especially those related to food waste. This resulted in us saving 7.2 tonnes of food waste and recycling 36.2 tonnes of plastic.



PACKAGING

Approach

Ricola follows the “three Rs” — Reduce, Responsible, Recycle — to ensure packaging balances sustainability with product safety and general packaging requirements.

Targets

- Reduce:
by 2030, our volumes of packaging material will be reduced by 10% compared to 2020
- Responsible materials:
by 2030, our packaging will consist of 90% recycled or other sustainable material
- Recycle:
by 2030, our packaging will be 65% recyclable

2025 project reflection

Our teams developed solutions to reduce the thickness of our box and tray films, reducing the thickness of the film used to wrap our Ricola boxes by 20%. This has resulted in a reduction in material consumption of 30 tonnes with no compromise made to product safety or quality.

Progress

Compared to 2020, we have reduced our total packaging volume by 2% (1.47% compared to 2024)

85.4% responsible materials (+0% basis points compared to 2024)

43.1% recyclable materials (+2.6% basis points compared to 2024)

Status



● achieved ● on track ● delayed

CLIMATE

Approach

We work to reduce greenhouse gas emissions in order to limit global warming and secure the stable conditions on which our raw materials and production depend.

Targets

- Aligned with the Science Based Target initiative (SBTi), by 2030, we aim to reduce our absolute Scope 1 & 2 GHG emissions by 42% compared to 2022
- By 2030, we aim to reduce our Scope 3 GHG emissions by 51.6% per CHF value added compared to 2022

Progress

Scope 1 & 2 emissions reduced by 9.4% in 2025 compared to 2022 (-19.7% compared to 2024)

In Scope 3, our intensity-based emission reduction per CHF value added was 31.9% in 2025, compared to 2022 (the absolute reduction was -29.2% compared to 2022)

Status



2025 project reflection

In collaboration with our sugar supplier, IP-SUISSE, we intensified our work on climate-friendly agricultural projects, including evaluating alternative fertilisation methods.

Together with our logistics partners, we further expanded our work on transport efficiency by continuously seeking more effective ways to load products and pallets.

We increased our in-house renewable energy production by installing 381 solar panel modules on the roof of our production facility. This can produce approximately 170,000 kWh per year.

WATER

Approach

We take responsibility for every drop of water used across our production processes and are thus committed to continuously reducing our water consumption.

Target

- By 2025, we will use 15% less water per 100 kg bulk, compared to 2019 (target value 450 litres per 100 kg)

Progress

Water consumption was reduced to 485 litres per 100 kg of herbal drops (-8.7% compared to 2024)

Status



2025 project reflection

We continued to install four water meter sensors to monitor consumption during production and support the development of targeted water-saving measures.

As part of the ongoing improvement initiatives with our production teams, we have reduced water spoilage yet further by raising employee awareness and optimising the cleaning processes at our production site.

SUPPLY CHAIN/SOURCING

Approach

Much of our impact occurs in our supply chain, which is why we maintain close dialogue with our partners to drive transparency, address root causes and update human rights risk assessments and action plans.

Targets

- By 2025, 100% of our key suppliers will have completed the Ecovadis (or equivalent) assessment and reported the most relevant KPIs
- By 2025, 100% of risk commodities will be transparent, audited (Sedex or equivalent) or certified (Fairtrade or equivalent)

Progress

100% of our main suppliers have completed Ecovadis (or similar) assessments

100% of raw materials at risk* are audited (Sedex or EcoVadis equivalent)

Status



● achieved ● on track ● delayed

* Raw materials at risk are defined based on their country of origin (high-risk countries according to the World Governance Indicators, WGI) and procurement volume.

2025 project reflection

We published our sustainable sourcing policy internally to reflect evolving regulatory requirements and stakeholder expectations.

Building on the Human Rights Due Diligence (HRDD) risk assessment conducted in 2024, we defined and started to implement targeted measures to address identified risks across our supply chains.

To strengthen decision-making, we integrated sustainability metrics into our Research & Development process, ensuring that environmental and social considerations influence product development from the outset.

Additionally, we embedded sustainability metrics into supplier management documentation, creating a more transparent and accountable framework for evaluating and engaging with our partners.

