



ESG REPORT 2023

RICHEMONT



MAISONS & BUSINESSES



FOUNDATIONS



SCHOOLS



At Richemont, We Craft the Future

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ABOUT THIS REPORT

Richemont has been reporting on its CSR activities since 2012. This year, Richemont publishes for the first time an ESG Report. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021). The GRI Standards are the most widely used sustainability reporting standard globally.

The report covers material environmental and social impact, as well as the Richemont management approach. This report focuses on activities undertaken during the financial year 2023 (1 April 2022 – 31 March 2023), except for Environment data, which relates to the calendar year 2022 and is marked as such in the report.

For more information on data collection, please consult the Richemont Basis of Preparation document which outlines the principles and methodologies that guide data collection, restatements of information, analysis and reporting within the Group. This document, together with previous reporting, can be found on the Sustainability section of our website www.richemont.com under "Reports & Policies".

A glossary of acronyms can be found on page 134 of this report.

REPORTING BOUNDARY

This report presents the performance of Compagnie Financière Richemont SA, all its Maisons and businesses, subsidiaries and regional Offices accounted for by the financial control method, which, unless the context suggests otherwise, are referred to as 'we', 'us', 'our', 'Group' and 'Richemont'.

Data in the Amplifying Our Social Impact chapter exclude people from YNAP and Delvaux, who are not fully integrated in our Global HR systems.

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2 June 2023

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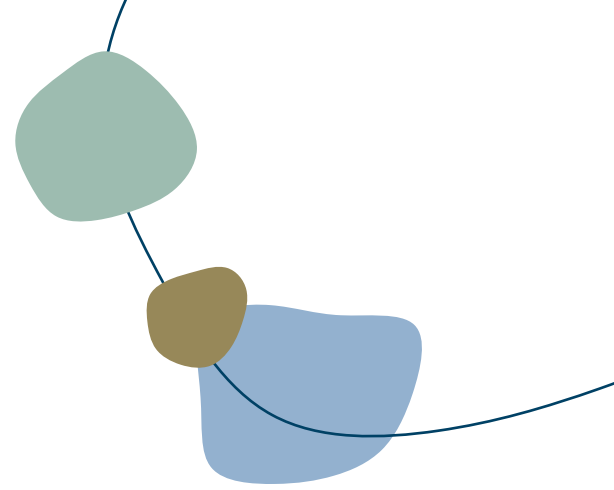
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ASSURANCE

This report has been independently assured (limited assurance) by PricewaterhouseCoopers SA (PwC). For further information please consult the assurance report provided by PwC in Appendix ([PwC Assurance Report](#)) to this report.

RICHEMONT
AT A GLANCE



ABOUT RICHEMONT

Richemont was established in 1988 and is the owner of 27 prestigious Maisons and businesses.

They are all recognised for their excellence and operate across three main business areas: Jewellery Maisons with Buccellati, Cartier and Van Cleef & Arpels. Specialist Watchmakers with A. Lange & Söhne, Baume & Mercier, IWC Schaffhausen, Jaeger-LeCoultre, Panerai, Piaget, Roger Dubuis and Vacheron Constantin. Other, primarily Fashion & Accessories Maisons, with Alaïa, AZ Factory, Chloé, Delvaux, dunhill, Montblanc, Peter Millar, including G/FORE, Purdey, Serapian, as well as Watchfinder & Co. In addition, Richemont operates NET-A-PORTER, MR PORTER, THE OUTNET, YOOX and the OFS division for which a plan to sell the majority of the shares is in progress at the date of this report, until the full completion of anti-trust procedures in each jurisdiction in which these businesses operate.

Richemont's ambition is to nurture its Maisons and businesses to grow and prosper responsibly and sustainably, so they create long-term value for all its stakeholders: clients, employees, investors, partners and wider society.

A dedicated management team leads each Maison and business to preserve its celebrated quality, distinctive aesthetic and fine craftsmanship. We work with them as business partners. As a family-spirited Group, our central and regional functions pool their expertise to guide, support and challenge our Maisons and businesses to design timeless creations and innovative services that preserve their unique heritage.

WE WORK AS BUSINESS PARTNERS

OUR MAISONS & BUSINESSES

Directly in charge of:

- Creation
- Product development
- Manufacturing
- Marketing
- Communication
- Distribution network
- Customer services

in order to preserve their distinctiveness, unique heritage and DNA and enable their individual creativity to flourish.

HEADQUARTERS

Senior Executive Committee:

- Strategy • Capital allocation

Central functions:

- Provide guidelines, set policies and standards, and provide control and support on: *HR, IP, legal, marketing services, finance, manufacturing, ESG, real estate, logistics, Health & Safety and IT*

REGIONS

Regional functions:

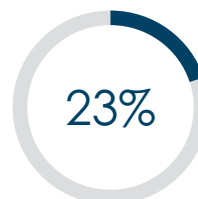
Europe; Americas; Asia Pacific; Japan; Middle East, India and Africa

- Provide the right business environment for Maisons and businesses to grow their brand equity and develop sustainability by running efficient local operations and attracting the best local talent: *HR, finance, logistics, IT, real estate, security, Health & Safety and building & office services*

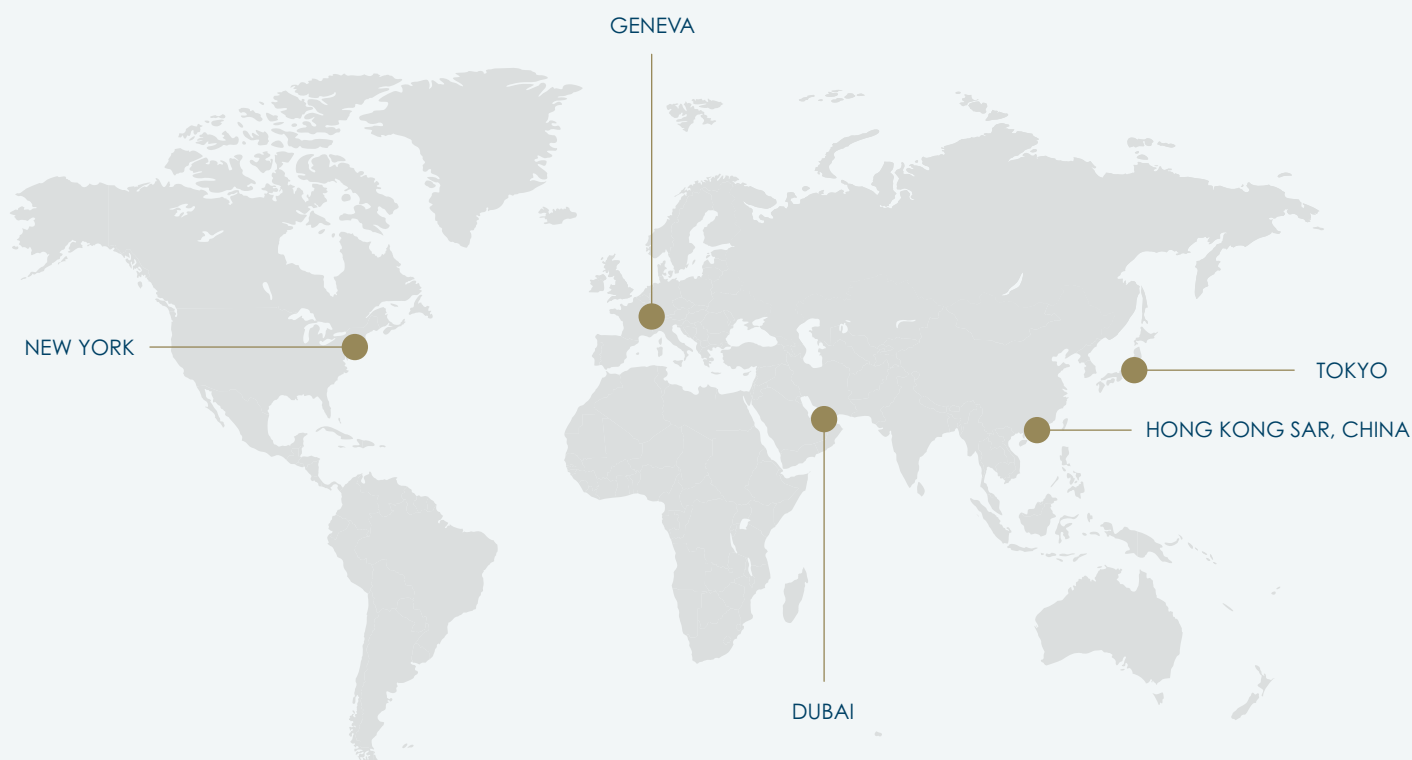
GLOBAL PRESENCE

We operate in
130
countries

As of 31 March 2023,
we directly employed over
40 000
people*, primarily in Europe



Of our total workforce, 23% work in our manufacturing operations in Switzerland, France, Germany, Italy and the UK.



OUR HEADQUARTERS ARE IN
BELLEVUE, CANTON GENEVA,
SWITZERLAND

Five regional offices provide support services to our Maisons in:

- Geneva for Europe
- Dubai for the Middle East, Africa and India
- Hong Kong SAR, China for Asia Pacific (excluding Japan)
- Tokyo for Japan
- New York for the Americas

*over 40 000 people including YNAP and Delvaux employees.

CFO MESSAGE

ESG is everybody's business

The last year has been marked by significant volatility. The improving post-vaccination economic environment was severely challenged by cascading and compounding crises. These included the Russian war against Ukraine, economic disruption caused by China's stringent 'Zero Covid Policy', the energy supply crisis in Europe, soaring inflation and rapid monetary tightening by central banks. Volatility within this crisis-filled context is further amplified by the increasing intensity of climate change, rapid biodiversity loss and rising social unrest. However, our business model has proven its resilience. The Group continued to diversify its risk profile by developing our business model, expanding geographically and integrating ESG principles.

Our approach to sustainability is inspired by our history and purpose: 'We Craft the Future'. In FY23, we continued building on our responsible business values and heritage. As a signatory of the United Nations Global Compact since December 2013 we continue to be committed to its ten Principles, while we are using the United Nations Sustainable Development Goals as a compass. We initiated comprehensive change across our Group functions and regions, as well as our Maisons to integrate ESG principles right across our business. This past year, we have reinforced the foundations of our ESG framework with priorities drawn from our FY23 double materiality assessment. To embed ESG in our business strategy, we provided sustainability training to our top 60 managers, including the CEOs of our Maisons. In addition, we appointed Bérangère Ruchat, the Group's Chief Sustainability Officer, to the Senior Executive Committee.

In this report, we have increased our GRI disclosures significantly compared to last year. We prepared the report in alignment with our ESG framework and included material GRI disclosures. We anticipated new ESG reporting requirements of Swiss legislation. We engaged a single audit firm to conduct an independent audit for both our ESG and financial reporting. We recognise we are on a journey of continuous improvement that will require further change and additional training for our teams. In this respect, we want this report to showcase our best efforts, with a view of continuous improvement over time.

In FY23, while reinforcing the foundations of our ESG management, we met important milestones, such as the phase-out of polyvinyl chloride (PVC), alongside our certification from Switzerland and France for gender-equal pay. This report describes these actions in detail and showcases some of the many achievements of our Maisons. Our performance in ESG ratings remains respectable, with a 13.9 point risk score on Sustainalytics, ranking us 28th out of the 195 companies in the rated textile and apparel universe and describing Richemont as 'low risk exposure' - 'strong management'. We welcome the evolving challenge provided by raters, their increasingly rigorous requirements reinforce our processes and continuous efforts to make progress and to disclose more material ESG information publicly. We hope that this FY23 report supports this positive trend and will meet our very diverse stakeholders' expectations.

Finally, I would like to thank all my Richemont colleagues from around the world, across different business functions and within our Maisons. They have shown their commitment to building a more sustainable future for the next generation. Sustainability is a ubiquitous and complex topic that cannot be managed by a single team. It takes all of us to move in the right direction to achieve impact. ESG is everybody's business.



Burkhardt Grund
Chief Finance Officer,
Board Member

BUSINESS HIGHLIGHTS

KEY FIGURES

2 341
boutiques in
our network

1 286
are directly operated
by Richemont

74%
of Group sales are now
direct sales to customers



Sales
€ 20 bn



Operating profit
€ 5 bn



Jewellery sales
€ 10 bn



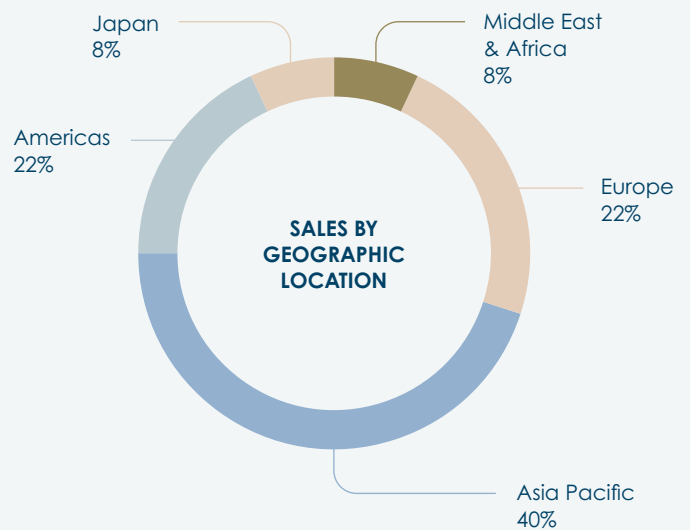
Watch sales
€ 7 bn



Clothing,
leather goods &
accessories sales
€ 1.8 bn



Cash flow from
operating activities
€ 4.5 bn



MATERIALITY OF “EXCLUSION CRITERIA”

In addition to widespread investor demand for ESG disclosures, some investors apply ‘exclusion criteria’ to their portfolio decisions. To help them, Richemont provides the following information regarding gun, alcohol and tobacco-related products.

Together, the sales of guns by James Purdey & Sons, the sales of alcoholic beverages in two dunhill restaurants and the sales of tobacco accessories, such as dunhill pipes, account for significantly less than 1% of Group sales.

Accordingly, the sale of such products is not a material element of Richemont's business.

ESG PERFORMANCE OVERVIEW

Please note that environmental disclosures are based on the calendar year 1 January – 31 December 2022.

ENVIRONMENT

SOCIAL

GOVERNANCE

 MSCI ESG RATINGS CCC B BB BBB A AA AAA	CDP Water score improved to B (C score in 2021)	Gender Balance females represent 57% of global workforce 40% of Senior Executive Committee
 WORLD'S BEST EMPLOYERS Forbes 2022 POWERED BY STATISTA Third consecutive year	13.9 in top 7%  SUSTAINALYTICS	Phase out of PVC from products & packaging
97% renewable electricity  RE100 CLIMATE GROUP CDP	 Universum Most Attractive Employer in Switzerland, France & China	First Chief Sustainability Officer in 2022 joined Senior Executive Committee in 2023
 in Switzerland & France EQUAL-SALARY CERTIFIED	ESG Report in accordance with GRI Standards: 40 quantitative indicators independently assured	 SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION Validated July 2021



CONSOLIDATING OUR SUSTAINABILITY APPROACH

MATERIALITY ASSESSMENT 2023

What the materiality assessment means for Richemont.

We conduct regular materiality assessments. These assessments offer a dynamic process that reflects the evolving context and circumstances of our impact across our own activities and business relationships, including actual and potential positive and negative impact on people and planet.

Conducting a materiality assessment is a way to proactively engage with internal and external stakeholders and gather insights to determine priority areas for future actions.

In the spirit of continuous improvement, the 2023 Materiality Assessment aimed to strengthen the methodology around the double materiality principle and to significantly increase the involvement of internal and external stakeholders.

This assessment is an essential tool as we refine our ESG reporting framework and evolve towards a focused performance-driven ESG strategy structured around material priorities. We will continue to monitor sustainability reporting requirements, in order to advance our future materiality assessments.

INTEGRATING THE DOUBLE MATERIALITY PRINCIPLE

The FY23 materiality assessment was conducted applying a double materiality principle. This requires disclosure of ESG impact on Richemont's business, as well as the impact of Richemont on people and/or the environment.

We first composed a longlist of ESG material topics based on benchmark analysis, ESG standards, ESG investor topics and rating requirements.

The ESG topic longlist was validated by an internal Steering Committee, comprising 23 Richemont employees, resulting in a final list of 21 ESG topics with around 100 sub-topics. The 21 topics were clustered into four groups, as represented in the figure below.

To assess the 21 topics, the following four dimensions were identified:

- The impact of ESG topics on Richemont's business ('financial materiality').
- The impact of Richemont's own activities and of Richemont's business relationships on people and/or the environment ('impact materiality').
- Stakeholder relevance.
- Dynamics of materiality.

Topic cluster 1: Environmental sustainability



- Biodiversity & ecosystems
- Circular economy
- Climate, emissions & energy
- Pollution of natural resources
- Protected species & animal welfare
- Waste management
- Water stewardship

Topic cluster 2: Social sustainability



- Diversity, Equity & Inclusion (DEI) across the value chain
- Health, safety & well-being across the value chain
- Social impact & community support
- Talent attraction & skill development

Topic cluster 3: Governance & economic sustainability



- Customer expectations & satisfaction
- Data privacy & cybersecurity
- Governance, ethics & compliance
- Product innovation, creativity & quality
- Stakeholder engagement
- Sustainable finance & investments

Topic cluster 4: Value chain & supply chain sustainability



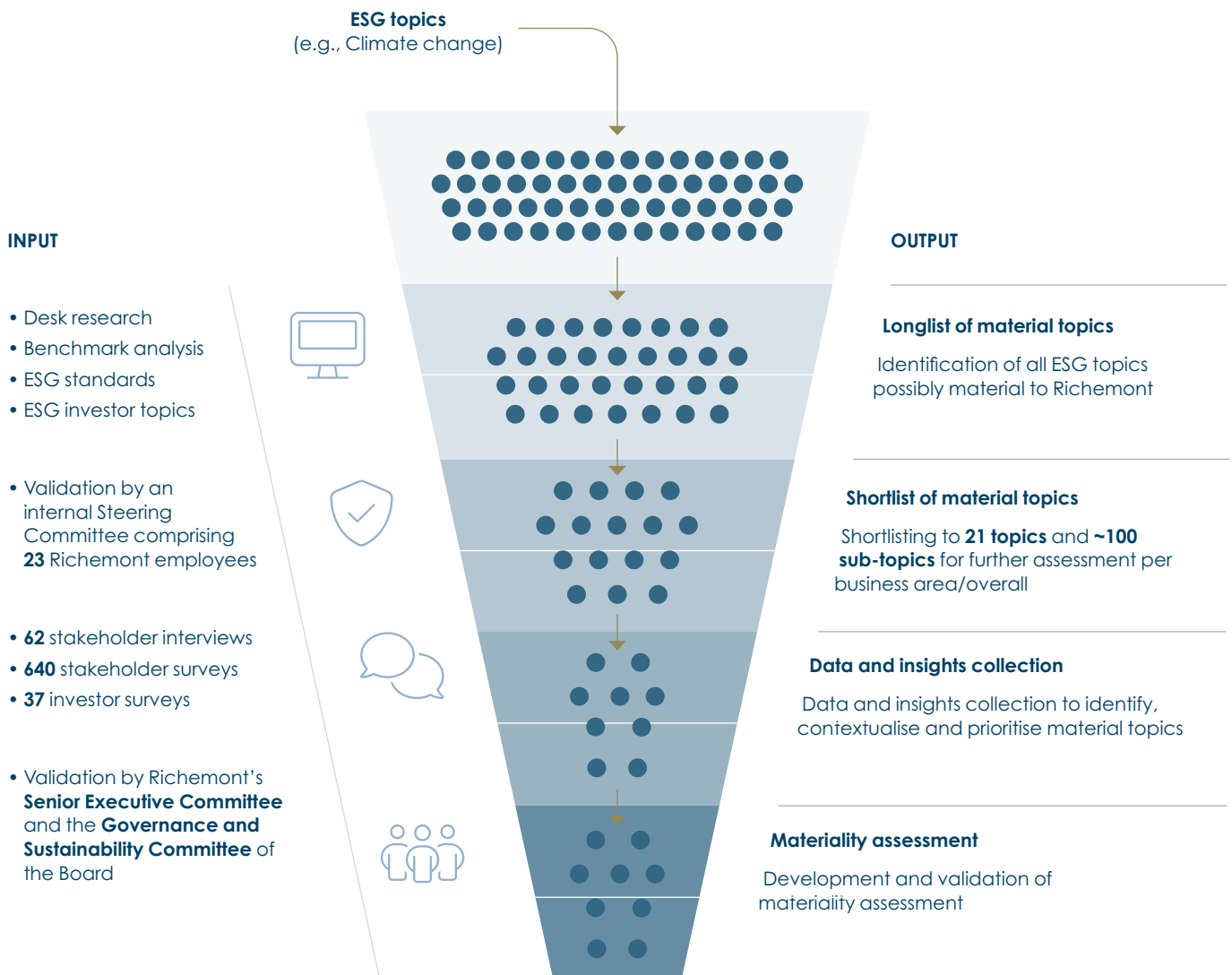
- Conflict minerals
- Hazardous chemicals
- Human rights & labour standards across the value chain
- Transparency & traceability of raw materials

GATHERING STAKEHOLDER PERSPECTIVES TO IDENTIFY MATERIAL TOPICS

Richemont regularly engages with its stakeholders to understand which ESG topics are most important to them. Stakeholder groups, their interests and how we engage with them are presented in the stakeholders' mapping included at the end of this chapter.

Throughout FY23, Richemont engaged a large sample of stakeholders to inform our materiality assessment, including: business leaders across Richemont's Maisons, functions and regions, NGOs, industry associations, academics, ESG experts, practitioners, suppliers, investors and clients.

Specifically, stakeholder insights were collected via online surveys with more than 640 responses from internal and external stakeholders, interviews with 40 internal and 22 external stakeholders and an investor survey with 37 respondents.



THE 2023 GROUP MATERIALITY MATRIX

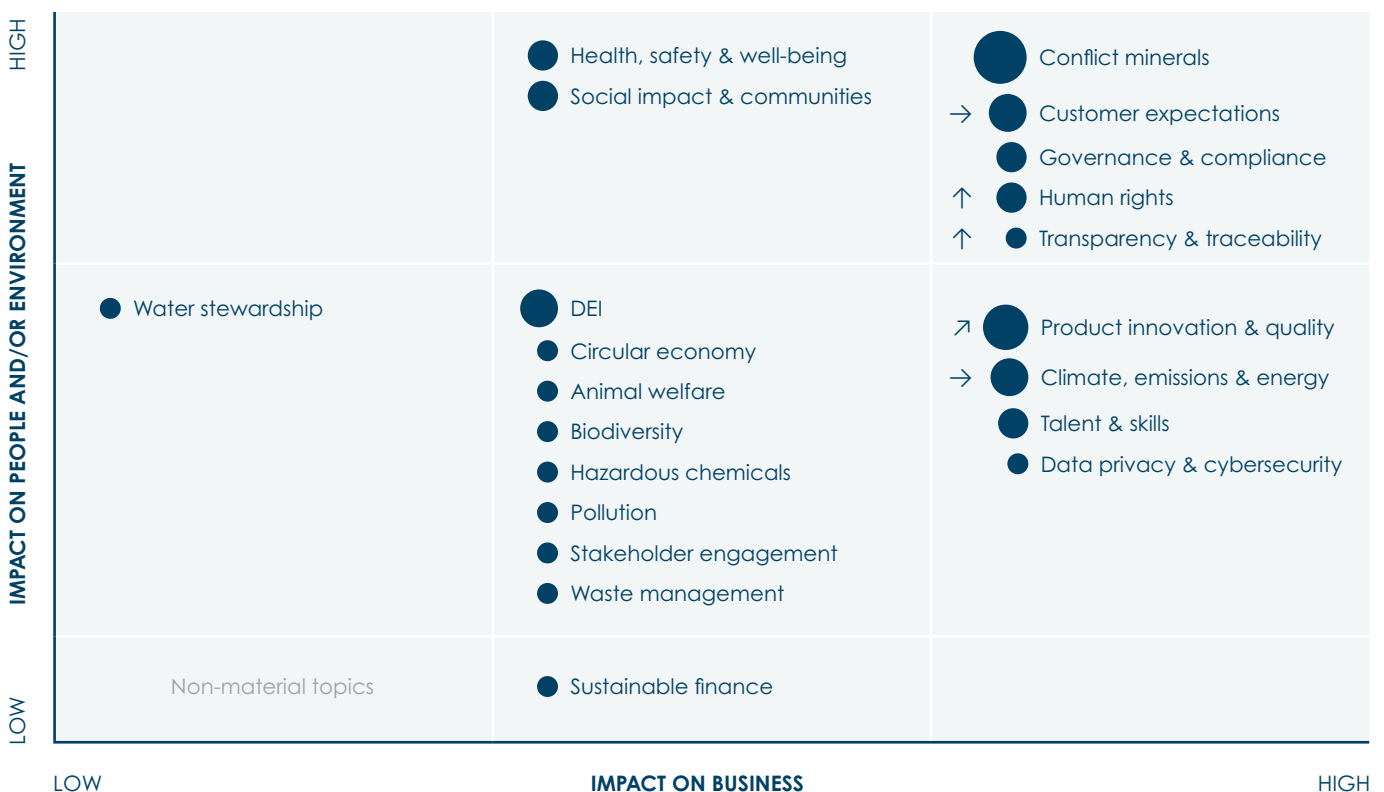
The stakeholder perspectives collected provided us with insights that confirmed that ESG topics continue to rise in importance and relevance.

Out of the 21 material topics, eleven topics were identified as highly material in terms of impact on business and impact on people and/or environment, while ten topics were identified as of medium materiality, as represented in the Group Materiality Matrix below. Not one ESG topic was identified as non-material to Richemont.

The 2023 Materiality Assessment was validated by Richemont's Senior Executive Committee and the Governance and Sustainability Committee of the Board in March 2023.

Comparison of this year's assessment to the previous year's reveals that conflict minerals, customer expectations, human rights and labour standards, as well as transparency and traceability remain the most material topics, consistent with overall industry and stakeholder importance. What has gained prominence is governance, ethics and compliance, data privacy and cybersecurity, and social impact, driven by increased pressure from regulators, customers and society at large.

Correlation table between material topics and GRI Indicators is available in the Appendix 2.



● ● ● ● ● Bubble size: Relevance to stakeholders

↑ Significant increase in impact on people and/or environment expected

→ Significant increase in impact on business expected

↗ Significant increase in impact on people and/or environment and on business expected

Topics in fields sorted first by relevance to stakeholders (i.e., bubble size) and then alphabetically

The following table provides a description of the 11 highly material topics identified, along with an analysis of how each topic's importance has evolved, compared to the previous assessment. Additionally, it details future trends and references to the relevant sections reporting information on actions taken to manage the topic and related impact.

Topics	Topic description and evolution	Reference to Report chapter
Conflict minerals	The topic of conflict minerals mainly encompasses the potential sourcing of minerals including precious metals, diamonds and coloured gemstones from Conflict Affected and High-Risk Areas (CAHRAs). In prior assessment, this topic was assessed as highly material with regards to both impact on business and impact on people and/or environment. Due to increased geopolitical tensions, as well as growing focus on transparency of information, it can be expected that this topic will remain highly important in the future.	Influencing our Supply Chain
Customer expectations & satisfaction	The topic of customer expectations and satisfaction mainly relates to the expectations of Richemont's customers and changes in expectations with regards to sustainable choices. Going forward, stakeholders expect the topic to be of increasing impact on Richemont's business, due to increased customer expectations.	Refining our Governance
Governance, ethics and compliance	The topic of governance, ethics and compliance mainly includes Richemont's ethical corporate citizenship and compliance to an increasingly ambitious and rapidly changing regulatory environment. Richemont's impact on governance, ethics and compliance has been assessed higher than in the previous year, based on the heightened regulatory pressure.	Refining our Governance
Human rights and labour standards across the value chain	The topic of human rights mainly encompasses the advancement and protection of human rights and labour standards across the value chain, e.g., raw material extraction of precious metals, coloured gemstones, diamonds, but also textile and leather production. In prior assessment, this topic was assessed as highly material with regards to both impact on business and impact on people and/or environment as well. In the future, the topic is expected to have an increasing impact on people and the environment, which can be linked to the growing regulations and initiatives on this topic.	Amplifying our Social Impact Influencing our Supply Chain

Continues overleaf...

Topics	Topic description and evolution	Reference to Report chapter
Transparency & traceability of raw materials	The topic of transparency and traceability concerns transparency in the full value chain and the traceability of raw materials (e.g., precious metals, diamonds, coloured gemstones, leather and textiles) back to their origin. In prior assessment, this topic was assessed as highly material with regards to both impact on business and impact on people and/or environment as well. In the future, the topic is expected to have an increasingly positive impact on people and the environment. This can be linked to the growing initiatives on this topic, which are expected to significantly improve the transparency and traceability of products.	Influencing our Supply Chain
Product innovation, creativity & quality	The topic of product innovation, creativity & quality mainly concerns the development of innovative materials, anti-counterfeiting measures and reliable quality. This topic did not change compared to last year's materiality assessment with regards to both dimensions, impact on business and impact on people and/or environment. The expectation towards Richemont on product innovation, product quality and overall creativity were and are expected to remain high.	Refining our Governance
Climate, emissions & energy	The topic of climate, emissions & energy mainly encompasses Scope 3 emissions generated by suppliers in Richemont's value chain (e.g., in raw material extraction/production). In prior assessment, this topic was assessed as highly material with regards to impact on business and medium material with regards to people and/or the environment. Going forward, stakeholders expect the topic to increase due to the growing regulatory focus.	Acting on our Environmental Impact
Talent attraction & skills development	The topic of talent attraction and skills development mainly relates to the preservation of craftsmanship through talent attraction and retention. It also includes training and development of highly specialised talent pools. The topic has not changed and was assessed to have a high impact on Richemont whereas Richemont was assessed to have a medium impact on this topic also in prior assessment. Moving forward, the topic's impact on Richemont's business is expected to increase due to a variety of reasons. For example, the search for talent or aging societies has a particularly (potentially) threatening effect on craftsmanship professions. Additionally, managing employee expectations (e.g., flexible working models, purpose driven work) in an ever-changing landscape is likely to increase in the future.	Amplifying our Social Impact
Data privacy & cybersecurity	The topic of data privacy & cybersecurity mainly includes the responsible use and protection of data (e.g., of customers, employees, suppliers). The materiality of the topic has increased significantly in the past and especially compared to the prior materiality assessment. It is expected to increase even more as more data is collected from the customer and supplier journey. In addition, the overall risk to people is likely to increase due to more advanced cyber-attacks.	Refining our Governance

Continues over...

