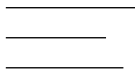


2021 Sustainability Report



SWAROVSKI



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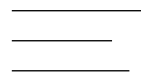
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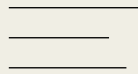
Throughout the report, any use of the name “Swarovski” or the pronoun “we” refers only to the Swarovski Crystal Business, unless explicitly stated otherwise.

The progress detailed in this report covers the activities surrounding the design, manufacture and sale of our high-quality crystals and created stones as well as our consumer facing goods like jewelry, accessories and home décor. It covers every production location we own and operate throughout the world: Wattens in Austria, Subotica in Serbia, Ayutthaya and Bangplee in Thailand, Pune in India, and Bien Hoa in Vietnam. It also includes our operational facility in Triesen, Liechtenstein, corporate offices in both Wattens, Austria and Männedorf, Switzerland, and shared service centers in Gdansk in Poland, Penang in Malaysia, and San José in Costa Rica.

At the end of the report, we’ve also included a detailed index containing disclosures related to the GRI Standards for sustainability reporting. Ernst & Young Ltd performed a limited assurance engagement on selected environmental and social KPIs tick-marked for the reporting year 2021. The independent assurance report is attached on pages 88-89 of this report.

We believe that the most sustainable businesses achieve their objectives through transparency and collaboration. We’d like to solve our biggest challenges with you and learn from your knowledge and experience. The diverse community we are fortunate to be part of inspires our every action, and we warmly welcome all feedback. Let us know what you think at sustainability@swarovski.com.





INTRODUCTION

SUSTAINABILITY IN BRIEF

77%

of our global work force are women, and 54% of our managerial positions are filled by women



We are **signatories of the UN Standards of Conduct for Business** on Tackling Discrimination against LGBTI People

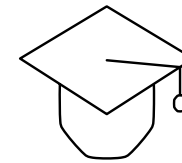


Our Responsible Sourcing program, RSI, with a focus on working conditions and environmental impact, covers **17,000 people globally**

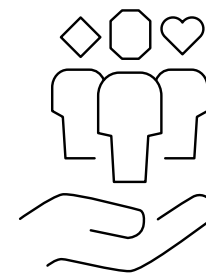


86

participants from 19 locations took part in the live sessions on transgender awareness in partnership with the Transgender Network Switzerland



Since 1953, we have trained thousands of apprentices from **12 nations** to learn **11 different professions**



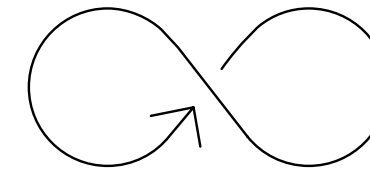
In November 2021, we became a member of the Tent Refugee program and committed to **mentoring 50 refugee** women over three years, beginning in Switzerland

61

global organizations have been supported through our Swarovski Foundation

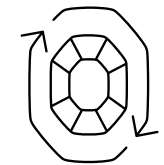
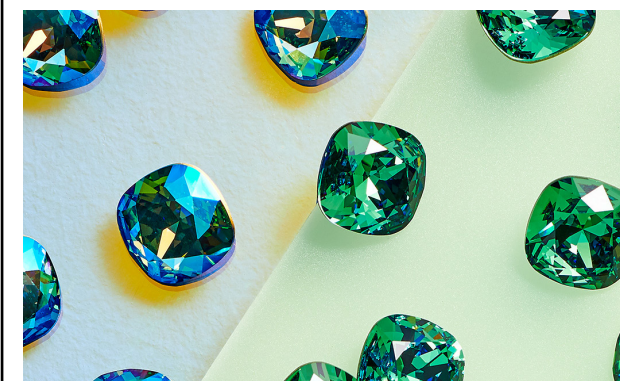
21,800

students have been educated through our Swarovski Waterschool programs



In 2021, we formalized our **reignited crystals** program, preventing our deadstock crystal from going to waste

Our Advanced Crystal Formula means our crystal contains **less than 0.004% lead**



At least **50%** of our internal brass usage comes from recycled sources

8

detailed life-cycle assessments completed, providing a compass for where we need to focus our activities



Since 2019, we have reduced our Scope 1 and 2 **CO₂ emissions** by 12% and our Scope 3 emissions by 26%

In 2021, we joined the Science Based Targets Initiative, **SBTi**, committing to reduce Scope 1 and 2 GHG emissions by 47% and Scope 3 emissions by 28%

Welcome from our CEO



Alexis Nasard

CEO
Swarovski Crystal Business

Dear Readers,

It is my great pleasure to introduce you to the latest issue of the Swarovski Sustainability Report.

I am proud to lead Swarovski as the first external CEO since July 2022 with the task to anchor the Swarovski brand firmly in its iconic luxury heritage and lead the transformation of the Swarovski business along the full value chain for scale and profitable growth. In this endeavor, sustainability will not only continue to play a vital role but is an objective that will shape our brand over the coming years.

After only a few weeks into my thorough on-boarding plan – which has already taken me to various Swarovski locations worldwide – it is clear to me that Swarovski cares deeply about people and our planet and

stands firmly for peace and humanity. These values have been embedded in the company since its foundation, with teams taking action daily to ensure they are propelled forward.

I am deeply impressed by Swarovski's sustainability achievements thus far and the progress made to address our impact on people and planet. A lot of excellent work has and continues to be done to put the business on its rightful trajectory, building on our three main assets: the Swarovski brand, our unique craftsmanship abilities and, above all, our people around the world. I trust that you will share the same conclusions when reading this report.

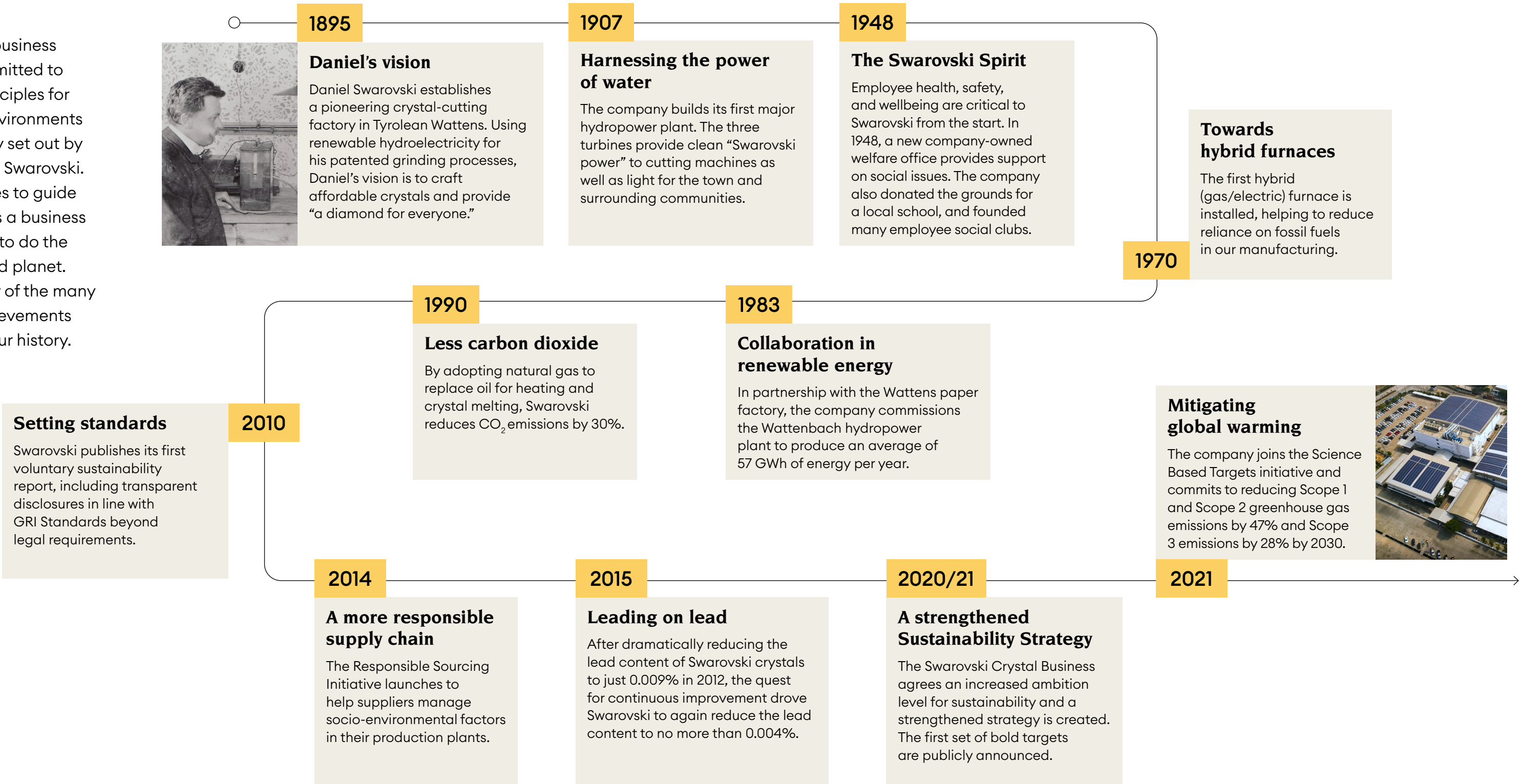
The past twelve months have been marked by a continuation

of both Swarovski's transformation – including the ongoing transition from a family-managed to a family-owned business – and an unstable geopolitical and macro-economic environment to which Swarovski has responded with unceasing resilience and poise. To all the employees who have shown extraordinary commitment during these challenging times, thank you. Your tireless efforts to delight our customers and ensure our business is equipped to face the future, with people and the planet in our hearts, are truly inspiring.

On behalf of our 20,000 colleagues in 170 countries, I'm proud of the substantial strides that have been made, and I am excited for the sustainability accomplishments that are yet to come, together as one Swarovski.

Sustainability Milestones

Since 1895, our business has been committed to the farsighted principles for people and the environments upon which we rely set out by our founder Daniel Swarovski. This spirit continues to guide how we operate as a business and how we strive to do the best for people and planet. Here are just a few of the many sustainability achievements from throughout our history.



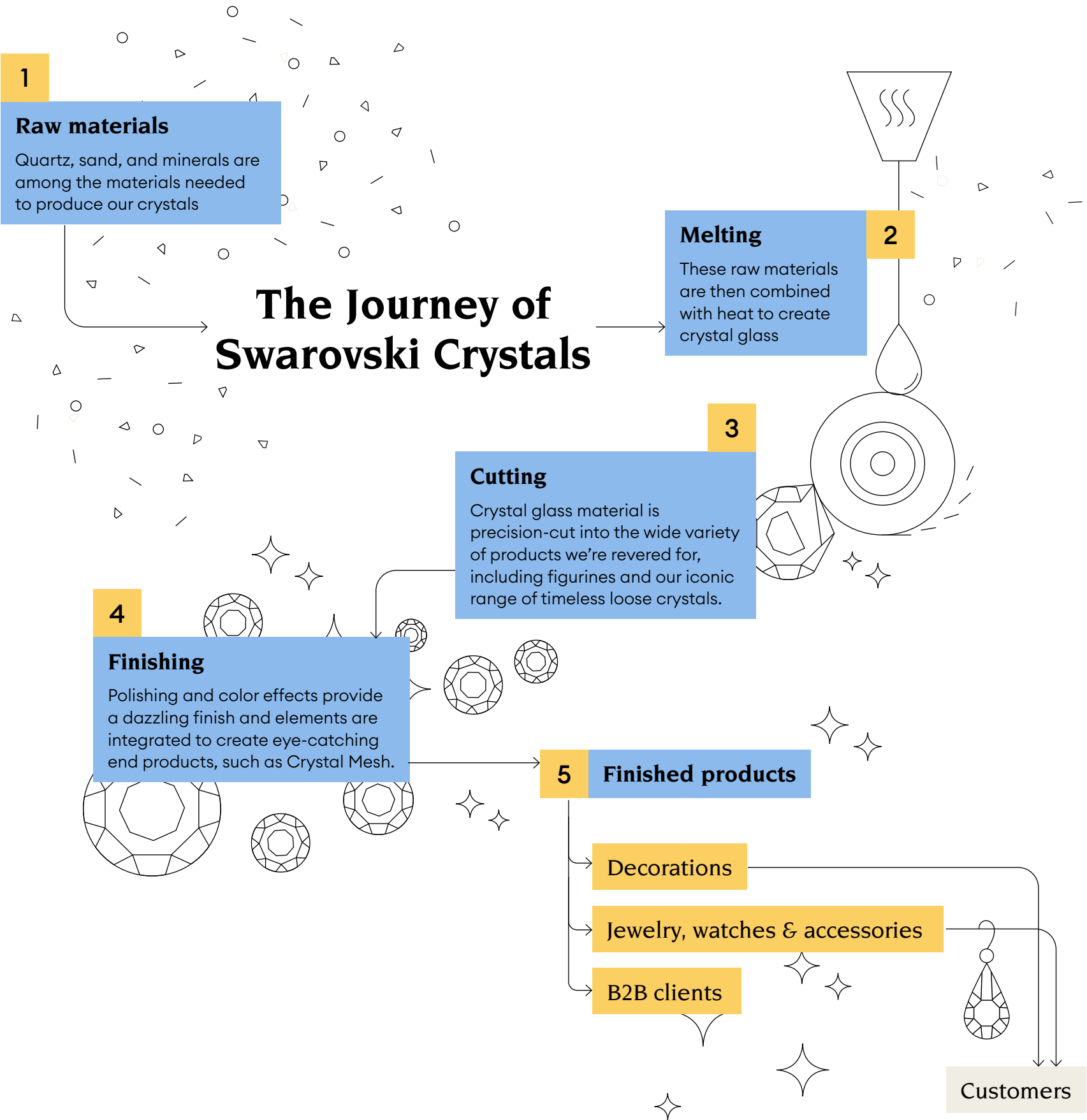
Our Business

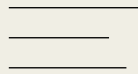
Since 1895, founder Daniel Swarovski’s passion for innovation and design have been igniting dreams all over the world, defining Swarovski as a leading jewelry and accessories brand. Our exquisite crystals, Swarovski Created Diamonds and Swarovski Zirconia, as well as our finished jewelry and home décor products, are sold in 2,815 stores in 170 countries worldwide.

