

# RICHEMONT

## OUR 2023 ESG HIGHLIGHTS

### ENVIRONMENT



#### DRIVING CLIMATE ACTION



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

97%  
RENEWABLE  
ELECTRICITY



CDP  
WATER  
SCORE  
IMPROVED TO  
B  
C SCORE IN  
2021

PHASE OUT  
PVC  
FROM  
PRODUCTS &  
PACKAGING

### SOCIAL



EQUAL-SALARY  
GLOBALLY  
CERTIFIED

FOR >38 000  
COLLEAGUES  
ACROSS 39 MARKETS  
(excluding YNAP and  
sites in Russia)

FEMALES  
REPRESENT

58%

GLOBAL  
WORKFORCE

25%

SENIOR EXECUTIVE  
COMMITTEE

4<sup>TH</sup>  
WORLD'S BEST  
EMPLOYERS  
Forbes  
2023  
CONSECUTIVE  
YEAR



MOST  
ATTRACTIVE  
EMPLOYER

IN SWITZERLAND,  
FRANCE & CHINA

### GOVERNANCE



OUR FIRST CHIEF  
SUSTAINABILITY  
OFFICER JOINED

SENIOR EXECUTIVE  
COMMITTEE

IN 2023

ESG REPORT  
IN ACCORDANCE  
WITH GLOBAL  
REPORTING  
INITIATIVE STANDARDS

40

QUANTITATIVE INDICATORS  
INDEPENDENTLY ASSURED

MSCI  
ESG RATINGS

CCC B BB BBB A AA AAA



11.3  
LOW ESG RISK

UPDATED  
9 AUG 2023