Topics	Topic description and evolution	Reference to Report chapter
Health, safety & well-being in own operations	The topic of health, safety & well-being mainly encompasses occupational health & safety in own operations, employee well-being in terms of mental and physical health as well as workplace benefits and culture. In prior assessment, the topic of health, safety & well-being was assessed to have a high impact on Richemont, whereas this year it was assessed to have a moderate impact, likely related to the phasing out of the Covid-19 crisis. In addition, Richemont was evaluated to have a moderate impact on this topic in 2022, whereas this year it was assessed to have a high impact. Moving forward, the topic's impact on Richemont's business and on people and/or environment is expected to remain the same.	Amplifying our Social Impact
Social impact & community support	The topic of social impact & community support mainly encompasses the support of supply chain communities, the protection of cultural heritage and community investments (e.g., donations and philanthropy). With respect to the prior materiality assessment, the topic moved from medium to high materiality with regards to impact on people and/or environment. To ensure that our reporting on this topic accounts for all of our recent initiatives, such as our work with local schools and academia, or with charitable foundations, we direct interested readers to our website for further information.	Amplifying our Social Impact

MATERIALITY ANALYSIS AND ESG MANAGEMENT

Our next step is to further integrate our material topics in our framework to clarify strategic priorities. As we work on increasing disclosures and transparency, we need to set performance targets in our material areas. Moving forward our management approach to material topics will need to systematically include the following for each material topic: a policy or a commitment, actions to prevent or mitigate the topic's potential negative impact and enhance its potential positive impact, as well as processes to track the effectiveness of our actions. In future reporting we will include any lessons learned in the management of material topics and explain how they have been included in driving improvement. Stakeholders will be consulted in this approach.

Material topics are managed through dedicated internal governance mechanisms with small groups of employees taking a leadership role on each most material topic. Most material topics are characterised by a high degree of interdependency between different functions and will be tackled in various ways by Maisons while regions help harmonise and cascade the operationalisation. In this context managing most material topics requires a high degree of collaboration and consensus, facilitated by Group Sustainability for each topic. This report shows in every chapter how we are tackling material issues today.

Our goal is to drive constant improvement and track progress, and this is part of our ESG management approach. True to our culture of delivering more and promising less, we will move away from stretched goals and commitments that can be perceived as communication strategy and rather focus on internal KPIs that will be reported on an annual basis and diligently go through an independent assurance process.

OUR APPROACH TO ESG

“ESG should not be a selling factor, it is basically your right to be at the table. If you don't do it, you should not be in the game”.

Johann Rupert, Chairman, Richemont in Finanz und Wirtschaft, 8 August 2022

ESG FRAMEWORK

Our ESG framework is referring to the following regulatory instruments: [Swiss Code of Obligations](#) and the EU Corporate Sustainability Reporting Directive (CSRD). In addition, our framework takes into account the following voluntary principles and regulations: [United Nations Sustainable Development Goals \(SDGs\)](#), the [ten principles of the United Nations Global Compact](#), the United Nations [Guiding Principles on Business and Human Rights](#). Our Standards of Business Conduct, Supplier Code of Conduct, Environmental Code of Conduct are also guiding our ESG framework. More information about our codes of conduct is available in the Sustainability section of www.richemont.com under Reports & Policies.

To meet regulatory and voluntary disclosure requirements we are applying the Global Reporting Initiative (GRI) Standards which guide our sustainability journey. Our ESG approach is focusing on our material topics based on the significance of their economic, environmental and social impact.

CHANGE MANAGEMENT

This year our focus has been on designing a clear ESG reporting methodology and framework to start driving change in our sustainability ecosystem of Maisons, functions and regions. We are evolving from a collection of initiatives towards a consolidated and harmonised approach that we call 'freedom in a framework'. Maisons have to align their sustainability strategies with the Group ESG framework while they have the freedom to go beyond the framework requirements to express their distinctive brand territory and define strategic focus aligned with their specific identity. Maisons have to follow a rigorous approval process if they decide to make sustainability related claims.

Our ESG reset has been operationalised through organisational changes and training, including an inclusive approach to ESG transformation through many strategic workshops within all Group functions.

Organisational changes in FY23 included a redefinition of the role of our Group Sustainability function. Led by the Chief Sustainability Officer (CSO), Group Sustainability reports to the Chief Finance Officer (CFO) and is part of Group Finance. The CSO was appointed to the Senior Executive Committee (SEC) in February 2023. The SEC is now composed of the Group Chairman, the Chief Executive Officer (CEO), the CFO, the Chief People Officer - CEO of Regions and the CSO.

Group Sustainability is organised as a service centre for the functions, regions and Maisons and is operating around three pillars: ESG compliance, ESG intelligence and ESG advisory. The team in charge is accountable for delivering the ESG Report, developing the ESG strategy, driving ESG performance and providing guidance, learning and training to empower all our employees to contribute to our ESG roadmap.

The team includes a unit of four FTEs focusing on environment management including climate, water, waste and biodiversity. The unit works through internal partnerships with many expert functions including real estate, industry, procurement, sourcing, HSE and research & innovation at Group level. Collaborations on environment also include support to the Maisons on their environmental performance as well as with the regions. The work of the unit is enriched by external partnerships with experts, NGOs and collective initiatives such as the World Climate Foundation.

Alongside the environment unit we have created this year a social impact unit including three FTEs and an intern. The unit provides expertise on supply chain due diligence including human rights management. The social unit is interacting with group functions such as compliance, responsible sourcing and procurement, safety and human resources in order to address human sustainability across our value chain at Maisons and regional level as well as at Group level.

Along with topic-related expert units, the Group Sustainability team includes two roles focusing on change management with a focus on data management and digitalisation as well as transformation and performance management. All the team also works on governance related topics in partnership with functions including Legal and Compliance, Security, Digital, Technology and with the Corporate Secretariat in managing the relationship with the Board and Board committees.

When it comes to ESG performance, Group Sustainability works in partnership with the Investor Relations team. Other strategic collaborations include: Group Marketing supporting Maisons to avoid misleading sustainability related claims, Group Internal Communications on internal engagement and awareness raising and Corporate Communication on media relations. The team, led by the Chief Sustainability Officer, collaborates with a wide network including the Maisons Sustainability leads and their teams, the regions sustainability leads and their teams, as well as functions directly contributing to Richemont ESG performance such as HR, Sourcing and Procurement, Real estate, Research and Innovation, Legal and Compliance, Health and Safety, Technology and Transformation teams. In total, the Richemont broad sustainability community includes about 100 employees.

OUR APPROACH TO STAKEHOLDER MANAGEMENT

As previously mentioned we have involved a wide range of stakeholder through our materiality assessment process. In addition, we frequently organise dialogue sessions with external stakeholders from public and non-profit sectors on topics of common interest. Across the report we refer to specific partnerships in the area of climate change, biodiversity protection and human rights. We have built many collaborations with academic partners. Finally, our Maisons take part in various industry associations such as the Responsible Jewellery Council (RJC) or the Watch & Jewellery Initiative (W&JI), of which Cartier is a founding member. The Watch and Jewellery Initiative 2030 is guided by the Ten Principles of the United Nations Global Compact and the 17 SDGs. The initiative is a movement to accelerate positive impact in three areas: building climate resilience, preserving resources and fostering inclusiveness. Cartier plays a central role in driving the initiative work agenda. Other Specialists Watchmakers (SWM) Maisons are members of the W&JI as well.

STAKEHOLDER MAPPING

Groups	Selection	Engagement	Topics
Civil Society (civil society organisations, NGOs and multistakeholders organisations and initiatives)	We partner with civil society groups based on their expertise, commitments and ability to create long-term value on topics of mutual interest. We aim to preserve our historical partnerships and simultaneously cultivate new ones.	Conferences; meetings; partnerships; philanthropic donations; progress reports; webinars.	ESG practices; community partnerships; SDG agenda; biodiversity.
Employees	We search for employees who value collegiality, freedom, solidarity and loyalty in their way of working and simultaneously perform with curiosity, empathy, integrity, humility and courage.	Employee work councils; engagement surveys; onboarding process; individual performance management; coaching; events; intranet website; learning management system; social media; town hall meetings.	Health, safety and well-being; diversity, equity and inclusion; employee welfare; career development.
Communities	We establish local community partnerships based on the potential to generate positive impact where our operations are based. We support many endeavours that benefit the wider community, including cultural and artistic initiatives, as well as organisations that work to promote sportsmanship or contribute to environmental conservation and peace building.	Citizenship activities; local projects; volunteering days; internships; sponsorship; philanthropic donations; meetings.	Ethical, social and environmental practices; community partnerships and projects; local employment opportunities; livelihoods; economic impact.
Customers	We build trust with our customers by providing them with unique and responsible products. The vast majority of our creations last a lifetime.	Customer service; events; meetings; social media; surveys.	Product quality, craftsmanship and safety; customer expectations and service; traceability; data protection.
Academic Partnerships	We choose education and research partnerships based on expertise and shared interests. We currently sustain academic partnerships in various fields, including science and technology, watchmaking, micromechanics, craftsmanship, fashion and design.	Campaigns; dialogue; projects; social media.	Business transformation; ESG progress; product innovation
Finance Community (investors, insurance companies, financial analysts, rating agencies)	We seek investors with whom we are able to develop long-term relationships based on trust and value creation. We work to ensure our investment decisions are increasingly transparent and integrate ESG criteria.	Conferences; meetings with portfolio managers; quarterly updates; reports and publications.	ESG and financial performance; governance and business ethics; industry and market trends; ESG ratings; strategy and capital allocation.
Shareholders	We strive to consistently deliver attractive returns to our shareholders while progressively increasing dividend. "A" shares issued by Compagnie Financière Richemont SA are listed and traded on the SIX Swiss Exchange. They are included in the Swiss Market Index (SMI) of leading stocks. Richemont "A" shares are also traded on the Johannesburg Stock Exchange, the Company's secondary listing.	Annual ESG Report; Annual Report; ESG ratings; Annual shareholder meetings.	Diversity, equity and inclusion; ESG performance; risk management; value creation.
Suppliers	We select our suppliers if their own policies share our culture and philosophy and treat them ethically and fairly. We expect that suppliers comply with all relevant legislation and standards listed in our Supplier Code of Conduct and that they have appropriate systems and controls to ensure continued compliance.	Audits; certifications; ESG ratings; industry organisations; meetings; on-site visits; reporting; risk assessments.	Due diligence; ESG certifications; human rights and labour standards; product safety and quality; product trade and compliance; responsible sourcing of raw materials; supply and delivery challenges; transparency and traceability.
Media	We engage with specialist and mainstream media who are interested in our business.	Annual Report; Annual ESG Report; website; conferences, meetings; publications; social media.	Consumers' ESG expectations and standards; ESG and financial performance; advertising.



ACTING ON OUR ENVIRONMENTAL IMPACT

INTRODUCTION

We are committed to continuously improving our environmental performance and taking action to respond to climate change and transition to a low-carbon future.

In 2022, Richemont was recognised by the CDP for its environmental leadership, receiving an A- score for climate change and for its water stewardship, improving from a C score in 2021 to a B score in 2022, marking our second-year reporting on water security.

Richemont remains committed to reducing its greenhouse gas emissions, in line with science-based reduction targets for 2025 and 2030, which were validated by the Science Based Targets Initiative (SBTi) in 2021. Our performance and progress towards these targets are shown in the below table. Where data is restated please refer to the Basis of Preparation document for more details.

Targets and 2022 Performance*

Target 2025

Increase annual sourcing of renewable electricity to 100%.

BASE YEAR 2019

STATUS IN 2021

STATUS IN 2022

64%

93%**

97%

20% of Richemont suppliers by emissions covering purchased goods and services and upstream transportation and distribution will have SBTs.

8%

13%**

14%

Target 2030

Reduce absolute Scope 1 and 2 GHG emissions by 46%.

60

19**

19

ktCO₂e

ktCO₂e

ktCO₂e

Reduce Scope 3 GHG emissions from purchased goods and services and business travel by 55% per dollar value added.

146**

110**

120

tCO₂e/\$m

tCO₂e/\$m

tCO₂e/\$m

*Including YNAP

**Restated figures

OUR APPROACH

Our Group is committed to minimising our environmental footprint as outlined in our Standards of Business Conduct and in the Richemont Environmental Code of Conduct. We adopt a risk-based approach to environmental management, focusing on topics identified as most material: climate, emissions & energy, circular economy, biodiversity, pollution, waste management and water stewardship.

Over the past year, we have refined our reporting processes, preparing for the environmental disclosure requirements, such as the Swiss Ordinance on Climate Disclosure and the European Union's Corporate Sustainability Reporting Directive (CSRD), aligned with the Task Force on Climate-related Financial Disclosures (TCFD). Furthermore, we are applying the Global Reporting Initiative (GRI) Standards, which guide our transparency journey towards regulatory and voluntary disclosure requirements. To meet the expectation of our investors and stakeholders, we integrate reporting requirements from organisations like CDP and ESG rating agency Sustainalytics.

As part of this continuous improvement in measuring and reporting, in 2022 we have strengthened our data collection and internal quality assurance processes, which resulted in better quality of environmental data. For more details related to environmental reporting methodology, refer to the Basis of Preparation, available on our website.

MANAGING GREENHOUSE GAS EMISSIONS

We are committed to tackling climate change and its impact.

Our approach for managing greenhouse gas (GHG) emissions is to measure our impact following the GHG Protocol principles, minimise our carbon footprint against Science Based Targets (SBT) and partially compensate remaining emissions through certified offsetting projects.

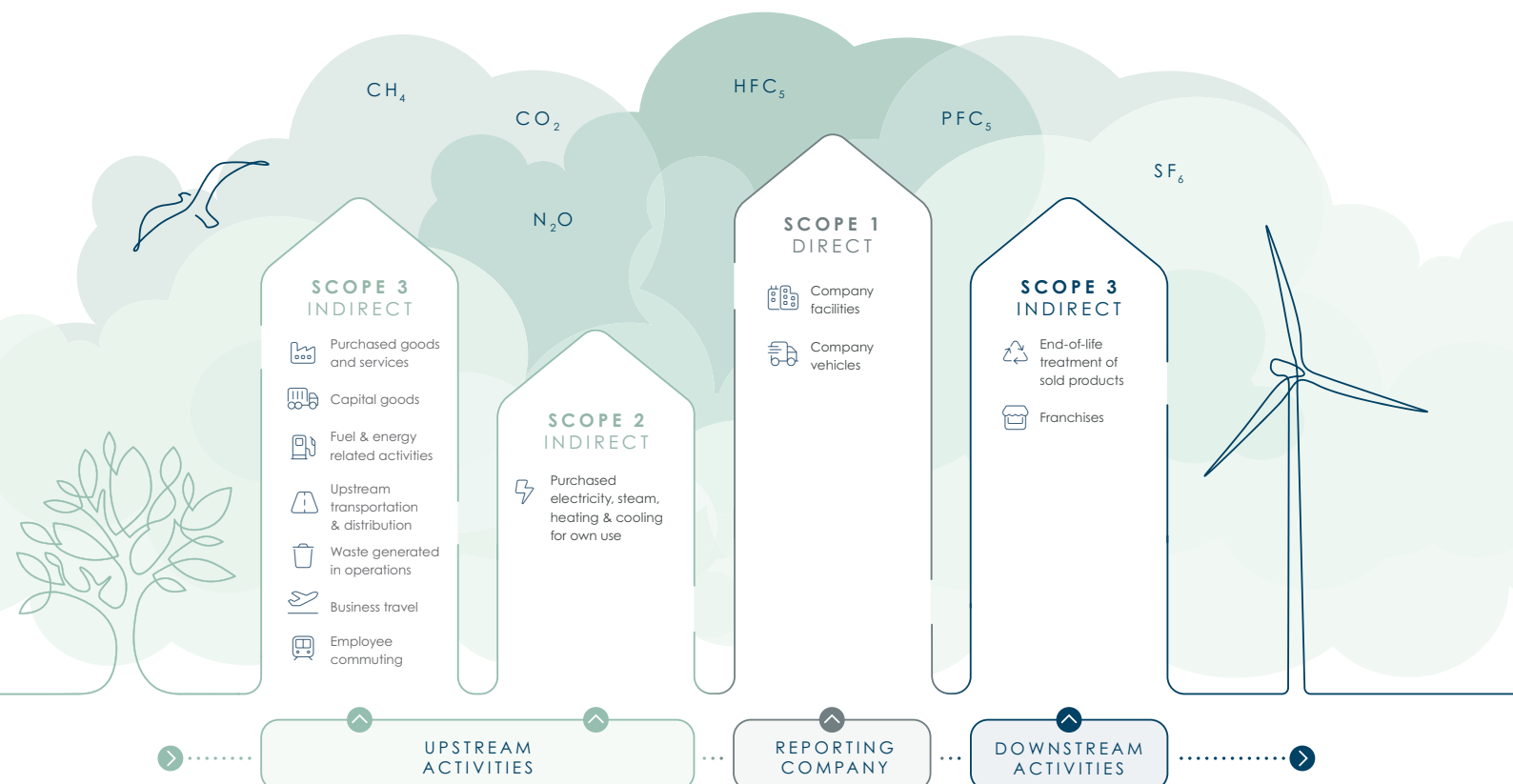
For Scope 1 and 2 emissions, we are progressively transitioning to renewable energy sources and enhancing energy efficiency at our owned sites. We committed to sourcing 100% renewable electricity by 2025 in accordance with RE100.

For Scope 3 emissions, we recognise the importance of engaging with our suppliers to identify opportunities for reduction within our supply chain. As part of this commitment, we actively exchange with our suppliers via external initiatives such as the CDP Supply

Chain Programme, to encourage them to take climate action by committing to science-based targets. Our supplier efforts are also supported with robust internal initiatives. For instance, Cartier developed two tools to help its supplier engagement with respect to climate mitigation. The first tool is a carbon footprint calculator, the second one is a trajectory definition tool aligned with SBTi's recommendations, allowing suppliers to not only define their own reduction trajectory but also select a list of best practices to reduce their carbon footprint according to their activities.

Further details on initiatives we are implementing to achieve our reduction targets are available in the following sections.

Overview of GHG Protocol scopes and categories relevant to Group Richemont value chain



OUR GHG EMISSIONS PERFORMANCE

In 2022, our total GHG emissions reached 1 906 626 tonnes of carbon dioxide equivalents (tCO₂e), a 24% increase compared to 2021. The rise in GHG emissions can be attributed to overall business growth driving production volumes, capital and operating expenditures. Moreover, Covid-19 recovery in some markets led to increased business travel. Lastly, the acquisition of Delvaux in June 2021 and its full integration into Richemont's GHG footprint in 2022 contributed to our emission growth.

Total GHG emissions by Scope

ktCO ₂ e	CY2019	CY2020	CY2021	CY2022
Scope 1	15.9	11.3	13.3	14.8
Scope 2 Market-Based	44.3	5.7	5.5*	4.6
Scope 3	1 325.9*	1 194.1*	1 524.0*	1 887.2
Total	1 386.1*	1 211.1*	1 542.8*	1 906.6
Group emissions intensity (ktCO ₂ e/€m sales)	0.10	0.09	0.08	0.08

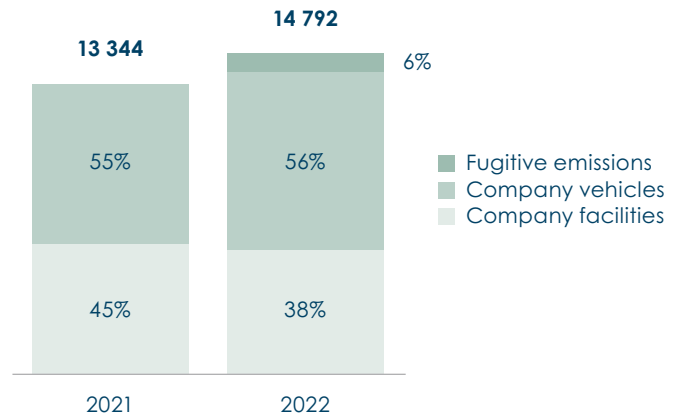
*Restated figures

Scope 1

In 2022, Richemont's Scope 1 emissions increased by 11% compared to 2021. This is primarily due to company vehicles' growing usage, which accounts for 56% of Scope 1 emissions.

Company facilities' fuel and gas consumption represents the second most emitting category for Scope 1, accounting for 38%. The emissions have decreased by 5% compared to 2021, as a result of actions implemented following the European energy shortage in the last quarter of 2022. More details can be found under the Managing Energy section.

Lastly, a pilot project run last year in our European sites revealed that fugitive emissions from refrigerant leaks are material in our Scope 1, and we took action to include them in our reporting for the first time this year. In 2022, fugitive emissions contributed to 6% of our Scope 1.



Scope 1 tCO₂e by year and by category

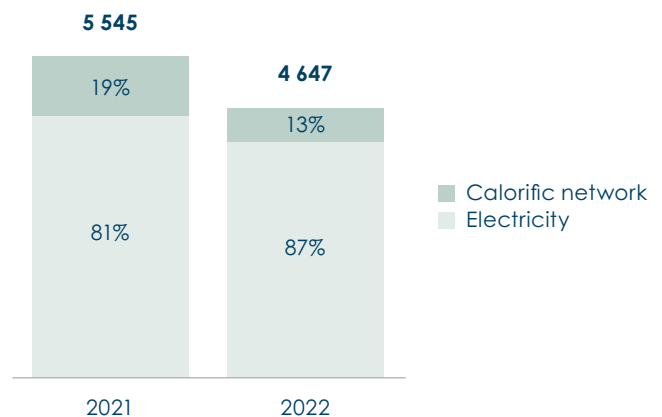
Scope 2 Market-Based

We have recorded a 16% decrease of our Scope 2 market-based GHG emissions compared to 2021. The neighbouring chart shows that Scope 2 emissions are split between purchased electricity and the calorific network, encompassing heat, steam, or cooling from district plants.

In 2022, some of our Maisons manufacturing sites implemented best practices to limit their Scope 2 emissions: Cartier and IWC recover heat from compressors to heat their building and IWC uses groundwater to cool and heat their building.

Purchased electricity represents 87% of our Scope 2 market-based footprint. Its emissions decreased by 10% compared to 2021, mainly driven by renewable electricity purchased during the 2022 reporting period.

The remaining 13% of our Scope 2 emissions are generated by the purchased calorific network, which GHG decreased by 44% compared to 2021. For this specific case, we improved our data reporting by using specific supplier emission factors for the first time in 2022.



Scope 2 tCO₂e by year and by category

Scope 3

Scope 3 emissions comprise approximately 99% of our total GHG emissions with the majority of these emissions (78%) coming from purchased goods and services. Richemont's second most important emission category is upstream transportation and distribution, accounting for 10% of total Scope 3 emissions. Capital goods represent the third most significant category, accounting for approximately 6% of total Scope 3 emissions. The remaining Scope 3 categories, which include fuel and energy-related activities, waste generated in operation, business travel, employee commuting, end-of-life treatment of sold products and franchises represent less than 7% of total Scope 3 emissions.

During 2022, Scope 3 GHG emissions increased by 42% compared to the 2019 base year. A breakdown of these emissions is provided below.

Scope 3 emissions by category

ktCO ₂ e	CY2019	CY2020	CY2021	CY2022
Total Scope 3	1 325.9*	1 194.1*	1 524.0*	1 887.2
Scope 3 per calculated category				
Purchased goods & services	961.4*	890.4*	1 230.4*	1 473.8
Capital goods	72.2	122.1	70.8	106.3
Fuel and energy-related activities	12.9	10.7	18.2	19.1
Upstream transportation & distribution	159.7	122.3	150.8	188.6
Waste generated in operations	5.1	2.1	2.7*	1.5
Business travel	53.8	9.1	10.5	39.3
Employee commuting	32.5	8.6	8.5	25.8
End-of-life treatment of sold products	6.1*	5.5*	8.5	9.8
Franchises	22.1	23.2	23.5	22.9

*Restated figures

Purchased Goods and Services

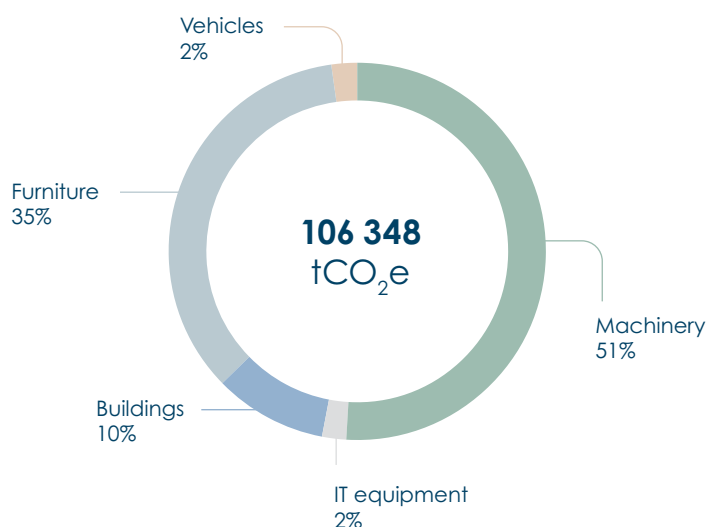
Emissions from purchased goods and services increased by 20% compared to 2021. Richemont business growth in 2022 directly impacted emissions from services' operating expenditure, purchased finished goods and raw materials.

In the effort to reducing our purchased goods' emissions, Richemont has developed the Point Of Sales Materials (POSM) 360 and Packaging 360 pilot programmes, focusing on Jewellery

and Specialist Watchmaker Maisons. These programmes were created in response to the emission impact assessment of POSM and packaging, primarily linked to production and transportation. Both programs aim to reduce GHG emissions by matching supply with demand, while optimising physical distribution.

Capital Goods

The emissions increased by 50% compared to the previous year, mainly due to investments driven by business growth. The area of newly acquired buildings and the number of newly leased vehicles increased in 2022 compared to 2021 but remained below our 2019 base year level.



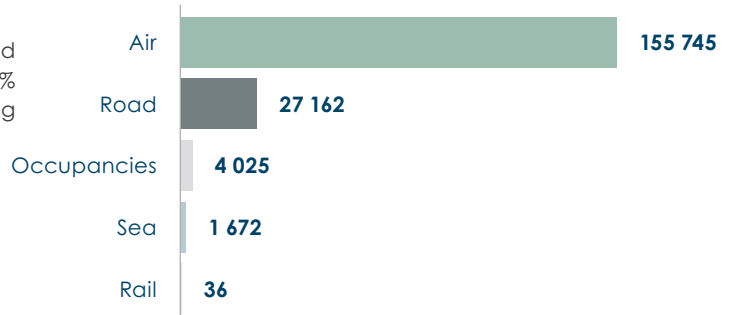
Capital goods tCO₂e emissions by sub-category in 2022

Fuel and Energy Related Activities

This category encompasses upstream emissions of fuel and energy. The emissions went up by 5% compared to the previous year, which can be explained by the correlation with the energy consumption rise.

Upstream Transportation and Distribution

Upstream transportation and distribution represent the second highest category of our Scope 3 emissions, which rose by 25% compared to 2021 and is explained by the increase in shipping volume driven by business growth.



Upstream transportation and distribution tCO₂e emissions by transport mode in 2022

Waste Generated in Operations

The emissions related to waste generated in operations decreased by 43% compared to last year.

The section describing our waste management performance offers further details on our approach.

Business Travel

Business travel accounts for transportation of employees for business-related activities with vehicles not owned or operated by Richemont. In 2022, business travel emissions more than tripled compared to 2021, but remained below our 2019 base year in absolute terms. Long-haul flights saw a substantial

increase, partially driven by the reopening of Asia Pacific borders in 2022. Emissions from hotel stays, included from 2020 onwards, increased as well due to their correlation with the rise in business travel.

Employee Commuting

Employee commuting accounts for emissions related to employees travelling between their homes and worksites and their home office habits. Our 2022 survey on employee commuting and home office habits revealed that employees' habits generated 25.8 ktCO₂e emissions, a significant increase compared to 2021 reflected by the return of employees to the office post-Covid. However, the 2022 footprint remains lower than the 2019 base year level.

To mitigate the increase in employee commuting emissions, some of our major sites support lower-emission transport models (soft mobility) by organising shuttles and incentivising employees to use public transport, cycle, or carpool instead of relying on private cars.

End-of-life of Sold Products

This category's emissions increased by 16% compared to 2021 and are directly linked to the business growth of sold products, reported under purchased goods.

Franchises

This category covers the Scope 1 and 2 emissions of our external boutiques. In 2022, our franchises emitted 22.9 ktCO₂e, a slight 3% decrease compared to 2021. This is reflected by the relatively stable number of external boutiques over the last two years.

OUR PERFORMANCE AGAINST OUR SCIENCE BASED TARGETS

In our Science-Based Targets (SBT), Richemont is committed to reducing absolute Scope 1 and 2 GHG emissions by 46% by 2030 from a 2019 base year. Our SBT extends to reducing Scope 3 GHG emissions by 55% per dollar value added by 2030 from a 2019 base year for the categories of purchased goods and services, as well as business travel. Richemont also pledges that 20% of its suppliers, in terms of emissions covering purchased

goods and services and upstream transportation and distribution, will have Science-Based Targets by 2025.

In 2022, Richemont decreased Scope 1 and 2 absolute emissions by 68% compared to the 2019 base year, driven mainly by our continuous actions in reducing our Scope 2 emissions over the past three years.

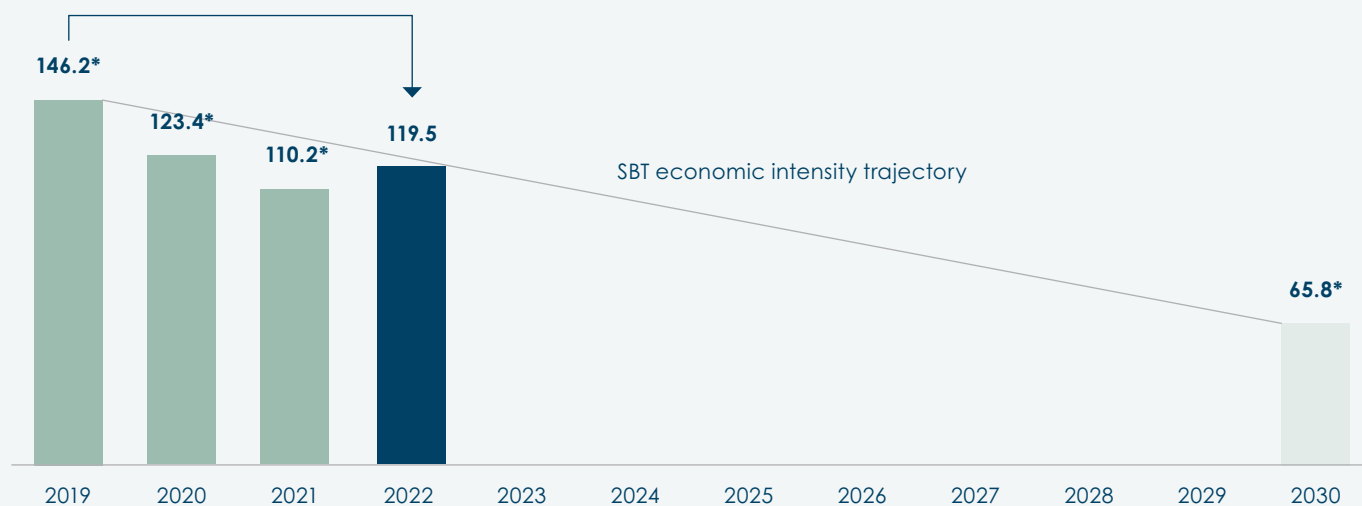
Scope 1 & 2 absolute target (tCO₂e)



*Restated figure

Richemont Scope 3 economic intensity emissions decreased by 18% compared to our 2019 base year. This intensity reduction is mainly related to the Group's economic growth during the last 3 years.