To further improve governance and compliance, we implemented a new whistleblower system, providing a secure and confidential channel for reporting compliance-related as well as ethical, social and environmental practices.



An aerial photograph of a vibrant green lawn. The grass is a rich, bright green, and it is sparsely covered with numerous small, white, daisy-like flowers. The flowers are scattered across the lawn, creating a pattern of white specks against the green background. The lighting is bright, suggesting a sunny day, and the overall scene is fresh and natural.

Performance & Compliance

DATA OVERVIEW

Employees (as of 31 December 2025)

Employee turnover

(in %)	Change in %	2025	2024	2023
Total	7.4	6.6	6.1	8.4
Female	4.8	6.3	6.0	9.2
Male	9.2	6.8	6.2	6.3
Under 30 years old	20.0	7.5	6.3	18.6
30–50 years old	5.9	7.3	6.9	8.6
Over 50 years old	-2.1	4.7	4.8	2.2

Average hours of training per year per employee*

(in hours)	Change in %	2025	2024	2023
Total	-30.2	11.1	15.9	12.1
Female	-31.1	9.3	13.5	11.8
Male	-29.6	12.6	17.9	12.4
Senior Management	-49.7	15.3	30.4	14.0
Administration & production	-25.0	10.5	14.0	11.9

* Minimal amount of average training hours registered through Ricola's internal training platform

Diversity of governance bodies and employees

	Change in %	2025	2024	2023
Group Executive Management in total	0	9	9	9
Female (%)	0	11.1	11.1	11.1
Male (%)	0	88.9	88.9	88.9
Under 30 years old (%)	0	0	0	0
30–50 years old (%)	0	22.2	22.2	11.1
Over 50 years old (%)	0	77.8	77.8	88.9
Total number of employees*	-0.3	586	588	573
Senior Management – female (%)	0.6	35.9	35.6	33.7
Senior Management – male (%)	-0.3	64.2	64.4	66.3
Employees under 30 years old (%)	-6.1	12.5	13.3	13.0
Employees 30–50 years old (%)	-1.4	51.9	52.6	52.2
Employees over 50 years old (%)	4.4	35.7	34.2	34.7

* All employees including apprentices, interns, temporary staff and hourly-wage employees

Ricola agriculture principles (as of 31 December 2025)

New suppliers that were screened using environmental criteria

	Change in %	2025	2024	2023
Percentage of new suppliers that were screened using environmental criteria	0	100	100	100

Ricola agriculture principles

(in %)	Change in %	2025	2024	2023
Ricola agriculture principles applied to herbs	0	91	91	80
Ricola agriculture principles applied to raw materials that make up 80% of the raw material used in drops	129.7	63.4	27.6	13.5

Supply Chain/Sourcing (as of 31 December 2025)

Countries with operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

	Change in %	2025	2024	2023
Operations in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	0	0	0	0
Suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	-33.3	4	6	11

Countries with operations and suppliers at significant risk for incidents of child labour

	Change in %	2025	2024	2023
Operations considered to have significant risk for incidents of child labour	0	0	0	0
Suppliers considered to have significant risk for incidents of child labour	-25.0	3	4	9

Countries with operations and suppliers at significant risk for incidents of forced or compulsory labour

	Change in %	2025	2024	2023
Operations considered to have significant risk for incidents of forced or compulsory labour	0	0	0	0
Suppliers considered to have significant risk for incidents of forced or compulsory labour	-28.6	5	7	11

New suppliers that were screened using social criteria

	Change in %	2025	2024	2023
Percentage of new suppliers that were screened using social criteria	0	100	100	100

Negative social impacts in the supply chain and actions taken

	Change in %	2025	2024	2023
Number of suppliers assessed for social impacts	7.7	70	65	57
Number of suppliers identified as having significant actual and potential negative social impacts	-80.0	1	5	1
Number of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	-100.0	0	1	0

Environmental key data (as of 31 December, 2025)

The following environmental data refers to Ricola's headquarters (comprising two production buildings and offices) in Laufen, Switzerland: energy, Scope 1 and 2 emissions, packaging, waste and water*. Scope 3 emissions cover Ricola's complete value chain and all subsidiaries.