Alongside Swarovski Optik (optical devices) and Tyrolit (abrasives), the Swarovski Crystal Business is part of the Swarovski Group. As of December 2021, our Swarovski Crystal Business has been driven by more than 20,000 colleagues. Their collective desire to continue the pioneering work of our founder is what keeps us moving forward as we constantly evolve our innovative portfolio of unrivalled creativity, craftsmanship, and quality.

Our six production sites span much of the globe, covering Austria, India, Vietnam, Serbia, and two sites in Thailand at the end of 2021. We also run an operations facility in Liechtenstein. Thanks to our highly integrated supply chain, we have significant oversight of our manufacturing processes, meaning we can monitor best practice and make meaningful sustainability decisions throughout our business.

For more than 125 years, our heritage has been forged on maintaining a responsible relationship with people and planet. Today, our sustainability agenda is integral to everything we do and takes the form of a range of programs that look to nurture and respect people and conserve and safeguard nature. •





STRATEGY

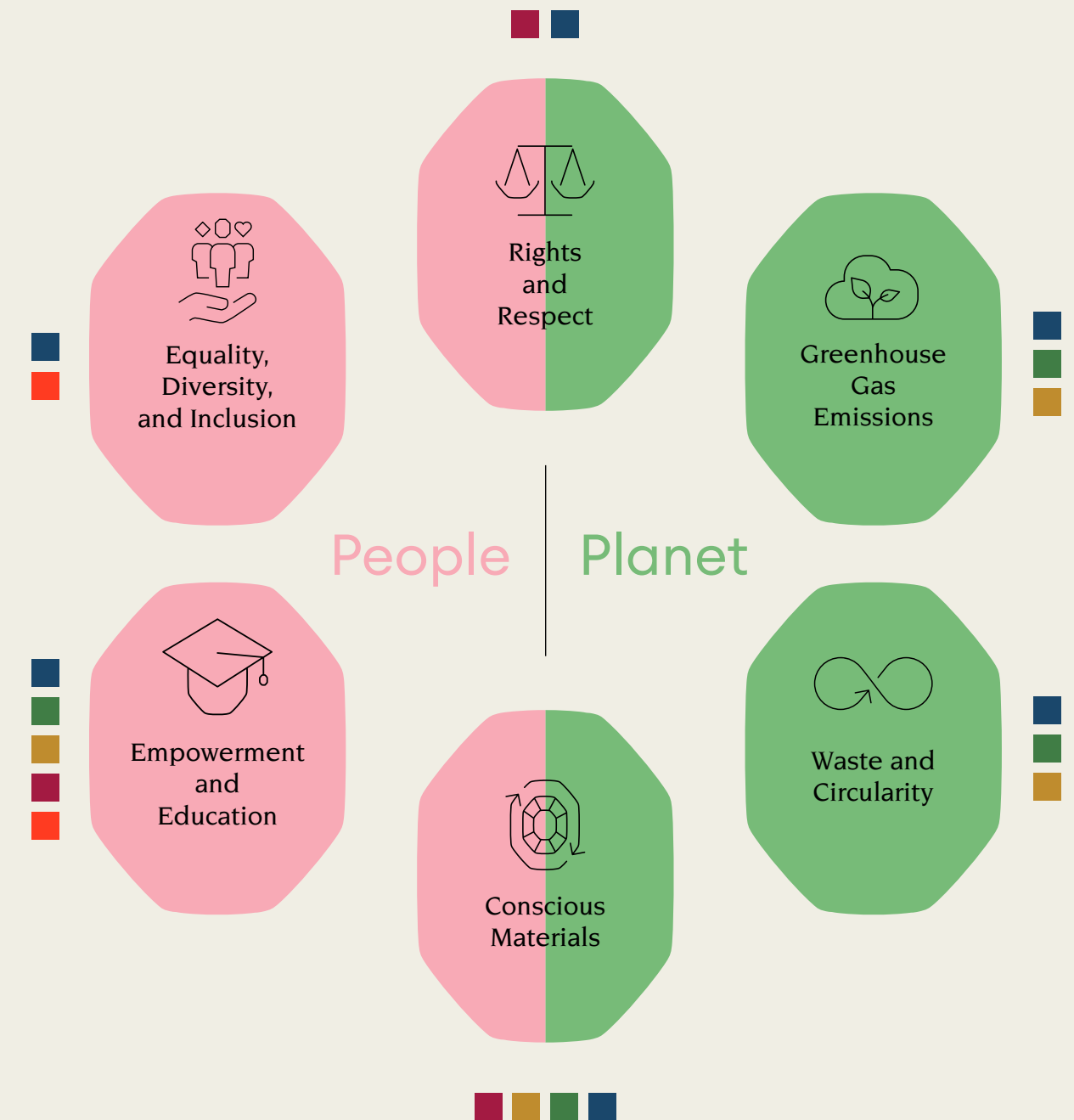
Introduction To Our Strategy

Our sustainability strategy exists for people and planet, and we're determined to use our platform to unite the power of science and magic for the good of both realms. Swarovski and the people who work for us, supply us, buy from us, and live near us form a unique community of imaginations. We want to bring those diverse minds together to push for progress, changing the way we think about our business and its relationship with the world.

We understand that with our new strengthened commitment we can be leaders in circular innovation by sourcing more conscious materials and reusing what we already have. We appreciate

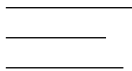
that we have a part to play in mitigating climate change and aim to do this by innovating to reduce our carbon emissions. We will nurture the wealth of talent within our business to help drive our success by ensuring Swarovski is a safe, inclusive place to work that educates and empowers people to be their true selves. And we want to inspire customers to make simple choices that help us all reimagine our future.

These six focus areas have been carefully selected based on robust analysis, materiality considerations, and life-cycle assessment data. For people and planet. Because our business and society rely on respecting them both. •




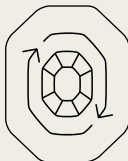

HOW WE CONTRIBUTE TO THE SDGS



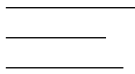


Our 2021 Progress Summary

Over the past 12 months, we’ve focused on setting in place the essential building blocks for long-term, meaningful, and measurable progress. In each section of the report we will share in detail how we have taken action against our public commitments.

Pillar	Key achievements
<div>GHG emissions</div> <div></div>	<ul style="list-style-type: none">— Reduced our Scope 1 and 2 emissions by 12% and Scope 3 emissions by 26% since 2019.— Developed a comprehensive Greenhouse Gas (GHG) inventory across Scopes 1, 2, and 3 which was validated by SBTi, and commenced the creation of a GHG reduction roadmap to determine and plan tangible actions across the business.— Strengthened our retail architecture and operations protocol (GLEAM) to achieve greater energy efficiency for all future store rollouts.— Began investigating and implementing opportunities to switch to renewable energy sources.
<div>Conscious materials</div> <div></div>	<ul style="list-style-type: none">— Completed a product life-cycle assessment that will guide us to where we can most effectively reduce our emissions in our material choices.— Started creating guidance to define our sustainable collections for the coming years.— Established a sustainable materials pipeline focusing on options for base metals and plating, crystals and stones, hard and soft materials.— By the end of 2021, at least half of our brass came from sources with a recycling content of 70% or more.
<div>Waste and circularity</div> <div></div>	<ul style="list-style-type: none">— Started and evaluated several Infinity Accelerator programs in key material areas.— Mapped and analyzed the waste streams at our site in Wattens, leading to the first programs aimed at reducing our waste. We commenced a second waste stream mapping exercise at our facility in Vietnam.— Carried out a detailed assessment of our packaging, learning how we can become more environmentally friendly, and began switching packaging material to FSC-certified and recycled paper materials.— Recycled more than 100 tonnes of retail construction waste generated by store refurbishments, closures, and relocations.— Expanded and formalized our reignited crystals program to use deadstock crystal for our own collections and B2B collaborations, thus mitigating waste.

—> [Read more on the next page](#)



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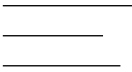
Pillar	Key achievements
<div>Equality, diversity, and inclusion</div> <div></div>	<ul style="list-style-type: none">— Created and initiated an action plan to further improve our WEPs benchmark score. Began investigating more industry benchmark schemes for further diversity, and inclusion improvements.— Substantially increased diverse representation in our advertising materials, including models from different backgrounds, ethnicities, and genders, reflecting our mission to celebrate individuality (see page 23).— Conducted our first social media activity in support of Pride, celebrating and elevating the LGBTQ community and featuring transgender model and activist Ariel Nicholson discussing self-love and expression.— Held digital transgender awareness sessions with Transgender Network Switzerland and, led by Employee Resource Groups, hosted internal panel discussions with senior leaders discussing pride in the workplace.
<div>Empowerment and education</div> <div></div>	<ul style="list-style-type: none">— Created a new strategy to work with the next generation of sustainable thinkers through academic institution partnerships. Partnered with London College of Fashion and ekipa to inspire emerging leaders to consider sustainable innovation.— Kicked off our Sustainability Circle aimed at systematically addressing issues across our value chain with senior management. The circle also brings awareness and educates our leaders on sustainability topics.— Established an internal strategy to increase understanding and engagement on the topic of sustainability and empower people to make more sustainable choices. We also ran a calendar of internal engagement activities, including a live global stream discussing our strategy and focus areas in detail.
<div>Rights and respect</div> <div></div>	<ul style="list-style-type: none">— Completed an assessment with ELEVATE to evaluate our human rights due diligence approach, identifying strengths and weaknesses and formulating clear actions for improvement.— Audited four of our manufacturing sites in Serbia, India, Thailand, and Vietnam against internationally recognized standards (SMETA or SA8000).— Continued monitoring the working conditions of our third-party supply chain, conducting 78 audits across multiple supply chain tiers.

Our Value Chain & Sustainability

From sourcing materials to serving our customers, responding to sustainability challenges is crucial to every aspect of our business. The table below represents our value chain and summarizes some of the most pressing sustainability issues that we seek to address at each stage.

—> [Read more on the next page](#)





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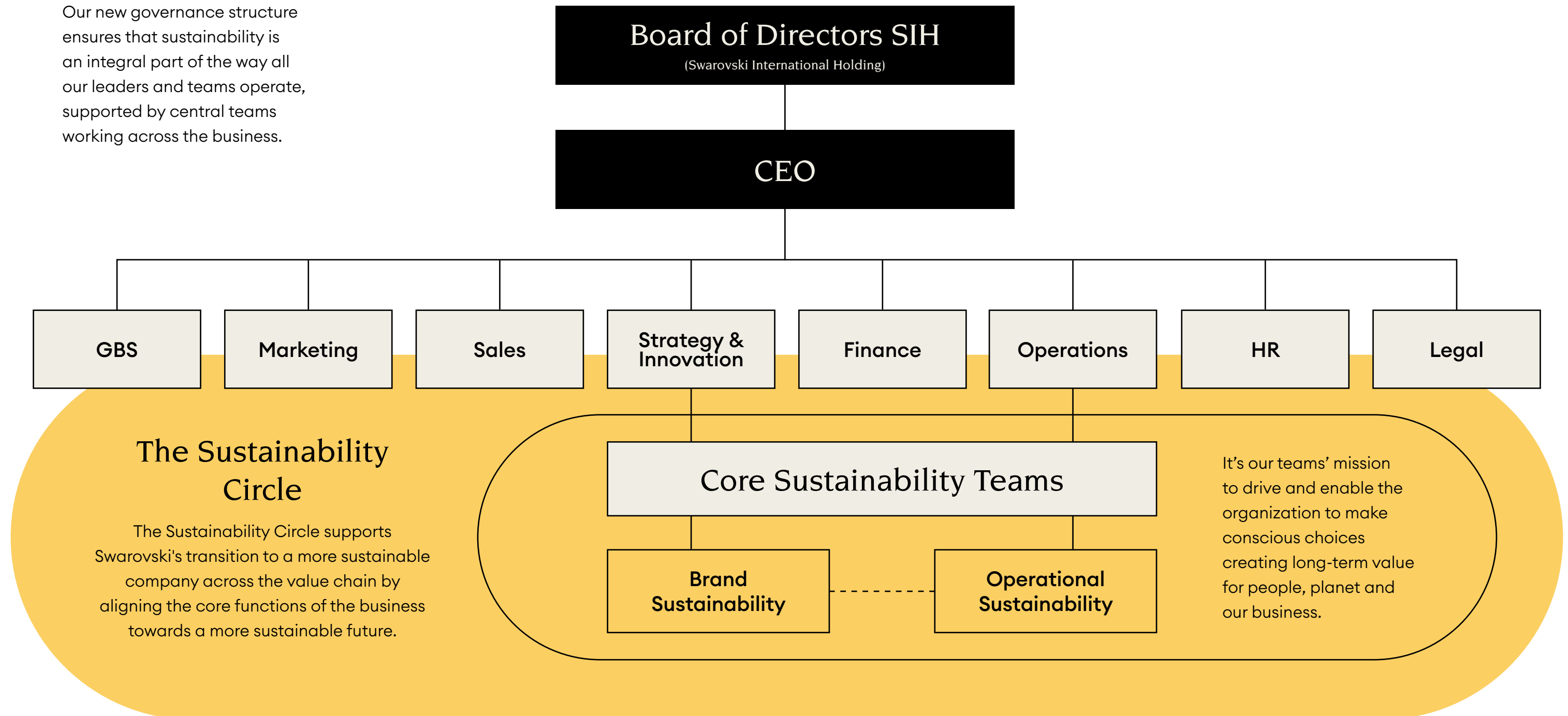