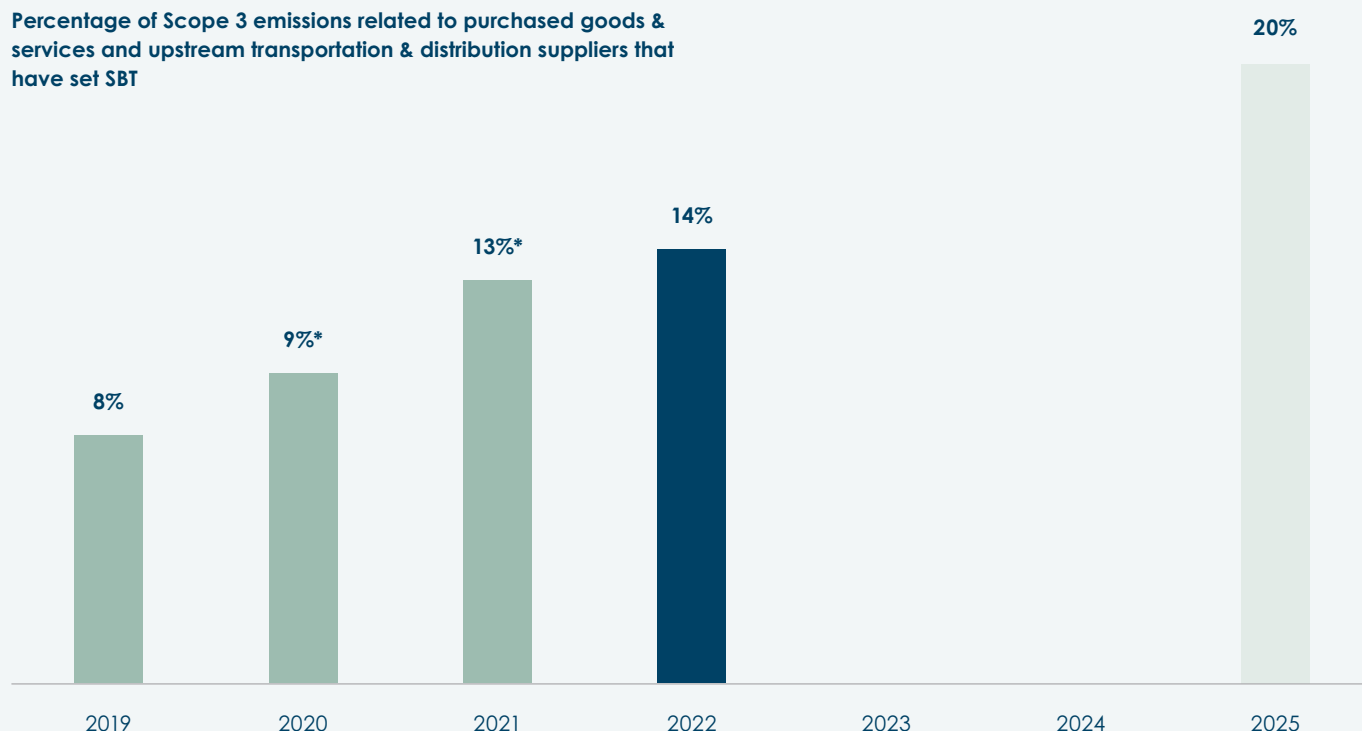
Scope 3 economic intensity target (tCO₂e/€m)



*Restated figures

In 2022, 14% of Richemont suppliers, in terms of emissions covering purchased goods and services and upstream transportation and distribution, have set Science-Based Targets, a constant increase since 2019 and on track to reach our 2025 target.

Percentage of Scope 3 emissions related to purchased goods & services and upstream transportation & distribution suppliers that have set SBT



*Restated figures

GHG EMISSION COMPENSATION

Richemont has offset Scope 1, 2 and 3 (business travel and upstream transportation & distribution) of its 2021 GHG emissions by supporting various projects which are verified by Verra VCS (Verified Carbon Standard) or Verra CCBS (Climate, Community & Biodiversity Standard):

- **Preserving Forests:** Supporting trans-frontier conservation areas, specifically the Luangwa Community Forests Project in Zambia.
- **Clean Energy Transition:** Harnessing the power of flowing water to generate electricity in Colombia and Indonesia.
- **Preventing Deforestation:** Protecting forests and promoting biodiversity in Belize.
- **Renewable Energy:** Contributing to the renewable energy sector in South Africa.

In addition to these initiatives, Cartier, IWC Schaffhausen, Jaeger-LeCoultre and Panerai have compensated for all their GHG emissions and have selected specific projects beyond those listed on the left. As part of its offsetting strategy, Cartier seeks to increase the share of high impact certified carbon removal projects which represents close to 80% of the brand's total carbon offset.

Richemont monitors the carbon offset market to assess opportunities and challenges connected to compensation schemes.

MANAGING ENERGY

Greenhouse gas emissions and energy use are intertwined. According to the United Nations Environment Programme – Finance Initiative (UNEPFI), nearly 40% of global greenhouse emissions originate from the real estate sector. Out of these emissions, close to 70% are generated through the operation of buildings, while the remaining 30% comes from construction.

Operating in a global environment, with a range of direct and indirect controls over its total real estate portfolio, Richemont has a duty of care to manage its energy footprint. We undertake activities in more than 1500 buildings around the world, including approximately 1280 boutiques and numerous offices, manufacturing sites, customer service centres and logistics platforms. Our total real estate portfolio covers around 1.2 million square meters.

OUR MANAGEMENT APPROACH TO ENERGY CONSUMPTION

We prioritise renewable energy procurement in all our operations, where we have direct control over our offices, manufacturing sites and some logistic facilities. We do this through investment in self-generated (on-site) energy, such as photovoltaic solar panels, heat pump and geothermal plants, or by switching to renewable energy options provided by local utilities.

For instance, Cartier decided to vertically integrate renewable energy production to cover the Manufacture's electricity needs for production, lighting, heating and air conditioning. This production of renewable energy is possible due to 3 800 m² of solar panels on the roof of the Manufacture, as well as a hydroelectric power station located in Santa Maria Maggiore in the Italian Alps, in which Cartier has invested. The surplus renewable energy production from the plant not used by Cartier is redistributed into the network.

For a significant number of buildings or spaces where we are part of a larger building and do not have direct control over energy consumptions and sources, we engage with our landlords to explain our efforts and commitment to renewable energy, encouraging them to switch to renewable sources of electricity and take energy saving measures.

In addition to this, we have a comprehensive Energy Attributes Certificates (EACs) purchasing project, which includes Renewable Energy Certificates (RECs).

Richemont recognises that driving energy efficiency is an effective path to further reducing emissions. To identify opportunities for improvement, in 2021, the Group developed an internal environmental assessment tool: the Green Building Score Card. It covers a range of topics such as urban integration, energy, waste, water use and employee well-being, using criteria derived from recognised rating systems such as LEED and BREEAM. The score card contains more than 50 self-evaluation points that simultaneously question, challenge and guide building managers in operating our buildings sustainably. Furthermore, we have in place a series of internal guidance booklets to reduce energy use in our buildings. This includes the Lighting Guide for LED Illumination in Workspaces and Display Case and the Energy Monitoring & CO₂ Reduction Guide.

We seek to follow the highest environmental standards when building and renovating company facilities. To this end, in 2019, a new criteria was integrated in the approval of budget requests, which identifies and highlights projects that follow environmental criteria (e.g. environmental certification). The Green Handbook for Construction Projects is available to all project managers to help delivering more sustainable boutiques without compromising excellence of the projects.

The Campus Genevois de Haute Horlogerie acts as a role model for Richemont's approach to managing energy in buildings. The consumption of electricity on the campus is reduced through geothermal sensors meeting 80% of annual cooling needs and electricity generation from 2 600 m² of photovoltaic solar panels. Any remaining electricity that is purchased comes from 100% renewable sources.

≡ ACTING ON OUR ENVIRONMENTAL IMPACT

The following buildings in Europe have been designed to the highest environmental standards.



- 1 Campus Richemont, Villars-sur-Glâne**
No fossil fuel, connected to urban heating, equipped with 1 400 sqm of photovoltaic panels
- 2 Cartier Components Manufacture, Couvet**
No fossil fuel
- 3 Cartier Stamping, Glovelier**
No fossil fuel, LEED-certified – O+M
- 4 IWC Manufacture, Schaffhausen**
Gas, but converting to biogas
- 5 Panerai Manufacture, Neuchâtel**
No fossil fuel
- 6 Vacheron Constantin Manufacture, Le Brassus**
No fossil fuel
- 7 Valfléur Components Manufacture, Buttet**
No fossil fuel
- 8 Donzé-Baume, Les Breuleux**
No fossil fuel
- 9 Campus Genevois de Haute Horlogerie, Switzerland**
Minergie-ECO-certified
- 10 Cartier Jewellery Manufacture, Switzerland**
LEED-certified – O+M
- 11 A. Lange & Söhne Manufacture, Germany**
Building with sustainable features
- 12 Buccellati Headquarters, Italy**
LEED-certified
- 13 Amsterdam offices**
Renovated and certified with BREEAM label

For boutiques, we typically operate in a larger retail environment that we do not control. We have managed to certify some boutiques through LEED that are predominantly newly opened or recently renovated.

OUR ENERGY CONSUMPTION PERFORMANCE

Our building energy consumption for 2022 was 281 GWh, an increase of 3% compared to 2021 due to business growth, newly acquired and rented buildings and increase in FTE. In 2022, following the energy shortage situation in Europe, Richemont acted further on its energy usage and efficiency, while maintaining the level of production. Some key comfort reduction measures, such as heating temperature reduction and adapting lightning were implemented. Moreover, to better track energy

consumption at the Swiss sites, Richemont developed a weekly dashboard that enabled to monitor the consumption and measure the energy savings.

Furthermore, since 2020 Richemont advanced in its effort to optimise data storage by migrating to date 89% of its servers to the cloud. This action contributed to reducing our energy consumption.

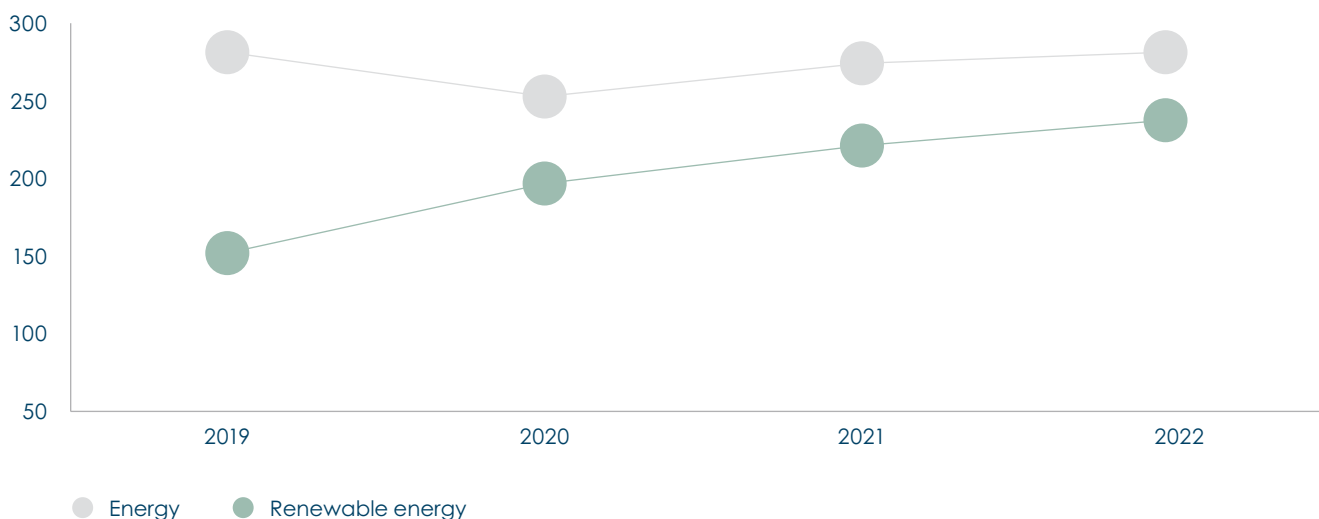
Total energy consumption

GWh	CY2019	CY2020	CY2021	CY2022
Direct energy consumption	36	36	44	40
Indirect energy consumption	245	216	230	241
Total energy consumption	281	252	274	281
Group Energy intensity (GWh /€m sales)	0.020	0.019	0.014	0.012

The majority of renewable energy consumption comes from purchased renewable electricity. Moreover, multiple Maisons implemented on-site renewable energy generation, for instance A. Lange & Söhne has the largest geothermal plant in

the Saxony region, and Vacheron Constantin's heat pump generated 100% of the heating needed for its manufacture in Le Brassus.

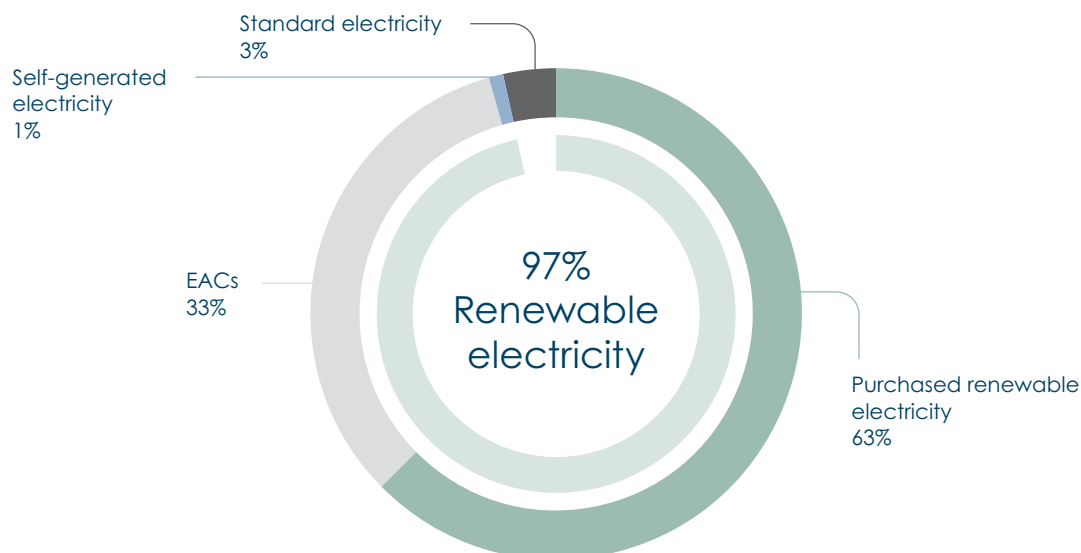
Yearly energy consumption (GWh) including its proportion of renewable energy



In February 2021, we became a member of RE100 and committed to sourcing 100% renewable electricity no later than 2025. In 2022, Richemont sourced the equivalent of 100% of its electricity consumption from renewable electricity, of which 97% is aligned with the RE100 market boundary criteria. In cases where Richemont could not source renewables locally, it sourced electricity from neighbouring grids connected to markets where renewable electricity was available.

A total of 17 Richemont sites, including offices and manufacturing sites, have produced photovoltaic energy in 2022. It significantly increased the Group's self-generated solar electricity by 58% compared to last year. For example, Piaget has self-produced 560 MWh since March 2022, following the installation of photovoltaic panels on the roof of its manufacturing building in 2021.

Percentage of electricity sourced by type in 2022



MITIGATING WASTE IMPACT AND EMBEDDING CIRCULARITY

At Richemont, we are dedicated to adopting circular economy principles and reducing waste in order to minimise our impact on the environment and protect human health. This commitment is not only essential for the well-being of our planet, but also aligns with our customers' expectations for high quality, state-of-the-art and environmentally sound products.

OUR APPROACH TO WASTE MANAGEMENT

In 2020, Richemont implemented a comprehensive waste classification system, enabling us to collect waste data by type and end-of-life options across our manufacturing sites, warehouses, offices and boutiques. In 2022, we refined our metrics to differentiate between hazardous and non-hazardous waste, aligning with the GRI Standards.

Our Environmental Code of Conduct outlines our commitment to monitoring resource consumption and reducing waste. We ensure that hazardous and toxic materials are treated in accordance with local and international regulations and we carefully manage the use of hazardous chemicals to mitigate potential environmental harm.

Our waste types include: domestic/municipal, cardboard waste and Special Industrial Waste (SIW), other waste types are detailed in the Environment data set at the end of the chapter. Cardboard related waste comes mainly from our warehouses globally and accounts as our second most material waste impact, as described in the data set section of this chapter. Special Industrial Waste is our third most material waste type, which is generated by our manufacturing sites activities.

Responsible Chemical Management

The responsible management of chemicals is a critical element of sustainable practices and is essential to guarantee human and environmental health. We are subject to worldwide chemical regulation, mandatory standards and requirements associated with chemical use and we observe a higher degree of stakeholder awareness around chemical management. In 2017, we created a Chemical Competence Center (CCC) and we have implemented a Product Restrictive Substance List (PRSL), a living document restricting at a safe level the use of chemicals in our products. The PRSL is supported by testing tools that allow our Maisons and their suppliers to check product compliance and we have received positive feedback, particularly from small and medium enterprises, regarding

the usefulness of the tools. In FY23, an internal Chemical Management Committee was launched with the aim to continuously improve the management of chemicals within the Group, boost innovation and follow up on best practices around responsible management of chemicals. More details are available in the Amplifying our Social Impact chapter under Ensuring Health and Safety of our People.

OUR WASTE MANAGEMENT PERFORMANCE

In 2022, we reported 13 987 tonnes of waste, a 9% increase compared to the previous year. Our journey towards better waste management was marked by increasing waste diverted from disposal through recycling and composting. We collaborated with local service providers to successfully raise the amount of our waste recycled (+18%) and composted (+30%) compared to 2021. These collaborations allowed us to reduce our impact on the environment while also contributing to the local circular economy. As a result, waste sent to landfill decreased by 61% in 2022, amounting to 870 tonnes.

In addition, we have made significant strides in improving the accuracy and quality of our waste data by adapting our waste types classification system with the GRI Standards. By doing so, we were able to better track and manage our waste streams, reducing by more than 50% the amount of waste for which end-of-life treatment was recorded as "undefined".

2022 Waste quantity (tonnes) by disposal method split between hazardous and non-hazardous

Tonnes	Hazardous	Non-hazardous	Total
Composting	0	120	120
Recovery for recycling	550	6 632	7 181
Total waste diverted from disposal	550	6 752	7 302
Incineration with energy recovery	578	3 410	3 988
Incineration without energy recovery	50	321	371
Landfilling	117	753	870
Undefined	358	1 099	1 457
Total waste directed to disposal	1 103	5 582	6 685
Total waste generated	1 653	12 334	13 987

EMBRACING CIRCULAR ECONOMY PRINCIPLES

Our products are known for their longevity and reparability. A recent internal assessment revealed that approximately 50% of in-house repair interventions in the last year involved watches that were more than 15 years old. The majority of our watch Maisons guarantee the possibility of repairing their time pieces. For instance, Cartier specifically guarantees the possibility of repairing any Cartier piece to all its customers. In 1996, Cartier created Cartier Tradition, which offers for sale Cartier creations authenticated, documented and when necessary, restored according to the information kept by the Archives. Van Cleef & Arpels offers a similar service. Moreover, more than half of our Specialist Watchmakers Maisons and Cartier offer an 8-year warranty for free repair and servicing, which not only enhances customer satisfaction, but also encourages sustainable behaviour in the fight against obsolescence.

To further support our products and materials' circularity, Richemont has established a dedicated Research and Innovation team, focusing on eco-design, innovative materials and product impact assessment. This team is responsible for developing novel methods and initiatives to incorporate circular innovation across the Group. One such initiative is our internal digital showroom, which enables the repurposing of deadstock materials like leathers or textiles that are no longer needed by one Maison but could be valuable to another.

Recognising the importance of rethinking our product design process, we have placed eco-design at the core of our approach, beginning with a focus on packaging. The team develops eco-design tools and methodologies that incorporate the latest knowledge from the Group's assessment consortia and publicly available data. These resources include:

1. **The Eco-Design Map:** This tool guides Maisons through the main paths to sustainable packaging by providing a comprehensive view of the life cycle stages.
2. **The Packalogue:** This resource centralises theoretical and scientific information on the packaging journey, such as environmental performance overview and client use cases. It offers design recommendations aiming at inspiring creative, marketing and purchasing teams.

In 2022, we conducted two workshops on eco-design packaging with around 100 people and held 23 individual training sessions to engage our internal teams. These trainings aimed to provide participants with a comprehensive understanding of eco-design basics and the keys to mitigating the environmental impact.

INNOVATIVE MATERIALS

Our Research & Innovation team established the Innovative Materials Showroom, a dynamic online platform that offers a curated collection of state-of-the-art materials, suitable for use across our entire Maison portfolio. As of today, the platform showcases around a hundred innovative materials, with ten new additions being introduced every month to keep our selection fresh and diverse.

In addition to the online platform, we also provide a physical showroom, allowing our internal stakeholders to gain hands-on experience with these novel materials, fostering a deeper understanding of their potential applications.

One significant accomplishment of our material innovation efforts has been the research and testing of new materials as alternatives to Polyvinyl chloride, a synthetic polymer. As part of our PVC phase-out initiative, we have explored more recyclable materials, culminating in the cessation of PVC-containing product sales in our stores and to wholesalers, including packaging and gifts, as of December 2022.

CIRCULAR BUSINESS MODEL

Richemont's dedication to embracing circularity in the luxury goods market is shaping the industry for the better. This strategic shift began with the acquisition of Watchfinder & Co. a company at the forefront of the circular economy, focusing on the pre-owned luxury goods market. This marked a significant business model innovation for Richemont.

Watchfinder & Co.'s partnership with Richemont's Maisons has led to a thriving market for trading pre-owned watches. The company's commitment to sustainability and quality was recognised in 2021 and in 2022 when it won the best pre-owned retailer award of the year at the WatchPro Awards. In 2022 alone, Watchfinder Accredited Service Centre completed 22 247 services, providing pre-loved timepieces with new homes.

Richemont is dedicated to promoting circularity within the business ecosystem, inspiring and informing customers through engaging content and collaborating with partners to shape the future of circular luxury. Maisons like Chloé and YNAP are accomplishing that with strides in the second-hand market, unlocking circularity within their respective industries.

Chloé is at the cutting edge of technology, developing a unique digital ID powered by EON and Trust Place. This innovative solution allows users to scan product labels (or QR code or NFC chips) with their smartphones, tracing the item's journey from field to finished piece. Additionally, users gain access to a certificate of authenticity, enabling instant resale through Vestiaire Collective and providing product care and repair information.

YOOX has launched a comprehensive pre-owned product offer on its marketplace. This platform breathes new life into a wide array of vintage products, including rare and limited-edition collectibles.

INTERNAL ENGAGEMENT AROUND CIRCULARITY

The Bloomify initiative is an internal platform designed to promote sustainability and circularity within our organisation. Launched after a successful pilot in 2021, it provides a second life to items such as office fixtures, fittings and spare promotional materials.

By developing a large-scale e-commerce platform, we have empowered Maisons and Group employees to browse and acquire materials used in events like Watches & Wonders 2022. This innovative approach has not only contributed to a more sustainable business model but has also been met with great enthusiasm, garnering a 92% satisfaction rate in employee surveys. As of the end of 2022, we are proud to report that 627 items have been sold through the platform, with 60% of the total revenue being donated to charitable organisations.

In an effort to further expand the reach of the Bloomify initiative, we are currently working on enhancing the platform to include the sale of second-hand IT equipment. Initially launched in Switzerland, we are also exploring the potential for development in other countries where we operate. This move will not only extend the life of valuable resources but will also contribute to a more sustainable, circular economy within our organisation and beyond.

WATER STEWARDSHIP

The issue of water scarcity is becoming increasingly critical due to rising global temperatures, which trigger extreme weather events such as floods and droughts. These events directly affect the availability of fresh water, posing significant threats to businesses and the communities in which they operate.

In light of the UN 2023 Water Conference, which emphasised the severity of this widespread problem, Richemont is committed to addressing water scarcity and its impact across our value chain.

By 2050, an estimated six billion people will face water scarcity as a result of pollution and climate change. CDP estimates that around USD 300 billion of business value is at risk due to water scarcity, pollution and climate change.

The FY23 materiality assessment identified water stewardship as having a relatively low impact on business for Jewellery and Specialist Watchmaker Maisons. However, it has a more significant impact on people and the environment. For Fashion and Accessories Maisons, water stewardship is a highly material topic, affecting both business operations as well as the well-being of the environment and society.

Our Group's water policy is integrated into our Environmental Code of Conduct and Supplier Code of Conduct. This allows us to better manage water-related risks in our operations and across our supply chain. These codes of conduct are easily accessible on richemont.com and on our intranet.

OUR WATER IMPACT

Within our operations

Our direct water withdrawal occurs at site level, where it is primarily used for domestic purposes in our boutiques, manufacturing facilities and business headquarters. Our direct water withdrawal typically has a low environmental impact since the majority of water withdrawal comes from facilities mainly located in Western Europe, where high-quality freshwater is readily available with minimal treatment.

We ensure that all our entities have access to clean and reliable water supplies. Where necessary, we assess and monitor water supply, usage and discharge risks based on local legislation. As a number of our Maisons' facilities are situated near rivers and lakes, we provide monitoring tools to help sites manage potential water-related environmental risks in accordance with local regulations and industry best practices. In the event of a water-related incident, thorough investigations are conducted and appropriate remedial actions are taken. Water safety compliance is managed through the same platform as the other health, safety and environmental requirements (refer to the H&S section for additional information).

Across the supply chain

Most of our water withdrawal and related environmental impact is indirect, occurring in our upstream supply chain during the extraction of raw materials. As per our codes, we expect each supplier to have its own sustainable water management practices in place, especially those located in water-scarce areas. Robust management systems are required to minimise adverse impact on local communities and natural resources.

As a Group, we have gained a comprehensive understanding of our leather suppliers' tanneries and their water usage. Leather production and processing have been identified as a material contributor to water withdrawal. We use the Leather Working Group (LWG) certification mechanism and audits are conducted every two years to monitor improvement and drive positive change. Our Responsible Sourcing Chapter contains additional information on our leather suppliers impact and good practices.

OUR WATER WITHDRAWAL PERFORMANCE

We are committed to continuously improve our disclosure and transparency on water withdrawal and strive to minimise our impact on this essential resource.

Water withdrawal increased by 5% compared to 2021. The increase concerns municipal water and is mostly driven by global rise of FTE compared to previous year. For the first time in 2022, we have included in our reporting two new water sources, surface water and sea water.

Water withdrawal by source in cubic meters (m³)

Water source	CY2019	CY2020	CY2021	CY2022
Municipal water	621 049	537 565	626 670*	652 859
Groundwater	364 656	122 471	3 331	2 300
Surface water	n/a	n/a	n/a	4 803
Sea water	n/a	n/a	n/a	0
Total water withdrawal	985 705	660 036	630 001*	659 962

*Restated figures

ACTING ON BIODIVERSITY

We are committed to contributing to the United Nations' Sustainable Development Goals related to biodiversity. Specifically, SDGs 14 & 15, life below water and life on land, respectively, which set clear targets for protecting variability within species, between species and of ecosystems.

We have actively followed the work of the Convention on Biological Diversity (CBD), including the recently adopted Kunming-Montreal Global Biodiversity Framework. The declaration of this framework asks parties to halt and reverse biodiversity loss and companies to monitor, assess and disclose on their impact, risks and dependencies.

At Richemont, our biodiversity management approach lies in our Environmental Code of Conduct and Supplier Code of Conduct, which set out principles that guides biodiversity risk assessment and management practices. Our Supplier Code of Conduct explicitly requires suppliers to avoid and minimise their impact on biodiversity and seek opportunities for biodiversity conservation linked to their activity.

We implement biodiversity risk mitigation through the following main methods: at a regulatory level, we comply with international and local regulations, like the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES). This covers activities including procurement, import, usage and export of raw materials from protected species. Furthermore, we use an internal database of legal protection status of the different animal and plant species in our value chains, as well as trade bans and other compulsory requirements that apply to us, such as mandatory labelling on derivative products. Additionally, Richemont provides all Product & Trade Compliance Managers within Maisons and regions mandatory internal training on 'Trade in Protected Species', which outline minimum mandatory processes to mitigate the risk of non-conformity with CITES and other important biodiversity regulations. The Supply Chain chapter has further details on this.

Since 2021, we are a member of the International Crocodilian Farmers Association (ICFA), which sets crocodilian farming practices with respect for animal welfare. Due to the farming methods used by alligator farmers, our efforts contribute to the sustainability of the ecosystem as the conservation of biodiverse wetlands in Louisiana. As an ICFA member, we contribute to the supply chain through funding and receive certification information. For alligator and crocodile leather, we aim to source 100% of our skins from ICFA-certified farms by March 2024, after having reached 84% in FY22.

BIODIVERSITY MATERIALITY AND RISK ASSESSMENT

In 2023, we conducted our first Group Biodiversity Materiality and Risk Assessment, which enabled us to understand our biodiversity impact arising from our value chain.

The assessment was conducted across the value chain for 33 commonly sourced commodities by Richemont and identified high-priority biodiversity risk areas along our value chain. We assessed the potential severity of different pressures such as land-use change, resource extraction, climate change, pollution and invasive alien species, as identified by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) and recommended by the Science Based Targets Network.

The Biodiversity Materiality and Risk Assessment highlighted that the most significant influences on biodiversity occur through activities such as the extraction of raw materials used in our products and through the production of textiles.

Our risk assessment of sourced materials supports our work to develop a strategy to safeguard biodiversity. This will align with emerging expectations from key frameworks such as the Global Biodiversity Framework, the Science Based Targets Network (SBTN), the Taskforce on Nature-related Financial Disclosures and the Global Reporting Initiative's Biodiversity Standard.

Biodiversity Projects

In June 2022, Chloé launched a biodiversity impact assessment using the Global Biodiversity Score (GBS) tool, which measures the biodiversity impact of its entire value chain, following the five ecosystem pressures defined by IPBES. The assessment and its result serve as a basis for Chloé to build a roadmap aligned with the SBTN framework under construction.

Cartier conducts both qualitative and quantitative assessments to identify biodiversity impact, risk and opportunities using the SBTN framework and the GBS tool. These evaluations will provide Cartier with a scientific basis for decision-making on biodiversity projects and ecosystem restoration. To build on that, the Maison selects offsetting projects with significant co-benefits to biodiversity, such as with the support provided to a mangrove restoration project.

Some of our Swiss campuses undertook actions to promote biodiversity. In 2022, biodiversity audits were conducted by a biologist in three of our main Swiss campuses. In our Villars-sur-Glâne site, four new gardens were created in 2022, adding up to around 40 000 square metres of green space. Moreover, our Campus Genevois de Haute Horlogerie was certified by Nature & Economy as a site designed and maintained naturally.

Decades of joint efforts towards nature regeneration

This year we continued our partnership with the Peace Parks Foundation. On 1st February 1997, Peace Parks Foundation was founded by Nelson Mandela, HRH Prince Bernhard of the Netherlands and Dr Anton Rupert - father of our Chairman Johann Rupert - in order to facilitate the establishment of "peace parks", or Transfrontier Conservation Areas (TFCAs), in southern Africa.