Climate Change / Energy & GHG Emissions

Energy consumption within the organisation, reduction of energy consumption

(in MWh)	Change in %	2025	2024	2023
Total energy consumption within the organisation	-1.3	24,081.9	24,406.6**	27,714.8
Total fuel consumption within the organisation (non-renewable sources)	0.4	14,139.8	14,078.0**	17,116.7**
Total fuel consumption within the organisation (renewable sources)	-12.8	1,437.5	1,648.6	1,558.9
Total electricity consumption	-2.0	8,504.7	8,679.9**	9,039.2

Energy intensity

	Change in %	2025	2024	2023
Energy intensity (kWh) per 100 kg semi-finished product (Scope 1&2) for candy production **	-	78.14	-	-
Energy intensity (kWh) per 1000 pieces (Scope 1&2) for candy packaging **	-	24.08	-	-

Direct (Scope 1) GHG emissions

(CO ₂ eq in tonnes)	Change in %	2025****	2024	2023
Gross direct (Scope 1) GHG emissions	-20.5	2,827.2	3,554.9	3,664.8

Energy indirect (Scope 2) GHG emissions

(CO ₂ eq in tonnes)	Change in %	2025****	2024	2023
Gross market-based indirect (Scope 2) GHG emissions **	9.3	104.6	95.7	94.4
Gross location-based indirect (Scope 2) GHG emissions **	-	266.8	-	-

Other indirect (Scope 3) GHG emissions

(CO ₂ eq in tonnes)	Change in %	2025****	2024	2023
Gross other indirect (Scope 3) GHG emissions***	-14.0	60,850.1	70,787.9**	78,212.5

Climate change

	Change in %	2025	2024	2023
Number of Ricola locations at risk of one or more climate hazards	0	2	2	N/A

* KPI selection based on data availability

** Restatement due to methodology improvement

*** Scope 3 emissions were calculated in accordance with the GHG Protocol using the standardised 15 subcategories with inclusion to improve the quality of our Scope 3 data over time. Currently we exclude 3.8 (not relevant), 3.11 (expected to be not relevant), 3.13 – 3.15 (not relevant).

**** The data were subject to limited external assurance under ISAE 3410

Packaging

The following packaging data refers to Ricola's headquarter procurement activities that partially cover packaging for the USA and Asia. We are working on consolidating the data from these markets as well for upcoming reports.

Materials used by weight or volume

(in kg)	Change in %	2025	2024	2023
Non-renewable materials used by weight or volume	-9.4	791,934.0	873,911.8	1,048,811.7

Packaging

(in %)	Change in %	2025	2024	2023
Reuse or use of more sustainable materials for packaging	-0.4	85.4	85.7	85.0
Recyclability of packaging	6.7	43.1	40.4	43.5

Circularity

Total waste generated

(in t)	Change in %	2025	2024	2023
Total waste generated	-8.1	2,567.8	2,793.9	3,146.9
– Hazardous waste	161.7	1.6	0.6	1.2
– Non-hazardous waste	-8.1	2,566.2	2,793.3	3,145.7
-- Production-related – routine waste	-9.7	2,138.1	2,368.2	2,647.1
-- Packaging*	-3.3	189.5	196.0	198.7
-- Household**	4.1	238.6	229.2	299.9

* Including tinplate/scrap iron, cardboard, plastic waste

** General refuse (compactor)

Waste diverted from disposal

(in t)	Change in %	2025	2024	2023
Total weight of waste diverted from disposal	-12.7	2,207.3	2,528.7	2,826.7
Total weight of hazardous waste diverted from disposal (off-site)	161.7	1.6	0.6	1.2
Total weight of non-hazardous waste diverted from disposal	-12.8	2,205.7	2,528.1	2,825.5
– Recycling	-12.8	2,205.7	2,528.7	2,845.8
– Other recovery operations	36.2	360.5	264.7	318.9
Total weight of non-hazardous waste diverted from disposal off-site	-8.1	2,566.2	2,793.3	3,145.7

