Louis Dreyfus Company Suisse S.A.
Report on Due Diligence Obligations on Child Labor
January 1 to December 31, 2025

1. Introduction

As part of one of the world's leading merchandizers and processors of agricultural commodities, Louis Dreyfus Company Suisse S.A. ("**LDC Suisse**" or "**we**") seeks to uphold high standards of integrity, business ethics and sustainability in its operations. We aim to respect the human rights recognized in the Core Conventions of the International Labour Organization ("**ILO**"), the ILO-IOE Child Labour Guidance Tool for Business, the Universal Declaration of Human Rights, the United Nations ("**UN**") Declaration on the Rights of Indigenous Peoples and the UN Convention on the Rights of the Child and we are guided by the Organisation for Economic Co-operation and Development ("**OECD**") Guidelines for Multinational Enterprises, the OECD and UN Food and Agriculture Organization ("**FAO**") Guidance for Responsible Agricultural Supply Chains, the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

This document constitutes the report ("**Report**") made by LDC Suisse pursuant to Article 964(*j* – *l*) of the Swiss Code of Obligations and Ordinance on Due Diligence and Transparency in relation to Minerals and Metals in Conflict-Affected Areas and Child Labor for the financial year ended December 31, 2025 (the "**Reporting Period**").

The Report sets out the steps taken to prevent, identify and reduce the risk of child labor in the business operations or supply chains of LDC Suisse, as part of the LDC Group (as defined below).

During the Reporting Period, LDC Suisse – together with the other entities of the LDC Group (as defined below) – continued to develop its human rights framework geared toward zero tolerance for all forms of child labor. Having previously identified the most salient human rights and labor rights risks, including child labor risks, that may be present in our operations and/or supply chains, we continued to carry out further internal due diligence to improve our internal protocols to prevent and mitigate such risks.

2. Structure, business and supply chains

LDC Suisse is a company incorporated in Switzerland and registered in the Registry of Commerce of Geneva with a global turnover of US$33.703 billion (IFRS consolidated including related parties) in this Reporting Period. It is a wholly owned subsidiary of Louis Dreyfus Company B.V. ("**LDC**"), a privately owned company incorporated in the Netherlands. Louis Dreyfus Company B.V. and its subsidiaries (collectively and hereinafter referred to as the "**LDC Group**", "**our**" or "**we**") are global merchants and processors of agricultural goods active across the entire value chain, including origination, processing, storage, transportation and distribution. The LDC Group is active in over 100 countries across six geographical regions and employs more than 20,000 people worldwide. Since its inception in 1851, the LDC Group's portfolio has grown and, as at the end of the Reporting Period, included nine business platforms, comprising Coffee, Cotton, Food & Feed Solutions, Freight, Global Markets, Grains & Oilseeds, Juice, Rice and Sugar.

In the Reporting Period, LDC Suisse employed 306 employees in Switzerland, at its head office in Geneva, and together with its subsidiaries, jointly employed 1,899 employees worldwide on a consolidated basis. LDC Suisse is the main global hub for merchandizing activities, managing risks (price, financial, execution and logistics between origination and destination) and environmental, social and governance ("**ESG**") matters. On top of being a key operating subsidiary of the LDC Group, during the Reporting Period, the global leadership of four business platforms (Coffee, Freight, Grains & Oilseeds and Sugar), as well as several other LDC Group global senior leaders (Chief Information Officer, Chief Transformation Officer, Global Head of Sustainability & Energy Transition, Global Head of Legal and Global Head of Communication), were based in Switzerland and employed by LDC Suisse.

3. Integrated Report

In March 2026, LDC published its Integrated Report ("**2025 Integrated Report**"), which can be found at 2025 Integrated Report.

The 2025 Integrated Report combines consolidated financial and non-financial results, covering the Reporting Period. It was prepared with reference to the *Global Reporting Initiative* (GRI) Universal Standards (GRI 1: Foundation 2021 and GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022).

Prior reports covering ESG targets and progress, including our 2024 Integrated Report, can be found on ldc.com.

4. Steps Taken During the Reporting Period to Reduce Risks

LDC Suisse – together with the other entities of the LDC Group – took the following steps during the Reporting Period to identify, prevent and reduce the risk of child labor in its business operations and supply chains, which filtered through the entire global corporate structure of the LDC Group, including in respect of the activities and supply chains of LDC Suisse:

- continued to promote the adoption of our global Human & Labor Rights Policy;
- continued to promote the adoption of our global Supplier Code of Conduct and to support our suppliers in complying with this policy;
- continued to promote adoption of our commodity-specific policies, including our Code of Conduct for Coffee Suppliers, Palm Sustainability Policy and Soy Sustainability Policy, and continued to support our suppliers in complying with these policies;
- continued to support the production and sourcing of certified commodities;
- continued to work with our third-party human rights consultant to complete, analyze and interpret our global human and labor rights gap analysis and risk assessment (including child labor-related risks) by assessing the human rights risks to communities around our facilities, to complete the previous risks assessments conducted in 2024 on our agricultural commodities business and non-commercial spend (goods and services necessary for LDC Group's internal operations);
- developed concrete action plans in two high risk countries (Brazil and India) aimed at preventing and addressing any human and labor rights risks identified in our agricultural commodities supply chains;
- continued to participate in the ILO's *Child Labour Platform*, the *Sustainable Agriculture Initiative (SAI) Platform*, the *UN Global Compact*, *The Palm Oil Collaboration Group* and the *World Business Council for Sustainable Development* *("**WBCSD**");*
- continued to advance our traceability journey by adding a feature to our digital platforms, enabling our teams to flag risks requiring mitigation actions. We continued to prioritize supplier capacity-building on plot-level traceability, offering suppliers in certain high-risk countries the free use of third-party satellite due diligence services for the sharing of geospatial data of the area of production. Data is collected and analyzed to support upstream traceability and compliance with our due diligence practices; and
- continued to develop our digital solutions that automate reports to trace volumes from farm to destination port, providing details about compliance status and stock movements for specific commodities exposed to higher environmental and social risks.

5. Policies and Due Diligence Processes

As set out in the introduction, LDC Suisse aims to respect the human rights recognized in the Core Conventions of the ILO, the Universal Declaration of Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the UN Convention on the Rights of the Child, and is guided by the OECD Guidelines for Multinational Enterprises, the OECD-FAO Guidance for Responsible Agricultural Supply Chains, the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

Our commitment to human rights and the elimination of child labor is notably formalized through the LDC Group Code of Conduct, Human & Labor Rights Policy and Supplier Code of Conduct, which apply to the entire LDC Group, including LDC Suisse, and aim to align with the ILO Conventions Nos. 138 and 182, the ILO-IOE Child Labour Guidance Tool for Business, the UN's *Guiding Principles on Business and Human Rights* and the OECD *Guidelines for Multinational Enterprises on Responsible Business Conduct*.

Group Code of Conduct

The LDC Group Code of Conduct was formalized to support and guide all employees (and external parties, where appropriate) of the LDC Group, including those of LDC Suisse, in applying its guiding principles without compromise to its integrity, and without prejudice to applicable legal requirements, which by definition must govern all of LDC Suisse's actions. The LDC Group Code of Conduct includes, among other things, the following principles relating to our relationships with the communities in which LDC Suisse operates:

- Sustainable growth is a central issue for each of us and our families; it is also critical to our long-term economic interests.
- We are committed to environmental responsibility.
- We strongly condemn child labor.
- We promote business relationships with providers, business partners and sub-contractors operating under the same values.

Human & Labor Rights Policy

In addition to commitments related to child labor issues, the LDC Group's Human & Labor Rights Policy contains provisions related to promoting a safe and healthy work environment, land rights, anti-discrimination, equality and inclusion, and community engagement. The Policy sets out our commitments relating to the following topics:

- no child labor;
- no forced labor;
- no human trafficking;
- freedom of association and collective bargaining;
- fair wages; and
- working hours.

Supplier Code of Conduct

The LDC Group's Supplier Code of Conduct sets out sustainability principles applicable to all organizations, companies or other entities providing goods and services to any member of the LDC Group, including LDC Suisse, in order to work toward responsible and sustainable value chains and support its suppliers along the way.

Regarding human and labor rights, the LDC Group's Supplier Code of Conduct principles notably prohibit illegal forms of child labor and require:

- respecting the minimum age for employment and the minimum age of 18 for hazardous work;
- not using, or in any way benefiting from, forced or compulsory labor;
- providing for equality and no discrimination;
- upholding workers' right to freedom of association and collective bargaining;
- following good labor practices, including providing accurate details of the employment contract in a language the worker understands, not charging recruitment fees, ensuring that working hours comply with applicable laws and agreements, ensuring that overtime is voluntary and not excessive, and compensating workers in accordance with applicable laws and no less frequently than monthly; and
- maintaining an active and transparent dialogue with local communities.

In addition, commodity-specific codes of conduct and sourcing policies have been developed together with the LDC Group for its Coffee, Palm and Soy businesses, which are complementary to the LDC Group Supplier Code of Conduct and provide additional implementation guidance to support suppliers' continuous improvement toward sustainable agricultural production and sourcing.

The LDC Group's Supplier Code of Conduct includes information about the channels available for stakeholders to report potential non-compliance with the Code, including the grievance process described below.

Suppliers may be subject to verification of compliance with the requirements of the LDC Group Supplier Code of Conduct, either directly or via the engagement of third parties.

At the end of the Reporting Period, 100% of LDC Group's domestic commodity purchase volumes[1] originated in high- and medium-risk producing countries for LDC Group (as identified following our human rights risk assessment) were covered by contracts that referenced the Supplier Code of Conduct. Such volumes, when considered jointly with volumes domestically originated in low-risk producing countries, totaled 70% of LDC Group's global overall domestic commodity purchase volumes which were covered by contracts referencing the Supplier Code of Conduct.