The Foundation is restoring terrestrial, freshwater and marine ecosystems in transfrontier conservation areas across southern Africa. Over the past two decades Peace Parks translocated more than 15 000 keystone and prey species to areas that had previously been depleted of wildlife.

These areas not only preserve biodiversity but represent opportunities for sustainable economic growth and cross-border human development. They contribute tangibly to regional peace and stability, while underlining the connection between people and nature. This year Richemont supported the Limpopo National Park.

As biodiversity loss is starting to impact human rights, we are taking a holistic approach. Our actions for the Limpopo National Park community development programme in Mozambique directly support vulnerable people, making them more resilient to the impact of climate change.



ENVIRONMENTAL DATA SET

ENVIRONMENTAL PERFORMANCE

Table 1: Group footprint by segment and by Scope (GRI 305-1, 305-2, 305-3)

ktCO ₂ e	Total CY2021	Total CY2022	Scope 1	Scope 2	Scope 3
Jewellery Maisons	533.9	630.6	2.8	2.2	625.6
Specialist Watchmakers	141.3	185.9	2.9	0.7	182.2
Online Distributors	433.5	530.6	1.7	0.0	529.0
Fashion & Accessories	308.8	398.1	1.5	0.9	395.6
Corporate	125.3	161.5	5.9	0.8	154.8
Total	1 542.8	1 906.6	14.8	4.6	1 887.2

Table 2: Group footprint by Scope and category (GRI 305-1, 305-2, 305-3, 305-4)

ktCO ₂ e	CY2019	CY2020	CY2021	CY2022
Total	1 386.1*	1 211.1*	1 542.8*	1 906.6
Scope 1	15.9	11.3	13.3	14.8
Scope 2	44.3	5.7	5.5*	4.6
Scope 3	1 325.9*	1 194.1*	1 524.0*	1 887.2
Scope 3 per calculated category				
Purchased goods and services	961.4*	890.4*	1 230.4*	1 473.8
Capital goods	72.2	122.1	70.8	106.3
Fuel and energy related activities	12.9	10.7	18.2	19.1
Upstream transportation and distribution	159.7	122.3	150.8	188.6
Waste generated in operations	5.1	2.1	2.7*	1.5
Business travel	53.8	9.1	10.5	39.3
Employee commuting	32.5	8.6	8.5	25.8
End-of-Life treatment of sold products	6.1*	5.5*	8.5	9.8
Franchises	22.1	23.2	23.5	22.9
Group emissions intensity (tCO ₂ e / €m sales)	0.10	0.09	0.08	0.08

*Restated figures

Table 3: Scope 1 – Biogenic CO₂e emissions (GRI 305-1 c)

tCO ₂ e	CY2019	CY2020	CY2021	CY2022
Biogas	n/a	n/a	1.13	1.09

Table 4: Scope 2 – Location-based emissions (GRI 3052 a)

ktCO ₂ e	CY2019	CY2020	CY2021	CY2022
Scope 2 – location-based	68.3	56.8	58.0	56.5

ENERGY PERFORMANCE

Table 5: Buildings Direct Energy use by source (GRI 302-1)

MWh	CY2019	CY2020	CY2021	CY2022
Fuel	5 083	3 837	4 556	4 356
Natural gas	28 547	28 906	25 039	24 458
LPG	0	0	1 303	709
Total non-renewable direct energy	33 629	32 743	30 899	29 524
Biogas	n/a	n/a	7 523	4 955
Self-generated solar	1 640	1 336	1 234	1 946
Biomass	0	0	0	0
Geothermal	n/a	n/a	3 782	2 021
Other*	248	2 201	393	1 927
Total renewable direct energy	1 889	3 537	12 932	10 850
Total direct energy	35 518	36 280	43 831	40 374

*Heating and cooling from groundwater and heat pump

Table 6: Indirect energy use by source (GRI 302-1)

GWh	CY2019	CY2020	CY2021	CY2022
Non-renewable electricity	86	12	15	8
Renewable electricity	152	195	209	227
Calorific network	7	9	6	6
Total indirect energy	245	216	230	241

Table 7: Energy sold (GRI 302-1)

MWh	CY2019	CY2020	CY2021	CY2022
Sold solar electricity	n/a	n/a	272	268

WASTE

Table 8: 2022 Waste quantity by type (GRI 306-3)

Weight (Tonnes)	Waste	Waste diverted from disposal	Waste directed to disposal
Domestic / Municipal waste	4 751	0	4 751
Cardboard	4 572	4 159	413
SIW (Special Industrial Waste)	1 608	514	1 093
Paper	816	708	108
All plastic (except PET & PVC)	806	732	74
Wood	726	661	64
Metal incl. precious	330	301	29
Food waste	188	66	122
Green waste	55	53	2
Glass (Mineral waste)	48	40	8
WEEE (Waste Electrical and Electronic Equipment)	34	25	10
Construction waste	29	23	6
Batteries & accumulators	11	11	0
PET	9	6	3
Clothing	5	2	3
PVC	0	0	0
Total	13 987	7 302	6 685

*Restated figures

WATER

Table 9: Water withdrawal (GRI 303-3)

m ³	CY2019	CY2020	CY2021	CY2022
Municipal water	621 049	537 565	626 670*	652 859
Groundwater	364 656	122 471	3 331	2 300
Surface water	n/a	n/a	n/a	4 803
Sea water	n/a	n/a	n/a	0
Total water withdrawal	985 705	660 036	630 001*	659 962
Water intensity (m ³ /€m sales)	69	50	33*	29

*Restated figures

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

'CDP 2022' refers to Richemont's CDP Climate Change Response 2022. 'ESG Report 2023' refers to Richemont ESG Report 2023.

Governance		
1	Describe the Board's oversight of climate-related risks and opportunities.	CDP 2022: C1.1, C1.1a, C1.1b, C1.1c, C1.1d ESG Report 2023: Refining our Governance - Focus on Sustainability Governance
2	Describe management's role in assessing and managing climate-related risks and opportunities.	CDP 2022: C1.2, C1.2a ESG Report 2023: Consolidating our Sustainability Approach - Materiality Assessment 2023, Refining our Governance - Our Approach to ESG, Refining our Governance - Focus on Sustainability Governance, Influencing our Supply Chain - Responsible Sourcing Governance
Strategy		
3	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	CDP 2022: C2.1, C2.1a, C2.2, C2.3a, C2.4a ESG Report 2023: Consolidating our Sustainability Approach - Refining our Governance - Risk Management, Influencing our Supply Chain - Responsible Sourcing Governance
4	Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning.	CDP 2022: C2.3, C2.3a, C2.4, C2.4a, C3.3, C3.4 ESG Report 2023: Consolidating our Sustainability Approach - Materiality Assessment 2023, Influencing our Supply Chain - Partnering across our Supply Chains for Environmental Impact
5	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 degree C or lower scenario.	CDP 2022: C3.1, C3.2, C3.3, C3.4, C3.5 ESG Report 2023: Acting on our Environmental Impact - Managing Greenhouse Gas Emissions
Risk management		
6	Describe the organisation's processes for identifying and assessing climate-related risks.	CDP 2022: C1.2a, C2.1, C2.2, C2.2a, C2.3 ESG Report 2023: Refining our Governance - Risk Management, Influencing our Supply Chain - Responsible Sourcing Governance, Influencing our Supply Chain - Partnering across our Supply Chains for Environmental Impact
7	Describe the organisation's processes for managing climate-related risks.	CDP 2022: C1.2a, C2.1, C2.2, C2.3a ESG Report 2023: Acting on our Environmental Impact, Influencing our Supply Chain - Partnering across our Supply Chains for Environmental Impact
8	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	CDP 2022: C1.2a, C2.2, C2.2a, C2.3a, C2.4a ESG Report 2023: Consolidating our Sustainability Approach - Materiality Assessment 2023, Refining our Governance - Risk Management, Influencing our Supply Chain - Responsible Sourcing Governance, Amplifying our Social Impact - Ensuring Health and Safety of our People
Metrics and targets		
9	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk process.	CDP 2022: C4, C5, C6, C7, C8, C9, C11 ESG Report 2023: Acting on our Environmental Impact - Managing Greenhouse Gas Emissions, Managing Energy, Mitigating Waste Impact and Embedding Circularity, Water Stewardship, Environmental Data Set
10	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3, greenhouse gas (GHG) emissions and the related risks.	CDP 2022: C5, C6, C7 ESG Report 2023: Acting on our Environmental Impact - Introduction, Managing Greenhouse Gas Emissions, Managing Energy, Mitigating Waste Impact and Embedding Circularity, Water Stewardship, Environmental Data Set
11	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	CDP 2022: C4.1a, C4.1b ESG Report 2023: Acting on our Environmental Impact - Introduction

AMPLIFYING
OUR SOCIAL IMPACT

INTRODUCTION

The materiality assessment Richemont undertook in FY23 identified several highly material social topics for the Group including human rights and labour standards, talent attraction and skills development, health, safety and well-being in our own operations, social impact and community support.

BEING AN ATTRACTIVE EMPLOYER

At Richemont, our mission is to craft the future by nurturing distinctive luxury craftsmanship, enabling a creative and innovative spirit and empowering our people to grow with us.

With a workforce of over 40 000 people, including YNAP and Delvaux, we understand that attracting and retaining talent is critical to our success, a conviction reinforced by our materiality assessment conducted in FY23. It is important to note that starting this year, reporting of HR data is based on financial year (1 April 2022 - 31 March 2023), which differs from the Sustainability Report 2022. In addition, please note that for all the figures shared in this section, YNAP and Delvaux people numbers are excluded as they are not fully integrated in our Global HR systems.

Our vision is to foster a sense of belonging within our Group, ensuring all our employees experience a rich journey of becoming fulfilled and passionate professionals with us, getting access to a world of meaningful development opportunities.

"At Richemont, our ambition is for our people and our business to continue to reach their full potential together. Therefore, we need to care for and empower our people, so that they can help our Group thrive and prepare us for a meaningful and sustainable future."

Patricia Gandji, Chief People Officer and CEO of Regions

We take pride in our recent workplace awards, including being named one of the Most Attractive Employers in Universum's national rankings for Switzerland, France and China, receiving the LinkedIn 2022 Top Companies award and being recognised as one of the Best Places to Work by Forbes. These accolades affirm Richemont's commitment to being an attractive employer with a workplace culture of care, trust and respect.

MANAGEMENT APPROACH

Our management approach remains dedicated to actively supporting our people as we continue to evolve. We conduct regular employee surveys which allows us to continuously learn from our organisation.

Our offices promote a culture of well-being and health, including a focus on care. The 'WeCare Initiative', an employee assistance programme available worldwide, provides free and confidential support on work and personal matters and relevant training. This initiative is closely tied to health and safety management, detailed in the section, 'Ensuring health and safety of our people.' Our Maisons have initiated additional health and well-being initiatives, such as mental health platforms, sports and fitness programmes, healthy food and drinks programmes and, in some cases, medical check-ups for their employees. This resulted in a strong emphasis on mental health in our Maisons.

Employee Benefits

We aim to perpetuate a sense of belonging for our employees by providing them with access to high-quality benefits programmes that meet their increased expectations for greater protection, security and well-being.

Reflecting our unique culture, our benefits structure ensures minimum standard coverages to all our employees regardless of the country where they work.

- Life & Permanent Disability: minimum coverage implemented everywhere;
- Medical: covering our employees for major medical events – in some markets, coverage is also extended to spouse and children;
- Parental Leave: a minimum of 14 weeks' paid maternity/5 days' paid paternity leave and adoption leave aligned with maternity leave;
- Employee Assistance Programme: WeCare Initiative, including an emotional support hotline available 24/7 via third-party providers to preserve confidentiality;
- Business Travel Assistance: covering all our employees worldwide via International SOS for medical & security assistance;
- Staff Sales: Group policy on staff sales to enable our employees to access some Group creations at preferential rates;
- Long Service Awards Programme: to celebrate seniority;
- Volunteering: minimum 1 day per year for volunteering initiatives.

Volunteering spirit is encouraged throughout the organisation. Our employees contribute to projects all around the world in the areas of human rights, environment protection, health, poverty and social integration, gender equity, children education and disaster relief. We also invested in a digital platform, Alaya by Benevity, currently piloted by three of our Maisons – Chloé, Cartier and Jaeger-LeCoultre – and one of our Richemont regions – MEIA – supporting them in accelerating their positive impact.

Our parental leave benefits comply with applicable laws and regulations. In FY23, we provided parental leave benefits that exceeded local laws in terms of length of paid leave to 22.3% of employees for maternity leave, 23.3% for paternity leave and 60.8% for adoption leave (adoption leave is expected to be fully rolled out by April 2024).

We also look forward to implementing flexible benefits programmes to provide more choices and more personalised benefits to better align with people's needs. Employees can adapt their benefits coverage via an "opt up / opt down" mechanism, by adding or removing some benefits, or use some credits towards wellness programmes. Such flexible benefits plans have been successfully introduced in some geographies and is most advanced in Greater China.

In addition, some of our regions have established local Diversity Equity & Inclusion (DEI) councils. As such North America and MEIA are leading the way with these committees by adding the well-being topic and working on a holistic approach to raise awareness as well as concrete action plans to offer our employees a healthy and inclusive work environment.

OUR PERFORMANCE

Caring for our employees and creating a diverse and inclusive workplace is a key priority for the Group. Over the last two years, we circulated our engagement survey to 70% of our employees, with an average participation rate of 83%. In FY23 our Group employee turnover rate was 13.3%.

PROMOTING DIVERSITY AND EQUAL OPPORTUNITY

At Richemont, our strength lies in revealing the exceptional diversity of our arts, cultures and people. We are built on Global Diversity – through our 134 employee nationalities and 40 countries where we employ people throughout our diverse functions, Maisons, regions and markets.

Our Diversity, Equity and Inclusion (DEI) vision is about building on our Group's diverse DNA and rich heritage to better connect to our employees and clientele from across the world. Richemont's commitment to equity and diversity lies at the heart of our mission and values. We dedicate ourselves to the principles of equal opportunity and equity of treatment through non-discriminatory procedures and practices.

MANAGEMENT APPROACH

In FY22, our DEI vision "Diversity is Everyone" was articulated. Supported by the new Group DEI Leader, the vision helped Richemont's regions to activate a bottom-up DEI approach.

We have set out our commitment to diversity in our policy [Standards of Business Conduct](#) stipulating that all aspects of the employment relationship, from employee management (e.g. working hours policy, collective bargaining) to compensation, should be free from any form of discrimination. We respect and act in accordance with our equity and diversity standards and work to support the principles of equal opportunity and equity of treatment through non-discriminatory procedures and practices, in line with [ILO International Labour Standards on Equality of opportunity and treatment](#). By nurturing a diverse workforce, Richemont fosters collegiality, solidarity and loyalty and respects the personal characteristics of employees and clients in the workplace.

Although our Group has a healthy gender balance where female employees represent 57.1% of the total workforce, we are still striving to even out the gender imbalance in senior management. However, as this was our focus in the last financial year, the gender-balance of our Senior Executive Committee (SEC) has improved from 0% in FY22 to 40% of women in FY23 as a result of the appointment of Patricia Gandji, Chief People Officer and CEO of Regions and Dr. Bérangère Ruchat, Chief Sustainability Officer. Increasing gender diversity remains a priority and we aim to continuously develop our initiatives and programmes.

Our Governance and Sustainability Committee provides oversight of the implementation of our DEI strategy.

Our programmes and initiatives

We have made significant progress on DEI initiatives in FY23. Gender equity has always been part of our commitment. In FY23 there has been an evaluation of gender pay equity that will be completed with a qualitative assessment of our Human Resources policies and practices. Following the review initiated with France and Switzerland, our ambition is to work towards obtaining the Equal Salary Certification for the Group worldwide. Through this certification, we are aiming to get an independent validation and we strive to uphold high equal opportunity and pay-equity standards for all our people.

In FY23, we continued the roll out of the ConnectHER Talent Accelerator initiative which was launched in FY22 with a view to increase the number of women in the pipeline for senior-level positions. The first cohort was drawn from teams across Maisons, regions and Group functions.

We have enhanced the scope of the Richemont Speak Up Platform which helps to ensure a safe environment for our people to raise concerns about unethical, illegal and inappropriate behaviour and practices. More information on the Speak Up Platform can be found in the Governance chapter under the Business Ethics section and sub-section on the Richemont Speak Up Platform.

Additional initiatives have been implemented by many of our Maisons. For example, at Cartier, a DEI HR diagnostic is currently in progress in several regions, including MEIA, SEAO, Europe, Japan, as well as Manufacturing, Paris office and Swiss headquarters. This tool is designed to support the establishment of region- or function-specific DEI roadmaps. Cartier plans to introduce this tool to China and North Asia in mid-2023, with all regions utilising it by the end of FY24. Cartier's local teams are working on various DEI initiatives, creating action plans and defining objectives for DEI topics. For example, initiatives such as the 'How Women Rise' program in Dubai and DEI roundtables and unconscious bias training in Manufactures have been taken by the local teams at Cartier.

OUR PERFORMANCE

The proportion of females in our workforce is 57.1% and in our Senior Executive Committee 40%. Moreover, the proportion of non-European employees continues to increase. Currently, our workforce is made up of 134 nationalities working together. More details are available in the social data set at the end of this chapter.

We believe diversity can be interpreted in different ways depending on the place and context. With operations in five different regions, Europe, APAC, Americas, Japan, MEIA and 40 countries, we are looking beyond gender to better understand the challenges in the regions in which we operate.

In FY23 our Group DEI Director visited and hosted DEI workshops in more than 25 markets representing more than 90% of our total workforce. Over 700 people, including 400 Executive Committee members and Maison presidents from five regions and 250 members of our Human Resources community participated in person from across our Group to align on our DEI framework.

FOSTERING HUMAN CAPITAL DEVELOPMENT

At Richemont, we recognise the importance of retaining talent and developing their skills as fundamental components of continuous growth and prosperity.

Our people vision is grounded in a holistic approach to talent management, with an emphasis on individual growth, career development and ensuring our people employability. In our FY23 materiality assessment, we identified talent attraction and skills development as highly material topics.

Our commitment to human capital development is evident in our initiatives and programmes that promote learning and career growth. We believe in providing inclusive access to learning, enabling employees to choose their own path and evaluate their own development, while setting priorities and plans in collaboration with their managers. Regular performance and career development reviews are an essential part of our commitment to supporting our employees' growth and development.

To truly understand our current talent pool and identify any gaps, we conduct annual reviews throughout the entire group. We are proud to report that 84.9% of Richemont's employees benefit from these reviews on a regular basis, helping to ensure that they receive constructive feedback, set achievable goals and develop the skills and knowledge they need. In addition, 67.2% of our staff have updated their personal development plans this year, which allows us to align individual career aspirations with organisational goals and to provide tailored support for professional growth. Additional information is provided in the social data set at the end of this chapter.

MANAGEMENT APPROACH

Richemont's management philosophy is centred on nurturing long-term growth through our 70-20-10 approach. This encourages employees to commit to "70% of work that you have experience in, 20% on developing through exposure to skilled peers and 10% on education." Our focus is not only on choosing the right person for the job, but also recognising potential and selecting individuals who can grow alongside the business.

INTERNAL TALENT MOBILITY

Creating a "World of Opportunities" is a key pillar of our people vision and this year we continued to offer our employees the opportunity of taking new roles in the organisation fulfilling their professional aspirations while responding to business needs. Our open internal opportunities are advertised in a transparent way in our internal job portal so that employees who are interested

in exploring new roles can apply and explore jobs in different Maisons, functions and regions and markets. Almost 40% of our permanent roles are filled with internal talent and this percentage increases as we look at more senior positions. The diversity of our Maisons and our global presence represent a key asset for talent attraction and retention.

This year, we piloted a new global framework to enable a more agile development approach. This has enriched our internal mobility in its response to our fast evolving business needs as well as demands from our employees. So, in addition to offering internal mobility for permanent roles, we piloted exciting short-term development where employees can take a new role in a different Maison, function or country for a short period of time and then go back to their previous role with minimal disruption. In this way our employees enrich their skills and then bring back to their roles new insights and experiences from a different part of the organisation. In FY24 we intend to roll out further this type of agile and exciting short-term opportunities.

LEARNING AND DEVELOPMENT

At Richemont we strongly believe that learning and supporting professional growth can be a competitive edge to attract and retain talent. On top of our on-demand digital learning offer opened to all our people, we continue to accelerate with the development of specific learning programmes to support our organisation evolution on strategic priorities and tailor-made offers to enable strategic upskilling of our functions. We provide a rich content offer to all our employees, on our Learning Management System.

Learning Programmes:

- **Cross-cultural development programme:** aiming to upskill our people on cross-cultural agility and improve the understanding of cultural nuances across our regions. In FY23, learners from 22 Maisons in 31 countries benefitted from the programme.
- **Luxury business programme:** co-design with the IMD (International Institute for Management Development), this certifying programme is aiming at elevating knowledge and understanding of our employees on future trends of the luxury industry.
- **Taylor made upskilling program for our functions:** to accelerate a specific function ambition, enabling its business needs and ensuring our people long term employability.

MAISON PARTNERSHIPS WITH SCHOOLS

Cartier is committed to building sustainable university partnerships across the globe for long term business and societal impact. By leveraging students, professors and other companies associated with universities, Cartier builds bridges between their internal and external ecosystems and foster curiosity, learning and engagement. More knowledge about the Maison is generated, providing a valuable working experience for students and nurturing a pipeline of talent for the future. Examples of the partnerships that took place this year are with the Haute Ecole de Joaillerie in Paris for a Digital Bachelor training, the exclusive partnership with EMILUX-SDA Bocconi for the Executive Master in Luxury Management and a partnership with CEMS that has continued for the last 3 years.

CEMS: A global alliance of 34 business schools that delivers a common master in international management that Cartier has been partnering with for the third consecutive year. This year, 32 projects have been launched.

QTEM: A global network of 24 schools (engineering & business) that teach quantitative techniques for Economics and Management to students. To start this new partnership signed in 2022, we launched a challenge with 90 students who will provide us with a detailed analysis of our clients' consumption patterns.

SDA Bocconi – EMILUX: learning module on “Crafting Brands through Arts and Culture”: For the past three years, we have an exclusive partnership with EMILUX, the Executive Master in Luxury Management. We curated a brand-new module focusing on the following topics: art, preservation of craftsmanship, heritage and main trends of hard luxury.

As a living heritage Maison with a long-standing commitment to the transmission of know-how in jewellery, Van Cleef & Arpels created ‘De mains en mains’ programme in Lyon in 2021 with a second edition in 2022. Participants from local schools have discovered the various métiers and know-how from their experts in jewellery. The event was organised with the help of L'École des Arts Joailliers, the French National Education, several schools of jewellery training and different associations such as L'Institut Télémaque.

Since 2017, YNAP team members have shared their specialist know-how and expertise in a series of lectures for SDA Bocconi's Master in Fashion, Experience and Design Management. Harnessing YNAP's leading industry experience and innovative practice, the course provides graduates with the relevant digital skills for entering the world of luxury and fashion.

APPRENTICESHIPS AND INTERNSHIPS

At Richemont, we are working to build a sustainable luxury industry. To make sure that we can support our business and grow in the long-term, we need to develop and retain talent. We aim to preserve special craftsmanship techniques, requiring expert-level skills and experience hard to acquire, therefore we are investing in an extensive apprenticeship programme. Under Switzerland's dual-track apprenticeship system, young people combine on-the-job training in a host company with lessons at a vocational school and get a federal certification after 2, 3 or 4 years programs that allows them to access the labour market with a concrete “savoir-faire”. To increase the number of apprentices across the country and secure a strong and competent manufacturing workforce, a dedicated function in Richemont Switzerland has been created to accompany the Maisons in leveraging this Swiss specific education path.

At an international scale, we also work with several universities around the world and offer paid internships without any geographical limitations. dunhill's mentorship programme exemplifies our emphasis on using internships to reduce the barrier of entry into the industry. Fresh talent is paired with experienced dunhill employees and these young luxury professionals receive training on coaching, inclusive leadership, diversity and advocacy over a 16-week period. This is followed by a three-month hands-on internship experience across multiple dunhill departments.

Jaeger-LeCoultre has a long-term partnership with l'Ecole Technique de la Vallée de Joux (ETVJ). The school was created in 1901 in the Vallée de Joux. Since 1992, Jaeger-LeCoultre has welcomed apprentices in its workshops. In 2021, it inaugurated a new craftsmanship centre to welcome young talent (apprentices or interns). Originally dedicated to watchmaking, the apprenticeship includes new skills, such as micro-engineering and quality control.

Watchfinder & Co. is supporting six schools by helping them on CV writing and interview skills. Watchfinder & Co. is also offering a work experience day for young adults who don't otherwise have the opportunity to access such business.

Founded in 2003, Creative Academy is Richemont's corporate school that selects, nurtures and prepares young creative talent for the design of luxury jewellery, watches and fashion accessories. Each year 20 of the world's most promising design students from the best schools around the world are selected to complete a Master of Arts in Design and Applied Arts.

In 2023, the Creative Academy proudly celebrates its 20th anniversary. During the last two decades, the School has been paving the way for successful careers, with many of the School's Alumni currently contributing to the future of the Richemont Maisons.

OUR PERFORMANCE

Over the past financial year, our focus on education has resulted in 33 202 employees completing training records representing a 11% increase. A total of 26'081 learners (employees with at least one non-mandatory training completed), accounting for 72.8% of the global headcount, have completed at least one training session, either online or in person. The average number of training hours for FY23 per learner was 8.29 hours. More information is available in the social data set at the end of this chapter.

Richemont's People strategy and vision are deeply ingrained in our commitment to human capital development. Through our diverse range of initiatives, programmes and learning opportunities, we aim to create an environment that nurtures talent, promotes growth and upholds our core values as an organisation. By investing in our employees' personal and professional development, we are laying the foundation for a sustainable and successful future for both our people and our business.

Building a diverse, inclusive and caring place to work, as well as enabling all our people to shape a sustainable future through Richemont, will remain top priorities in the coming years.

ENSURING HEALTH AND SAFETY OF OUR PEOPLE

Health and Safety is a priority in everything we do and we remain committed to the prevention of injury and ill-health, with the continuous assessment of risks and the development of our safety management system.

The Group Health, Safety and Environment (HSE) team is responsible for ensuring that all employees and relevant third parties work in a safe environment through monitoring health and safety performance, instituting measures to improve practices and providing relevant training.

The H&S team is committed to complying with all legal health and safety requirements as a minimum, while seeking to implement higher standards wherever appropriate. The team monitors health and safety performance and takes the necessary measures to improve our standards and practices. We acknowledge our duty of care to customers and visitors to provide them with a safe and healthy environment. Richemont is committed to ensuring that each entity has a health and safety representative to coordinate health and safety arrangements and represent the entity. At the same time, Richemont is working on effective resource allocation to address both the identified risks and business needs.

The Group Physical Security & HSE Committee includes 15 members from across the Group and acts as the Richemont Health, Safety and Environment governance body. The committee agenda includes (but is not limited to) regular updates on Group, regional, local and entity-based initiatives to promote suitable and sufficient communication and cooperation on HSE matters. The committee meets on a six-monthly basis.

Where local legislation, regulation and needs exist, Richemont entities operate a local HSE committee to consult and exchange on HSE matters with their community. Such committees typically act as a means for consultation and communication at a local level to:

- Discuss, understand and mitigate hazards;
- Two-way engagement;
- Exchange best practices;
- Make decisions or escalate to relevant sponsors or risk owners.

Richemont employees and relevant third parties, can provide feedback on both the Group HSE management system and entity specific HSE arrangements via:

- A group-wide email inbox (safe@richemont.com);
- Direct contact with entity HSE representatives; or
- Entity specific communication and cooperation arrangements (i.e., forums, briefings, internal social media, etc.).

MANAGEMENT APPROACH

Richemont Group Security has a dedicated strategic plan for security, health and safety. This plan outlines specific and dedicated projects aimed at achieving our strategic objectives. Our strategic plan is flexible to allow for new risks and business needs to be catered for. Examples include:

- ChemGuard roll-out completion;
- HSE awareness campaign (Group wide);
- Revised HSE Key Performance Indicators (KPIs);
- HSE data and dashboard (automated and live data feed).

The Group strategy and model for HSE is continuously evolving and we are consistently monitoring changes in legal requirements within our operating contexts. Our approach is guided by understanding the hazards and risks related to our activities and prioritising HSE areas that are considered high risk.

Our strategic priorities

- Identify, monitor and mitigate key strategic risks and ensure compliance;
- Proactively strengthen safety culture and behaviour;
- Reinforce a data driven strategy and approach;
- Continue to strengthen our safety foundations.

The Group Security Policy acts as the steering policy forming the basis of our commitment to ensuring a safe and healthy workplace and formalising the obligations of our employees to follow our rules and regulations related to health and safety. In addition, the Group Security Policy provides a list of responsibilities and an overarching framework for managing security within Richemont. This policy includes health and safety within its scope and describes the organisation's commitment to protecting the safety of those within its care. This policy applies globally to all Richemont employees, including Maisons and relevant third parties.

Hazard identification, Risk assessment and Incident investigation

The Group has developed a hazard identification and risk assessment process aimed at preventing occupational health and safety risks. This systematic process provides a step-by-step procedure addressing HSE risks for related activities, materials and infrastructure within the working environment. The detailed procedure is outlined in the Health & Safety Hazard Identification & Risk Assessment document. To ensure quality and applicability,

this process includes engagement from both health and safety representatives and those who are involved in the relevant activity and can perform a risk assessment. The results of the hazard identification and risk assessment process are used to understand the effectiveness of current control measures and determine whether controls should be adapted, or additional controls implemented.

Included within the risk assessment and mitigation process, Richemont implements actions to mitigate (to an acceptable level) or (preferably) eliminate work related hazards. Using the hierarchy of controls, Richemont promotes the concept of safety by design, whereby safety is discussed at conceptual stages of design. Examples of 'safety by design' include: construction, refurbishment and mobilisation of our sites; communicating best practice regarding HSE risk management; chemical risk management.

Any employee can report work-related hazards and hazardous situations through their local HSE representative, the Group HSE team or by using the internal Richemont Speak Up platform as described in the governance chapter of this report. The employees have the right to withdraw from that immediate danger and to escalate the issue as appropriate. Richemont Group Security oversees all HSE data and has the authority to conduct independent and confidential investigations where necessary. Where appropriate, Richemont Group Security will investigate along with Richemont Internal Audit.

Legal Compliance

To maintain legal compliance, we must meet all applicable local laws related to health, safety and environment. Richemont utilises an online tool that provides requirements based on local legislation and allows HSE representatives to access to relevant and new legislation according to their jurisdiction and identify potential HSE gaps. In FY23, 347 legal self-assessments have been completed to understand where gaps are present. Each entity is responsible for addressing any gaps and the Group Health & Safety team has oversight of all entities' compliance performance.

In addition, 14 HSE assessments have been conducted in boutiques, offices, manufactures and repair centres in various countries, against the Group's HSE minimum standards.

