

Report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

Richemont Canada, Inc. Report

Financial Year 2026 (FY26: 1 April 2025 - 31 March 2026)

About the Entity

Richemont Canada, Inc. (the "**Entity**") is subject to the reporting obligation under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "**Act**"). The Entity is an indirect subsidiary of Compagnie Financière Richemont SA, a corporation incorporated in Switzerland (together with its subsidiaries "**Richemont**" or "**the Group**").

The Entity is located in Mississauga, Ontario, Canada. Richemont's portfolio includes prestigious luxury brands ("**Maisons**" or "**the Maisons**") that operate in three main business areas: Jewellery Maisons, Specialist Watchmakers, and Fashion and Accessories Maisons.

The Entity has operated as a distributing entity for some Maisons since 1994. It purchases luxury goods (including watches, jewellery, fashion and accessories) from other subsidiaries of the Group, either based in the USA or in Europe, for the purpose of selling such products to customers in Canada.

The Entity upholds the policies and procedures of the Group, including the Supplier Code of Conduct (SCoC), the Standards of Business Conduct, the Minerals and Metals Responsible Sourcing Policy¹, the Human Rights Statement and the Group Procurement Policy. The Group establishes processes and risk assessment procedures related to the Act for its subsidiaries, including the Entity.

Steps Taken in the Financial Year

As part of its ongoing commitment to combatting forced and child labour, the Group and the Entity undertook concrete measures in FY26, including:

- Rolling out the updated Richemont Supplier Code of Conduct (FY25);
- Upholding the Group's Human Rights Statement through actions and processes;

¹ Formerly known as the Raw Material Sourcing Policy

- Ongoing deployment of the mandatory online training entitled “Business and Human Rights” for new employees of the Entity; and
- Ongoing deployment of the in-person training workshop for the Entity's senior management and supervisor level, focusing specifically on forced labour and child labour.

These measures are further detailed in the relevant sections below.

Policies and Codes of Conduct

The Group's revised Standards of Business Conduct, were updated in FY25, with a focus on ethical and sustainable principles. Richemont's Standards of Business Conduct are available in the Sustainability section of the Group's website under '[Reports & Policies](#)' and internally on the Group's intranet.

The Standards of Business Conduct apply across the Group, encompassing its employees, directors, temporary staff, contractors, agents, consultants and business partners. The Standards of Business Conduct have been developed with consideration of emerging regulations and are reviewed regularly. Responsible conduct within the Group's supply chains is promoted through standards, policies, and certifications. The Standards of Business Conduct, the Supplier Code of Conduct, the Minerals and Metals Responsible Sourcing Policy, the Group Procurement Policy, and the Human Rights Statement form the foundation of the responsible sourcing practices. The Minerals and Metals Responsible Sourcing Policy, evolved from the previous Raw Material Sourcing Policy in FY26, outlines Richemont's commitment to responsible sourcing of relevant minerals and metals. It addresses the Group's approach to Conflict-Affected and High-Risk Areas (CAHRAs). These updates reflect, amongst others, the regulatory evolution of due diligence requirements.

The SCoC addresses labour conditions and human rights, including the prohibition of child labour, and is aligned with the International Labour Organization (ILO)'s Fundamental Conventions. It mandates that suppliers establish processes to ensure compliance and follow-up on this requirement, adhering, at a minimum, to the principles of ILO's Minimum Age Convention and ILO's Convention on the Worst Forms of Child Labour.

The Human Rights Statement aims to strengthen the Group's current human rights standards and reinforce its focus on addressing human rights risks. The Minerals and Metals Responsible Sourcing Policy, evolved from the previous Raw Material Sourcing Policy in FY26, outlines Richemont's commitment to responsible sourcing of relevant minerals and metals. It addresses the Group's approach to Conflict-Affected and High-Risk Areas (CAHRAs). These updates reflect, amongst others, the regulatory evolution of due diligence requirements.

Governance

Sustainability governance at Richemont is anchored at the highest governance level of the Group: the Board of Directors (or the “Board”), with the support of the Governance and Sustainability Committee (G&SC or the “Committee”), oversees sustainability

strategy, policies, and performance. The G&SC provides updates and reports to the Board.