Reduction of waste from drops production in %

(in %)	Change in %	2025	2024	2023
Reduction of waste from drops production	31.3	4.2	3.2	3.8

Water**Water withdrawal**

(in cubic metres)	Change in %	2025	2024	2023
Total freshwater withdrawal	-17.1	127,085	138,176	153,314
Total water withdrawal from all areas with water stress	0	0	0	0

Water discharge

(in cubic metres)	Change in %	2025	2024	2023
Total water discharge to all areas	-7.4	110,707	119,539	127,589
– Surface water / third-party water / other water	-20.7	57,464	72,507	65,373
– Ground-water/freshwater	25.6	59,088	47,032	62,216

Water consumption

(in cubic metres)	Change in %	2025	2024	2023
Total water consumption from all areas	-12.1	16,378	18,637	25,725

Reduction of water use in production facility compared to 2019 per 100 kg bulk in %

(in %)	Change in %	2025	2024	2023
Reduction of water use in production facility compared to 2019 per 100 kg bulk	-9.4	4.8	5.3	5.3

ADVOCACY ACTIVITIES

Ricola participates in selected associations and organisations, mainly at local level near its headquarters in Laufen, but also at national and international level. These memberships enable Ricola to contribute to sector- and country-specific discussions.

Switzerland

Active memberships	Engagement	Summary of activities
Biscosuisse	Board membership; Members of Expert Commissions	<ul style="list-style-type: none"> Public debate on trade policy and agricultural policy.
FIAL – Foederation der Schweizerischen Nahrungsmittel-Industrien	Members of Expert Commissions	<ul style="list-style-type: none"> Initiatives to reduce tariffs and open up the market as well as to enforce Swissness and the interests of branded goods manufacturers/food manufacturers, incl. freedom of fair and transparent advertising.
IGTG – Interessengemeinschaft Tee, Gewürze und verwandte Produkte	Member of the Board and Expert Commission	<ul style="list-style-type: none"> Regional and local concerns of the Laufen production site
SMGP – Schweizerische Medizinische Gesellschaft für Phytotherapie	Supporter	<ul style="list-style-type: none"> Total (member) fees paid to Swiss associations and institutions in the year under review: approx. CHF 170,000
Promarca	Board membership; Members of Expert Commissions	
Basel Chamber of Commerce	Commission President	
Regional Industry Association Laufental-Thierstein-Dorneck-Birseck	Board membership	
Local interest group 'IG Ried Zwigen/Dittingen'	Board membership	

Passive memberships

[economiesuisse](#)

(via the Basel Chamber of Commerce)

[Switzerland Global Enterprise](#)

[Swiss-American Chamber of Commerce](#)

[The German-Swiss Chamber of Commerce](#)

[SWA Swiss Advertising Clients Association](#)

Abroad

Organisation	Engagement	Summary of activities
Sweets Global Network	Indirect membership via our German sales JV CFP Brands	Total (member) fees paid to international associations and institutions in the year under review: approx. CHF <10,000
Swiss-American Chamber of Commerce	Membership of our US subsidiary Ricola USA Inc.	
National Association of Chain Drug Stores (NACDS)		
European Herb Growers Association	Indirect membership of Ricola Switzerland	

Activities in 2025 by country and region

Switzerland

- Statements on the export situation as an SME: trade barriers and currency pressure
- Participation in the Business Roundtable in the USA with Federal Councillor Guy Parmelin on 25 September 2025.
- Monitoring of regulatory developments.