Chemical health, safety and environmental risk management

This year, a Chemical Management Committee was created to oversee and control the processes for managing the safety of chemicals within the Group's operations. The Chemical Management Committee consists of relevant stakeholders and experts from manufacturing sites, customer repair centres and research and innovation departments. This committee meets regularly to further develop the chemical management framework at Group level.

ChemGuard, our chemical safety data management tool, enables us to understand which chemicals are used and where, to provide users with vital safety and environmental information. ChemGuard captures and gives up-to-date access to chemical safety data sheets (i.e. critical information from chemical providers regarding their safe and appropriate use). The tool has been further rolled out across the Group and is now available at 90% of our manufactures, with an objective to complete the deployment in the coming year.

Occupational Health Management

Leveraging our risk assessment and mitigation process for tasks including the identification, assessment, controlling and monitoring of people's health. Dependent upon the risk and the task, promotional activities can include:

- Education material (i.e., electroplating, luminescent timepieces, thermal treatment of metals, etc.);
- Encouraging user participation of theirs (and others) health and safety (i.e., Health and Safety campaigns 'Have a Safe Day');
- Internal and external compliance assessment, using a sampling approach.

Fire prevention

Fire safety is an essential part of Richemont's HSE arrangements and is recognised as a significant hazard. Therefore, various assurance activities and insurance surveys were carried out at four critical sites in FY23, with a further four insurance surveys planned for FY24. The insurance survey focuses heavily on fire prevention and insurers' expectations.

In FY23, Richemont recruited a fire prevention expert which has helped to enable a comprehensive review of our minimum standards for fire safety. For new critical construction projects, our fire expert supports in ensuring compliance and appropriate risk management.

HEALTH AND SAFETY TRAINING

We provide our people with health and safety training via our Group's learning management system, where employees can choose an appropriate module based on their individual needs. The modules are available to all employees in eleven languages. Local entities provide further in-depth HSE training on work-related hazards based on risk assessments and local legislation. In FY23 30 399 employees benefited from the training, note that training data excludes YNAP and external employees.

The development of new modules is based on risks identified and incident trend analysis. For example, we recently increased our portfolio to include the basics of Chemical Spill Response.

MONITORING AND REPORTING SYSTEM FOR HSE INCIDENTS

We have a dedicated tool called ONE INCIDENT where all hazardous situations and other incidents are logged by the HSE representatives.

This tool centralises information to ensure detailed investigations are undertaken based on the actual and potential impact of any incidents, so targeted risk control measures can be implemented. In incidents where Richemont employees and other parties have reason to believe that their health and safety is at unacceptable risk, without reprisal, employees have the right to stop work at any time. Thereafter, the task will be risk-assessed to determine if the task should continue.

Within the ONE INCIDENT tool, Richemont segregates the types of incidents into categories to enable trend analysis and hazard

mitigation. The top 5 reported categories (from FY23 Recordable Incident Rate data) are: slips, trips and falls; cutting, stabbing, puncture, friction; fall in staircases; road traffic accident; hit by a falling or moving object. The top 5 reported categories of work-related ill health and injury include: collapse, fainting, ill health at the workplace; ergonomics; overload during manual handling or lifting; poor posture; repetitive motion (carpal tunnel syndrome).

The Richemont Group Security has developed HSE incident processes and guidelines for the reporting and investigation of all health, safety and environmental incidents. This can help us to understand the causes of incidents and lead to appropriate action plans. The incident investigation process includes the following steps:

1. Response – immediate response to the incident occurred;
2. Notification – notifying all relevant stakeholders;
3. Creation in the dedicated Richemont tool, ONE INCIDENT;
4. Investigation – identification of the immediate and root causes leading to the incident;
5. Root cause analysis – applying a recognised investigation method;
6. Implementation of identified mitigation measures;
7. Completion of the report in ONE INCIDENT;
8. Statistics – extracting data for KPI and trend analyses related to HSE incidents.

Once the immediate and root causes have been identified, residual risk should be mitigated so far as is reasonably practicable. Corrective measures are determined with the Incident Investigation team and actions identified. The team provides an action plan with SMART (Specific, Measurable, Agreed, Realistic and Time scaled) objectives to address the immediate and root causes of the incident, which is recorded in the ONE INCIDENT tool.

In FY23, we recorded three environmental incidents (FY22: two) through the ONE INCIDENT tool that were related to spills of substances and were immediately addressed, with relevant authorities notified. From the reported incidents related to hazardous substances, no persons were harmed and there was no significant environmental impact. In addition, the production side did not suffer.

Richemont had zero work-related fatalities in either FY22 or FY23. We acknowledge the slight increase in recordable work-related injuries. This is likely to be a result of our employees returning to work after the lifting of Covid-19 restrictions and we remain committed to monitoring and addressing such risks. Meanwhile we also continue monitoring the situation with Covid-19 to assess any impact on our people.

Statistics of work-related injuries and ill-health in FY23

	FY22	FY23
	Work-related Injuries	
Fatalities as a result of work-related injury	Number: 0 Rate: 0	Number: 0 Rate: 0
High-consequence work-related injuries	Number: 1 Rate: 0.00326	Number: 2 Rate: 0.005899
Recordable work-related injuries	Number: 143 Rate: 0.46647	Number: 178 Rate: 0.52497
	Work-related Ill health	
Fatalities as a result of work-related ill health	Number: 0 Rate: 0	Number: 0 Rate: 0
Recordable work-related ill health	Number: 15 Rate: 0.04893	Number: 20 Rate: 0.05899
Number of hours worked	61 311 440	67 813 170

*It is important to note that starting this year, reporting of HSE data is based on financial year (1 April 2022 - 31 March 2023), which differs from the Sustainability Report 2022. The table has been adapted to show the FY22 and FY23 data.

In order to ease the review of the above table please find the definitions below:

High-consequence work-related injury: work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

High-consequence work-related injury rate = (Number of high-consequence work-related injuries* 200 000) / number of hours worked.

Recordable work-related injury or ill health:

- Any work-related fatality;
- Any work-related injury or illness that results in loss of consciousness, days away from work, restricted work or transfer to another job;
- Any work-related injury or illness requiring medical treatment beyond first aid;
- Any work-related diagnosed case of cancer, chronic irreversible diseases, fractured or cracked bones or teeth and punctured eardrums.

Recordable work-related injury or ill health rate = (Number of recordable injuries or ill health* 200 000) / number of hours worked.

RESPECTING HUMAN RIGHTS

Respect of human rights is embedded in Richemont culture and is one of our most material topics.

We believe it is our responsibility to promote the well-being of our people and of any individual with whom we collaborate or from which we source raw materials, products or services. Our ambition is to embed the respect for human rights all the way to our suppliers' relationships, through the implementation of management systems and human rights due diligence processes. Caring about people and in particular about vulnerable groups is intrinsically linked to our way of doing business. Richemont takes reasonable and practical steps to respect internationally recognised human rights principles as defined in:

- The International Bill of Human Rights;
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work;
- The applicable OECD Guidelines;
- The United Nations Guiding Principles (UNGPs) on Business and Human Rights.

Our Group is closely monitoring the rapidly evolving legal requirements in this space. To comply with the Swiss Non-Financial Reporting Obligations and the Swiss Ordinance on Due Diligence and Transparency duties related to Conflict Minerals and Child Labour (DDTrO), we will prepare and publicly disclose an annual report on progress, commencing in FY24. We apply our best intentions to advance human rights practices and we remain humble recognising that transforming human rights practices in global supply chains requires collective efforts at all levels of the value chain. Therefore, engaging with external stakeholders from public and private sectors allows us to keep progressing.

We closely collaborate with the [United Nations Global Compact \(UNGC\)](#), of which we became signatories in 2013. To reinforce our commitments with the UNGC, in FY23 we started our participation in the Business and Human Rights Accelerator Programme with the aim of applying instruments to support our management system on human rights.

In FY23, we became a member of the [ILO Child Labour Platform \(CLP\)](#). The CLP aims to identify obstacles to the implementation of the ILO Conventions in supply chains and surrounding communities, find practical ways to overcome these obstacles and catalyse collective action.

We are a core member of the [Social Value Initiative](#) a cross-sector initiative, tasked with providing guidance on measuring social impact of products and services. We have adapted their methodology on Product Social Impact Assessments to the needs of our mineral supply chains.

Richemont Human Rights Governance

Richemont takes a Group approach on human rights management. Group Sustainability with its Human Rights team, is responsible for the Group Human Rights' strategy. Regular updates have to be presented to the Senior Executive Committee and the Governance and Sustainability Committee. The operational coordination mechanism is the Human Rights Task Force, created in May 2022. It meets quarterly and is composed of representatives from functions, regions and Maisons. The Task Force guides the integration and continuous improvement of the human rights due diligence framework into the Group and Maisons' management systems. Finally, it covers any other relevant human rights topics.

Group Sustainability and its human rights team are playing a facilitation role in mutualising and sharing the group expertise including legal and compliance, human resources and responsible sourcing. Based on such collaboration they provide support to all the other functions, regions and Maisons requiring human rights guidance. Services include: advisory on the implementation of the human rights management system, training and external stakeholder management.

Training and capacity building

We are advancing the implementation of our human rights work by building capacity through training.

In FY23, Richemont launched a training on Modern Slavery and Human Trafficking. The training is available to all employees worldwide and it is mandatory for employees located in Australia, France, New Zealand, Norway, Switzerland and United Kingdom, aligned with local jurisdiction. By the end of FY23, 13189 employees have completed the training. Our commitment in this area is laid out in Slavery & Human Trafficking statements issued by Richemont and its Maisons to answer requirements of the California Transparency in Supply Chains Act (2010), the UK Modern Slavery Act (2015) and the Australia Modern Slavery Act (2018).

We have also rolled out training sessions on our Product Social Impact Assessment methodology with the aim of enhancing the skills of our sustainability people and stones buyers to further apply the methodology in their supply chains. Employees from Group responsible sourcing department and Maisons Cartier, Piaget, Vacheron Constantin and Van Cleef & Arpels took part in the workshops.

In addition, a human rights awareness e-learning training will be made available in the coming months. This training will address the concept of corporate respect and promotion of human rights, giving an overview of Richemont's activities and will give insights into the Richemont Speak Up Platform. The training will be mandatory for all employees and will be made available on our webpage for external stakeholders.

OUR HUMAN RIGHTS MANAGEMENT SYSTEM

We are refining our human rights management system based on the three main pillars defined by the UNGPs: policy commitment, due diligence processes and grievance mechanisms.

OUR POLICIES

Richemont has implemented several codes and policies that ensure consistency in our commitment to respect human rights across our operations and business relationships. These are regularly reviewed and communicated to our relevant stakeholders.

Standards of Business Conduct

Our [Standards of Business Conduct](#) has been designed to act as a foundation for the Group's culture that not only respects the legal standards to which we are all subject, but also helps us make ethical and sustainable decisions in all the countries where we operate. As stated in our Standards of Business Conduct p. 20:

"We provide a working environment that respects everybody's human rights.

We are committed to respecting and promoting human rights as described in the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct. We have also been a signatory of the UN Global Compact (UNGC) since 2013.

We aim to respect issues covered by Fundamental Conventions of the International Labour Organization, on child labour and forced labour, occupational health and safety, discrimination, equal remuneration, freedom of association, protection to organise and collective bargaining. We strongly support the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW).

We believe in meaningful stakeholder engagement and will communicate on steps taken to respect human rights and prevent modern slavery.

Our business partners are expected to have robust management systems in place to respect human rights and notify any concerns to us.

We are committed to working with our employees, business partners and relevant stakeholders on a journey of continuous improvement.

Any concern on human rights can be raised anonymously via our section on Speaking Up & Enforcement of Our Values."

Supplier Code of Conduct

Richemont's [Supplier Code of Conduct](#) is based on the main ILO Conventions, the Universal Declaration of Human Rights, the OECD Guidelines and the United Nations Global Compact 10 Principles, amongst others. The Code highlights general requirements with which our suppliers need to comply, including: Business Ethics; Labour and Human Rights and Environment protection.

Board approved the adaptation of the Richemont Supplier Code of Conduct to comply with the German Supply Chain Act and the Swiss Ordinance on Due Diligence and Transparency, a specific mention and link to the Richemont Speak Up Platform was included.

Raw Material Sourcing Policy

The [Raw Material Sourcing](#) policy is based on the principles established by the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as the requirements of the Responsible Jewellery Council (RJC) certifications. The policy is available on [richemont.com](https://www.richemont.com).

DUE DILIGENCE PROCESS

The implementation of a human rights due diligence management system starts by assessing human rights risks. We conducted a human rights scan with the support of external experts to complete our understanding of actual and potential human rights impact along our entire value chain.

Outcomes presented in the table on the next page outline that activities with higher exposure to human rights risks include: raw material sourcing, making and manufacturing, storage, as well as transport and distribution. As a result, we are adapting our due diligence measures in these areas. For instance, we have launched a specific assessment for our logistic activities to develop risk mitigation plans. Another example is the Cartier Human Rights Assessment conducted across their entire value chain. This exercise is enabling the Maison to prioritise its human rights' mitigation plan. More information of action plans related to our supply chains are available in the 'Influencing our Supply Chain' chapter.

Human Rights risks across the value chain

							
	Sourcing & purchasing	Corporate functions	Making & manufacturing	Storage, transport & distribution	Marketing, advertising & events	Retail & after sales	Client relationships
Occupational health and safety							
Environmental impact							
Workplace harassments and violence							
Working conditions							
Freedom of association and collective bargaining							
Non-discrimination and equal opportunities							
Child labour and juvenile work							
Forced labour and modern slavery							
Right to life, linked to security risks			Jewellery			Jewellery, Watchmakers	
Climate and just transition							
Conflict-affected and high-risk areas							Richemont, Jewellery, Watchmakers
Access to grievance mechanisms and remedy			Jewellery, Online Distributors, Fashion				
Local communities and indigenous peoples' rights							
Privacy							
Responsible technology and digital advertising							

- High relevance
- Medium relevance
- Low relevance

Product Social Impact Assessments

Our approach to Social Impact Assessment is unique. We have tailored it to the needs of the minerals supply chain, taking into account the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the IFC Performance standards. The relevant stakeholders and specific social topics assessed in the PSIA are listed in the table below. We conducted our first PSIA in 2021 for an Artisanal-Small-Scale (ASM) gold mine supported by Cartier

via Swiss Better Gold (SBG). In FY23, we concluded additional PSIAs on other minerals.

In order to assess the social impact in our supply chain, we have implemented the Product Social Impact Assessment (PSIA) methodology in 2021. The methodology is based on the Handbook for Product Social Impact Assessment (version 5.0, 2020) of the Social Value Initiative.

Social topics assessed per stakeholder groups

Workers	Local communities	Small-scale entrepreneurs
Occupational Health and Safety	Health and Safety	Meeting basic needs
Remuneration	Access to tangible resources	Access to services and inputs
Child labour	Community engagement	Women's empowerment
Forced labour	Skill development	Child labour
Discrimination	Contribution to economic development	Health and Safety
Freedom of association and collective bargaining		Land rights
Work-life balance		Trading relationship

Chloé has developed their own open-source Social Profit & Loss (SP&L) tool that will enable brands to measure performance on issues like gender equality, living wages and diversity and inclusion. The methodology is based on a self-assessment questionnaire. In FY23, the tool was reviewed by an independent third-party auditor and an industry consultation was coordinated by the Fédération de la Haute Couture et de la Mode (FHCM) around the methodology. Chloé is deploying the consolidated version of the SP&L in alignment with their social auditing campaign for their ready-to-wear tier 1, suppliers in order to start monitoring social change over time, using the SP&L key performance indicators. To further enhance the methodology they have partnered with Fair Wages Network to uplift their methodology in terms of living wage standard evaluation.

GRIEVANCE MECHANISM

The Richemont Speak Up Platform was launched in FY23 for internal stakeholders. As required by the UNGPs, this allows our employees to speak up in a legitimate, accessible, predictable, equitable, transparent and rights-compatible way. Further evolution of our Speak Up Platform will include opening the mechanism to external stakeholders. More information on the process can be found in the Refining our Governance chapter of this report.



Data exclude people from YNAP and Delvaux, which are not fully integrated in our Global HR systems.

GLOBAL HR DATA FY23 (HEADCOUNT AS OF THE END OF MARCH 2023)

Table 1: Information on total number of employees, per employment type, by gender (GRI 2-7)

	Female	Male	Total	% of total headcount
Permanent and Temporary Employees	20 469	15 350	35 819	
	57.1%	42.9%		
Permanent	18 734	14 316	33 050	92%
	56.7%	43.3%		
Temporary	1 735	1 034	2 769	8%
	62.7%	37.3%		
Full time	18 594	14 830	33 424	93%
	55.6%	44.4%		
Part time	1 875	520	2 395	7%
	78.3%	21.7%		

Table 2: Information on total number of employees per employment type by region (GRI 2-7)

	Americas	Asia Pacific	Europe	Japan	Middle East India South Africa	Total
Permanent and Temporary Employees	3 776	8 622	19 896	2 115	1 410	35 819
	10.5%	24.1%	55.5%	5.9%	3.9%	
Permanent	3 653	8 383	17 828	1 958	1 228	33 050
	11.1%	25.4%	53.9%	5.9%	3.7%	
Temporary	123	239	2 068	157	182	2 769
	4.4%	8.6%	74.7%	5.7%	6.6%	
Full time	3 747	8 562	17 596	2 114	1 405	33 424
	11.2%	25.6%	52.6%	6.3%	4.2%	
Part time	29	60	2 300	1	5	2 395
	1.2%	2.5%	96.0%	0.0%	0.2%	

DIVERSITY HR DATA FY23

Table 3: Diversity of the highest governance body, by gender and age group (%) (GRI 405-1)

	Female	Male	50+	Total number
Senior Executive Committee	40%	60%	100%	5

Table 4: Diversity of employee per employee category, by gender (%) (GRI 405-1)

	Female	Male	Total
Contributors	49.4%	35.3%	84.7%
Middle Management	5.9%	5.4%	11.3%
Senior Management	1.8%	2.2%	4.0%
Total	57.1%	42.9%	100.0%

	Female	Male	Total
Boutique	19.7%	10.5%	30.2%
Manufacturing	9.6%	13.5%	23.1%
Offices	27.8%	18.9%	46.7%
Total	57.1%	42.9%	100.0%

Table 5: Diversity of employee per employee category, by age group (%) (GRI 405-1)

	<30	30-50	50+	Grand Total
Contributors	18.6%	52.3%	13.8%	84.7%
Middle Management	0.3%	8.9%	2.1%	11.3%
Senior Management	0.0%	2.7%	1.3%	4.0%
Total	18.9%	63.9%	17.2%	100.0%

	<30	30-50	50+	Grand Total
Boutique	4.9%	22.2%	3.1%	30.2%
Manufacturing	3.7%	12.8%	6.6%	23.1%
Offices	10.3%	28.9%	7.5%	46.7%
Total	18.9%	63.9%	17.2%	100.0%

TRAINING AND EDUCATION HR DATA FY23

Table 6: Average hours of training per employee, by gender (GRI 404-1)

Average hours of training	
Female	8.99
Male	7.35
Total	8.29

Table 7: Average hours of training per employee, by employee category (GRI 404-1)

Average hours of training	
Contributors	8.25
Middle Management	9.34
Senior Management	6.01
Total	8.29

Average hours of training	
Boutique	11.96
Manufacturing	4.36
Offices	7.85
Total	8.29

Graph 1: Percentage of employees receiving regular performance reviews, total employees (GRI 404-3)

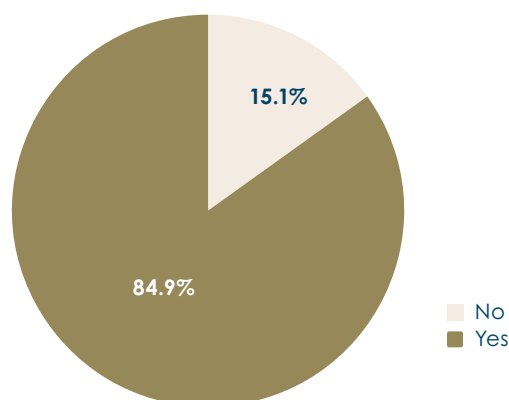


Table 8: Percentage of employees receiving regular performance reviews, by gender (GRI 404-3)

	No	Yes	Total
Female	15.9%	84.1%	100.0%
Male	14.0%	86.0%	100.0%
Total	15.1%	84.9%	100.0%

Table 9: Percentage of employees receiving regular performance reviews, by employee category (GRI 404-3)

	No	Yes	Total
Contributors	16.1%	83.9%	100.0%
Middle Management	8.0%	92.0%	100.0%
Senior Management	12.7%	87.3%	100.0%
Total	15.1%	84.9%	100.0%

	No	Yes	Total
Boutique	10.0%	90.0%	100.0%
Manufacturing	13.4%	86.6%	100.0%
Offices	19.2%	80.8%	100.0%
Total	15.1%	84.9%	100.0%

Graph 2: Percentage of employees receiving career development reviews, total employees (GRI 404-3)

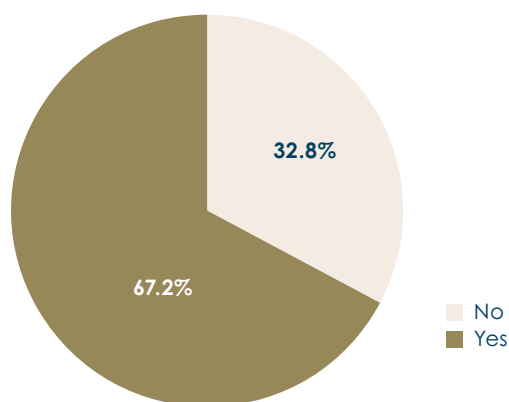


Table 10: Percentage of employees receiving career development reviews, by gender (GRI 404-3)

Gender	No	Yes	Total
Female	30.2%	69.8%	100.0%
Male	36.4%	63.6%	100.0%
Total	32.8%	67.2%	100.0%

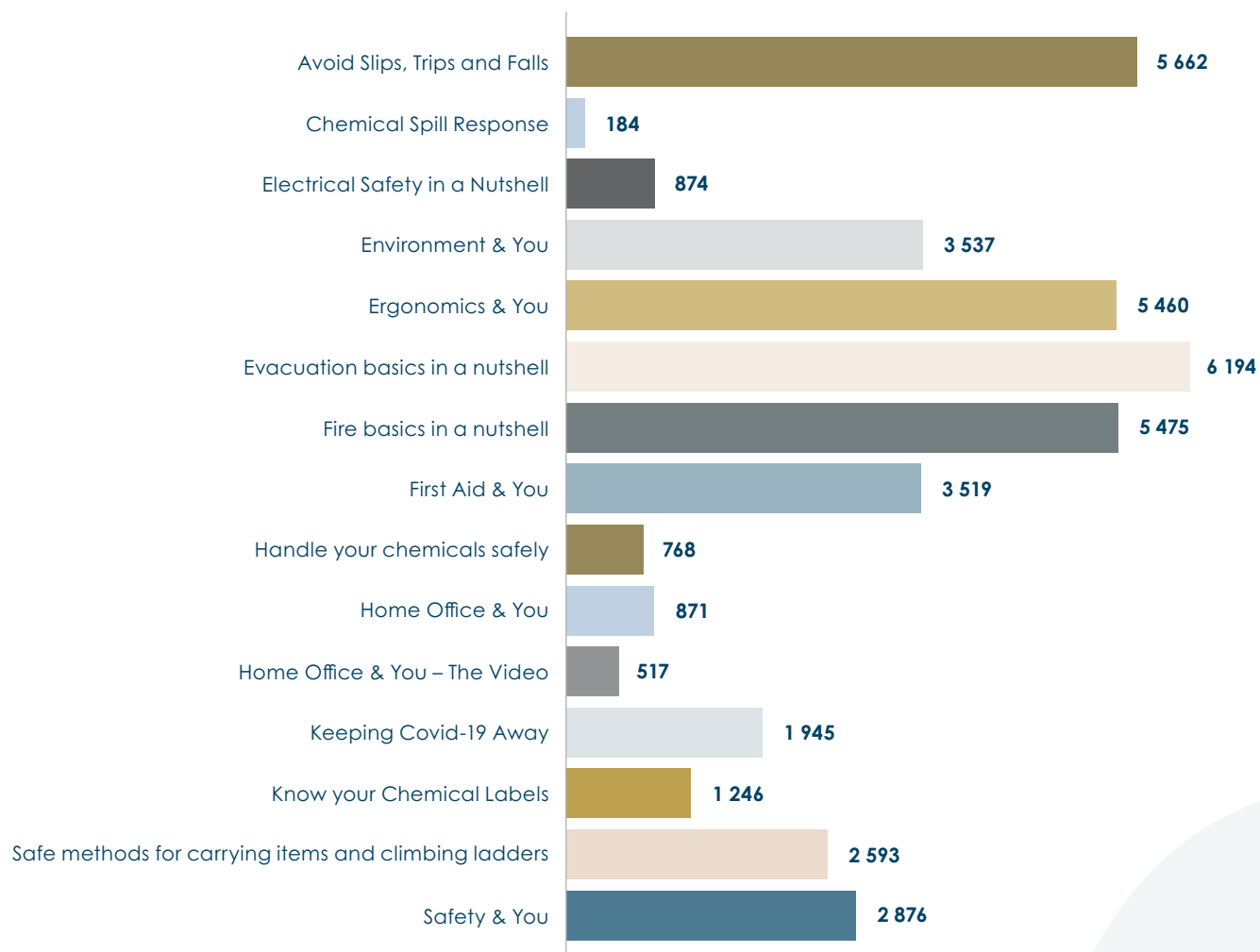
Table 11: Percentage of employees receiving career development reviews, by employee category (GRI 404-3)

	No	Yes	Total
Contributors	33.3%	66.7%	100.0%
Middle Management	27.7%	72.3%	100.0%
Senior Management	37.3%	62.7%	100.0%
Total	32.8%	67.2%	100.0%

	No	Yes	Total
Boutique	24.9%	75.1%	100.0%
Manufacturing	43.7%	56.3%	100.0%
Offices	32.5%	67.5%	100.0%
Total	32.8%	67.2%	100.0%

HEALTH AND SAFETY TRAINING DATA

Graph 3: 30 399 Completed H&S Modules





INFLUENCING OUR SUPPLY CHAIN

INTRODUCTION

Richemont's creations are predominantly produced in Europe and require diligent management systems enabling us to identify and mitigate potential risks. Compared to the past reporting period we have no significant change to disclose in our activities, value chain and other business relationships. One of our top priorities at Group level is to ensure that our suppliers have the capacity to align to our social and environmental ambitions.

The Group materiality assessment undertaken in FY23 identified several supply chain topics impacting society and the environment. These include conflict minerals, supply chain transparency and traceability, as well as human rights and labour standards across the value chain.

Our management systems are tailored to each supply chain and we strive to continuously improve our practices to remain accountable and pro-actively compliant with regulatory trends. In that context, strategic partnerships and collaboration at all levels are fundamental to drive change.

RESPONSIBLE SOURCING GOVERNANCE

The Senior Executive Committee is the highest management body of Richemont and is ultimately responsible for overseeing the management of ESG impact within Richemont's supply chain. The Senior Executive Committee receives regular updates from the Group Industry and Services Director on all supply chains. At the Group level, the day-to-day implementation of our policies lies within the Responsible Sourcing team which is working across all component supply chains. Dedicated experts are assigned to each strategic supply chain, with responsibility for carrying out ESG Risk Assessments in their area of work. Our Maisons have autonomy in their procurement process, however they have to apply the Group Supplier Code of Conduct (SCoC) procedure and the procurement policy.

RICHEMONT'S SUPPLY CHAINS

With a substantial number of suppliers worldwide, collaboration and support across Richemont's supply chains are important factors to the company's success.

Given the diversity of our supply chains, purchasing procedures for strategic raw materials are being developed by the Responsible Sourcing Department to reduce social and environmental impact. In this context, supply chain transparency becomes a risk mitigation tool tracing raw material back to their origin. As mentioned, transparency can be achieved only through collaboration at all levels of the chain. The responsible sourcing governance approach initiated on raw material sourcing will be leveraged in the context of indirect procurement.

In 2021, Richemont took the initiative to review its indirect procurement practices. We strive to continuously improve our global framework, seizing intrinsic opportunities and tackling associated risks while remaining competitive, accountable and compliant with regulatory trends. As a follow up, we launched a global initiative in January 2022 aiming to significantly transform the Group's indirect procurement organisation, practices, vendor management, procure-to-pay processes and overall control environment. This initiative, associated with the responsible sourcing strategic programme, resulted in a global procurement transformation plan including four levels:

- Organisation;
- Processes;
- ESG requirements;
- Digitalisation.

MANAGEMENT APPROACH

Richemont seeks to instil a sense of commitment to responsible supply chain practices from the highest levels of our organisation, across the Group and among our partners. Certifications such as Responsible Jewellery Council (RJC), Leather Working Group (LWG), ISO 14001, ISO 45001, SA8000, as well as supplier audits based on the Sedex Members Ethical Trade Audit (SMETA) methodology lead to a tight control of our suppliers' environmental and social impact.

Ensuring Centralised Raw Material Responsible Sourcing Practices

At Group level, all raw material supply chains, excluding textile, managed at Maison's level, benefit from a centralised coordination led by dedicated centres of excellence, delivering best practices in sourcing and procurement. Therefore, this report describes our management approach only for centralised raw material supply chains.

Three policies are framing our practices:

- The Group Procurement Policy;
- The [Richemont Supplier Code of Conduct](#);
- The [Richemont Raw Materials Sourcing Policy](#).

Drafting policies and making them available to our suppliers is only one step in our approach. We are closely monitoring our suppliers formal commitment to our policies with a goal to constantly increase adoption. Close engagement with long standing and new suppliers includes training and support on emerging ESG topics as collaboration is critical to our mutual success.

Suppliers CoC performance table

Topic	Metric	2025 Target	Progress at 31 March 2023
Supplier Code of Conduct			
Supplier Code of Conduct signed*	% of purchased value from suppliers that signed the Code or provided an equivalent commitment	80%	76%
Supplier Code of Conduct signed – watches and jewellery**	% of suppliers that have signed the Code**	80%	80%
Supplier Code of Conduct signed – leather*	% of purchased value from suppliers that signed the Code	100%	94%
Supplier Code of Conduct signed – marketing material*	% of purchased value from suppliers that signed the Code or provided an equivalent commitment	90%	85%

* Based on approximatively 85% of our global spend for FY2023.

**The 80% refers to number of suppliers which represents 99% of the purchase value.

Managing ESG risks in the supply chain

Richemont is currently working to establish a harmonised ESG risk assessment methodology including criteria in the area of child labour and human rights protection aligned with emerging compliance requirements.

Montblanc exemplifies our Group's strong commitment to human rights due diligence throughout supply chains. By January 2024, Montblanc must comply with the German Supply Chain Due Diligence Act. In FY23, the Hamburg-based Maison focused its efforts in establishing sustainable structures and processes in order to build a due diligence risk management system including a risk analysis process of direct suppliers.