Grievance Process

The LDC Group's grievance channel – EthicsPoint – is available to all employees and external stakeholders of the LDC Group, including LDC Suisse, to report any concerns over possible conduct that may be unethical, non-compliant or otherwise inconsistent with applicable laws as well as the LDC Group's codes and policies. EthicsPoint enables the reporting of sustainability issues across six distinct categories including a dedicated category for child labor. This channel is hosted by a third-party service provider, and all reported concerns are treated confidentially and anonymously, following existing grievance resolution procedures.

[1] By "*domestic commodity purchase volumes*" we considered purchases performed within a specific country from local farmers, aggregators, cooperatives or other local suppliers. Such trades are usually performed by LDC local entities."

The LDC Group does not tolerate retaliation against anyone who, in good faith, raises a concern or participates in a non-compliance investigation.

Louis Dreyfus Company Brasil S.A., which supplies commodities to LDC Suisse, have engaged with *Nossa Voz*, a grievance mechanism designed to protect labor rights within Brazilian coffee and forestry supply chains, created by the *Global Fund to End Modern Slavery* and implemented and managed by *LRQA*. This initiative is supported institutionally by the *Global Coffee Platform* and *Fundação Solidaridad*. In the Reporting Year, it has been supported by private funding, with current funders including *Starbucks*, *JDE Peet's*, *Keurig Dr Pepper* and *Lidl*. This initiative provides a free and accessible helpline for workers, as well as technical support to the productive sector, providing them with a platform to voice their concerns, prevent human rights violations and seek fair resolutions to their labor grievances. The mechanism is run in collaboration with several partners, including the *National Confederation of Salaried Workers and Rural Employees* (CONTAR)and the *UN Global Compact*. Through this mechanism, workers in LDC Suisse's supply chains in Brazil have an alternative channel to present concerns which will then be shared with us and relevant organizations for action – where necessary.

Membership Organizations

The LDC Group is part of several multi-stakeholder membership groups to address industry-specific human rights risks and impacts in key commodities, including coffee, cotton, palm oil, soy and sugar.

LDC is a member of the *WBCSD*, the *SAI Platform*, the ILO's *Child Labour Platform* and *The Palm Oil Collaboration Group*, and a signatory of the *UN Global Compact*. LDC's profile on the UN Global Compact can be accessed online here.

To increase LDC Suisse's impact in promoting respect for human rights, we collaborate with other public and private sector actors through several multi-stakeholder initiatives and membership groups. For example, LDC Suisse is a member of the *Global Coffee Platform*, *Sustainable Coffee Challenge*, *Public Private Taskforce of the International Coffee Organization*, the *Swiss Sustainable Coffee Platform* and the *Better Cotton Initiative*.

Due Diligence Processes

LDC Suisse – together with the other entities of the LDC Group – continued to work with its human rights consultant following the completion of LDC Group's global human and labor rights risk assessment (including child labor related risks), under which the LDC Group has identified the most salient issues in its operations and/or supply chains. All risks identified were assessed in terms of severity (scale, scope and irremediability) and likelihood, then plotted on a risk matrix to determine the most salient issues. The assessment then established a country-level risk rating for all commodity sourcing countries, using publicly available human rights indicators. It also created commodity-specific risk profiles to summarize prevalent human rights issues related to each relevant commodity, using the country indicators, relevance of the supply chain in high-risk countries and commodity desk research.

Based on the above methodology, the LDC Group was able to identify its most salient human and labor rights risks (including child labor related risks) and its seven higher-risk commodities, namely, citrus, coffee, cotton, palm, rice, soy and sugar. In the Reporting Period, LDC Suisse conducted business in citrus, coffee, cotton, rice, soy and sugar.

In addition, in the previous Reporting Period, LDC Suisse – together with the LDC Group and the support of its human rights consultant – developed Human Rights Due Diligence Guidance that sets out the governance and processes that LDC Suisse and other LDC Group entities are to follow to address human and labor rights risks (including child labor-related risks) in their supply chains, and forms the basis for the action plans prepared in this Reporting Period, as further described below.

In this Reporting Period, the LDC Group:

- developed concrete action plans for agri-commodities suppliers in two high-risk countries: Brazil and India;

- completed its final global risk assessment for the LDC Group's indirect purchases (other than agri-commodities), including expenses and spend related to external labor, construction, transportation and packaging, identifying more than 200 suppliers across four priority countries for 2025 – 2026, namely Brazil, China, India and Indonesia;

- put in place governance structures to promote human rights due diligence across LDC Group indirect purchases, by onboarding dedicated procurement sustainability teams in all regions to support localized implementation in line with global protocols;

- conducted a global risk assessment to identify risks to communities around our facilities, including more than 300 ports, plants, warehouses, farms and other facilities worldwide, to determine varying degrees of potential for adverse impact. This supports a risk-based prioritization of countries by factory type and the identification of salient issues across asset categories covering four key risk areas: Indigenous Peoples, Land Rights, Environmental Impact and Security.

6. Approval

This Report was presented and approved pursuant to Article 964(l) of the Swiss Code of Obligations by the Board of Directors of Louis Dreyfus Company Suisse S.A. on June 30, 2026.

Seb Landerretche
Director