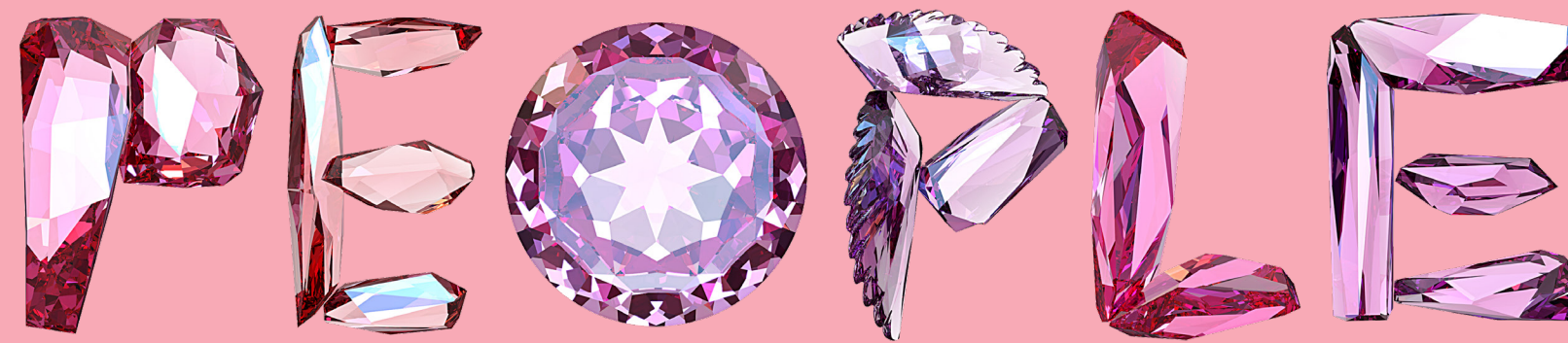
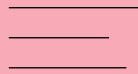
Product design & development	Sourcing & manufacturing	Logistics & operations	Sales & marketing	Use & end of use
<p>How we design and develop our products</p> <p>Product design & development is the process of imagining, creating, and iterating products that answer our customer’s needs, while capturing the design vision of our brand and harnessing the capabilities of our manufacturing. Due to our nature as a vertically integrated business, this involves both the crystals and stones as well as the finished product.</p> <p>How we design and develop our products has a considerable impact on their sustainability profile. Sustainability measures involve designing our products for longevity and reparability or using less raw materials and switching ingredients to more sustainable ones. We are incorporating sustainable practices into all design and development phases to make sure we discover and capture lost value at every stage of the value chain.</p>	<p>Where and how we source and manufacture our products</p> <p>Swarovski operates six manufacturing sites worldwide, to make our crystal and finished jewelry products. Vertical integration allows for transparency across much of our value chain.</p> <p>Without the raw materials, components, and goods we source, we can’t offer our customers the products they love. We’re committed to setting high sustainability standards for both internal and external manufacturers and suppliers. We define measures based on thorough assessments, such as life-cycle assessments, waste stream mapping, and GHG inventories.</p> <p>Through our Responsible Sourcing Initiative and Sustainable Manufacturing initiatives, we state our expectations and the execution of our programs to address sustainable materials, working conditions, reduction of greenhouse gas emissions, and production waste at our own manufacturing sites and for our supply chain partners.</p>	<p>How we manage, store, and move our products</p> <p>Logistics and operations concern how our inventory moves between its point of origin and point of consumption: the crafting facilities, warehouses, consolidation, and distribution centers. Generally, the aim is to manage our inventory in the most efficient way possible – to achieve order fulfilment, while optimizing cost and timing objectives.</p> <p>The biggest hurdles in this area are environmental: the trade-off between getting products to the market on time and in the right quantities, while minimizing our GHG emissions. We strive to apply methodologies for the handling of goods that minimize operational and transport waste. We are committed to reducing our dependency on air freight by switching gradually to more sea or land freight, sourcing more locally and shipping more directly to the customer.</p>	<p>How we distribute and market our products and where and how our customers buy them</p> <p>This stage covers how we sell, price, package, advertise, and deliver our products, online and offline. Our store-focused workstreams ensure we operate a sustainable distribution, by looking at the materials used in construction, the inclusivity of our design, and the energy efficiency of every component. As packaging is also key in marketing our products, it is vital to choose sustainable packaging solutions that can be recycled or repurposed. We also work to ensure our product and marketing materials are transported across the world using transportation with less carbon impact, such as switching from air cargo to sea and road, whilst exploring carbon offsetting too.</p> <p>How we communicate our commitment to sustainability across all consumer touch points is another key element. We want to provide fact-based, measurable, and transparent information across all communication platforms. Equally, we consider how we position ourselves as a diverse and inclusive brand through our marketing and advertising activities.</p>	<p>How we extend life-cycles and how we close loops</p> <p>Here we focus on the end customer and the way they use our products. This continues to the end of the product’s life – when the customer makes the decision to dispose of a product.</p> <p>At Swarovski, we are not only aiming to make more sustainable material choices in our products and packaging, but we also want to optimize the entire product lifecycle and contribute to closing the loop. We are investigating designing Swarovski products in a circular way that ensures a more sustainable end of life – e.g., the ability to repurpose or recycle a product. We are working to ensure our products have longevity but also to safeguard precious natural resources. We offer customer repair services to prolong the lives of our products.</p>

Supporting activities: Activities that touch topics like Management, Strategy, Finance, Legal, Human Resources have substantial impact on how we operate sustainably. For example, important considerations like how we manage external stakeholders, how we monitor and transparently report our progress, how we operate ethically without corruption are foundational elements to how we integrate sustainability across everything we do.

Governance

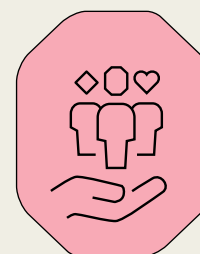
Our new governance structure ensures that sustainability is an integral part of the way all our leaders and teams operate, supported by central teams working across the business.





FOCUS ON People

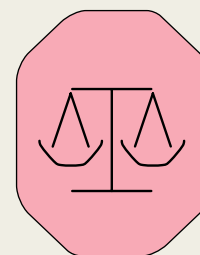
Since its genesis, our business has been known for its ‘Swarovski spirit.’ Daniel Swarovski understood that his company’s responsibility extended beyond the production halls, so he made sure it was an active partner to the communities in and around Wattens, establishing schools and social housing alongside leisure activities and charitable work.



EQUALITY,
DIVERSITY &
INCLUSION



EMPOWERMENT
& EDUCATION



RIGHTS &
RESPECT

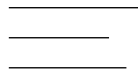


That Swarovski spirit has never left us. We endeavor to help our workforce flourish, providing opportunities for personal and professional growth that benefit both our business and our society. And we aim for every individual – whether they’re directly employed by us or not – to feel welcomed into our diverse family so that they can be whoever they are without judgment or prejudice.

These principles translate into three people-centered areas of focus for our strategy:

- Equality, diversity, and inclusion.
- Empowerment and education.
- Rights and respect.

Read on to discover the progress we’re making in these areas. •



EQUALITY, DIVERSITY, & INCLUSION

We want to be recognized as a brand built on a foundation of equality and inclusivity. We aim to champion diversity and celebrate people's individuality.

EQUALITY, DIVERSITY & INCLUSION HIGHLIGHTS

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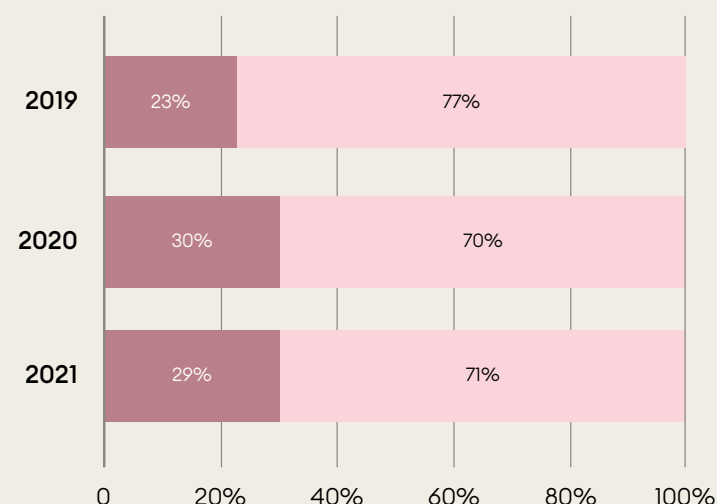
people participated in our Transgender Awareness Sessions during Pride month in 2021

SDGs



Top Management Gender Ratio

Female Male



Our equality, diversity, and inclusion (EDI) commitments:

1. We commit to building a diverse leadership population that includes underrepresented groups. As a first step we aim to have 45% of our top and senior management positions filled with female leaders.
2. We commit to reducing bias in our recruitment by exploring innovative recruitment practices, including AI technology using neuroscience and gamification.
3. We'll substantially increase the diversity of our marketing materials to include individuals from underrepresented groups.
4. We'll celebrate the LGBTQ community, providing education and awareness opportunities including workshops on gender and trans awareness.

We want the Swarovski name to be synonymous with equality and inclusivity and our workplaces to be spaces where colleagues don't hesitate to express their full selves every day. We're fervent champions of individuality because, by embracing the combined wonder of so many diverse imaginations, we can power our business to look beyond the possible.

In an inclusive workplace, people feel involved, respected, valued, connected, and heard. Keeping this in mind for every project and program we initiate ensures that we always seek to address the most impactful issues.

The following pages highlight some of our achievements in this focus area during 2021. •



Fostering an inclusive workplace culture

We want to bring out the best in our employees. All of us deserve to be comfortable with being ourselves and encouraged to voice our own opinions.



ERG PROGRESS

Our ERGs are voluntary, employee-led groups that help make Swarovski a diverse and inclusive place to work. They create a forum for colleagues with common interests to support each other, encourage inclusive recruitment and retention, provide networking and mentoring opportunities, and act as a valuable resource for Swarovski leadership to connect with and learn from.

Our newly created Swarovski North America EDI Council, which promotes personal expression, ran many events in 2021 to raise awareness of the LGBTQ community. In 2022, the group plans to widen their scope to include events that celebrate racial diversity.

Our global Pride ERG organizes a year-long calendar of webinars and events that highlight Pride, including producing rainbow Crystal Transfers. Next year, the members intend to take a more intersectional approach to Pride and raise awareness of the concept of allyship.

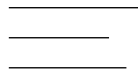
The global eMpoWer Together ERG brings all genders together to support women to achieve their ambitions and create an equal workplace. In 2021, the group's events raised awareness of topics such as mental health, negotiation skills, and leadership.

#mixingITup – Women in IT is an alliance of women and men working in roles across Corporate IT. Its work aligns with our wider strategy to facilitate gender diversity and equality that accelerates the growth of our business. During 2021, among other initiatives, #mixingITup raised awareness of development opportunities for women, called for smarter job postings that are attractive to all genders and promoted online training for gender-related unconscious bias.

65+

employees worldwide are members of one of our six Employee Resource Groups

→ Read more on the next page



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EDI-FOCUSED E-LEARNING

Part of the process of empowering our people involves giving everyone access to the best information. In 2021, we operated three new e-learning modules that raise awareness of different EDI issues:

- Equality, diversity, inclusion, and unconscious bias
- Spotting micro-inequalities
- Allyship at work



These modules help employees break the cycle of unconscious bias and micro-inequalities within the workplace, teaching them how to celebrate differences and harness the combined power of so many diverse perspectives. In total, 2,511 colleagues completed the unconscious bias training in 2021 and 143 and 131 completed the micro-inequalities and allyship learning respectively. We plan to continue promoting these modules throughout 2022, particularly encouraging participation during relevant awareness-raising campaigns, such as Pride and International Women’s Day.