The diversity of Montblanc's product categories and value chains requires a multidimensional analysis of potential human rights and environmental impact. According to the principle of appropriateness, which plays an essential role in the law, Montblanc designed a multi-level risk assessment process. The risk analysis, which was conducted based on this process among 2 000 direct suppliers, indicated the need for a reliable data basis and supply chain mapping up to the country of origin. Strong collaboration and continuous exchanges with the suppliers play a central role in the process of data collection and validation as well as in the implementation of preventive and remedial actions.

DUE DILIGENCE APPROACH

In the Amplifying our Social Impact chapter of this report we describe our due diligence approach in detail. An important pillar in our strategy is to promote the Responsible Jewellery Council's (RJC) Code of Practices (CoP) certification to all our suppliers of gold, diamonds and gemstones. In addition, Richemont conducts regular audits of suppliers that are not RJC certified, including leather and textile suppliers, as well as indirect suppliers. In this context we leverage our Sedex membership and their SMETA audit referential.

To help drive continuous improvement, the Group organises regular procurement forums to bring our Maisons and businesses together and enable the sharing of best practice.

PARTNERING ACROSS OUR SUPPLY CHAINS FOR ENVIRONMENTAL IMPACT

While we can assist in the progress of positive changes within our supply chain through our own initiatives, we are mindful that our impact can be multiplied by partnering with other organisations and initiatives, so we seek these out wherever relevant.

In this spirit, Richemont has joined the CDP Supply Chain Programme. The CDP Supply Chain Programme enables Richemont to engage with its suppliers on climate action, as part of our SBT action plan. The action plan recognises the need for support from suppliers to achieve the Group's SBT commitments and reduce our Scope 3 emissions. As part of this we seek to encourage suppliers to commit to their own SBTs.

Our aim is to retrieve data on climate change, emissions and reduction strategies from our selected suppliers through the supply chain module of CDP's Climate Change Questionnaire. Our goal is to encourage greater transparency by collaborating with our key suppliers to better reflect the impact of suppliers' emissions reduction in our global footprint.

For instance, we drive suppliers' engagement through training and webinars moderated by the CDP Supply Chain team, which helps suppliers embrace their critical role in our climate action. Engagement and learning drive a higher response rate in CDP supply chain data collection. In FY23, we conducted the CDP Supply Chain Programme, 170 suppliers reported their GHG emissions and action plans via the CDP platform.

GOLD

Fine gold is an essential material for the Group and its Maisons. Richemont has prioritised the creation of robust management systems and due diligence processes to operationalise our responsible sourcing ambitions, as described in dedicated codes and policies.

THE VALUE CHAIN

Fine gold procurement is centralised via Varinor, Richemont's precious metal foundry and refinery. This ensures a unique and consistent application of our sourcing rules.

The procurement process is structured around three key pillars:

- Pillar 1: Varinor is the gold entry point for the Group.
- Pillar 2: Varinor supplies only RJC CoC-eligible gold.
- Pillar 3: Varinor purchases gold only from selected suppliers following an extensive due diligence process.

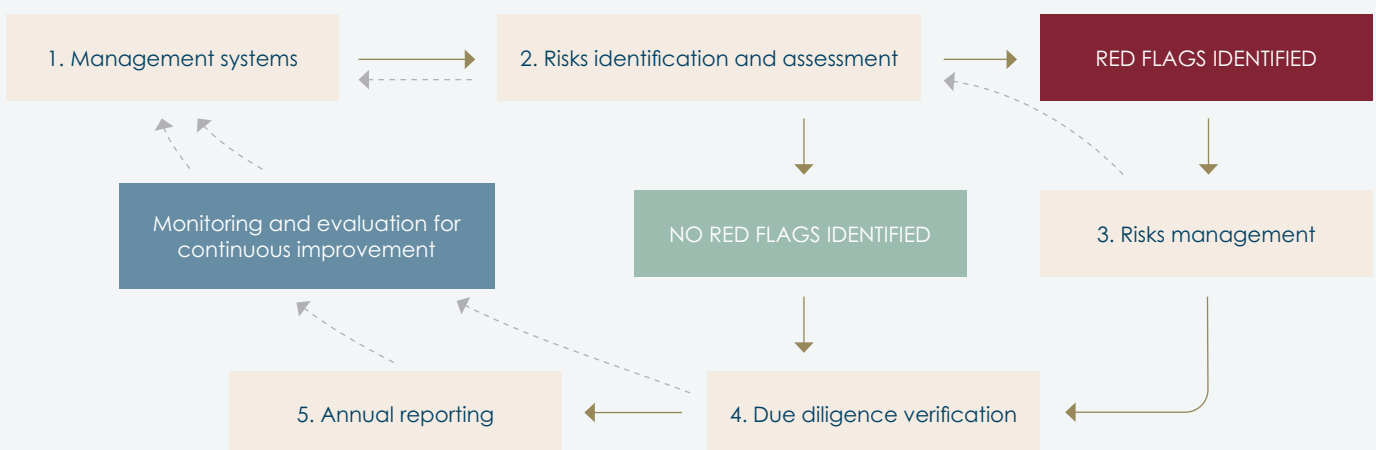
All the gold provided to the Maisons by Varinor must be RJC CoC-certified (including mandatory auditing) and sourced from selected suppliers requested to be RJC COP and CoC-certified. The RJC COP standard defines the requirements for establishing responsible practices throughout the jewellery supply chain, from mine to retail. The RJC CoC standard defines the requirements for creating a documented Chain of Custody along the supply chain for precious metals that are responsibly produced, processed and traded. All of Varinor's Tier-1 suppliers are refiners.

MANAGEMENT APPROACH

The Richemont Gold Sourcing Committee is the internal governance body in charge of responsible gold sourcing. It is chaired by the Group Industry and Services Director, who reports to the Group Chief Executive Officer. Members include selected representatives from our Watch and Jewellery Maisons, as well as, the Group Chief Sustainability Officer, the Group Responsible Sourcing Director and the Managing Director of Varinor. Internal experts are invited when required. The purpose of the Gold Sourcing Committee is to define sourcing policies, rules and strategies. The committee evaluates due diligence reports and monitors Varinor's purchases. Any fundamental modification to our gold sourcing strategy requires approval of Richemont Senior Executive Committee.

DUE DILIGENCE PROCESS TO SELECT AND MONITOR SUPPLIERS

Varinor's due diligence process is described below following the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas – Supplement on Gold.



Management System

Varinor's Managing Director is responsible for the company's due diligence management system. This system includes a validation process for any new business relationship relating to the purchase of fine gold, as well as a risk monitoring system for existing business relationships.

All new business relationships are subject to a strict evaluation and approval process. The assessment is based on a risk analysis using documentary evidence and on-site audit. The evaluation is then considered by the Gold Sourcing Committee of Richemont, which has final approval of new business relationships.

Risk Identification and Assessment

Following the recommendations of the Gold Sourcing Committee, Richemont current gold sourcing strategy is exclusively based on recycled gold of industrial origin and old jewellery. Grandfathered gold may be considered only after validation of the Gold Sourcing Committee and only in case of recycled gold shortage.

Some of the significant risks of the supply chain include corruption, money laundering and the possible introduction of illegitimate gold through pre-owned jewellery. In order to drastically limit risks along the supply chain a thorough assessment of the measures taken upstream by Varinor include, but are not limited to, the choice of country of origin, regular audits of Tier-1 and Tier-2 suppliers, field visits and review of documentary evidence.

Risk Management

We are applying the UNICEF's Child Rights in the Workplace Index to assess our suppliers. In that context, Varinor works with its suppliers on constant improvement to ensure their compliance with the Richemont Raw Material Sourcing Policy. In addition, our team of experts conduct regular audits and field visits to control our suppliers' due diligence processes and gather data on the origin of their gold. While such visits were not possible during the COVID period, this year visits have taken place in all regions.

Verification

The Varinor due diligence system is verified every three years by an independent third party as part of the RJC-CoC certification process. Varinor has been a member of the Responsible Jewellery Council (RJC) and certified according to the COP since 24 December 2011 and according to the CoC since 2 December 2014. Varinor's RJC COP and CoC certifications were renewed in December 2020 and re-controlled in May 2022.

ALLOYED GOLD

Alloyed gold (e.g. 18-carat) is used to produce components both internally and by external suppliers.

At Tier 1 our RJC certification coverage is:

- **Jewellery:** 97% of the 'façon' value is provided by RJC-COP certified suppliers;
- **Watches:** 99% of the gold components (in weight of gold) is provided by RJC-COP certified suppliers.

Many suppliers are already RJC CoC certified, supporting our best efforts to have the majority of our gold products CoC certified by the end of 2025.

SOCIAL AND ENVIRONMENTAL IMPACT IN GOLD SUPPLY CHAIN

Richemont seeks to improve its social and environmental impact within the gold value chain by contributing to initiatives and partnerships. For instance, Richemont and Cartier have a long-standing partnership with the Swiss Better Gold Association (SBG). Together with the Swiss Better Gold Association, Cartier is a primary supporting partner of the Sociedad de Trabajadores Mineros S.A. (SOTRAMI). It is an RJC CoP and Fairtrade-certified ASM operator, owned by 165 shareholders, most of whom either work or have worked for the company. The association partners with the Swiss State Secretariat for Economic Affairs (SECO) in a public-private partnership aiming at the reduction of poverty and improvement of social and environmental conditions in artisanal and small-scale gold mining.

In addition, Richemont participated in the financing of a study conducted by the Swiss NGO SWISSAID, which is committed to the fight against illegal gold exports. The study is called 'On the trail of African gold' and aims to quantify gold production and trade of illicit gold flows. It takes stock of the situation in Africa by mapping the gold flows as accurately as possible. The Publication of the study aims to reduce the lack of transparency that prevails in large parts of the African gold sector. This will allow decision makers of all types to better understand the dynamics that drive the sector and to take necessary and effective action.

DIAMONDS

Our Maisons are in charge of their diamond sourcing, however, the diamonds' sourcing governance is led at group level by the Stone Supply Chain Committee (SSCC).

The Group requires a common suppliers' risk assessment methodology. It considers inherent risks based on recognised social risk evaluation tools including the UNICEF Index for Children Rights in the Workplace or the CAHRA Map by Kumi. The Stone Supply Chain Committee was set up in April 2022 at Group level and acts as the highest governance body overseeing the topic. The Committee gathers every 3-4 months. So far, the Committee has been working on enhancing knowledge and understanding of the supply chain and shaping the Group's supplier risk assessment methodology.

THE VALUE CHAIN

The diamond value chain is structured into four levels:

Mining: Richemont has implemented a policy stressing banned areas of origin for diamonds, notably Russia

Cutting and polishing of rough diamonds

Creating: Polished diamonds are received by Richemont for further activities

Selling: We do not buy or sell synthetic diamonds. In line with this, the Group has taken steps to ensure all diamonds sold to our customers are natural.

MANAGEMENT APPROACH

The SSCC provides regular updates to the Senior Executive Committee, as well as the Governance and Sustainability Committee of the Board.

DUE DILIGENCE

In the context of the conflict between Russia and Ukraine, Richemont and its Maisons have decided to take appropriate measures to stop sourcing any diamonds of Russian origin from their supply chains, in order to not participate, directly or indirectly, in financing this conflict.

With that in mind, the Group has conducted a third-party audit traceability campaign to increase efforts, notably to check the flow segregation for origin restrictions requirements. In addition, Richemont and Maisons' representatives visited their main suppliers on site in India.

All diamonds purchased by the Group comply with the Kimberley Process Certification Scheme (KPCS) and the System of Warranties (SoW). Similarly, 99% of our Tier 1 suppliers are RJC certified based on purchased volumes.

GEMSTONES

Coloured gemstones are an integral part of our watches and jewellery pieces. Our Maisons decide the sourcing strategy of their gemstones and Richemont has responsibility for the governance.

THE VALUE CHAIN

The supply chains of coloured gemstones are multi-layered, with possible multiple travel loops within the trade. They are specific to each type of stone and depend on the mine typology, the country of extraction and the country of cutting and polishing. Also, the timeline for a single stone could span up to decades, from the moment it is mined to the moment it is set in Richemont creations.

Richemont is developing a step-by-step process to increase the coloured gemstones' transparency, while taking steps to improve supply chain practices.

DUE DILIGENCE

The Group and the Maisons have been using Kumi's CAHRA Map, a tool that enables efficient identification of conflict affected and high-risk areas.

The Group is also actively participating in the collective effort to enhance transparency, as the coloured gemstone supply chains can be shared by other jewellery companies within the industry.

The Coloured Gemstones Working Group (CGWG) is an industry-led body seeking to improve transparency across the supply chains of coloured gemstones. CGWG was launched in 2015 with the support of Richemont, Cartier and Van Cleef & Arpels. It is a unique initiative between the world's leading luxury jewellery Maisons and mining companies with the goal of catalysing positive change in the gemstones and jewellery industry. The working group supports the collaborative development of robust and practical resources, guidance and tools focused on the coloured gemstones supply chain's due diligence. It offers free resources and tools to enable individuals and companies, from small-scale mining operators to retailers, to learn more about and implement responsible business practices through continuous improvement approaches.

Our supply chain risks have the highest potential of recurring beyond the relationships with our direct suppliers. One of the actions we have taken is to use the PSIA (Product Social Impact Assessment) methodology, with the help of the CAHRA map. A PSIA-aligned approach focuses on social impact of a product or raw material.

The Group aims to scale the use of its Product Social Impact Assessment methodology for gemstones. Our focus is to better understand potential risks and to be able to identify positive impact. Finally, we are implementing a harmonised risk assessment and mitigation methodology that considers inherent risks based on recognised data base such as the UNICEF Index for Children Rights in the Workplace and the CAHRA Map.

WATCH COMPONENT SUPPLIERS

Watchmaking is an inherent and historical part of the core business of Richemont. The Swiss Watchmaking industry is a consolidated market with centuries of know-how and international recognition. Richemont mainly relies on its own Maisons' manufacturing sites and internal manufacturing competence centres.

Richemont's internal manufacturing entities play an important role in the Maisons' sourcing strategies, with a secure and competitive offer in watch components. The Group also collaborates with a qualitative and specialised suppliers network. Richemont is making sure that its suppliers are either certified (RJC CoP or ISO 14001, ISO 45001, SA 8000) or audited on a regular basis in order to ensure compliance with its Supplier Code of Conduct.

Our Maisons have forged long-term strategic partnerships leading to shared business success.

For instance, nearly 100% of IWC's primary suppliers are based in Switzerland, thereby guaranteeing that IWC Schaffhausen watches are Swiss Made™. Since 1903, the Probus Scafusia seal has been engraved on every IWC watch leaving the Manufakturzentrum in Schaffhausen signifying the uncompromising quest for precision and reliability.

Moreover, annual supplier's seminars are organised, such as the Vacheron Constantin Suppliers Immersion Day, where during three days various topics including climate performance are on the agenda.

LEATHER

Leather is a key material in many of our products and is part of our heritage. For instance, Delvaux was founded in 1829 and is the oldest fine leather goods house in the world.

THE VALUE CHAIN

Most manufacturers are located in Italy, France and Spain. Each month, the Maisons are asked to provide Richemont's Responsible Sourcing Team with a list of all partners for leather goods, activities (Tier 1, Tier 2 and Tier 3 when possible). The current focus is on Tier 1 (suppliers that produce finished goods) and the goal is to audit 100%. We are currently mapping the manufacturing subcontractors and Tier 2 suppliers, with a goal of screening 100%. For Tier 3 suppliers (tanneries), we require LWG certification (Leather Working Group) and our goal is to have almost 100% of bovine leather sourced in Europe, which applies the strictest regulations. For the other Tier 3 suppliers, including metal parts suppliers, we audit the largest ones.

Our alligator leather mainly comes from farms in Louisiana, USA and our suppliers must comply with the International Crocodilian Farmers Association (ICFA) criteria. Tanneries for alligator leather are mainly in Italy and some are in France. Our target for alligator leather with LWG certification is included in our global LWG target.

We strive to ensure that the leather we use does not contribute to negative social and environmental impact. We work to monitor our supply chain to ensure safe and decent working conditions that support the principles of freedom of association and collective bargaining. In 2022, we focused on our leather suppliers in Italy. We strengthened manufacturing contracts by embedding ESG requirements. We also conducted a deep analysis and mitigation plan on our suppliers' network. This was done mainly through SMETA audits and onsite visits.

MANAGEMENT APPROACH AND DUE DILIGENCE

A dedicated committee facilitates the internal governance of our leather supply chain due diligence approach. A structured audit procedure including the capacity to conduct financial and social analysis contributes to our data collection and decision-making process.

In FY23, we conducted in-depth analysis and we deployed mitigation plans across our suppliers' network, including SMETA audits, onsite visits and anti-fraud analysis. More details are available in the dedicated performance table.

The Leather Working Group certification is very important in our tanneries due diligence process. Richemont joined the [Leather Working Group](#) in April 2021. With 1 000 members across the leather supply chain, this not-for-profit organisation is overseeing environmental certification for the leather manufacturing industry.

The LWG conducts environmental audits. Tanneries are expected to demonstrate reputable practices in all business areas, including water usage. In 2022, 80% of our bovine skins were coming from LWG-certified tanneries, on target with our objective. In the next years we aim to increase this ratio. The audit takes place every two years, during which time the LWG evaluates the environmental performance of tannery operations and rates it with gold, silver or bronze rankings, accordingly.

SOCIAL AND ENVIRONMENTAL IMPACT

Since 2021, Richemont has been a member of several consortium and initiatives, such as the International Reference Center for Life Cycle Assessment and Sustainable Transition (CIRAIG) and the World Apparel and Footwear Life Cycle Assessment Database (WALDB). These initiatives foster collaboration within the luxury industry to improve the accuracy of environmental impact assessments. Leather primary environmental impact occurs upstream in the sourcing of raw materials and chemicals used in the tanning process. We have therefore identified specific actions to improve those. These include improving traceability of the leather we are sourcing which will allow us to identify suppliers with the most responsible farming and animal welfare practices. Furthermore, we have undertaken Life Cycle Assessment of tanning to identify the options with the lowest environmental impact. Based on this precise impact mapping, we plan to roll out a series of actions together with our tannery partners to reduce the impact of the transformation processes of our leather hides.

Supplier audits on leather

	31st March 2022	31st March 2023
% of purchased value from Tier 1 suppliers covered by audits	88%	89%
% of Tier 2 suppliers covered by audits	70%	86%



REFINING OUR GOVERNANCE

INTRODUCTION

Our approach to Governance serves as an essential foundation for implementing ESG plans across the organisation.

Our Standards of Business Conduct anchors our culture and values and our Enterprise Risk Management equips us to identify, assess and respond to relevant ESG developments and risks. The Corporate Governance section in our 2023 Annual Report describes the ESG-related management mechanisms.

Our FY23 materiality assessment identified the most significant sustainability governance topics, including ethics and compliance as well as data privacy and security. This chapter focuses on the key topics associated with corporate governance more broadly and business ethics, including data protection.

Governance highlights during the year included:

- Appointing the Chief Sustainability Officer as a member of the Senior Executive Committee;
- Upskilling 60 top business leaders across the Group, including all CEOs of Maisons and regions, with a two-day training on Sustainability Strategies in the Luxury Sector;
- Performing a gap analysis to comply with incoming regulatory instruments such as the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict Areas and Child Labour (DDTrO) and the EU's Corporate Sustainability Reporting Directive (CSRD).

FOCUS ON SUSTAINABILITY GOVERNANCE

ESG GOVERNANCE

Sustainability is firmly embedded at the highest governance level of the Group through our Governance and Sustainability Committee, which reports its actions to the overall Board. Established in March 2021, it replaced the Ethics Sub-Committee, which was established in 2019. This committee reviews all management proposals regarding our sustainability roadmap and approves the annual ESG Report.

The Chief Sustainability Officer, member of the Senior Executive Committee, is responsible for our sustainability performance and reporting. Group Sustainability serves as a central hub, connecting a diverse network of approximately 100 Sustainability Leaders from various functions, regions and Maisons. These leaders convene twice a year and maintain regular online communication. Their role includes ensuring their entities meet the Group new standards and requirements.

To address specific ESG topics, the Group established a range of specialised governance bodies, including Gold Sourcing, Gemstones, Human Rights, Research and Innovation and Safety committees.

GOVERNANCE AND SUSTAINABILITY COMMITTEE

The Governance and Sustainability Committee supports the development and review of ESG strategies, policies and guidelines and convenes five times per year. The Group Sustainability team manages the agenda and meetings for the committee, following a comprehensive work programme that addresses all aspects of Richemont's ESG framework. External stakeholders are regularly invited to discuss critical matters requiring the committee's attention and as such contributing to the committee's decision process when relevant.

In addition to the Governance and Sustainability Committee's mandate, the Board's Audit Committee oversees the adequacy and effectiveness of risk management practices in the Group. These include risk management practices for ESG risks. The Audit

Committee examines and reviews the adequacy, effectiveness and integrity of the processes to assure the Group's compliance with all applicable laws and regulations; and ensure compliance with the Group's Standards of Business Conduct.

The Governance and Sustainability Committee serves as an advisory body to the Board on the following matters:

- Oversight and approval of proposals regarding greenhouse gas targets, climate change and biodiversity, as well as water and forest-related issues;
- Oversight of due diligence processes and the materiality assessment, which focus on Richemont's impact on ESG topics and include insights on internal and external stakeholders' engagement (the effectiveness of such due diligence and engagement processes is reviewed on an annual basis);
- Management proposals regarding diversity, equity and inclusion, human and labour rights and social impact on supply chains and communities;
- ESG or sustainability-related amendments to strategic plans.

At the end of each Committee meeting, the minutes and actions are communicated to the Board by the Committee Chair. Items can be discussed with the Board at large if required.

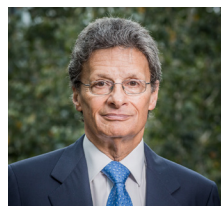
Ms Whitbread, the Committee's Chair, has extensive experience within ESG-related topics, including competencies in human rights and child protection. The members' contribution comes from their tenure on ESG Committees, risk management and oversight of business ethics in other Boards.

The Board and each of its permanent Committees conduct an annual self-assessment of their own role and effectiveness, including the Governance and Sustainability Committee. This provides members of the Board the opportunity to reflect on their individual and collective performance. The respective Committee's conclusions are communicated to the Board. As an example, the nomination of Ms Jasmine Whitbread contributed to reinforcing the Board competencies in ESG matters.

The Committee comprises four independent non-executive directors:



Jasmine Whitbread
Committee Chair
from March 2022



Clay Brendish
Former Committee Chair
and Lead Independent
Board Director



Wendy Luhabe
Member of the
Nomination Committee



Guillaume Pictet
Member of the Audit
Committee and of
the Compensation
Committee

DEVELOPING ESG COMPETENCY

We reinforced our ESG structures with dedicated training on ESG and sustainability, which was delivered in collaboration with external partners and academic experts. In the table below we describe the range of ESG training delivered in the course of FY23.

Course Date	Course Name	Attendees	Course focus and objectives
9 March 2023	Environmental, Social and Governance (ESG) Reporting: Introduction, Reporting Frameworks and Future Developments' eLearning curriculum.	Finance community including all Richemont and Maisons CFOs	Equip our global finance community with skills on non-financial reporting, anticipating their central role in ESG performance controls, audit and reporting.
8 February 2023	ESG Training	Board members and advisors of the Governance and Sustainability Committee of the Board	Equip Board members with an external update of critical ESG and sustainability developments (regulatory, market and voluntary) to give them an overview of key considerations in relation to their governance roles.
16/17 January 2023	Executive Sustainability Learning Event	Top 60 business leaders across the Group, including all CEOs of Maisons and regions	Empowering our Top Executives to unlock ESG value-creation opportunities, shifting perspectives to see sustainability as a way to achieve strategic renewal and drive change. A follow up session will be planned to review implemented actions and work on future strategic priorities.
2 December 2022	ESG Reporting and Compliance, which also included a focus on HRDD	96 Sustainability Manager/ Leaders	1-day course in which Sustainability Leaders in Maisons, regions and functions increased their expertise and understanding of Richemont and other relevant reporting requirements so that they can effectively contribute.
30 June/1 July 22	Sustainability Training	53 Sustainability Managers/ Leaders	1.5-day course in which an external training provider enhanced the sustainability leadership and strategy skills of key sustainability managers and leaders. Part of our wider face-to-face learning and engagement programme for our Sustainability Champions with further training sessions organised in December 2022 and in January 2023 for Top Executives (see more details above).

RISK MANAGEMENT

As outlined at the beginning of this report under the section 'Our Approach to ESG', Richemont views ESG as a comprehensive risk management and reporting framework that facilitates performance management and promotes regulatory compliance.

Our Risk Identification and Assessment Process

Richemont's approach to risk assessment is based on Enterprise Risk Management (ERM), a Group-level framework to identify strategic and operational risks, including ESG factors. Our Materiality Assessment, which considers double materiality, assesses both positive and negative impact of ESG-related risks. We have risk management plans in supply chain and in health and safety.

We introduced our initial risk register, incorporating ESG factors, in 2005 and have since developed a robust and effective process. Richemont evaluates mid- and long-term strategic and operational risks across all Group functions, paying special attention to specific ESG risks. Identified risks are assessed based on their probability of occurrence and potential impact and subsequently prioritised by Group Management. Furthermore, the Audit Committee and the Board of Directors review an annual consolidated risk report, which includes risk mitigation plans.

Managing Social and Environmental Risks

Richemont has a comprehensive approach to the identification, assessment and management of social and environmental risks. The type of risks and the way we manage them is described in detail in the "Acting on our Environmental Impact", "Amplifying our Social Impact" and "Influencing our Supply Chain" chapters of this report. Our risk management approach in these areas has been informed by two underlying trends we identified in our 2023 materiality assessment:

- 1. Evolving customer expectations:** Our customers have always valued high-quality products, encompassing traditional aspects, such as purity or design. Environmental and social performance are considered as an implicit feature. Richemont, as an organisation and through our products, aims to meet these expectations. The Group Research & Innovation (R&I) team, in collaboration with our Maisons, is committed to staying ahead of these changes through innovation, including new materials and watch design. Group Marketing is also constantly monitoring trends and pays particular attention to social media conversations on these topics. Richemont, which manages data for high-value clients, recognises that reputational damage associated with data privacy and security breaches could severely impact the business. Consequently, the Group considers digital security a strategic imperative and enforces strict policies to minimise the likelihood of such risks occurring.
- 2. Regulatory changes introducing additional ESG requirements:** regulators are increasingly mandating specific sustainability and reporting requirements. These range from the Swiss Ordinance on Due diligence and Transparency duties related to Conflict Minerals and Child labour (DDTrO) to the EU's Corporate Sustainability Reporting Directive (CSRD). Recognising the potential material impact of these regulations on Richemont, the Group has proactively established policies and codes of conduct for employees and suppliers described in details in this report under the Amplifying our Social Impact chapter and the Influencing our Supply Chain chapter. This approach clarifies our expectations for managers, employees and suppliers and is regularly updated with a view to continuously inform our risk register and take actions to mitigate potential risks and leverage on opportunities to improve our management approach on ESG topics.

BUSINESS ETHICS

POLICIES GUIDING OUR STANDARDS OF BUSINESS CONDUCT

The Group's revised Standards of Business Conduct (the "Standards") was introduced in September 2021 and updated in November 2022, with a heightened focus on ethical and sustainable principles. The Standards approved by the Governance and Sustainability Committee of the Board act as a foundation for the Group's culture and guide us in making legal, ethical and sustainable decisions in all countries where we operate our business. The document is available on richemont.com and internally on the Group's intranet.

Our Standards of Business Conduct applies to everyone that represents the Group. This includes our employees, directors, temporary staff, contractors, agents, consultants and business partners. They provide guidance in any situation, even in circumstances not explicitly covered by the Standards. We review our Standards every three years to ensure that they continue to evolve with the global ethical and legal standards expected of our Group.

The Standards are divided into four pillars:

- **Creating the right environment for our employees:** Featuring sections on Diversity & Inclusion, Working Environment & Behaviour and Health & Safety.
- **Promoting transparency and integrity in our decision-making:** Including sections on Conflicts of Interest, Anti-bribery & Corruption, Gifts, Hospitality & Other Benefits, Charitable Contributions, Political Participation, Anti-Money Laundering and Transparency in Accounting & Contracts.
- **Maintaining the trust of clients and stakeholders:** Covering sections on Protection & Use of Our Group Assets, Confidentiality & Protection of Information, Insider Dealing & Market Abuse, Competition and Anti-trust, Data Protection & Privacy and Social Media & Social Messaging.
- **Preparing for a sustainable future:** Addressing sections on Trade in Products, Environmental Protection, Business & Human Rights and Working Towards a Responsible Supply Chain.

The Standards and the materiality assessment are intrinsically connected as they both guide our approach to addressing the most pertinent ESG issues and foster a culture of responsible business practices. By focusing on material ESG topics, we ensure that our policies and actions align with the expectations of our stakeholders and the ethical and legal standards of the communities where we operate. Therefore, in this chapter, we expand on specific topics, such as Anti-Bribery and Anti-Corruption, Intellectual Property, Data Protection & Cybersecurity and Tax.

Integrity is one of the core values at Richemont: we value people who cherish respect and value transparency and honesty. We operate a global comprehensive compliance program striving towards full compliance with all applicable laws and regulations. During the reporting period (1 April 2022 to 31 March 2023, "Reporting Period") no final decision was adopted against Richemont companies alleging significant instances (significant being defined as cases with a fine or monetary penalty above CHF 100 000, "Significant") of wrongdoing in the areas of antitrust, anticorruption, anti-money-laundering or data privacy. These are the areas of compliance we consider most important in light of our risk profile and exposure as summarised in the Enterprise Risk Report. We also confirm that during the Reporting Period no final decision was adopted against Richemont group companies alleging significant breaches of applicable product and labelling laws.

TOOLS AND TRAINING THAT SUPPORT OUR ADHERENCE TO OUR POLICIES

The Group has implemented a comprehensive training programme to disseminate our Standards, raise awareness of their contents and develop employee knowledge to effectively implement them. The training initiatives are designed around the principles of the Standards of Business Conduct and emphasise the importance of ethical behaviour and compliance. These are a critical part of our commitment to a transparent and integrity-based culture. During and after the summer of 2022, Richemont launched a series of new compliance learning modules aimed at educating employees on important ethical topics, in alignment with the four pillars.

The Compliance Learning Series 2022 focused on essential topics, such as anti-bribery and corruption, anti-money laundering, conflicts of interest and insider trading. These compulsory modules specifically addressed the promotion of transparency and integrity in our decision-making processes, as well as maintaining the trust of our clients and stakeholders.

Additionally, the Modern Slavery & Human Trafficking eLearning modules were introduced in August 2022 and completed by more than 13 000 employees. These modules reinforced our commitment to preparing for a sustainable future by promoting responsible supply chain practices and upholding human rights.

RICHEMONT SPEAK UP PLATFORM

The Richemont Speak Up Platform is an integral part of the Group's ethical infrastructure. In June 2022, the internal Richemont Speak Up Platform was launched to replace the Group's previous whistleblowing process and procedure. The Speak Up Platform allows employees to report concerns through a telephone call or an online form, with an option for anonymity. These reports are sent to the Richemont Speak Up Taskforce, a group of coordinators from relevant functions within the Group. The taskforce is responsible for triaging concerns and forwarding them to an appropriate impartial issue owner for further investigation. All procedures are documented using the Navex EthicsPoint platform, which ensures an audit trail that meets regulatory requirements.

