

ESG Performance Highlights 2024

Sustainability Approach

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



Sustainalytics Rating
11.6
in Top 4%

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

MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

Acting on our Environmental Impact

97%
renewable electricity

RE100
CLIMATE GROUP

31%
reduction vs 2022
in CO₂e emissions
from transportation
& distribution



Climate change:
A-

22%
Richemont buildings
certified with highest
building standards

Acting on our Social Impact

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



>38 000
Employees in 39 markets,
excluding YNAP
& Russian sites

Gender balance
females represent

58% 50%
global workforce management
positions



4th
consecutive
year