EDI BENCHMARK ASSESSMENTS

One of our main aims for 2021 was to identify additional self-assessment benchmarking tools for EDI that enable us to measure our progress and ensure we stay on track to meet our commitments. Benchmarking keeps our business up to date with best practice and allows us to create targeted workstreams that enhance diversity and inclusion throughout our value chain. We conducted two additional benchmarks in 2021.

WEPS GENDER GAP ANALYSIS

We signed the Women’s Empowerment Principles (WEPs) back in 2014 and have aligned our activities with the seven principles ever since.

In 2021, we conducted a WEPs assessment update. The WEPs Gender Gap Analysis tool highlights areas where we’re performing well on gender issues and areas where we can most clearly improve our performance. We learned that, in the two years since our last assessment, we’ve continued to make positive progress. The results demonstrate that our business understands the importance of gender equality and that this recognition is reflected in the practices and policies we create and follow.

There is more we can do, however, and this latest assessment allowed us to define some concrete recommendations that will improve EDI in our business, including establishing activities such as training on bias-free recruitment, a program for which has already been developed to launch in 2022.

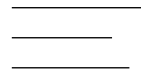
WORKPLACE PRIDE

As part of our Workplace Pride membership, we’re able to participate in a benchmarking tool designed to help businesses understand how to effect change and see which policies and practices are not yet integrated into company diversity and inclusion efforts.

According to the 2021 self-assessment benchmarking exercise we completed, our business has already identified and started to act upon a variety of areas for change, including employee networking and support and benefits. The results demonstrated that we’re performing well across Swarovski in fields such as policy and communication, workplace awareness, and societal impact. In 2022, we have been invited to join the annual cycle for all Workplace Pride members.

Based on the results of these benchmark assessments, we’ve identified action plans to improve our performance. Additionally, we plan to establish another EDI benchmarking tool that will help us assess our progress on disability inclusion.

→ Read more on the next page



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GENDER PAY EQUITY ANALYSIS

In 2021, we implemented a Pay Equity Analysis tool that determines the pay equity gap between men and women with similar personal and professional characteristics. The tool is based on one implemented by the Swiss Confederation that has been fully tested by independent experts. It has also garnered several awards, including the UN Public Service Award, and received the EPIC Good Practice Label from the Equal Pay International Coalition.

So far, we've tested the tool in Switzerland and the United Kingdom. The tool provided us with positive insight on pay gaps and pay equity across different personal and professional characteristics, such as age, service length, and professional level. It

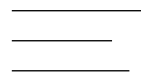
also helped us to clearly identify the employee segments on which we need to focus our pay equity activity.

During 2022, we plan to further dissect the data and roll out the tool to more business units.

In addition, we currently publish Gender Pay Gap Reports in all legally required countries, including the UK, France and Switzerland.

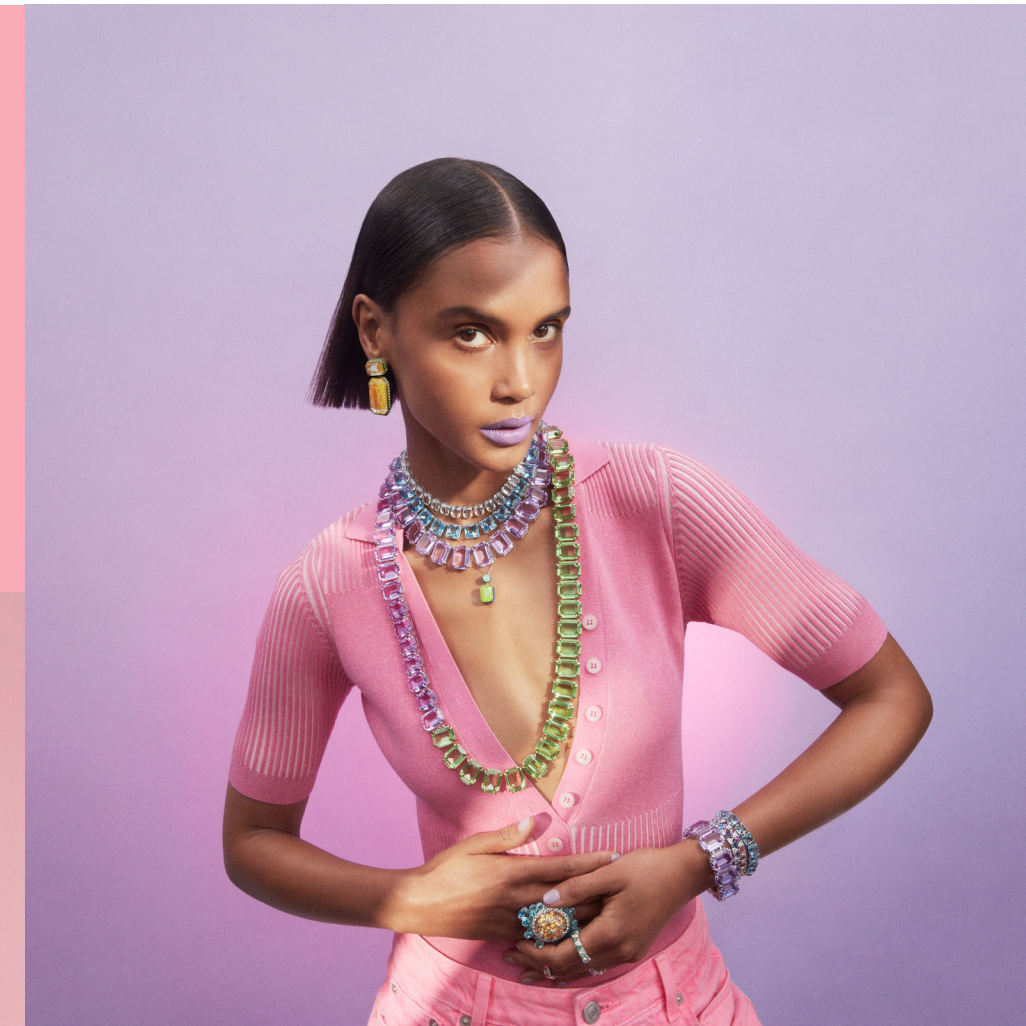
We're pleased to confirm that no statistically relevant gap between the compensation for our female and male employees in equivalent roles could be detected in our headquarters in Switzerland, which is a result of our sincere commitment over many years to accelerating pay equity for equal work experience, skills and contributions in all our markets. •





Diversity in our marketing materials

In 2021, we committed to substantially increase the number of individuals from underrepresented groups in all our marketing and communication campaigns. We believe that diversity must be normalized and embraced, everywhere in the world.





Championing women

Women make up 77% of our workforce, so we believe our business is well-placed to champion gender equality.

INTERNATIONAL WOMEN’S DAY

Our annual initiative, The Future Is Equal, once again ran in support of International Women’s Day in 2021. The campaign, which operated throughout the month of March, aimed to engage our employees around the world while also encouraging social and digital advocacy for gender equality. In total, 18 different sites took part in the activities, with more than 850 employees participating in our he4she e-learning offering and more than 430 employees getting involved in the official International Women’s Day photo challenge.

853

employees participated in the he4she e-learning

437

employees participated in the photo campaign

18

locations

10

facilitators from Swarovski

268

participants

37

workshops in total

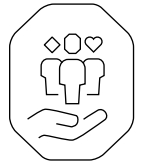
4.8

(out of 5) average satisfaction rate

#IAMREMARKABLE

This Google-led initiative was created to increase empowerment for women and underrepresented groups by celebrating their achievements in the workplace and beyond. Taking the form of a 90-minute workshop, participants learn the value of self-promotion in their personal and professional lives and are equipped with tools to develop this skill. In 2021, we organized 18 virtual #IamRemarkable training sessions for colleagues working in a variety of locations. •





Supporting LGBTQ communities

At Swarovski, we want to bring out the best in our employees and ensure that everyone is safe and supported at work each day.



UN STANDARDS OF CONDUCT

Working in collaboration with the Institute for Human Rights and Business, the United Nations Human Rights Office has developed five UN Standards of Conduct for Business on Tackling Discrimination against LGBTI People. In June 2021, we signed up to the Standards. The guidelines build on the UN Guiding Principles on Business and Human Rights and reflect

the input of hundreds of companies across a broad range of sectors. The Standards have been designed to highlight the many opportunities companies have to contribute to positive social change in the communities where they do business.

GENDER PRONOUNS

Everyone has the right to use gender pronouns that match their personal identity. Misgendering someone or mistakenly assuming their gender and pronouns is a form of discrimination that can be highly damaging to a person, marginalizing them and counteracting the power of inclusivity to create an innovative and successful workplace.

As part of our commitment to fostering a culture of inclusivity, we've tried to normalize the concept of diverse and personal gender identities in the workplace by starting with small gestures, such as inviting employees to include pronouns in their email signatures and in our internal HR system. We also make it possible for colleagues to choose from a broader selection of official gender identities so that they can feel better represented by the systems and people they work with.

→ Read more on the next page

← Continues from previous page

PRIDE
MONTH EVENTS

In our previous sustainability report, we shared our pledge to celebrate and elevate the LGBTQ community throughout the year, both inside and outside our business. And, in 2021, our teams around the world delivered, showcasing a host of local and global events:

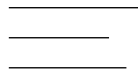
- Our local teams created crystal rainbow transfer appliques that added a positive and sparkling statement to wardrobes everywhere.
- At the Swarovski B2B showroom in Paris, employees were invited to attend throughout the day to get their rainbow transfers hot fixed while they waited.
- Globally, we offered transgender awareness training in partnership with Transgender Network Switzerland. The sessions combined facts and personal stories about topics such as coming out in the workplace and how to combat discrimination. In total, 86 colleagues attended from 19 separate locations.

- The welfare policy in our Bangplee facility was amended so that, from June 30th 2021, the marriage leave benefit of three additional days’ paid leave is also available to LGBTQ colleagues.
- Our Pride ERG held a series of talks about equality, diversity, and inclusivity, including our Pride panel discussion in October – with an inspirational group of speakers sharing their insights and personal stories.
- On our social media channels, we celebrated through a consumer-facing campaign with transgender model and activist, Ariel Nicholson, who discussed self-love and being able to express herself. •

86

participants from 19 locations took part in the live sessions on transgender awareness in partnership with Transgender Network Switzerland





EMPOWERMENT & EDUCATION

We believe that through education we can inspire individuals to make more conscious decisions and make their boldest dreams come true.

EMPOWERMENT & EDUCATION HIGHLIGHTS

103

participants enrolled in lateral leadership development



14,044

training hours delivered to our apprentices

SDGs



150+

hours spent organizing, mentoring, and coaching sustainability-focused student projects

Our empowerment and education commitments:

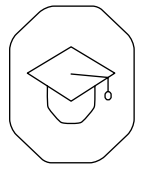
- 1. We'll raise awareness and educate and foster behavior change among our workforce about sustainability and equality issues.
- 2. We'll continue to support global academic institutions annually by sharing expert industry knowledge about sustainability and donating reignited crystals.

When we educate and empower people, our world becomes a better place. That principle has guided us at Swarovski for more than 125 years. We know that by exploring the furthest

reaches of wonder, our imaginations are capable of creating magic that solves problems and moves us all forward.

That's why we want to give everyone in our communities the chance to learn both internally and externally, the chance to activate positive change, and the chance to reinvent the way we conceive of people and planet. We're proud to offer our colleagues across the globe a wide range of development opportunities and are constantly seeking new avenues to help people achieve their ambitions.

The following pages highlight some of our achievements in this focus area during 2021. •



Supporting learning and development

We provide all sorts of different development opportunities in a variety of subjects and formats, helping colleagues around the globe steer their careers or simply explore a topic of interest.



LEADERSHIP DEVELOPMENT

Our comprehensive leadership development portfolio consists of two signature programs: Leadership Essentials and Lateral Leadership.

Our Leadership Essentials program is aimed at first-time and soon-to-be managers who lead either people or projects. The six-month online pathway aims to drive business performance and employee engagement by equipping new leaders with the mindset, skills, and behaviors to lead their teams effectively. In 2021, 30 individuals took part.

Lateral Leadership targets senior specialists, experts or managers who need to influence out of their main area of expertise. It can also be valuable to those leading initiatives or networks but who don't have formal authority over team members. A three-month,

hands-on program delivered remotely, Lateral Leadership helps participants learn how to successfully lead collaborative initiatives by mastering the art of influencing others efficiently. Throughout 2021, 103 participants were enrolled in the program.

LIFE SKILLS PROGRAM

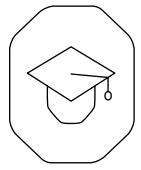
At Swarovski, we know how life skills help people deal effectively with the demands of everyday life, both in work and at home. We offer many learning opportunities to help our colleagues develop meaningful life skills across a variety of topics, such as business writing, building emotional resilience, navigating conflicts, and surfing the waves of change.

In 2021, 129 employees took part in one of our life skills courses. •

'It really changed the way I approach my colleagues; I have a different mindset now.'

'The Lateral Leadership course helped me to improve my accountability.'

Testimonials generated from participants from anonymized post completion feedback.