To promote the Speak Up Platform, Richemont launched a general awareness campaign via the Group's intranet and provided Group-wide training. In FY23, 28 385 employees completed the training on Speak Up relating to report concerns and how these concerns are dealt with. The platform is available to all global operating entities, including all Maisons. Concerns are confidentially addressed and individuals who report issues are supported. Richemont has a zero-tolerance policy for any retaliation to anyone who makes report in good faith or participates in an investigation.

In FY23, 99 Speak Up cases were reported through the Richemont Speak Up Platform. The most common types of matters reported through the Speak Up Platform included employment, discrimination and harassment matters.

In addition, in FY23, 147 whistleblowing reports were recorded (similar to 145 in FY22) through the whistleblowing channel, which was then decommissioned at the end of March 2023. The kind of issues reported included: employment matters, fraud allegations (retail transactions and conflicts of interest); discrimination, bullying and harassment; non-compliance with commercial and asset protection procedures.

We continuously learn from the reporting of these incidents and adapt our business practices accordingly. To ensure impartiality, our reporting system is overseen by the Head of Internal Audit, who is independent from management and reports to the Chair of the Audit Committee, who is updated annually on the critical concerns raised.

The Group will keep working in the coming months to raise internal awareness on the new Speak Up Platform. Richemont is also working on extending the Speak Up Platform to external stakeholders. This will allow a broader range of individuals, regardless of location, to voice their concerns and contribute to the Group's ongoing commitment to transparency and ethical conduct.

PROMOTING INTEGRITY & TRANSPARENCY

Conflicts of Interest

Conflicts of interest have the potential to undermine the making of fair and ethical decisions and could compromise our integrity. In line with principles set in the Standards of Business Conduct, any situation that gives rise, or might give rise, to a conflict of interest must be declared as soon as it arises, in line with our core values, which include honesty, truthfulness and authenticity.

Every member of the Board, its standing committees and the Senior Executive Committee must manage their personal and business affairs to minimise potential conflicts of interest with the Group. Where conflicts of interest may arise, the member must make a full declaration of the potential conflict to their respective governing body or its chair who must ensure the issue is addressed at the next meeting. All transactions between Group companies and members of the Board or the Senior Executive Committee must be conducted at arm's length and approved by the Board without that member's involvement.

The Chair of the Board is a member of the Senior Executive Committee and contributes, alongside the Chief Executive Officer and other committee members, to making and executing business management decisions. This arrangement is deemed beneficial and appropriate and any actual or potential conflicts of interest arising through this arrangement are prevented or mitigated in line with any other conflicts of interest, for which the management of those conflicts are described in this section.

The Organisational Regulations of the Board of Directors states that "in the event that the Chairman is also a member of the Senior Executive Committee, the Board shall appoint from amongst its non-executive members a Lead Independent Director. 'Non-executive members' refers, in this context, to members of the Board who do not perform any line management function within the Group". The Lead Independent Director is entitled to carry out an annual assessment of the work of the Board and of the Chairman and, if such assessment has been carried out, present its findings to the Board. The Lead Independent Director is also entitled to convene and chair meetings of the Board as they see fit.

Richemont's Standards of Business Conduct set out what constitutes a conflict of interest and how it should be handled.

Anti-bribery and Anti-corruption

At Richemont, we have a zero-tolerance for bribery and corruption. We take responsibility to comply with laws, regulations and standards, that help avoid bribery and corruption anywhere we do business. In order to continuously raise awareness on the risks bribery and corruption may pose to Richemont and individuals, a dedicated online training is available on the subject. This training available in our intranet has been completed by 29 410 employees in FY23.

In FY23, no incidents of corruption were confirmed, neither with employees nor with business partners. Richemont has its own Anti-Corruption Policy within the Standards to ensure full compliance with law along with specific policies and procedures including:

- **Gifting & Hospitality Policy:** This policy outlines the Group's standards for giving and receiving gifts, hospitality, or other benefits. It applies to all employees, directors, temporary staff, contractors, agents and consultants.
- **Sales Incentive Policy:** This policy sets the Group's standards for providing sales incentives to our authorised dealer network for meeting agreed-upon objectives relating to sales performance, brand visibility, brand activation, or other third-party activities, or in anticipation of legitimate actions or operations that solely benefit a Maison or Group affiliate in connection with its business or sales.

Both policies are available to all employees on the Richemont intranet.

Intellectual Property

At Richemont, we value creativity, innovation and craftsmanship, which are essential to our customers. We are dedicated to protecting intellectual property (IP) and combating counterfeiting of goods. This safeguards the core values of our Maisons and ensures that our customers are not deceived by fraudulent products. Counterfeit goods not only damage the livelihoods of those involved in creating and producing genuine items but also deceive customers and undermine their trust.

Our proactive and reactive intellectual property strategy includes programmes targeting counterfeit goods both online and offline. We collaborate with customs, police and administrative authorities worldwide to organise raids and seizures. These measures limit the proliferation of counterfeit goods and send a clear message to counterfeiters. Our commitment extends to a programme of civil enforcement through strategic litigations, which further emphasises the issue and serves as a deterrent. As intellectual property is a dynamic field, we also track the development of new tools and technology, such as blockchain so we can respond adequately. Social media, instant messaging and live shopping channels are an increasing area of concern in terms of volume of counterfeit. As new apps launch we try to ensure our monitoring services have capacity to offer surveillance. As a result of our focus on close collaborations the most visible platforms have seen a year on year decrease in counterfeits present.

Our intellectual property department supports our Maisons and Group functions while providing continuous, ongoing and responsive training opportunities. This ensures that our teams are well-equipped to address the challenges of intellectual property protection and counterfeit goods prevention.

Monitoring and Corrective Action

We entrust the monitoring of key marketplaces and social media activities to two best-in-class external vendors, ensuring a high level of service. We focus on areas of concern for our Maisons, particularly those that may cause customer confusion or have high visibility. Our well-funded and well-resourced programme allows us to quickly respond to new platforms or increased issues on existing platforms by reallocating resources as needed.

We pay close attention to special occasions and events that generate heightened interest in our Maisons, such as holiday seasons, Valentine's Day and region-specific shopping festivals. For these events, we develop targeted monitoring programmes, exemplified by our Watches & Wonders (W&W) events in spring.

Local customs authorities execute follow-up activities and raids. These enforcement efforts are concentrated in the Asia Pacific (APAC) region and the Middle East, with ad hoc enforcement in other regions. Pandemic-related lockdowns significantly impacted local law enforcement's ability to conduct offline raids.

Richemont prepares annual anti-counterfeiting reports, offering an overview of enforcement efforts by Maisons. These reports detail the number of items removed online and seized offline, along with commentary on trends and emerging issues. Through our focus and close collaborations within key marketplaces we have achieved a year-on-year decrease in counterfeits on the most visible platforms.

Supporting Standards and Sector Initiatives Against Illicit Trade

Richemont is a founding member of the Transnational Alliance to Combat Illicit Trade (TRACIT). It lobbies for legislation globally to tackle the sale of counterfeits and builds relationships with governments, agencies and commercial entities to fight illicit trade. We are also a member of [Unifab](#), the French anti-counterfeiting association that conducts legislative lobbying, provides training for law enforcement and fosters relationship building. Furthermore, we participate in the [Swiss Watch Federation](#) and often collaborate in their joint actions on behalf of multiple members. An example of such collaboration is the specific anti-counterfeiting focus in Qatar in 2022 ahead of the football World Cup, organised by the Swiss Watch Foundation with Qatari authorities.

Data Protection and Cybersecurity

Our comprehensive data protection strategy aims to achieve compliance with global data protection and privacy laws, provide a secure digital environment for our people and customers and protect Group assets and operations against cyber-attacks, data breaches. The strategy is overseen by our Strategic Security Committee, which aims to protect our assets, including confidential business information, intellectual property and operations against intrusive actions. It also safeguards our people and physical assets.

Global Data Privacy and Compliance Programmes

The Group is committed to data protection and privacy and a Group Data Privacy Policy sits at the heart of the overall Group Data Privacy Strategy. This embeds 'privacy by design' and 'privacy by default' considerations throughout the Group's data lifecycles.

The Global Data Privacy Policy establishes six data privacy principles. These guide the Group's processing of personal data for individuals worldwide, including clients, digital users, employees, staff, contractors, employment candidates and supplier representatives. The principles cover lawfulness, fairness and transparency, specific purposes, relevance, accuracy, retention and security. They enable the Group to comply with global data protection and privacy laws while safeguarding assets and operations from cyberattacks, cybercrime, data breaches and other threats.

The Group Data Privacy Strategy includes global compliance, client and employee data guidelines, privacy notices, learning and development, a privacy representative network, client data and human resources data, security assessments, contractual frameworks and operational privacy compliance.

The Group has a global privacy standard that is based on the General Data Protection Regulation (GDPR) and complies with local requirements. These include the Swiss New Federal Act on Data Protection (nFADP), China's Personal Information Protection Law (PIPL), Korea's Personal Information Protection Act (PIPA), Brazil's General Data Protection Law (LGPD), California's Privacy Rights Act (CPRA)/(CCPA) and Japan's Act on the Protection of Personal Information (APPI). To support the Group Data Privacy Policy, we developed Client Data Guidelines and Employee Data Guidelines for professionals who process client-related or employee-related data. These guidelines are available on the Group's Data Privacy Page on the Intranet.

The Group ensures that individuals receive concise and clear information about how and why their personal data is processed, typically through privacy policies or notices. Template privacy notices have been created for online privacy policies, boutique customer cards and employee notices. We provide regular guidance to client data and HR teams on offering fair and transparent notices on data subjects.

All Group employees must undertake a mandatory global eLearning programme on data protection and privacy. In addition, there are two specialist modules aimed at employees who regularly process employee or client data in their roles. The Group Security function is continuously developing and implementing new modules as part of an ongoing learning and development programme, covering topics such as information protection, cyber-awareness, phishing and social engineering.

A network of Privacy Representatives has been established across the Group's Maisons, markets and functions. Entities have an HR Privacy Representative in each country where they have employees and a Client Data Privacy Representative is assigned for each Maison. The Representatives serve as data privacy ambassadors, promote data privacy awareness and compliance in their teams and ensure compliance with the Group's Global Data Privacy Policy. Privacy Representatives regularly consult with the Group Legal function for guidance and support on privacy matters.

A Client Data and HR data SharePoint has been established to support Privacy Representatives, human resources and client data teams. It has guidance and resources on data privacy matters and includes multiple Frequently Asked Questions (FAQ) documents.

The Group ensures that its business partners undergo security assessments and, if necessary, compliance audits through a portal called "MyCyberJourney". All suppliers are notified of the standards and audit requirements in their contracts. The Group also conducts regular privacy risk assessments or audits on technology and practices that impact user data.

The Group has robust contractual terms when it shares data with third parties, in accordance with its policy. These terms require business partners to comply with the Group Security Standards and international data transfer requirements.

The Group Legal function maintains an operational privacy compliance team. This team is responsible for key operational deliverables, including Records of Processing Activity such as data mapping, Data Protection Impact Assessments, Legitimate Interest Assessments, Transfer Impact Assessments and Data Subject Requests.

In FY23, the Group made significant improvements to its Global Privacy Strategy, focusing on several key areas. Firstly, local adaptations were made to the Group Data Privacy Strategy to ensure compliance with overall Group requirements. This involved launching a programme that implemented new technical solutions and business process changes to meet the Chinese Personal Information Protection Law requirements and associated regulations.

Secondly, the Group continuously updated its Record of Processing Activities to align with new and revised processing activities. This is an ongoing effort and additional resources were allocated to this work in 2022.

Lastly, in response to changes in European international data transfer laws, the Group updated its Intra-Group Data Transfer Framework. We made sure that both existing and future templates with business partners incorporate the updated requirements into contractual frameworks.

Complaints Regarding Breaches of Client Privacy or Losses of Client Data

The Group has transparent and user-friendly mechanisms for individuals to address concerns about data privacy. Each Maison Privacy Policy includes contact information for clients to ask questions or share comments about their privacy. Moreover, every marketing communication sent to clients provides an option to opt-out of receiving further marketing messages. Individuals can also access, modify, or delete their data through various touchpoints.

The majority of concerns that are raised are from clients no longer wishing to receive marketing communications. On average, the Group receives only twelve requests per month from clients seeking to have their accounts deleted as an exercise of their right to be forgotten. Typically, these requests are fulfilled within one month of receipt. The Group gets about one request per month from clients requesting access to the data held about them. These requests are usually fulfilled within one month of receipt, or sooner, depending on regulatory requirements.

Client complaints concerning a Maison's use of personal data are extremely rare and resolved on a case-by-case basis. The Group generally receives 3-4 such concerns annually. Incidents of personal data breaches are infrequent. The Group has efficient processes that follow regulations on notifying regulators or those affected by an actual or suspected data breach, leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to personal data.

Information Management System and Compliance

Our data systems security approach spans the full scope of an information security management system. Overseen and operated by specialist teams, it covers risk and compliance, training and awareness, incident management and security testing and is upheld by international certifications and standards. Our business partners are also subject to robust security assessments and, where necessary, compliance audits. All our suppliers know about these standards and what they mean for them (e.g. taking part in audits if contractually obliged). We also carry out regular privacy risk assessments on technology and practices affecting user data. Board members responsible for our cybersecurity strategy have the appropriate skills and experience required to carry out their roles effectively.

Tax

For tax, our primary goal is to develop and execute a strategy that is proactive, fully compliant, competitive, sustainable, transparent and aligned with the Group's corporate objectives. We aim to embed this strategy in daily operations while anticipating changes in the global tax landscape. This is increasingly characterised by complex economic, financial and political dynamics.

The Board of Directors holds ultimate responsibility for the Group's tax strategy, the organisation of tax functions within the Group and the supervision of Richemont Management in relation to tax matters. Richemont Management, through the Group Tax function, is responsible for proposing and implementing the tax strategy within the framework defined by the Board of Directors, as well as ensuring compliance with both the letter and spirit of applicable tax laws. The Group Tax function reports to the Group Chief Finance Officer.

For more details on our tax strategy and tax risk management, please refer to our [corporate governance page on richemont.com](https://www.richemont.com/corporate-governance).

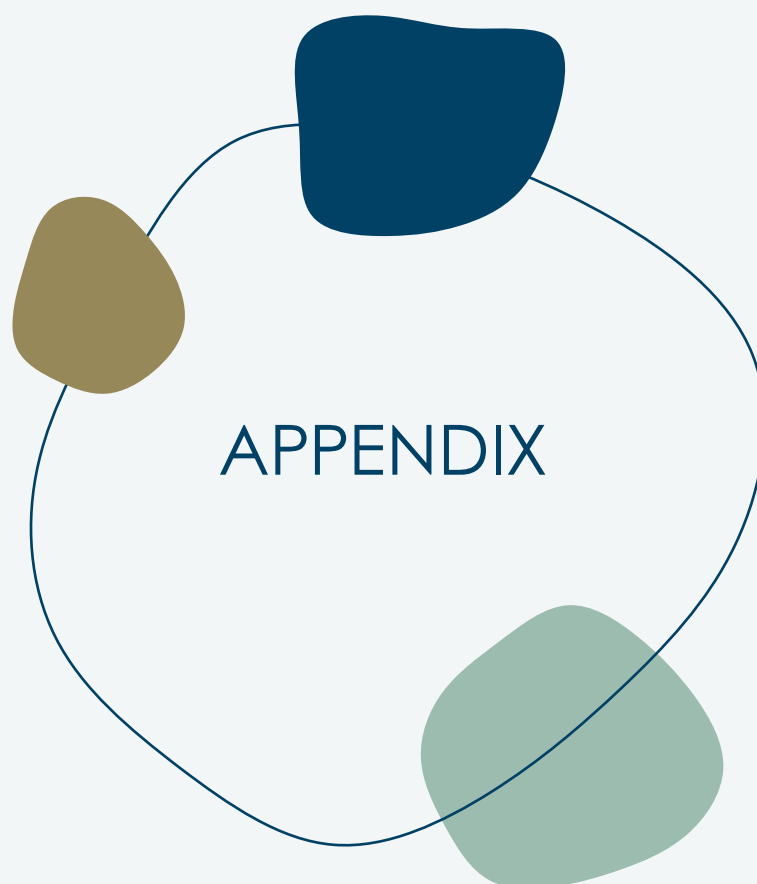
Product Advertising and Labelling

At Richemont, we pay great attention to protect the Group from legal and reputation risks that may jeopardise market access for goods by complying with regulations related to product health and safety, consumer protection and product claims.

We seek to be truthful, accurate and balanced in the marketing, advertising and labelling of our products. Therefore, we aim to continually provide our customers with accurate product descriptions, as well as the details needed to make informed decisions. This includes information on legal based regulations related, among others, to the safety, sourcing, origin, content and disposal of products. For example, we provide a user guide, which can include relevant details on the safe use of products, such as the care label on garment, or user instructions for electronic products. In addition, for every product we sell, we disclose the country of origin, in accordance with applicable regulations.

Richemont is particularly conscious of the risks related to misleading environmental claims made on products. We aim to communicate truthfully about our products, prioritising compliance, specificity and scientific evidence within communicated claims, as outlined in our internal Directive on Environmental Product Claims adopted in May 2022. This Directive serves to ensure compliance and prevent greenwashing proceedings against the Group, as well as to disclose the environment performance of our products. We consider it important that our Maisons and other Group entities assess environmental claims, labels, standards and environmental performance by applying appropriate due diligence.

As part of the implementation of this Directive, everyone must comply, carry out due diligence and report any cases of non-compliance. We exclude any content which would be considered deceptive, unfair and discriminatory, based on prevailing standards of decency. If any incidents of non-compliance arise, we record and track them, ensuring that we continue to strengthen our internal management systems and implementation of internal controls.



PWC ASSURANCE REPORT

Compagnie Financière Richemont SA

Bellevue, Switzerland

Independent limited assurance report
on selected 2023 ESG disclosures and indicators
included in the ESG Report 2023

to the Governance and Sustainability Committee of
Compagnie Financière Richemont SA, Bellevue



PWC ASSURANCE REPORT (continued)

Independent Limited Assurance Report

on selected 2023 ESG disclosures and indicators included in the ESG Report 2023 to the Governance and Sustainability Committee of Compagnie Financière Richemont SA, Bellevue

We have been engaged to perform assurance procedures to provide limited assurance on selected 2023 ESG disclosures and indicators (including GHG emissions) of Compagnie Financière Richemont SA and its consolidated subsidiaries ("CFR") included in the ESG Report 2023 ("Report") for the 12-month period ended 31 December 2022 for Environment and 31 March 2023 for Social and Governance. Our limited assurance engagement focused on selected 2023 ESG disclosures and indicators as presented in the 2023 GRI Content Index of the Report of CFR on pages 102 to 131 marked with the check mark ✓ (disclosures), and as presented in the annex of this report (indicators).

The reporting criteria used by CFR are described in the CFR Basis of Preparation document at [Richemont.com - Reports & policies](https://www.richemont.com/reports-and-policies) defining those principles and methodologies, by which the related ESG indicators are internally gathered, collated and aggregated. The CFR Basis of Preparation document is based on the GRI Sustainability Reporting Standards (GRI Standards 2021) published by the Global Reporting Initiative (GRI) and the GHG Protocol Corporate Accounting and Reporting Standard, Corporate Standard, Revised edition, among others. Our evaluation of the selected 2023 ESG disclosures and indicators (including GHG emissions) is against applicable GRI-Criteria and the GHG Protocol Corporate Standard (hereafter referred to as the "related Suitable Criteria").

Inherent limitations

The accuracy and completeness of ESG disclosures and indicators (including GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the ESG indicators (including GHG emissions) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with CFR Basis of Preparation document, its definitions and procedures on ESG reporting therein.

Governance and Sustainability Committee's responsibility

The Governance and Sustainability Committee of Compagnie Financière Richemont SA is responsible for the Report as well as for selection, preparation and presentation of the 2023 ESG disclosures and indicators (including GHG emissions) in the Report in accordance with the CFR Basis of Preparation document. This responsibility includes the preparation of the CFR Basis of Preparation document and the design, implementation, and maintenance of related internal control relevant to this reporting process that is free from material misstatement, whether due to fraud or error and the appropriate record keeping.

Independence and quality management

We are independent of the Compagnie Financière Richemont SA in accordance with the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code). We have fulfilled our other ethical responsibilities in accordance with the IESBA Code, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

PricewaterhouseCoopers SA applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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PWC ASSURANCE REPORT (continued)

Practitioner's responsibility

Our responsibility is to express a limited assurance conclusion on selected 2023 ESG disclosures and indicators (including GHG emissions) as presented in the 2023 GRI Content Index of the Report on pages 102 to 131 marked with the check mark ✓ (disclosures), and as presented in the annex of this report (indicators). We conducted our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' and the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about on whether anything has come to our attention that causes us to believe that the selected 2023 ESG disclosures and indicators (including GHG emissions) presented in the 2023 GRI Content Index (disclosures) and the annex of the report (indicators) for the year ended 31 March 2023 are not free from material misstatement evaluated against the related GRI-Criteria.

A limited assurance engagement undertaken in accordance with ISAE 3000 (revised) and ISAE 3410 (including GHG emissions) involves assessing the suitability in the circumstances of CFR's use of applicable criteria as the basis for the preparation of selected 2023 ESG disclosures and indicators (including GHG emissions), assessing the risks of material misstatement of these ESG disclosures and indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of these ESG disclosures and indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. The procedures selected depend on the assurance practitioner's judgement.

Summary of the work performed

Our limited assurance procedures included:

- Reviewing the CFR's policies, manuals and Basis of Preparation document;
- Interviewing CFR's representatives at Group and entity level from the Executive Management, Sustainability (environment and social), Human Resources, Health & Safety and Environment, Responsible Sourcing and Procurement Departments;
- Performing physical and virtual site visits at Maisons and legal entities in France, Switzerland, Italy, UK, USA and UAE responsible for the environmental data collection and reporting;
- Inquiring of personnel responsible for the preparation of the Report regarding the process and selection of the selected 2023 ESG disclosures and indicators for inclusion in the Report;
- Carrying analytical procedures on the 2023 ESG quantitative indicators that consisted in checking that data collected had been properly consolidated;
- Reconciling and inspecting the relevant documentation on a sample basis;
- Performing tests on a sample basis of evidence supporting the selected 2023 ESG indicators concerning completeness, accuracy, adequacy and consistency;
- Reviewing the existence of the required disclosures for selected GRI standards and obtaining evidence supporting the statements disclosed where relevant.

We have not carried out any work on data other than outlined in the paragraph above. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Conclusion

Based on the procedures we performed, nothing has come to our attention that causes us to believe that the selected 2023 ESG disclosures (including GHG emissions) as presented in the 2023 GRI Content Index in the ESG Report 2023 of Compagnie Financière Richemont SA and its consolidated subsidiaries for the year ended 31 March 2023, marked with the check mark ✓, and indicators as presented in the annex of this report are not prepared and disclosed in all material respects in accordance with the related Suitable Criteria.



PWC ASSURANCE REPORT (continued)

Restriction of use and purpose of the report

This report is prepared for, and only for, the Governance and Sustainability Committee of Compagnie Financière Richemont SA, and solely for the purpose of reporting to them on the selected 2023 ESG disclosures (including GHG emissions) as presented in the 2023 GRI Content Index of the Report, marked with the check mark ✓, and indicators as presented in the annex of this report, and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the Compagnie Financière Richemont SA's Basis of Preparation document, to enable the Governance and Sustainability Committee to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over the selected 2023 ESG disclosures (including GHG emissions) as presented in the 2023 GRI Content Index of the Report, marked with the check mark ✓, and indicators as presented in the annex of this report without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we will not accept or assume responsibility to anyone other than the Governance and Sustainability Committee of Compagnie Financière Richemont SA for our work or this report.

PricewaterhouseCoopers SA

Guillaume Nayet

Pierrick Misse

Geneva, 31 May 2023

Enclosure:

- Annex selected 2023 ESG indicators included in the ESG Report 2023 to the Governance and Sustainability Committee of Compagnie Financière Richemont SA

The maintenance and integrity of Compagnie Financière Richemont SA's website and its content are the responsibility of the Governance and Sustainability Committee; the work carried out by the assurance provider does not involve consideration of the maintenance and integrity of the Compagnie Financière Richemont SA's website and, accordingly, the assurance providers accept no responsibility for any changes that may have occurred to the reported ESG indicators or criteria since they were initially presented on the website.



PWC ASSURANCE REPORT (continued)

Annex selected 2023 ESG indicators included in the ESG Report 2023 to the Governance and Sustainability Committee of Compagnie Financière Richemont SA

GRI standard reference	Quantitative indicators assured	Report page
2-7 Employees	Total number of employees, and a breakdown of this total by gender and by region	p. 67
	Total number of: • permanent employees, and a breakdown by gender and by region; • temporary employees, and a breakdown by gender and by region; • full-time employees, and a breakdown by gender and by region; • part-time employees, and a breakdown by gender and by region.	p. 67
2-16 Communicating critical concerns	Total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	p. 89
2-27 Compliance with laws and regulations	Total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: • instances for which fines were incurred; • instances for which non-monetary sanctions were incurred.	p. 88
205-1 Operations assessed for risks related to corruption	Percentage of operations assessed for risks related to corruption.	p.110
205-2 Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	p. 67 p. 90
205-3 Confirmed incidents of corruption and actions taken	Total number and nature of confirmed incidents of corruption.	p. 90
	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	p. 90
	Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	p. 90
206-1 Anti-competitive Behavior	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	p. 88
302-1 Energy consumption within the organisation	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	p. 45
	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	p. 45
	In joules, watt-hours or multiples, the total: • electricity consumption; • calorific network consumption.	p. 46
	In joules, watt-hours or multiples, the total: • electricity sold; • calorific network sold.	p. 46



PWC ASSURANCE REPORT (continued)

GRI standard reference		Quantitative indicators assured	Report page
		Total energy consumption within the organization, in joules or multiples.	p. 34
302-3	Energy intensity	Energy intensity ratio for the organization.	p. 34
303-3	Water withdrawal	Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: • municipal water; • groundwater; • surface water; • seawater.	p. 47
305-1	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.	p. 27
		Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	p. 45
305-2	Energy indirect (Scope 2) GHG emissions	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	p. 45
		Gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	p. 27
305-3	Other indirect (Scope 3) GHG emissions	Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.	p. 27
305-4	GHG emissions intensity	GHG emissions intensity ratio for the organization.	p. 27
306-3	Waste generated	Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	p. 46
306-4	Waste diverted from disposal	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	p. 46
		Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: • Recycling; • Other recovery operations.	p. 37
		Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: • Recycling; • Other recovery operations.	p. 37
306-5	Waste directed to disposal	Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	p. 46
		Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: • Incineration (with energy recovery); • Incineration (without energy recovery); • Landfilling; • Other disposal operations.	p. 37
		Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: • Incineration (with energy recovery); • Incineration (without energy recovery); • Landfilling; • Other disposal operations.	p. 37



PWC ASSURANCE REPORT (continued)

GRI standard reference		Quantitative indicators assured	Report page
401-1	New employee hires and employee turnover	Group employee turnover rate	p. 52
401-3	Parental leave	Parental leave benefits that exceeded local laws in terms of length of paid leave	p. 52
403-9	Work-related injuries	For all employees: - The number and rate of fatalities as a result of work-related injury; - The number and rate of high-consequence work-related injuries (excluding fatalities); - The number and rate of recordable work-related injuries; - The number of hours worked.	p. 61
403-10	Work-related ill health	For all employees: - The number of fatalities as a result of work-related ill health; - The number of cases of recordable work-related ill health.	p. 61
404-1	Average hours of training per year per employee	Average hours of training that the organization's employees have undertaken during the reporting period, by: - gender; - employee category.	p. 69
404-3	Percentage of employees receiving regular performance and career development reviews	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	p. 70-71
405-1	Diversity of governance bodies and employees	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: - gender; - age group: under 30 years old, 30-50 years old, over 50 years old.	p. 68
		Percentage of employees per employee category in each of the following diversity categories: - gender; - age group: under 30 years old, 30-50 years old, over 50 years old.	p. 68

GRI CORRELATION TABLE AND GRI CONTENT INDEX

The table below presents the correlation between the material topics identified through the 2023 Materiality Assessment and the GRI Content Index.