Established in March 2021, the Committee reviews management proposals regarding the sustainability framework. The G&SC supports the Board in establishing and reviewing sustainability strategy, policies and guidelines. The Committee convenes five times per year, and the Group Sustainability team assists with setting the agenda and preparing documents for discussion. The G&SC advises the Board on matters discussed and approved at its committee meetings, such as: review of proposals regarding environmental matters; oversight of due diligence processes and Materiality Assessment, which focuses on Richemont's impact on sustainability topics and incorporates insights from internal and external stakeholder engagement, the effectiveness of which is reviewed annually; management proposals regarding the respect of human and labour rights and social impact on supply chains and communities; and sustainability-related amendments to strategic plans.

The Committee reports to the Board on its proceedings after each meeting on all matters within its duties and responsibilities, including any matters on which the Board has requested the Committee's opinion. Items can be discussed with the Board at large if required.

At the Entity level, the Head of Sustainability and the local Sustainability team act to embed governance and management actions in alignment with the Standards of Business Conduct and the sustainability priorities set by the Group, providing regular updates to the Group's Chief Sustainability Officer.

Supply Chain

Richemont has established a management system designed to identify potential risks related to forced and child labour. This system takes into consideration the scope of the Group's operations and the extent of its value chain.

Risk Management and Due Diligence

Richemont undertakes due diligence and risk management on its supply chains following a risk-based approach. The Group's framework is built on the OECD Guidelines to facilitate the operational applications of its standards and due diligence requirements. Due diligence processes apply selected methodologies to identify, assess and manage potential risks. These processes include, among other elements, stakeholder engagement across supply chains, considering the regional specificities of the Group's global operations.

Specifically, risk identification and assessment integrate country risk, sector risk, and the supplier's strategic importance as weighting factors, while also incorporating the requirements of standard setting organisations.

Tailored due diligence and risk management methodologies are applied to core supply chains. Among others, these include supplier identification and validation through the Know Your Counterparty (KYC) procedure and the Group's Red Flag Management System following the OECD Guidelines. Country-level risk assessments utilise a CAHRA risk

mapping tool and the United Nations Children's Fund (UNICEF) Children's Rights in the Workplace Index.

In that regard, the Group's methodologies are designed to identify potential risks related to child labour, considering the scope of its operations, as well as the specific characteristics and extent of its value chain. The gemstone sector is most exposed to child labour risks due to the localisation of deposits and the prevalence of artisanal and small-scale mining in certain regions. Additionally, the agricultural sector within the upstream value chain is susceptible to these risks.

The Group endeavours to maintain reasonable control over social and environmental impacts within its supply chains through the implementation of certification and auditing standards such as SMETA audits. Suppliers are required to adhere to recognised certification systems, such as those of the Responsible Jewellery Council (RJC) and the Leather Working Group (LWG) as well as International Organization for Standardization (ISO) ISO 14001 and ISO 45001 standards and the Social Accountability International SA8000 standard.

- Responsible Jewellery Council (RJC):

The Group requires certification under the RJC Code of Practices (CoP) and RJC Chain of Custody (CoC) across relevant supply chains. The RJC is a recognised standard-setting organisation for the watch and jewellery industry and its supply chains, from mining to retail. RJC CoP certification requires members to comply with a range of criteria, relating to responsible business practices, due diligence for responsible sourcing, human rights, labour rights, environmental impact and product disclosure. RJC CoC certification focuses on the responsible production, processing and trading of gold, silver and platinum group metals. It aims to ensure traceability and responsible sourcing, whether from mined or recycled origins, through chain of custody maintained across the value chain. Both RJC CoP and CoC certifications require independent third-party audits to verify compliance with applicable standards. Suppliers in the Group's coloured gemstones supply chain, which includes rubies, sapphires and emeralds, are also encouraged to obtain RJC CoP certification.

- Leather Working Group (LWG):

Richemont has participated in the LWG and the International Crocodilian Farmers Association (ICFA) certification programmes since 2021. LWG is a not-for-profit global multi-stakeholder group focused on developing a sustainable and responsible leather industry through its recognised certification standards. With its ICFA membership, the Group takes part in defining the industry's standards. ICFA develops and improves crocodilian farming practices with respect to animal welfare, the environment, people and local communities.