Leading with academic partnerships

We're dedicated to running and supporting global academic programs that champion sustainable innovation.



INNOVATE2030 – DIGITAL NATIVES FOR A SUSTAINABLE FUTURE

This pan-European innovation competition is organized by Open Innovation Incubator ekipa and encourages students, professionals, and start-ups to collaborate with established organizations to build ideas that foster sustainable and digital innovation.

With the aim of creating a more sustainable jewelry industry, and with a particular focus on UN SDG 12 (Responsible consumption and production), we led one of the project's eight use cases, inviting the digital generation to share their ideas for incentivizing circular behaviors and re-purposing pre-loved jewelry.

The challenge was supported by Germany's Federal Minister for Economic Affairs and Energy, Peter Altmaier, and the President of the Federal Environment Agency, Dirk Messner, as well as the non-profit program, Impact Week, and IT systems house, Bechtle AG.

The challenge concluded with an event where finalists pitched their solutions to senior figures from business, science, and politics and took questions from



'The coaches who believed that we can push the boundaries of possibility surely made the overwhelming project feel incredibly light.'

Dorcas Crooc,
Team Xtend, Philippines

a large audience. The winner of the contest was Team Xtend, a Swarovski mentored group, who pitched a single mobile app that promotes circularity by encouraging customers to take part in a jewelry take-back scheme while also acquiring replacement products. Team Xtend conducted a great deal of research for their offering, meaning that their innovative suggestion was grounded in robust modeling and making them worthy winners of the €2,500 prize.

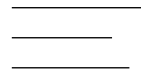
After the success of the Innovate2030 project, we ran an additional project with Milano Fashion Institute to elicit more ideas promoting circularity from talented digital natives.

12

students

8

countries (France, Australia, Philippines, Germany, Cyprus, Nigeria, Ghana, Poland)



LCF SWAROVSKI INNOVATOR AWARD

The Swarovski Innovator Award is an annual competition for final year BA Fashion Jewellery students at UAL London College of Fashion. Running since 2017, the 2021 edition asked students to write a manifesto about their values as jewelry designers, reflecting on pressing subjects such as the climate emergency, inclusivity and diversity, and social responsibility. The response needed to be a meaningful concept to develop a piece of jewelry.

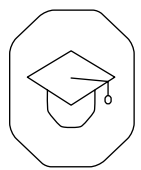
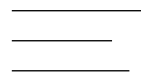
After a competitive selection process, five finalists were selected: Oliver Banks, Selene Zhang, Polina Voynova, Albane de Maudit, and Kiki Tianqi Li, with Banks ultimately declared the overall winner. •



‘The Swarovski Innovator Award has gone from strength to strength over the years. We are hugely grateful to Swarovski who provide support and insights into their sustainable practices and knowledge. The Award is the highlight of our final year for BA Fashion Jewellery students, who have brought true innovation to the ways upcycled stock can be incorporated into new fashion-jewelry thinking.’

Jessica Saunders, Programme Director
for the Fashion Design Programme





Our partnership with Tent

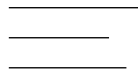
The mentorship initiative aims to better prepare refugee women – who have traditionally experienced much lower levels of employment compared to refugee men, especially in the first few years after arrival – and native-born women (see the Report by Tent) to enter the workforce or advance in their careers by providing them with professional mentorship.

SUPPORTING FEMALE REFUGEES

Tent is a non-profit organization launched in 2016 to mobilize the global business community to include refugees. Today, it is a network of over 200 major companies committed to integrating refugees in their host communities.

In November 2021, we became a member of the program and committed to mentoring 50 refugee women over three years, beginning in Switzerland in early 2022. The goal of the mentorship program is to upskill the women and give them the best possible chance of finding employment. The program focuses on career development and professional advancement and equips refugee women with practical skills and knowledge for the job market, including improving their CVs and social media profiles, explaining the recruitment processes of their host country, and addressing potential cultural differences in the workplace, as well as offering further insights into the labor market in general. •





Rights & respect

RIGHTS & RESPECT

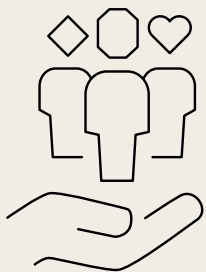
We aim to provide all workers with healthy, safe working environments and sound employment conditions - whether you are directly employed by Swarovski, or indirectly employed through our third party supply chain.

RIGHTS AND RESPECT HIGHLIGHTS

17,000+

people reached in our external supply chain through our Responsible Sourcing Initiative

SDGs



With our Responsible Sourcing Initiative we monitor human rights from tier 1 all the way up to tier 3 suppliers

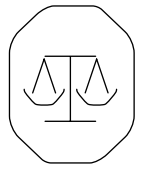
Our rights and respect commitments:

- 1. We'll respect the rights of our people through the value chain and strive to ensure safe and healthy working environments for all.
- 2. We'll provide working environments and sound employment conditions in accordance with the expectations of the International Labour Organisation Core Conventions, Sedex Members Ethical Trade Audit, and the UN Guiding Principles.
- 3. Through our Responsible Sourcing Initiative, we monitor human rights for tier one to tier three suppliers.

With more than 20,000 directly employed Swarovski staff and many more working

to support our business through our supply chain, we're well aware of the importance of people to our continued success. For everything they give to us, we're determined to uphold the rights of each individual who contributes to our business. That's why we ensure all workers can enjoy safe, healthy working environments and fair employment conditions, and why we conduct regular audits of our suppliers and their sub-suppliers to ensure these standards are maintained, even in workplaces that are not Swarovski owned.

The following pages highlight some of our achievements in this focus area during 2021. •



Safeguarding human rights

It's vital that all those working to create Swarovski products – whether directly employed by us or as part of our supply chain – can be confident that their human rights are protected.

HUMAN RIGHTS ASSESSMENT

We partnered with ELEVATE, a leading sustainability consultancy, to assess our human rights performance in 2021. Using the results of this exercise, we were able to benchmark our approach against industry peers and a suite of international and regional standards and laws, including the UN Guiding Principles on Business & Human Rights,

the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas (OECD Guidance), the Responsible Jewellery Council, the UK Modern Slavery Act or the EU Corporate Due Diligence, and Corporate Accountability Directive (Draft).

In 2022, our priority is to assess the results of our benchmarking exercise and create a human rights and due diligence working group. The group will involve key figures from throughout our value chain as we continue to push for improvement in our business' approach to human rights.

The goal of this work is to ensure we have robust mechanisms in place to systematically address adverse human rights impacts along our value chain. As such, we're also developing a human rights and due diligence framework that can be used as an ongoing risk management system and which will serve as a foundation for our future annual reporting. •





Rights & respect

Sourcing from responsible supply chains

Our Responsible Sourcing Initiative allows us to ensure that our suppliers are operating sound employment practices and safe, healthy working environments.



RESPONSIBLE SOURCING INITIATIVE (RSI)

Through a systematic, risk-based approach to assessing performance against our supplier Code of Conduct, the RSI helps us work collaboratively to drive continuous improvement.

One strand of our comprehensive RSI is the Social Program Audit, the scope of which covers three broad topics: Labor Rights, Health and Safety, and Working Conditions. Each of these topics incorporates a number of clearly defined focus areas. For example, Labor Rights takes in child and forced labor as well as discrimination and freedom of association. Health and Safety assesses everything from fire, chemical, and machinery safety to protective equipment and bathroom hygiene, while Working Conditions evaluates wages and benefits, working hours, and disciplinary measures.

We rely on internationally recognized third-party initiatives and accept the following standards: Sedex Members Ethical Trade Audit (SMETA), Social Accountability 8000 (SA8000), Disney International Labor Standards (Disney ILS), Amfori Business Social Compliance Initiative (Amfori BSCI),

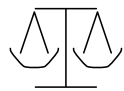
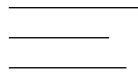
and Responsible Business Alliance (RBA). In-scope suppliers are required to conduct the responsible sourcing audit of at least one of these standards.

Our RSI social program targets 95% of our relevant direct sourcing spend for all product categories and covers currently from tier 1 up to selected tier 3 suppliers. To gain more visibility of our supply chain and widen the scope across supply chain tiers we started our supply chain transparency project.

SUPPLY CHAIN TRANSPARENCY PROJECT

From 2022, we'll expand our efforts to promote supply-chain transparency as we aim to gain more consistent visibility of our upstream supply chain. By identifying the indirect suppliers of tier two components and tier three raw materials, we can review their records on human rights and environmental sustainability. Ultimately, we plan to assess their sustainability performance further in order to manage our supply-chain risk more holistically. •

Audits by product categories	
Jewelry finished goods (Tier 1)	7
Jewelry components (Tier 2)	5
Watches (Tier 1 or 2)	5
Acessories (Tier 1)	2
Home (Tier 1)	4
Writing instruments (Tier 1)	2
Stones (Tier 2 or 3)	6
Production materials (Tier 3)	2
Packaging & communication materials	36
Retail architecture	9



In detail





Rights & respect

Social manufacturing standards

We seek certification against the most important social standards to clearly demonstrate the sustainability and compliance of our Swarovski-owned facilities.

During 2021, we conducted a number of audits to ensure our Swarovski-owned production facilities are aligned to the highest social standards. We re-audited or re-certified most of our manufacturing sites. In a few cases, we postponed the audits to 2022 for planning purposes.

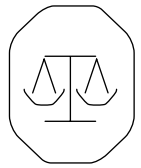
	People	
SITE	SA8000/SMETA	ISO 45001
Wattens, Austria	<div><div></div></div> 2022	<div><div></div></div>
Subotica, Serbia	<div><div></div></div>	<div><div></div></div> 2022/3 Global Cert.
Pune, India	<div><div></div></div>	<div><div></div></div>
Bangplee, Thailand	<div><div></div></div> 2022	<div><div></div></div>
Ayutthaya, Thailand	<div><div></div></div>	<div><div></div></div>
Bien Hoa, Vietnam	<div><div></div></div>	<div><div></div></div>

We work to have our production facilities regularly certified or audited against a set of internationally recognized social standards including SA8000, Sedex SMETA, and ISO45001. The SA8000 Standard is based on globally respected standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws. SA8000 applies a management systems approach to social performance and emphasizes continual improvement whereas Sedex is one of the world’s leading ethical trade service providers, working to improve working conditions in global supply chains. We’re committed to improving our employee safety, reducing workplace risks, and creating better, safer working conditions via ISO 45001.

ACCIDENT FREE

Occupational health and safety is an important topic across the value chain for us at Swarovski: our rights and respect focus area commits us to creating a safe and healthy workplace for all our employees. Our safety culture employs ISO 45001 Occupational Health and Safety Management systems to propel us towards our continual goal of remaining accident free. Any work-related incidents are investigated thoroughly and tracked.

As of the end of this reporting period, our workplaces have been accident free for three years; but we’re not being complacent. In 2021, we developed a set of KPIs to define a standardized, global approach to tracking our accident-safety performance. While the various manufacturing processes and local environmental health and safety cultures we work with make it complicated to implement a global target for all sites, we’ll continue to pursue this initiative as a vital part of our commitment to safe workplaces. •



Rights & respect

Our response to Covid-19

The wellbeing of our employees, their families, and our customers remains our priority in these challenging times. The Swarovski Covid-19 guidelines stayed in place globally during 2021, even where local requirements were less stringent.



Our ISO 22301:2019-certified Business Continuity Management (BCM) system operated across the globe. All local initiatives were coordinated via this system, with peer learning groups established to help local teams learn from others facing infection waves. The global BCM Board held meetings at least fortnightly.

In 2021, we promoted vaccination campaigns and offered paid working time for employees to get vaccinated. Vaccination drives were organized in Austria, Thailand, India, and Vietnam. All sites supplied colleagues with the necessary protective equipment and all production sites paid at least legally required rates for furloughed, quarantined or infected staff.

COMMUNITY SUPPORT IN THAILAND

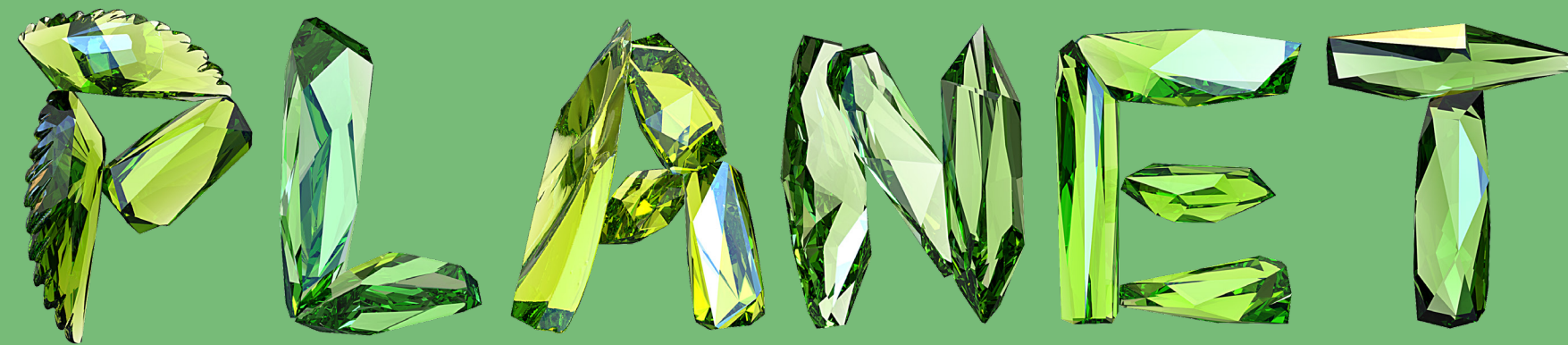
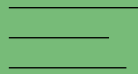
In response to a local Covid-19 outbreak, in 2021, our production facility in Ayutthaya organized the sanitization misting of nine key locations, including Pha ka temple, Kho Keaw temple, Ayutthaya withthayalai school, Phranakhon Si Ayutthaya

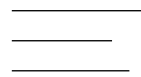
Rajabhat University, and the Provincial Labour Office.