United States

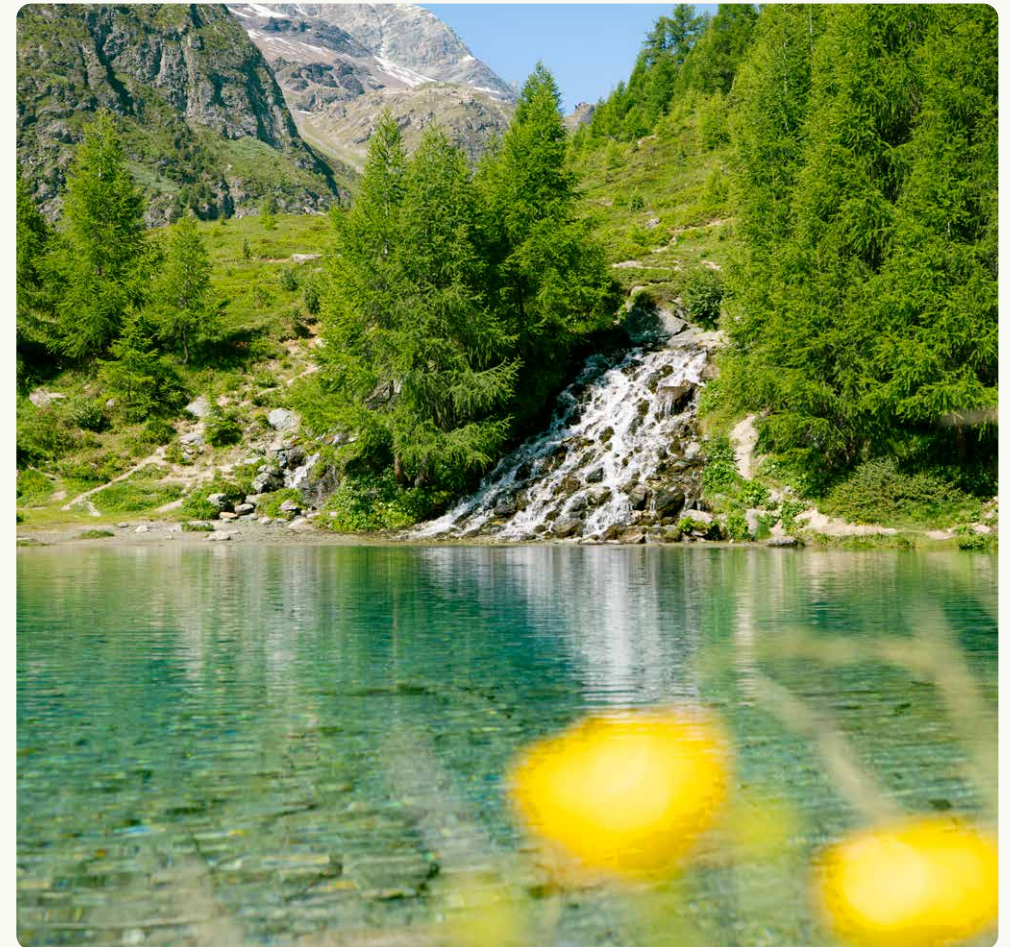
- US tariffs have had a significant negative effect, harming both financial results and sales volumes in the USA, since exports to the US make up about 40% of total sales.
- Measures: close exchange in the USA and CH with the Swiss-American Chamber of Commerce.
- Monitoring of regulatory developments.

Canada / UK / Italy / Germany

- Monitoring of regulatory developments.
- Participation in industry networks (e.g. Sweets Global Network).

China / Singapore / Hong Kong

- Monitoring of import restrictions and labeling requirements as well as regulatory developments.
- No active or indirect participation in industry networks.





GRIEVANCE REPORTING

In 2025, Ricola strengthened its approach to compliance by establishing a structured and comprehensive Compliance System. As part of this development, we produced our first Compliance Report, which outlines the system's components, provides an overview of training activities and summarises reported grievance cases. The report was reviewed and approved by the Board of Directors.

To support this renewed framework, Ricola's Code of Conduct was updated to enhance clarity and reinforce expectations across the organisation. In addition, a new whistleblowing website was launched, enabling all stakeholders to anonymously report concerns. The platform also allows for secure two-way communication and case tracking.

During 2025, one grievance was reported and resolved within six months. Following the investigation, corrective actions were implemented and targeted training was provided to the relevant employees.

ABOUT THIS REPORT

The Ricola Progress Report 2025 covers the period from 1 January 2025 to 31 December 2025. It was published in June 2026. No restatements of information have been necessary. This report has not been externally assured. The 2025 Ricola Progress Report covers all of Ricola Group AG's subsidiaries and joint ventures. For further information please revert to the 2023/24 Ricola Sustainability Report.

IMPRINT

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