

RICHEMONT

ESG Performance Highlights 2024

Sustainability Approach

Established
**ESG
Management
System,**
informed by ESG Risk
and Opportunity
Assessment



Sustainalytics Rating

11.6
in Top 4%

Launched
**Sustainability
Online
Academy**
for training
& development

MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

Acting on our Environmental Impact

97%

renewable electricity

RE100

CLIMATE GROUP

31%

reduction vs 2022
in CO₂e emissions
from transportation
& distribution



Climate change:

A-

22%

Richemont buildings
certified with highest
building standards

Acting on our Social Impact

Committed to
**preserving
craftsmanship**
by nurturing
young talents



**EQUAL-SALARY
GLOBALLY
CERTIFIED**

>38 000

Employees in 39 markets,
excluding YNAP
& Russian sites

Gender balance
females represent

58%

global
workforce

50%

management
positions

Forbes 2024
**WORLD'S BEST
EMPLOYERS**
POWERED BY STATISTA

5th
consecutive
year