Our site in Ayutthaya also identified that the two temples, Pha ka and Kho Keaw, needed fire safety equipment and procedures put in place. In May 2021, the factory donated 20 sets of fire extinguishers to Pha ka temple and, in November, a further 30 sets to Kho Keaw temple. Both donations also included new signage, fire instructions, and installation of all equipment, dramatically improving the safety of two of the community’s places of worship.

VACCINES IN INDIA

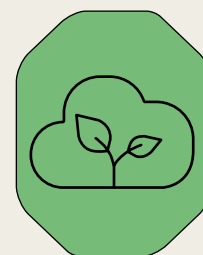
During the Covid-19 pandemic, it has been difficult for everyone to secure the timely supply and administering of vital vaccines, particularly outside the Global North. In India, 2021 was a devastating year with limited vaccine availability placing the health system under great stress and leading to many lives being lost. During June, our colleagues in Pune organized a voluntary vaccination drive providing the opportunity to become double vaccinated for all those willing. This resulted in more than 500 workers being double jabbed in 12 weeks. •



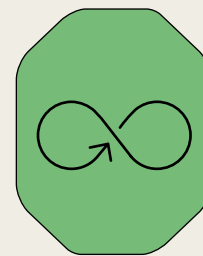


FOCUS ON Planet

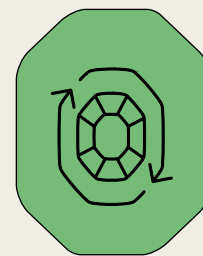
Thanks to the pioneering principles of our founder, Daniel Swarovski, the success of our business has always been predicated on acting responsibly. Today, while those principles remain at our core, we realize that we must go much further to reverse the damage being caused by the human-made climate emergency.



GREENHOUSE
GAS
EMISSIONS



WASTE &
CIRCULARITY



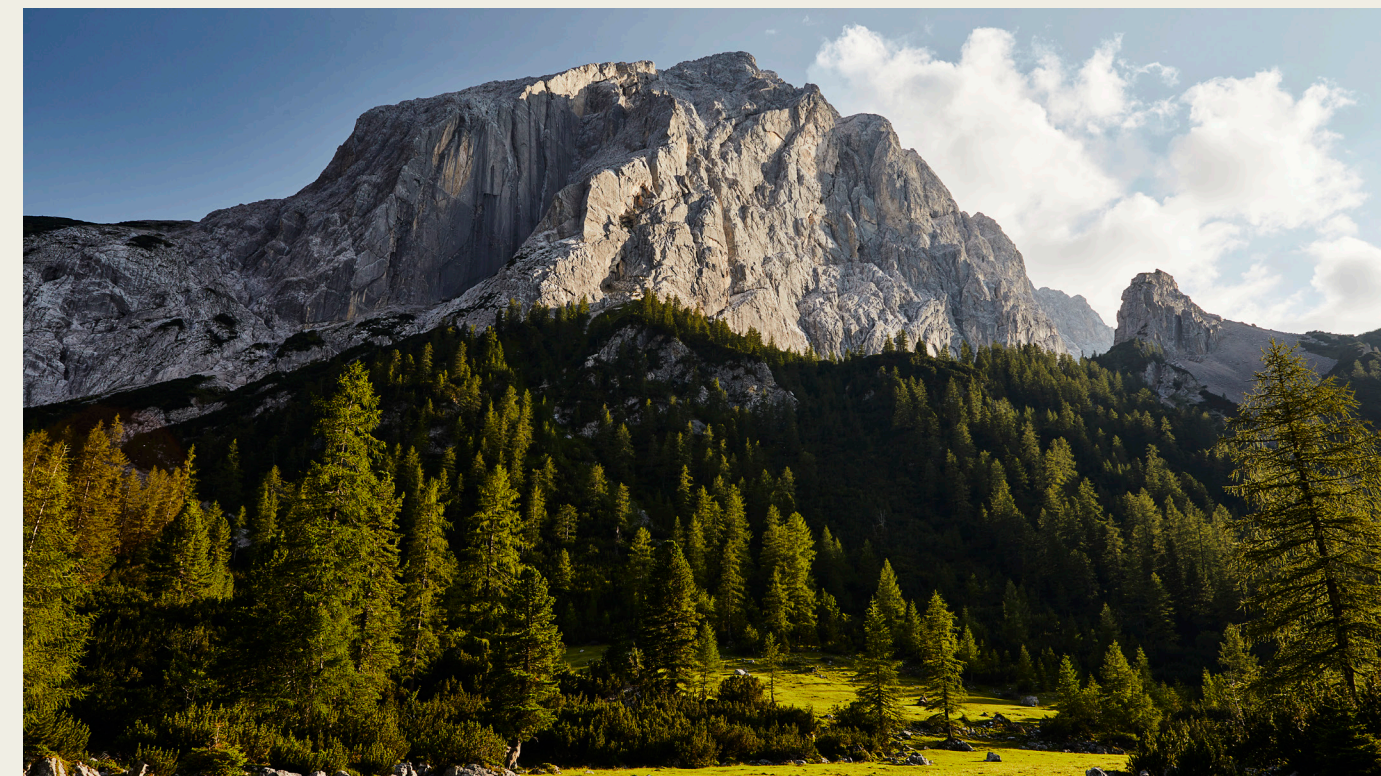
CONSCIOUS
MATERIALS

Across industrialized nations, businesses like ours have a responsibility to reinvent the way they operate. If we act quickly and boldly, we can still mitigate the worst of the expected impacts. That's why we're working hard to reduce our waste and our emissions and continually seeking to implement measures that meaningfully cut our environmental footprint.

This ambition has led us to identify three planet-centered areas of focus for our strategy:

- Greenhouse gas emissions.
- Waste and circularity.
- Conscious materials.

Read on to discover the progress we're making in these areas. •



Assessing our environmental footprint

We're using life-cycle assessments (LCAs) – science-based tools for quantifying the environmental impact of a product throughout its entire life – to set our compass for future improvements.



In 2021, we worked with leading environmental sustainability consultancy Quantis to extend our LCA work. We wanted to understand the full impact of five of our key commercial products throughout their life-cycle: watches, rings, necklaces, bracelets, and forward-integrated elements (for example, Crystal Mesh).

We analyzed the findings to locate the most material impacts of these products across our value chain. We found that raw materials, fossil fuel use, and transportation had the biggest impacts, along with retail stores for our offline sales.

The LCA report confirmed our initial prioritization, concluding that we should consider three main areas in our strategy to mitigate these impacts. Firstly, we can minimize our effect on climate change by pursuing CO₂ reduction measures. Also, we can help combat resource depletion by switching from virgin materials to recycled resources and by implementing more efficient production systems. Finally, we can further lessen any risks of human toxicity by closing material loops so that we extract less raw materials and reduce fossil fuel usage in every step of these products' life-cycles.

TESTING ALTERNATIVE MATERIALS WITH THE LCA

When considering the materials that go into our products, understanding where our impact lies is crucial for considering more responsible alternatives. So, in 2021, we used our LCA to also analyze the impact created when switching materials in some of our key products.

One of our main tests was the impact of switching a bracelet component from a brass alloy to a recycled brass alternative. We discovered that by using recycled brass, while we would only decrease our direct impact on resource depletion by 12%, we would also precipitate a 73% reduction in our indirect impact. This is because of the savings that the recycled-material supplier generates by collecting, sorting, melting, and refining the brass waste. Therefore, we learned that we could create the biggest impact by encouraging systemic change that generates demand for recycled materials and improves the loop systems in metal recycling to make the industry more circular. •

Environmental manufacturing standards

We seek certification against the most important environmental standards to clearly demonstrate the sustainability and compliance of our Swarovski-owned facilities.

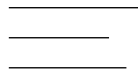


We re-certified most of our relevant production sites in 2021. Only the ISO 50001 certification in Vietnam was postponed and will take place once we plan our global ISO matrix certification.

SITE	Planet	
	ISO 14001	ISO 50001
Wattens, Austria	●	●
Subotica, Serbia	●	●
Pune, India	●	●
Bangplee, Thailand	●	●
Ayutthaya, Thailand	●	●
Bien Hoa, Vietnam	●	● <small>2023 Global Cert.</small>

Both the ISO 14001 and 50001 certifications we comply with allow us to systematically address key environmental topics within our production facilities. ISO 14001 sets out criteria for an environmental management system and ISO 50001 addresses the specific use of energy management in our facilities. Legally, we are only required to implement ISO 50001 in our facility in Wattens, so

have gone above requirements in having the certification in all but one of our facilities. This certification has allowed us to establish comprehensive sets of data on our energy usage. This has been an instrumental exercise in helping us accurately define our GHG reduction roadmaps, while ensuring they're in line with our SBTi commitments. ●



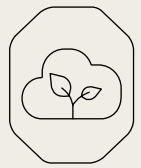
In detail



In our sustainability report last year, we announced our intention to expand the scope of our Responsible Sourcing Initiative (RSI) to additionally cover environmental topics. Using a similar self-assessment to our RSI social program, we aim to evaluate the environmental performance of our external supply chain and enable the continuous improvement of our industry.

Since our previous report, we’ve learned from our pilot projects and formalized our RSI environmental program. We’ve already been able to analyze some key, recurring issues and started to empower our suppliers to implement changes that benefit our planet.

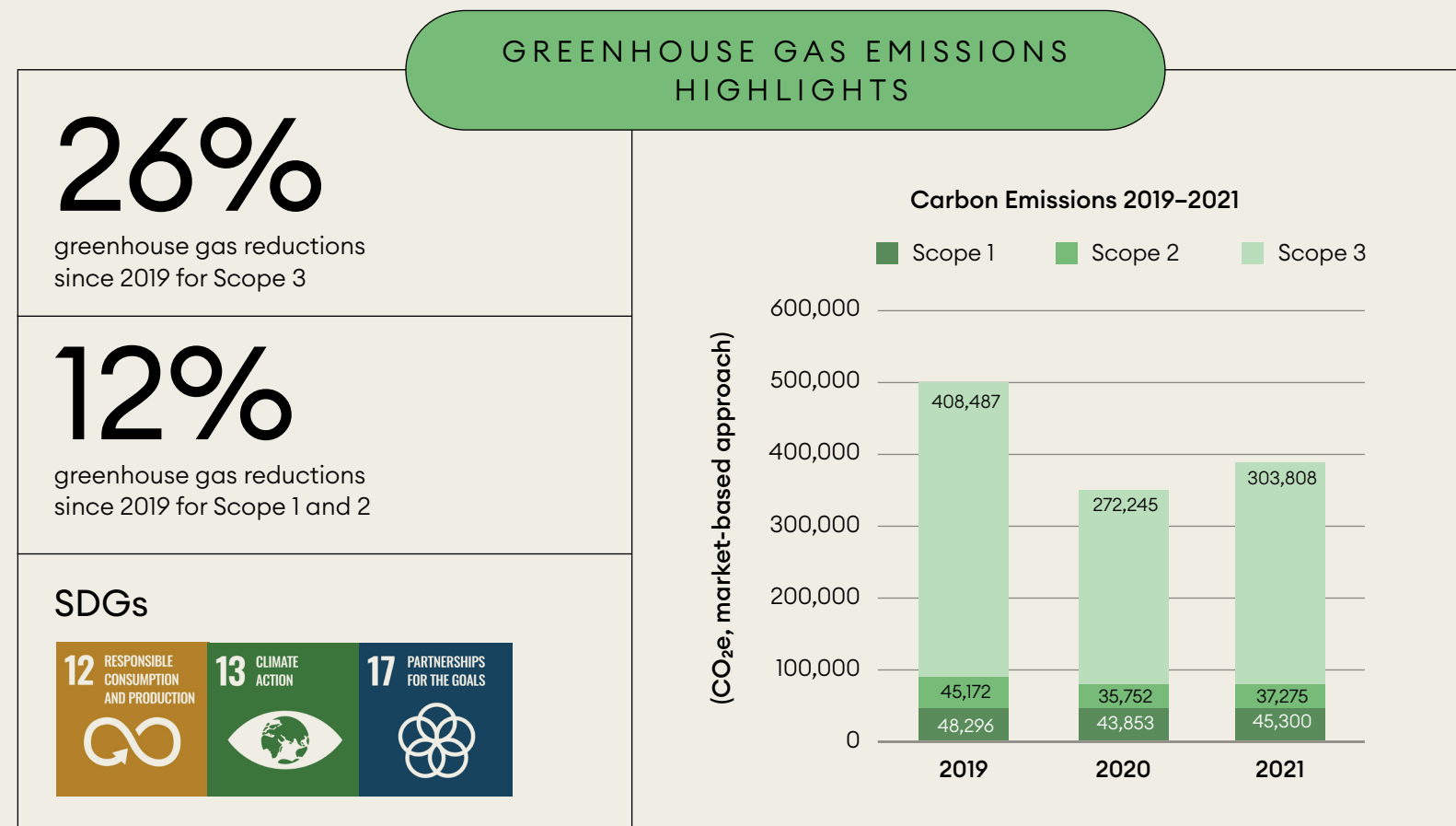
In 2021, we gathered data from suppliers in China, Vietnam, Thailand, and Sri Lanka, collecting 25 self-assessment reports and conducting 13 environmental audits. To date, the main areas for improvement center on the three themes of energy use, water use, and solid waste management. We’ll continue to roll out our environmental RSI over the coming year and support organizations in our supply chain to make permanent enhancements to their working practices. •



Greenhouse gas emissions

GREENHOUSE GAS EMISSIONS

We joined the Science Based Targets initiative (SBTi) to follow a verified greenhouse gas reduction pathway and aim to reduce absolute Scope 1 and Scope 2 GHG emissions by 47% and Scope 3 emissions by 28%, by 2030.