- SMETA audits:

Richemont is an active member of SEDEX (Supplier Ethical Data Exchange) and deploys SMETA (SEDEX Members Ethical Trade Audit) audits in its core supply chains. For instance, Richemont has put in place a defined audit plan for its leather and textile supply chains using the SMETA methodology. SMETA is an internationally recognised audit standard and

evaluates all ESG dimensions of a company's operations, including labour rights and child labour, health and safety, environmental impact, and business ethics within a supplier's site. When appropriate and depending on the results of risk assessments, supplier audits are conducted with defined plans based on the SMETA methodology.

Traceability and transparency are fundamental in supporting due diligence and risk management. Traceability is the process of tracking materials and products throughout the supply chain, and the criteria and scopes of this process are tailored to the specific supply chain or product to be traced. Transparency refers to the capacity to identify the name and location of actors in upstream supply chains, up to the origins of raw materials.

An identification and validation of suppliers through the Know Your Counterparty (KYC) procedure has been established to address money laundering and financing of terrorism. It requires companies to identify every organisation that they deal with, in order to understand the legitimacy of their business relationships and, within reason, to identify and react to unusual or suspicious transaction patterns. This procedure is completed and signed by the supplier who must provide all necessary evidence and assurance. Tailored KYC procedures are applied to the mineral and metals supply chains.

Speak Up Platform

The Richemont Speak Up Platform is an integral component of the Group's ethical framework. The platform allows employees and affected third parties to report any concerns via phone or online, with an option for anonymity. These reports are then escalated to the Internal Audit function, which assesses concerns and forwards them to an appropriate impartial party for further investigation and resolution. All reports and follow-ups are recorded and documented through NAVEX, an independent external provider and global leader in compliance software, using its EthicsPoint Hotline and Incident Management platform, providing an audit trail that meets regulatory requirements. The platform is available in 13 languages to operating entities globally.

Individuals are encouraged to report concerns through the platform and information collected with a report is treated confidentially, except where disclosure is required by law or for investigatory obligations. The handling of personal data during this process, including the exchange or transmission of personal data to any competent authorities, is conducted in accordance with the Group Data Privacy Policy. Richemont maintains a zero-tolerance policy regarding retaliation against anyone who reports in good faith or participates in an investigation.

Richemont offers Group-wide training to promote the Speak Up Platform. To date, at the Entity specifically, the employees are currently required to complete the training have done so.

For the Entity, in FY26, no cases of child labour or forced labour were reported through the Speak Up Platform.

Training

In alignment with the commitments of the Group set forth above, an online training programme was launched in August 2024 entitled "Business and Human Rights". This

training is mandatory for all employees of the Entity and training status is monitored and enforced by the respective managers; all employees currently required to complete the training have done so. The training aims to provide insights into human rights concepts, including Richemont's approach to the topic.

In FY25, an in-person training workshop was deployed for all the Entity's senior management and extended to supervisor level in FY26, building on the online Business and Human Rights training and focusing specifically on topics of forced labour and child labour. This training has been designed around the principles of the Standards of Business Conduct and Human Rights Statement, including a focus on the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. At the Entity level specifically, senior management and supervisors required to complete the training have done so.

Remediation Measures

Based on the described due diligence measures, there have been no identified instances of forced labour or child labour in the Entity's activities, nor any identified/reported instances of loss of income to vulnerable families. Accordingly, no remediation measures were required to be taken by the Entity during the reporting year.

Assessment of Effectiveness

Richemont's compliance experts, in collaboration with the other relevant internal stakeholders, engages in regular and ongoing reviews of the policies and procedures described above to improve their effectiveness in addressing risks of forced labour and child labour.

Approval and Attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Richemont Canada, Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the Entity. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects regarding the Entity for the purposes of the Act, for the reporting year listed above.

Signed by:

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Full name: Philippe Caron

Title: AVP Operations, Richemont Canada, Inc.

Date: May 28, 2026

I have the authority to bind Richemont Canada, Inc.