Richemont – ESG topic list (2023 Materiality Assessment)	GRI – Material Topics
Environmental sustainability	
Biodiversity & ecosystems	GRI 304 - Biodiversity
Circular economy	GRI 301 - Materials
Climate, emissions & energy	GRI 302 - Energy; GRI 305 - Emissions
Pollution of natural resources	GRI 303 - Water and Effluents; GRI 308 - Supplier Environmental Assessment
Protected species & animal welfare	GRI 304 - Biodiversity; GRI 308 - Supplier Environmental Assessment
Waste management	GRI 306 - Waste; GRI 301 - Materials
Water stewardship	GRI 303 - Water and Effluents; GRI 308 - Supplier Environmental Assessment
Social sustainability	
Diversity, Equity & Inclusion (DEI) across the value chain	GRI 405 - Diversity and Equal Opportunity; GRI 406 - Non-discrimination
Health, safety & well-being in own operations	GRI 403 - Occupational Health and Safety
Social impact & community support	GRI 204 - Procurement Practices; GRI 413 - Local Communities; GRI 414 - Supplier Social Assessment
Talent attraction & skill development (Human Capital)	GRI 402 - Labor/Management relations; GRI 404 - Training and Education; GRI 406 - Non-discrimination
Governance & economic sustainability	
Customer expectations & satisfaction	GRI 416 - Customer Health and Safety; GRI 417 - Marketing and Labelling; GRI 418 - Customer privacy
Data privacy & cybersecurity	GRI 418 - Customer Privacy
Governance, ethics & compliance	GRI 205 - Anticorruption; GRI 206 - Anti-competitive Behavior; GRI 415 - Political contributions; GRI 207 - Tax; GRI 418 - Customer Privacy
Product innovation, creativity & quality	-
Stakeholder engagement	Stakeholder Engagement (GRI 2-29 General Disclosures)
Sustainable finance & investments	GRI 201 - Economic Performance; GRI 207 - Tax; GRI 203 Indirect Economic impact
Value chain & supply chain sustainability	
Conflict minerals	GRI 414 - Supplier Social Assessment
Hazardous chemicals	GRI 403 - Occupational Health and Safety; GRI 416 - Customer Health and Safety
Human rights & labour standards across the value chain	407 - Freedom of Association and Collective Bargaining; GRI 403 - Occupational Health and Safety; GRI 408 - Child Labor; GRI 409 - Forced or Compulsory Labor; GRI 410 - Security Practices; GRI 413 - Local communities; GRI 414 - Supplier Social Assessment
Transparency & traceability of raw materials	GRI 308 - Supplier Environmental Assessment; GRI 414 - Supplier Social Assessment

GRI CONTENT INDEX

Statement of use	Richemont has reported in accordance with the GRI Standards for the period 1 April 2022 – 31 March 2023.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organisational details	About This Report - Page 4 About Richemont - Pages 6-7 Basis of Preparation - Reporting boundaries - Page 5 Annual Report and Accounts 2023 - Corporate Governance - Group structure and shareholders - Page 51				
	2-2 Entities included in the organisation's sustainability reporting	About This Report - Reporting boundary - Page 4 Basis of Preparation - Reporting boundaries - Page 5				
	2-3 Reporting period, frequency and contact point	About This Report - Page 4 Basis of Preparation - About this document Reporting principles and standards - Pages 3-4				
	2-4 Restatements of information	Basis of Preparation - Restatements - Page 5				
	2-5 External assurance	About This Report - Page 4 Basis of Preparation - External Assurance - Page 5				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosures						
	2-6 Activities, value chain and other business relationships	About Richemont - Pages 6-7 Business Highlights - Page 9 Influencing our Supply Chain - Pages 74-82	2-6-b-iii	Information incomplete	The Influencing our Supply Chain chapter describes our management approach only for centralised raw material supply chains. In addition, it does not cover activities related to downstream entities.	
	2-7 Employees	Amplifying our Social Impact - Being an Attractive Employer - Pages 51-52 Global HR data - Page 67	2-7-b; 2-7-d; 2-7-e	Information incomplete / unavailable	Information related to non-guaranteed hours employees is currently not available (2-7-b) at Group level. In addition, due to market development, the current data for 2-7-d and 2-7-e is not complete at present.	
	2-8 Workers who are not employees		2-8	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	
	2-9 Governance structure and composition	Refining our Governance - Focus on Sustainability Governance - Pages 85-87 Annual Report and Accounts 2023 - Board of Directors - Pages 46-50 Annual Report and Accounts 2023 - Corporate Governance - Board of Directors - Pages 54-56 Annual Report and Accounts 2023 - Corporate Governance - Senior Executive Committee - Pages 58-59				
	2-10 Nomination and selection of the highest governance body	Annual Report and Accounts 2023 - Corporate Governance - Nomination Committee - Pages 55-56	2-10-b	Confidentiality constraints	Richemont does not communicate disclosures on this requirement for confidentiality reasons.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosures						
	2-11 Chair of the highest governance body	Refining our Governance - Promoting Integrity & Transparency - Page 89 Annual Report and Accounts 2023 - Board of Directors - Pages 54-59				
	2-12 Role of the highest governance body in overseeing the management of impacts	Refining our Governance - Focus on Sustainability Governance - Page 85 Annual Report and Accounts 2023 - Corporate Governance - Governance & Sustainability Committee - Page 55				
	2-13 Delegation of responsibility for managing impacts	Refining our Governance - Focus on Sustainability Governance - Page 85 Annual Report and Accounts 2023 - Corporate Governance - Governance & Sustainability Committee - Page 55				
	2-14 Role of the highest governance body in sustainability reporting	Refining our Governance - Focus on Sustainability Governance - Page 85				
	2-15 Conflicts of interest	Refining our Governance - Promoting Integrity & Transparency - Page 89 Organisational Regulations of the Board of Directors - Page 7 Standards of Business Conduct - Page 8 Annual Report and Accounts 2023 - Consolidated Financial Statement - Notes to the consolidated financial statements - 36. Related-party transactions - Pages 128-130				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosure						
	2-16 Communication of critical concerns	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Page 53 Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-59 Amplifying our Social Impact - Respecting Human Rights - Grievance Mechanism - Page 65 Refining our Governance - Richemont Speak Up Platform - Page 89				
	2-17 Collective knowledge of the highest governance body	Refining our Governance - Focus on Sustainability Governance - Developing ESG Competency - Page 86				
	2-18 Evaluation of the performance of the highest governance body	Refining our Governance - Focus on Sustainability Governance - Governance and Sustainability Committee - Page 85 Annual Report and Accounts 2023 - Corporate Governance - Board evaluation - Page 54				
	2-19 Remuneration policies	Annual Report and Accounts 2023 - Compensation report - Pages 63-75				
	2-20 Process to determine remuneration	Annual Report and Accounts 2023 - Compensation report - Pages 63-75 Specifically on point 2-20-a iii: consultants are performing benchmarking studies				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosures						
	2-21 Annual total compensation ratio	-	2-21	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	
	2-22 Statement on sustainable development strategy	CFO Message - Page 8				
	2-23 Policy commitments	Refining our Governance - Business Ethics - Pages 88-92 Amplifying our Social Impact - Respecting Human Rights - Pages 62-65	2-23-b; 2-23-e; 2-23-f	Information incomplete	We are taking a constant improvement approach, making sure our set of policies are systematically relevant and address Richemont most material issues. Therefore, information required is currently incomplete.	
	2-24 Embedding policy commitments	Consolidating our Sustainability Approach - Our Approach to ESG - Pages 19-20 Refining our Governance - Business Ethics - Pages 88-92				
	2-25 Processes to remediate negative impacts	Consolidating our Sustainability Approach - Materiality Assessment 2023 - Pages 12-18 Amplifying our Social Impact - Respecting Human Rights - Our Policies - Page 63 Influencing our Supply Chain - Richemont's Supply Chains - Pages 75-82 Acting on our Environmental Impact - Our Approach - Page 25 Refining our Governance - Risk Management - Page 87 Refining our Governance - Business Ethics - Richemont Speak up platform - Page 89 Annual Report and Accounts 2023 - Corporate Governance - Control and risk management instruments - Page 58	2-25-a; 2-25-c; 2-25-d; 2-25-e	Information unavailable	Further evolution of our Speak Up platform will include opening the mechanism to external stakeholders. Therefore, information required is currently not available.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
General disclosures						
	2-26 Mechanisms for seeking advice and raising concerns	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Page 53 Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-59 Amplifying our Social Impact - Respecting Human Rights - Grievance Mechanism - Page 65 Refining our Governance - Richemont Speak Up Platform - Page 89				
	2-27 Compliance with laws and regulations	Refining our Governance - Business Ethics - Pages 88-92	2-27-b	Confidentiality constraints	Richemont does not communicate disclosures on this requirement (2-27-b - total number and the monetary value of fines for instances of non compliance with laws and regulations that were paid during the reporting period) for confidentiality reasons.	
	2-28 Membership associations	Amplifying our Social Impact - Respecting Human Rights - Page 62 Refining our Governance - Promoting Integrity and Transparency - Supporting Standards and Sector Initiatives against Illicit Trade - Page 90				
	2-29 Approach to stakeholder engagement	Consolidating our Sustainability Approach - Stakeholder Mapping - Page 21				
	2-30 Collective bargaining agreements	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Page 53	2-30	Information incomplete	We are taking a constant improvement of our data collection for this indicator. Therefore, information required is currently incomplete at Group level.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Consolidating our Sustainability Approach - Materiality Assessment 2023 - Pages 12-18				
	3-2 List of material topics	Consolidating our Sustainability Approach - The 2023 Group Materiality Matrix - Pages 15-18				
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Highlights - Page 9 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Annual Report and Accounts 2023 - Financial and operating highlights - Page 1 Annual Report and Accounts 2023 - Consolidated financial statements - Page 77 Risk Tax Strategy and Tax Risk Management				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report and Accounts 2023 - Consolidated financial statements - Page 77				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Economic performance						
	201-2 Financial implications and other risks and opportunities due to climate change	Acting on our Environmental Impact - TCFD - Page 48	201-2	Information incomplete	In 2023, Richemont has conducted a materiality assessment focusing on impact on people and/or environment and impact on business. In addition, we conducted our first Group Biodiversity Materiality and Risk Assessment, which enabled us to understand our impact on biodiversity arising from our own operations and in our value chain. One of our Maisons has completed this year an impact measurement tool (EP&L). Richemont will provide further disclosures on the financial risks linked to climate-related activities, as part of the Swiss Ordinance on Climate Disclosure reporting obligations and as part of the CDP Climate Change Response 2023.	
	201-3 Defined benefit plan obligations and other retirement plans	Information related to 201-3 a, b and c is reported in the Annual Report and Accounts 2023 - Employee benefit obligations - Pages 107-110	201-3-d	Information unavailable	Information not available at Group level.	
	201-4 Financial assistance received from government	Richemont does not receive any significant financial assistance from government. Information related to 201-4-c is reported in the Annual Report and Accounts 2023 (section 1. Group Structure and shareholders; 2. Capital structure) - Pages 51-53				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Influencing our Supply Chain - Management Approach - Pages 75-76 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	204-1	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Refining our Governance - Business Ethics - Page 88 Refining our Governance - Promoting Integrity & Transparency - Anti-bribery and Anti-corruption - Pages 89-90 Annual Report and Accounts 2023 - Corporate Governance - Control and risk management instruments - Page 58				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Maisons and Manufactures that are RJC certified members (91% of Group revenues) are conducting risk assessments on bribery and facilitation payments as part of their RJC CoP certification. In addition, internal audit processes are put in place across the group to assess risks related to corruption.	205-1-b	Confidentiality constraints	Richemont does not communicate disclosures on this requirement for confidentiality reasons.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Anti-corruption						
	205-2 Communication and training about anti-corruption policies and procedures	Refining our Governance - Promoting Integrity & Transparency - Anti-bribery and Anti-corruption - Pages 89-90	205-2-c; 205-2-d; 205-2-e	Information incomplete	Anti-corruption policies updates to be provided to Board members regularly	
	205-3 Confirmed incidents of corruption and actions taken	Refining our Governance - Promoting Integrity & Transparency - Anti-bribery and Anti-corruption - Pages 89-90				
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Assessment 2023 - Page 12-18 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Refining our Governance - Business Ethics - Pages 88-92				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Refining our Governance - Business Ethics - Page 88				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Refining our Governance - Promoting Integrity & Transparency - Tax - Page 92 Risk Tax Strategy and Tax Risk Management				
GRI 207: Tax 2019	207-1 Approach to tax	Refining our Governance - Promoting Integrity & Transparency - Tax - Page 92 Risk Tax Strategy and Tax Risk Management				
	207-2 Tax governance, control, and risk management	Refining our Governance - Promoting Integrity & Transparency - Tax - Page 92 Risk Tax Strategy and Tax Risk Management				
	207-3 Stakeholder engagement and management of concerns related to tax	Refining our Governance - Promoting Integrity & Transparency - Tax - Page 92 Risk Tax Strategy and Tax Risk Management				
	207-4 Country-by-country reporting	-	207-4	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	301-1	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	
	301-2 Recycled input materials used	-	301-2	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality reasons.	
	301-3 Reclaimed products and their packaging materials	Acting on our Environmental Impact - Embracing Circular Economy Principles - Page 37	301-3	Information incomplete	Richemont is working on improving the quality of our data. Therefore, information required is currently incomplete.	
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Acting on our Environmental Impact - Managing Energy - Our Management Approach to Energy Consumption - Pages 33-34				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Acting on our Environmental Impact - Managing Energy - Our Energy Consumption Performance - Pages 34-35 Environmental Data Set - Energy Performance - Pages 45-46 Basis of Preparation - Page 11				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Energy						
	302-2 Energy consumption outside of the organisation	Basis of Preparation - Acting on our Environmental Impact - Pages 9-10	302-2	Information unavailable	Information not available at Group level. Richemont is engaging main suppliers on GHG emissions reductions through its involvement with CDP Supply Chain.	
	302-3 Energy intensity	Acting on our Environmental Impact - Managing Energy - Our Energy Consumption Performance - Pages 34-35 Basis of Preparation - Page 9				
	302-4 Reduction of energy consumption	-	302-4	Information unavailable	Information not available at Group level.	
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Acting on our Environmental Impact - Water Stewardship - Our Water Impact - Page 39				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Acting on our Environmental Impact - Water Stewardship - Our Water Impact - Page 39	303-1	Information unavailable	Information not available at Group level.	
	303-2 Management of water discharge-related impacts	Acting on our Environmental Impact - Water Stewardship - Our Water Impact - Page 39 Ensuring Health and Safety of our People - Legal Compliance - Page 59	303-2	Information incomplete	Richemont is working to improve the data collection process, in order to report on information currently not available at Group level.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Water and effluents						
	303-3 Water withdrawal	Acting on our Environmental Impact - Water Stewardship - Our Water Withdrawal Performance - Page 40 Environmental Data Set - Water Withdrawal - Page 47 Basis of Preparation - Page 10	303-3-b; 303-3-c	Information unavailable	Information not available, as further detailed in the Basis of Preparation document.	
	303-4 Water discharge	-	303-4	Information unavailable	Information not available at Group level	
	303-5 Water consumption	-	303-5	Information unavailable	Information not available at Group level	
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Acting on our Environmental Impact - Acting on Biodiversity - Pages 41-42 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	304-1	Information unavailable	Richemont conducted a biodiversity risk assessment study across all its supply chain and is now working on the study recommendations.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Biodiversity						
	304-2 Significant impacts of activities, products and services on biodiversity	-	304-2	Information unavailable	Richemont conducted a biodiversity risk assessment study across all its supply chain and is now working on the study recommendations.	
	304-3 Habitats protected or restored	Acting on our Environmental Impact - Acting on Biodiversity - Decades of joint efforts towards nature regeneration - Page 42	304-3	Information unavailable	Richemont conducted a biodiversity risk assessment study across all its supply chain and is now working on the study recommendations.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	304-4	Information unavailable	Information not available at Group level.	
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Pages 26-32 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions – Our GHG Emissions Performance - Pages 27-30 Environmental Data Set – Environmental Performance - Pages 44-45 Basis of Preparation - Pages 5-11 and Annex				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Emissions						
	305-2 Energy indirect (Scope 2) GHG emissions	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions – Our GHG Emissions Performance - Pages 27-30 Environmental Data Set - Environmental Performance - Pages 44-45 Basis of Preparation - Pages 5-11				
	305-3 Other indirect (Scope 3) GHG emissions	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Our GHG Emissions Performance - Pages 27-30 Environmental Data Set - Environmental Performance - Pages 44-45 Basis of Preparation - Pages 5-11 and Annex (conversion and emission factors) Page 11	305-3-c	Information unavailable	Information not available, as further detailed in the Basis of Preparation document.	
	305-4 GHG emissions intensity	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Our GHG Emissions Performance - Pages 27-30 Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Our Performance Against Our Science Based Targets - Pages 31-32 Environmental Data Set - Environmental Performance - Pages 44-45				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Emissions						
	305-5 Reduction of GHG emissions	Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Our GHG Emissions Performance - Pages 27-30 Acting on our Environmental Impact - Managing Greenhouse Gas Emissions - Our Performance Against Our Science Based Targets - Pages 31-32 Environmental Data Set - Environmental Performance - Pages 44-45	305-5-a; 305-5-d	Information unavailable	Richemont is working to further improve the data collection, for which data is currently not available.	
	305-6 Emissions of ozone-depleting substances (ODS)	-	305-6	Information unavailable	Information not available at Group level.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	305-7	Information unavailable	Information not available at Group level.	
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Acting on our Environmental Impact - Mitigating Waste Impacts and Embedding Circularity - Our Approach to Waste Management - Page 36 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Waste						
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Mitigating Waste Impacts and Embedding Circularity - Our Approach to Waste Management - Page 36				
	306-2 Management of significant waste-related impacts	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Mitigating Waste Impacts and Embedding Circularity - Page 36 Basis of Preparation - Page 10	306-2-b	Information unavailable	Information not available at Group level.	
	306-3 Waste generated	Environmental Data Set - Waste - Page 46 Basis of Preparation - Page 10				
	306-4 Waste diverted from disposal	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Mitigating Waste Impacts and Embedding Circularity - Our Waste Management Performance - Pages 36-37 Environmental Data Set - Waste - Page 46	306-4-d; 306-4-e	Information unavailable	Information not available, as further detailed in the Basis of Preparation document.	
	306-5 Waste directed to disposal	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Mitigating Waste Impacts and Embedding Circularity - Our Waste Management Performance - Pages 36-37 Environmental Data Set - Waste - Pages 46-47	306-5-d; 306-5-e	Information unavailable	Information not available, as further detailed in the Basis of Preparation document.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	308-1	Information incomplete	Detailed data not available but Richemont started engaging its suppliers on CDP Supply Chain.	
	308-2 Negative environmental impacts in the supply chain and actions taken	Influencing our Supply Chain - Richemont's Supply Chains - Management Approach - Pages 75-77 Influencing our Supply Chain - Leather - Page 82	308-2	Information incomplete	Richemont is working to further improve the data collection, for which data is currently not available.	
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Amplifying our Social Impact - Being an Attractive Employer - Management Approach - Pages 51-52 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Amplifying our Social Impact - Being an Attractive Employer - Page 51	401.1.a omitted 401.1.b partially disclosed	Confidentiality constraints	Richemont does not disclose details on new hires and details requested for 401-1-b, for confidentiality constraints.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Employment						
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Amplifying our Social Impact - Being an Attractive Employer - Management Approach - Pages 51-52	401-2	Confidentiality constraints	Richemont does not disclose details on this indicator for confidentiality constraints.	
	401-3 Parental leave	Amplifying our Social Impact - Being an Attractive Employer - Management Approach - Pages 51-52 Richemont provides disclosure on this indicator based on the methodology described in the Basis of Preparation document.	401-3-b; 401-3-c ; 401-3-d ; 401-3-e	Information incomplete	We are taking a constant improvement of our data collection for this indicator. Therefore, information required is currently incomplete.	
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Promoting Diversity and Equal Opportunity - Management Approach - Page 53 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	402-1	Information unavailable	Information not available at Group level.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-59 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-59				
	403-2 Hazard identification, risk assessment, and incident investigation	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Management Approach - Pages 58-59				
	403-3 Occupational health services	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Health and Safety Training - Page 59				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Management Approach - Pages 58-59				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Occupational health and safety						
	403-5 Worker training on occupational health and safety	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Health and Safety Training - Page 59				
	403-6 Promotion of worker health	Amplifying our Social Impact - Ensuring Health and Safety of our People - Pages 58-61	403-6	Information incomplete	We are taking a constant improvement of our data collection for this indicator. Therefore, information required is currently incomplete.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-61				
	403-8 Workers covered by an occupational health and safety management system	-	403-8	Information unavailable	Information not available at Group level.	
	403-9 Work-related injuries	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Monitoring and Reporting System for HSE Incidents - Pages 59-61	403-9-b; 403-9-c	Information unavailable	Due to ongoing internal system reform, information is unavailable. The data on work related injuries for workers who are not employees is not available.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Occupational health and safety						
	403-10 Work-related ill health	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Monitoring and Reporting System for HSE Incidents - Pages 59-61	403-10-b; 403-10-c; 403-10-d	Information unavailable	Due to ongoing internal system reform, information is unavailable. The data on work related injuries for workers who are not employees is not available.	
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Amplifying our Social Impact - Fostering Human Capital Development - Pages 55-57 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Amplifying our Social Impact - Fostering Human Capital Development - Pages 55-57 Social Data Set - Page 69				
	404-2 Programs for upgrading employee skills and transition assistance programs	Amplifying our Social Impact - Fostering Human Capital Development - Pages 55-57	404-2-b	Information unavailable	Information not available for transition assistance programme because programmes are managed at local level.	
	404-3 Percentage of employees receiving regular performance and career development reviews	Amplifying our Social Impact - Fostering Human Capital Development - Management approach - Page 55 Social Data Set - Pages 70-71				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Pages 53-54 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Pages 53-54 Social Data Set - Page 68 Annual Report and Accounts, Board of directors - Pages 46-50				
	405-2 Ratio of basic salary and remuneration of women to men	Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Pages 53-54	405-2	Confidentiality constraints	Richemont does not communicate disclosures on this indicator due to confidentiality constraints.	
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Amplifying our Social Impact - Promoting Diversity and Equal Opportunity - Pages 53-54 Respecting Human Rights - Pages 62-65 Refining our Governance - Business Ethics - Page 88				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	406-1	Confidentiality constraints	Richemont does not communicate disclosures on this indicator due to confidentiality constraints.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Amplifying our Social Impact - Our Policies - Page 63 Amplifying our Social Impact - Due Diligence Process - Page 63	407-1	Information incomplete	With a view to constant improvement we conduct human rights scan included freedom of association and collective bargaining. The analysis of preliminary raw data will inform priorities.	
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Code of Conduct - Page 6 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Standards of Business Conduct - Page 20 Amplifying our Social Impact - Respecting Human Rights - Due Diligence Process - Page 63 With a view to constant improvement we conduct human rights scan which includes child labor. The analysis of preliminary raw data will inform priorities.				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Amplifying our Social Impact - Respecting Human Rights - Pages 63-65 Influencing our Supply Chain - Richemont's Supply Chains - Pages 75-82	408-1	Information incomplete	With a view to constant improvement we conduct human rights scan which includes child labor. The analysis of preliminary raw data will inform priorities.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Code of Conduct - Page 6 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Standards of Business Conduct - Page 20 Respecting Human Rights - Due Diligence Process - Pages 63-65				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Amplifying our Social Impact - Respecting Human Rights - Pages 62-65 Influencing our Supply Chain - Pages 74-82 Slavery & Human Trafficking Statement	409-1	Information incomplete	With a view to constant improvement we conduct human rights scan which includes forced labor and modern slavery. The analysis of preliminary raw data will inform priorities.	
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Amplifying our Social Impact - Ensuring Health and Safety of Our People - Pages 58-61	410-1	Information incomplete	We are taking a constant improvement of our data collection for this indicator. Therefore, information required is currently incomplete.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Consolidating our Sustainability Approach - The 2023 Group Materiality Matrix - Page 18	413-1	Information incomplete	Richemont has a long tradition of philanthropy through its foundations or its employees volunteering work. However, our approach to date does not follow the GRI methodology and cannot be reported as such. Through its Social Profit & Loss methodology, Chloé is driving economic impact with local communities.	
	413-2 Operations with significant actual and potential negative impacts on local communities	Consolidating our Sustainability Approach - The 2023 Group Materiality Matrix - Page 18	413-2	Information incomplete	Richemont has a long tradition of philanthropy through its foundations or its employees volunteering work. However, our approach to date does not follow the GRI methodology and cannot be reported as such. Through its Social Profit & Loss methodology, Chloé is driving economic impact with local communities.	

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	414-1	Information unavailable	Information not available at Group level.	
	414-2 Negative social impacts in the supply chain and actions taken	Influencing our Supply Chain Richemont's Supply Chain - Management Approach - Pages 75-76	414-2	Information incomplete	Richemont is working to further improve the data collection, for which data is currently not available.	
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Standards of Business Conduct - Page 20 Refining our Governance - Business Ethics - Policies Guiding our Standards of Business Conduct - Page 88				
GRI 415: Public Policy 2016	415-1 Political contributions	Standards of Business Conduct - Page 11 We do not as a Group make contributions (including loans) to political parties or organisations, their officers, elected politicians and candidates for elective office.				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Refining our Governance - Business Ethics - Page 88 Refining our Governance - Promoting Integrity and Transparency - Page 92 Acting on our Environmental Impact - Mitigating Waste Impact and Embedding Circularity - Page 36 Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18				
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	416-1	Information unavailable	Information not available at Group level.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	416-2	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality constraints.	
Marketing and labelling						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Refining our Governance - Business Ethics - Page 88 Refining our Governance - Promoting Integrity and Transparency - Page 92				

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Reference/Response	Omissions			Assured disclosures
			Requirement(s) omitted	Reason	Explanation	
Marketing and labelling						
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Refining our Governance - Promoting Integrity and Transparency - Page 92	417-1-b	Information unavailable	Information not available at Group level.	
	417-2 Incidents of non-compliance concerning product and service information and labelling	-	417-2	Confidentiality constraints	Richemont does not communicate disclosures on this indicator for confidentiality constraints.	
	417-3 Incidents of non-compliance concerning marketing communications	-	417-3	Information unavailable	Information not available at Group level.	
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Consolidating our Sustainability Approach - Materiality Analysis and ESG Management - Page 18 Refining our Governance - Business Ethics - Page 88. Refining our Governance - Global Data Privacy and Compliance Programmes - Page 91				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Refining our Governance - Global Data Privacy and compliance programmes - Page 91	418-1	Information incomplete	Additional required information not available.	

SASB CONTENT INDEX

Richemont's 2023 ESG Report also follows the Standard for the Apparel, Accessories & Footwear sector as defined by the Sustainable Accounting Standards Board's (SASB) Sustainable

Industry Classification System™ (SICSTM). Our SASB Content Index specifies where each disclosure can be found in this Report.

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Table 1. Sustainability Disclosure Topics & Accounting Metrics

Accounting metric	Unit of measure	Code	Disclosure
Management of Chemicals in Products			
Discussion of processes to maintain compliance with restricted substances regulations.	n/a	CG-AA-250a.1	Mitigation Waste Impact and Embedding Circularity – Responsible Chemical Management. Richemont maintains a Restricted Substance list, which is regularly reviewed and updated.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	n/a	CG-AA-250a.2	Amplifying our Social Impact – Chemical health, safety, and environmental risk management. Acting on our Environmental Impact – Responsible Chemical Management. The Chemical Management Committee oversees and controls the processes for managing the safety of chemicals within the Group's operations.
Environmental Impact			
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.	Percentage (%)	CG-AA-430a.1	Acting on our Environmental Impact – Water Stewardship – Our Water Impact – Across the Supply Chain.
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Percentage (%)	CG-AA-430a.2	Influencing our Supply Chain – Gold - Social and Environmental Impact in Gold Supply Chain Influencing our Supply Chain – Leather - Social and Environmental Impact.
Labour Conditions in the Supply Chain			
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor.	Percentage (%)	CG-AA-430b.1	Amplifying our Social Impact – Respecting Human Rights Influencing our Supply Chain – Management Approach Managing ESG risk in the supply chain. Influencing our Supply Chain – Due Diligence Approach.

Table 1. Sustainability Disclosure Topics & Accounting Metrics (continued)

Accounting metric	Unit of measure	Code	Disclosure
Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits.	Rate	CG-AA-430b.2	Rates not reported. Amplifying our Social Impact – Respecting Human Rights - Our Policies - Supplier Code of Conduct Our Policies
Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain.	n/a	CG-AA-430b.3	Refining our Governance - Risk Management - Managing our Social and Environmental Risks Acting on our Environmental Impact - Managing Greenhouse Gas Emissions. Amplifying our Social Impact – Respecting Human Rights - Due Diligence Process
Raw Materials Sourcing			
(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	n/a	CG-AA-440a.3	See below table
(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.	Metric tons (t)	CG-AA-440a.4	

Table 2. Activity Metrics

Accounting metric	Category	Unit of measure	Code	Disclosure
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1.	Quantitative	Number	CG-AA-000.A	Omission.

Note: we will not disclose the above information because of incomplete information.

CG-AA-440a.3

Priority Raw Material (Name)	Environmental and/or Social Factors	Discussion of Business Risks and/or Opportunities	Management Strategy
Watch component suppliers	See page 81	See page 81	See page 81
Gold	See pages 78-79	See pages 78-79	See pages 78-79
Diamonds	See pages 78-79	See page 80	See page 80
Gemstones	See page 81	See page 81	See page 81
Leather	See page 82	See page 82	See page 82

Note: we will not disclose the above information because of confidentiality.

GLOSSARY OF ACRONYMS

AGM	Annual General Meeting	KPCS	Kimberley Process Certification Scheme
AI	Artificial Intelligence	KPI	Key Performance Indicator
APAC	Asia-Pacific	LCA	Life Cycle Assessment
APPI	Act on the Protection of Personal Information (Japan)	LEED	Leadership in Energy and Environmental Design
ASM	Artisanal, Small and Medium-scale Mines	LGPD	General Data Protection Law (Brazil)
B2B	Business to Business	LWG	Leather Working Group
B2C	Business to Consumer	MEIA	Middle East, India & Africa
BECS	Biodiversity Extent, Condition and Significance	NFADP	New Federal Act on Data Protection (Switzerland)
BREEAM	Building Research Establishment Environmental Assessment Methodology	NGO	Non-Governmental Organisation
CAHRAs	Conflict Affected and High-Risk Areas	OECD	Organisation for Economic Co-operation and Development
CBD	Convention on Biological Diversity	OSHA	Occupational Safety and Health Administration
CCBS	Climate, Community & Biodiversity Standard	PIPA	Personal Information Protection Act (Korea)
CCC	Chemical Competence Center	PIPL	Personal Information Protection Law (China)
CDP	Carbon Disclosure Project	POSM	Point Of Sales Materials
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women	PRSL	Product Restrictive Substance List
CFO	Chief Finance Officer	PSIA	Product Social Impact Assessment
CGWG	Coloured Gemstones Working Group	PVC	Polyvinyl Chloride
CIRAIG	International Reference Centre for the Life Cycle of Products, Processes and Services	RECs	Renewable Energy Certificates
CITES	Convention on International Trade of Endangered Species	RJC	Responsible Jewellery Council
CLP	ILO Child Labour Platform	RJC CoC	Responsible Jewellery Council Chain of Custody
CPRA/CCPA	California's Privacy Rights Act	RJC COP	Responsible Jewellery Council Code of Practices
CSO	Chief Sustainability Officer	SASB	Sustainability Accounting Standards Board
CSRD	Corporate Sustainability Reporting Directive	SBG	Swiss Better Gold Association
CY	Calendar Year	SBT	Science-Based Targets
DDTrO	Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour	SBTi	Science-based Target Initiative
DEI	Diversity, Equity & Inclusion	SBTN	Science Based Targets Network
EACs	Energy Attributes Certificates	SEC	Senior Executive Committee
ERM	Enterprise Risk Management	SCoC	Supplier Code of Conduct
ESG	Environment Social and Governance	SP&L	Social Profit & Loss
ESRS	European Sustainability Reporting Standards	SDGs	United Nations' Sustainable Development Goals
ETVJ	Ecole Technique de la Vallée de Joux	SEAO	Southeast Asia and Oceania
EVA	Economic Value Added	SECO	Swiss State Secretariat for Economic Affairs
FAQ	Frequently Asked Questions	SME	Small and Medium Enterprise
FHCM	Fédération de la Haute Couture et de la Mode	SMETA	Sedex Members Ethical Trade Audit
FTE	Full Time Equivalent	SOTRAMI	Sociedad de Trabajadores Mineros S.A
FY	Financial Year	SoW	System of Warranties
GBS	Global Biodiversity Score	SSCC	Stone Supply Chain Committee
GDPR	General Data Protection Regulation	SWM	Specialists Watchmakers
GEVA	Greenhouse gas emissions per unit of Economic Value Added	TCFD	Task Force on Climate-related Financial Disclosures
GHG	Greenhouse Gases	TRACIT	Transnational Alliance to Combat Illicit Trade
GRI	Global Reporting Initiative	UDHR	Universal Declaration of Human Rights
H&S	Health & Safety	UNEPFI	United Nations Environment Programme – Finance Initiative
HSE	Health, Safety & Environment	UNGC	United Nations Global Compact
ICFA	International Crocodilian Farmers Association	UNGP	United Nations' Guiding Principles on Business and Human Rights
ILO	International Labour Organization	UNICEF	United Nations Children's Fund
IP	Intellectual Property	VCS	Verified Carbon Standard or Verra
IPBES	Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services	VET	Federal Certificate of Vocational Education and Training
IPCC	Intergovernmental Panel on Climate Change	W&W	Watches & Wonders
IMD	International Institute for Management Development	W&JI	Watch & Jewellery Initiative 2023
		WALDB	World Apparel and Footwear Life Cycle Assessment Database