Our greenhouse gas emissions commitment:

1. Following science-based targets, we'll reduce absolute Scope 1 and Scope 2 emissions by 47% and Scope 3 emissions by 28% by 2030, from a 2019 baseline.

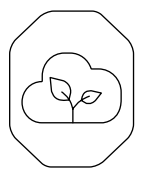
Based on the latest report by the Intergovernmental Panel on Climate Change, our world is on course for an average global temperature rise of 3.2°C – more than double the 1.5°C increase widely believed to be the maximum we can allow if we're to avoid the worst effects of climate change. Curbing greenhouse gas emissions remains our most powerful tool for protecting the planet and all living creatures, humans included, from a

rapidly changing climate. So it's vital for us at Swarovski that our contribution to arresting the climate crisis is not only measurable and meaningful but also strikes the necessary balance between challenge and achievability. As such, our emissions targets are independently and scientifically verified.

To address this issue with urgency, we're combining the inspiration of our colleagues, suppliers, and external experts to ensure that we hit our stretching science-based emissions targets, assess the full impact of our products and processes from cradle to grave and back again, and follow a clearly defined roadmap to increase the sustainability of our manufacturing.

The following pages highlight some of our achievements in this focus area during 2021. •

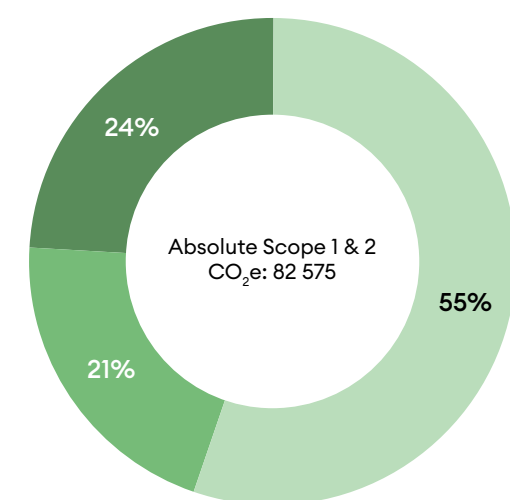




Actions towards our greenhouse gas commitments

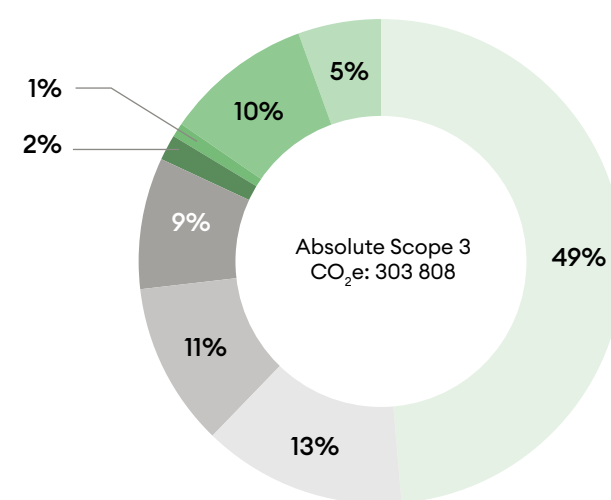
Greenhouse gases are considered to be the most critical factor in climate destabilization. By reducing our emissions, we're helping to mitigate the climate emergency.

Scope 1 & 2 emissions 2021 (t CO₂e)



- Swarovski stores
- Jewelry and jewelry component manufacturing
- Crystal and crystal elements production

Scope 3 emissions 2021 (t CO₂e)



- Waste generated in operations
- Business travel
- Employee commuting
- Partner stores
- Purchased goods and services
- Capital goods
- Fuel and energy-related activities
- Transport

ALIGNING WITH THE SCIENCE BASED TARGETS INITIATIVE (SBTI)

We've set ambitious science-based carbon emission-reduction targets in line with the recommendations of the SBTi. By aligning to the initiative, we're demonstrating that successful business can go hand-in-hand with a climate-secure world. Meeting our targets will see us reduce our Scope 1 and 2 emissions by 47% and our Scope 3 emissions by 28% between 2019 and 2030. We've already started work on this and have established a plan that details the areas of our business where we can readily shrink our carbon footprint:

SCOPE 1 AND 2

- Investing in our energy infrastructure, including renewables, photovoltaics, heat pumps, hydrogen infrastructure, and storage potential.
- Driving energy efficiency in our manufacturing and retail.

- Electrification, wherever possible, including our glass-melting furnaces.
- Outbalancing our remaining energy consumption with renewable Energy Attribute Certificates.

SCOPE 3

- Increasing product material efficiency.
- Operating a global hybrid working policy (two or three days of work at home).
- Switching from primary to recycled metal sources.
- Engaging with existing suppliers, or working with new ones, who use more renewable energy in their production processes.
- Reducing transport emissions in the APAC region by shifting from air to sea or road freight.
- Optimizing internal processes to enable sea transport more widely and shipping directly from manufacturing sites to four regional distribution centers, no longer via one global distribution hub.

→ [Read more on the next page](#)

← Continues from previous page



Greenhouse gas emissions



INNERGY REALLABOR

Innergy Reallabor is a public-private partnership in Tyrol aiming to test an energy ecosystem that relies entirely on renewable sources. The partnership unites the province of Tyrol, local municipalities, the mobility industry, real estate owners, utility companies, and businesses, including Swarovski. By joining this initiative, we’re demonstrating our intent to be actively involved in

shaping an innovative energy future for the region that has been our home for more than 125 years.

SOLAR PANELS

As part of our efforts to increase our energy efficiency, reduce our greenhouse gas emissions and switch to renewable energy sources wherever possible, we aim to expand the use of solar power plants at our manufacturing sites and administrative offices.

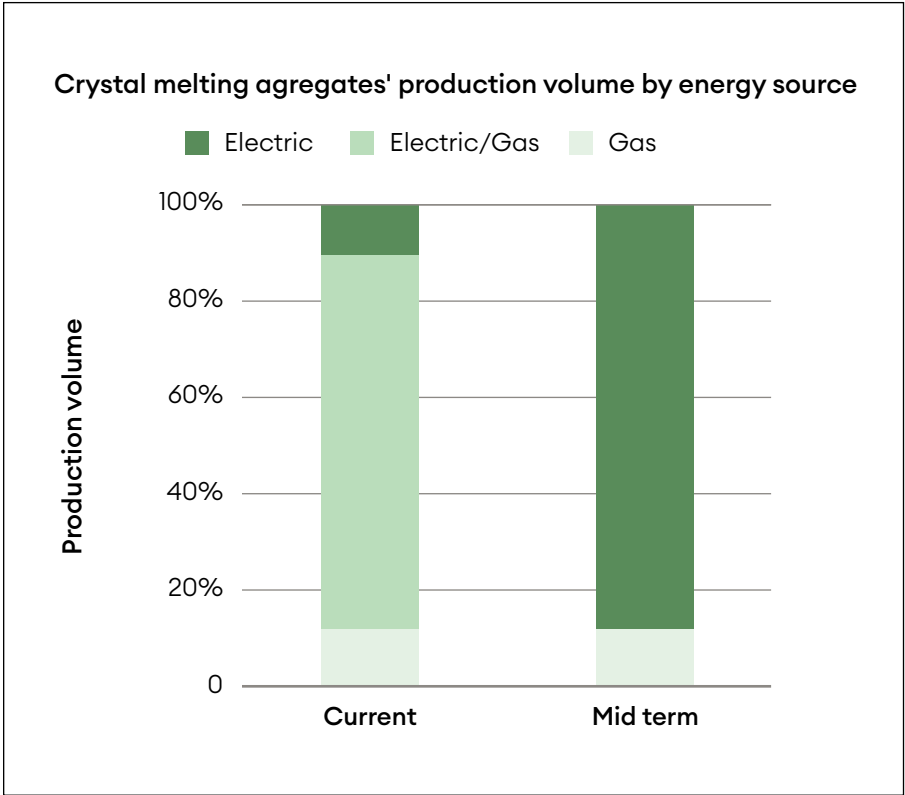
In Wattens, Austria, as part of our energy roadmap that will see us continuously roll out more solar power by 2030, we have started installing the location’s first large-scale photovoltaic plant. The new 300kWp plant consists of 865 photovoltaic modules covering 1,600m². Construction of the new plant began on top of a factory roof in December 2021, with the complete system going live in April 2022. This new plant complements our 1,400 kWp photovoltaic installation at our crafting facility in Thailand, installed in 2018.

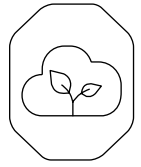
GLASS MELTING FURNACE DESIGN STUDY PARTNERSHIP

Today, 78% of our crystal glass is produced in hybrid glass melting aggregates powered by electricity and natural gas. A further 10% of our crystal glass is produced in 100% electric furnaces, and the remaining 12% comes from furnaces powered by natural gas.

As part of our Infinity Accelerator Program, we commenced a design study with a multinational company specializing in glass manufacturing. The study tested if large hybrid glass melting aggregates can be operated solely with electricity. The study

showed that we can substantially reduce the use of gas in the process, meaning that the hybrid aggregates can now be run using up to 90% electricity. For the last 10%, we already have a concept, and we’re working hard on plans to switch our hybrid aggregates to run on 100% electricity. For the longer term, we’re investigating switching our gas-powered furnaces to green hydrogen or electricity. Once we have achieved this, we can practically melt large volumes of glass using 100% renewable energy. This will be a big milestone towards reducing the carbon footprint of our crystals. •





Greenhouse gas emissions

Transitioning to green distribution

We're in the process of streamlining our logistics to lower our greenhouse gas emissions.



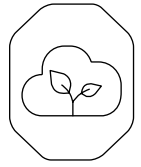
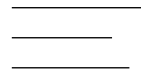
DIRECT SHIPPING

Direct shipping means sending products directly from the place of manufacture to their intended destination rather than via a series of intermediate distribution centers. We switched to this more efficient form of transportation in 2021 with the aim of meaningfully reducing our emissions footprint.

We believe that optimizing our warehousing network and distribution routes can save approximately 15% of our CO₂ emissions for all Asia-Pacific to USA shipments and 50% for shipments between Asia-Pacific countries.

In 2021, we started to define a roadmap to further improve our transport emissions in line with our sustainability targets.

By evaluating our distribution processes and GHG emissions, we identified alternatives that emit less while ensuring we deliver goods safely and to time throughout our supply chain. An example of this is switching from air freight to sea or land freight and sourcing more locally. •



Greenhouse gas emissions

Creating more sustainable retail

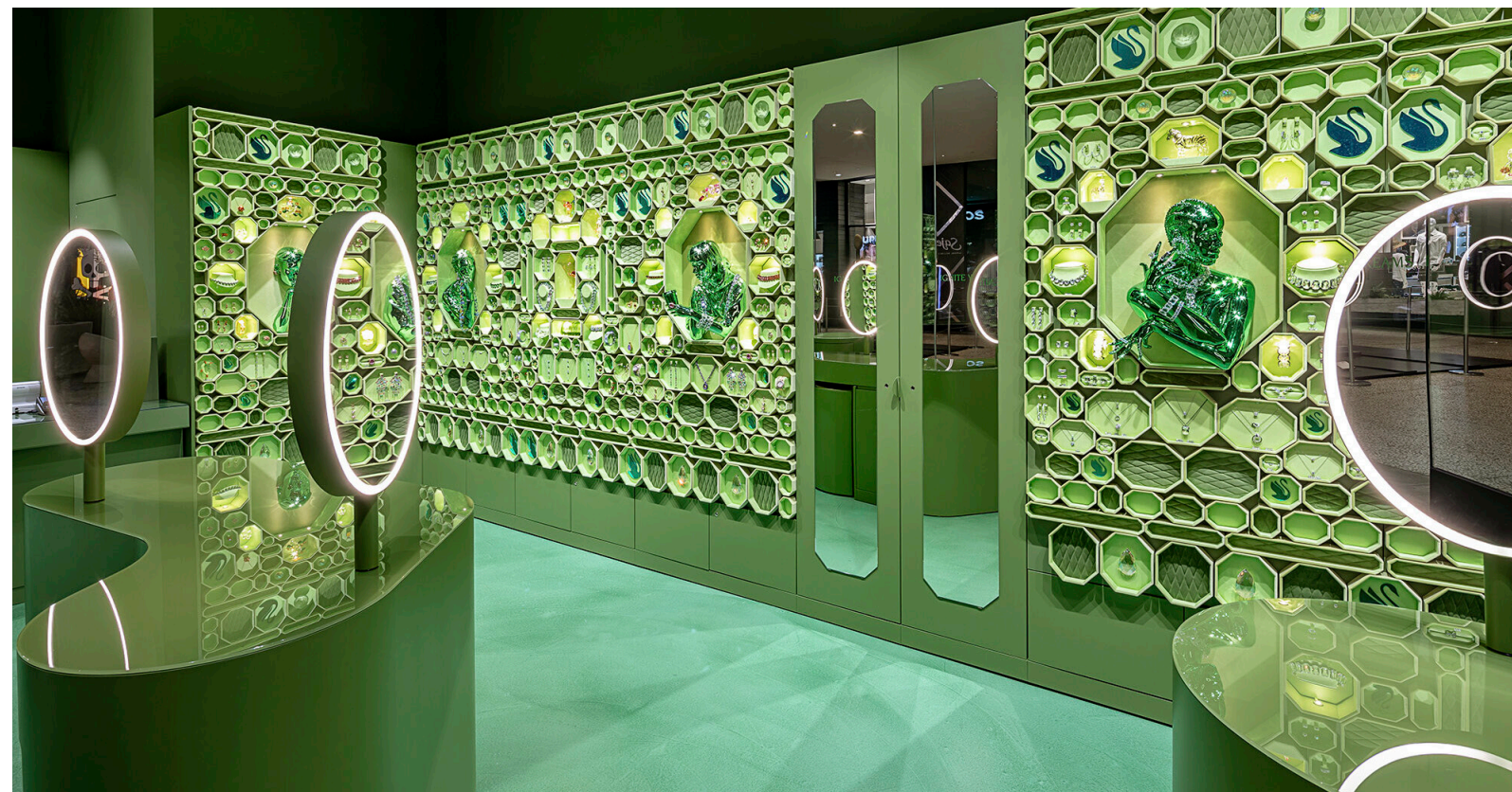
We're always striving to make our retail stores more sustainable by increasing energy efficiency, reducing waste, and incorporating sustainable materials into our store designs.

24%

Swarovski stores comprise 24% of our total Scope 1 and 2 emissions

5%

Partner stores comprise 5% of our total Scope 3 emissions



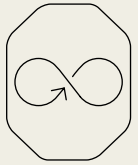
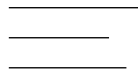
With more than 7,000 direct and indirect points of sale around the world, our retail distribution network is key to our greenhouse gas emissions-reduction roadmap.

In 2021, we launched a new store concept as part of our brand transformation. Thanks to the use of fewer lighting elements, this new concept consumes approximately 30% less energy than the one it replaced. Additionally, we worked with internal and external architecture teams during the year to strengthen the requirements of our former Triple S (Swarovski Sustainable Stores) standard: a protocol guiding all new store architecture projects, from openings to refurbishments. Our newly reinforced standard, GLEAM, (Guidelines for Engineering, Architecture & Management) will be introduced in 2022 for all new store rollouts and will create even greater energy efficiency, utilize more sustainable architectural materials, and allow for more inclusive, accessible, and safe environments. The GLEAM standard is a consolidation of best practice from internal and leading external guidelines. As a general practice, all our flagship stores around the world will continue to undergo full LEED (Leadership in Energy and Environmental Design) gold or platinum certification.

Also in 2021, we introduced smart meters

and Internet of Things technology to three stores in Spain to carry out live monitoring of our energy consumption. This will be a key requirement of our GLEAM standard, hence will be gradually rolled out to all our locations. Smart metering allows us to remotely manage our stores, optimize their energy performance (up to an additional 10%), and monitor air quality and other factors. The rollout of smart metering globally will also give us the potential to precisely measure the effectiveness of future updates to materials and designs.

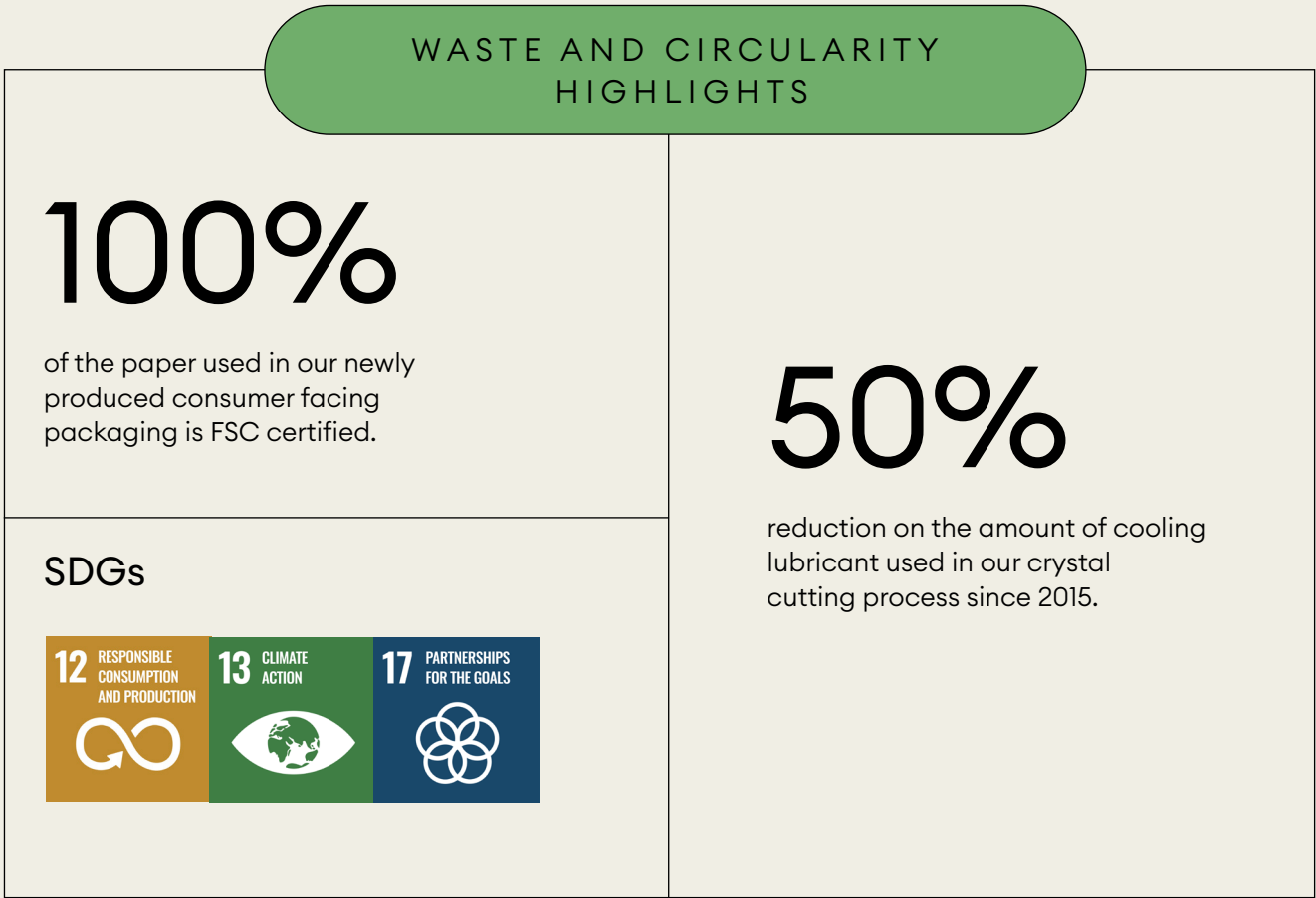
In our Asia-Pacific and Europe, Middle East, and Africa stores, we also ran pilots to investigate the potential for recycling former elements of store architecture. While much attention is paid to the materials stores are constructed from and how much energy they consume, there is often far less regard paid to the significant volumes of waste material produced every year from store relocation, closure, and refurbishment. During the 2021 fiscal year, we required our construction partners to recycle more than 100 metric tonnes of material and will soon be introducing material recycling as a standard practice. We believe it's our responsibility to act sustainably at the end of a store's life and not just during its grand opening or daily operation. •



Waste and circularity

WASTE & CIRCULARITY

We aim to greatly reduce waste throughout our value chain and commit to adopting circular business models.



Our waste and circularity commitments:

1. Through our Infinity Accelerator program, we’re partnering with external experts to invest in sustainable innovation that allows us to progress in critical environmental topics.
2. We aim to improve our consumer-facing packaging by transitioning to entirely certified or recycled sources and making it completely recyclable or compostable, by 2030.
3. By 2030, we aim to transform our own operations to become 90% landfill-free with at least 70% of our waste being recycled or repurposed.
4. We’re working to double our material efficiency by 2030.

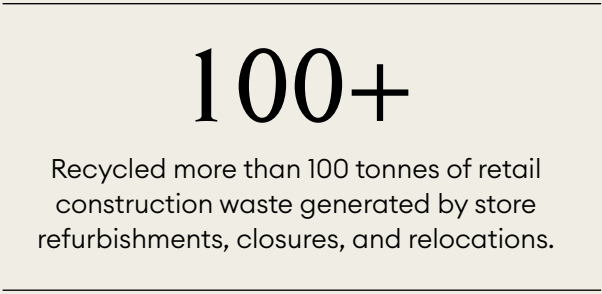
for the academics, innovators, and start-ups we work with to find ways of reducing and repurposing our waste or of forging a path for the jewelry industry’s nascent circular economy. Together, we can transform how we do business and respect the world around us so that it continues to support a rich and varied web of lifegiving ecosystems.

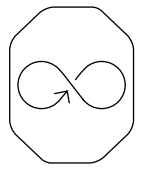
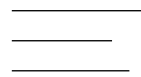
Water has always been an important element of the Swarovski story, and we take a proactive approach to managing water in our manufacturing operations. Our facility in Wattens uses closed-loop water systems that allow us to clean and recycle our water before it’s returned to the local river Inn.

The following pages highlight some of our achievements in this focus area during 2021. •

We’ve been crafting and refining our products ever since Daniel Swarovski set up his business beside Wattens’ glistening Tyrolean rivers. But we understand that companies like ours only stay at the forefront of their industry when they listen to networks and industry partnerships around them and work hand-in-hand with innovative organizations and people to become better.

Our long heritage of running a globally successful business is the perfect match





Waste and circularity

Circular innovation

We've been exploring circular innovation concepts in two main projects that are linked to the topic of 3D printing.

3D GLASS PRINTING

Throughout history, new technologies have frequently been the starting point for radical change that disrupts established systems. This is just as true here at Swarovski as it is across society. Recently, our Innovation team has been concentrating on the concept of the circular economy, paying particular attention to how the development of 3D printing could be harnessed to benefit our key ingredient: crystal glass.

Through our research, we've collaborated with innovative startups to create pioneering 3D glass printers – the first in the world – that take recycled glass bottles and, combined with materials gathered by the UN Ocean Plastics collection program, bring new form to old glass. In 2021, output stemming from our research was displayed at several global innovation events, including in Chengdu Province, China, with partners Solaris and the United Nations, and at Dutch Design Week in Eindhoven with designer Julia Bigerl. We also demonstrated how new digital glass technologies can shape our future with displays at an architecture exhibition at La Biennale di Venezia in collaboration with ecoLogicStudio, University of Innsbruck, and Werkstätte Wattens.

Through our innovation accelerator program, Digital Creation, we're working in conjunction with a diverse set of industries to speed up the development of technologies that can make circular glass business models more widely available. We believe that we have shown the basic principle of upcycling and circularity in this sector does have potential – the challenge for us now is to scale up that potential.

CIRCULAR LAB

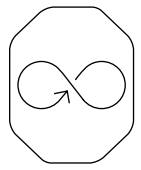
At Swarovski, we're designing future realities. Within the context of our circular lab, that means we're experimenting with, exploring, and proving that we can create an entirely circular system at a local level that could be scaled for good in the future.

Incorporating a host of enabling technologies and materials, including our new 3D glass printers and the existing FabLab technologies of international business and creative center Werkstätte Wattens, we've shown that with the use of 100% locally recycled materials we can build a circular model operating completely free of virgin materials, outside supply chains, and other dependencies, within a local area of 100km or less. At the same time, we've

demonstrated that the energy for this circular process can be produced using local, renewable sources.

We hope that the hub could serve as a prototype community that can be scaled at a global level, radically shortening supply chains, cutting global transport journeys, and slashing greenhouse gas and waste production. •





Mitigating waste

Our reignited crystals initiative allows us to continue our efforts to give unused crystals another chance to be adored, whilst raising awareness on the importance of sustainable design.

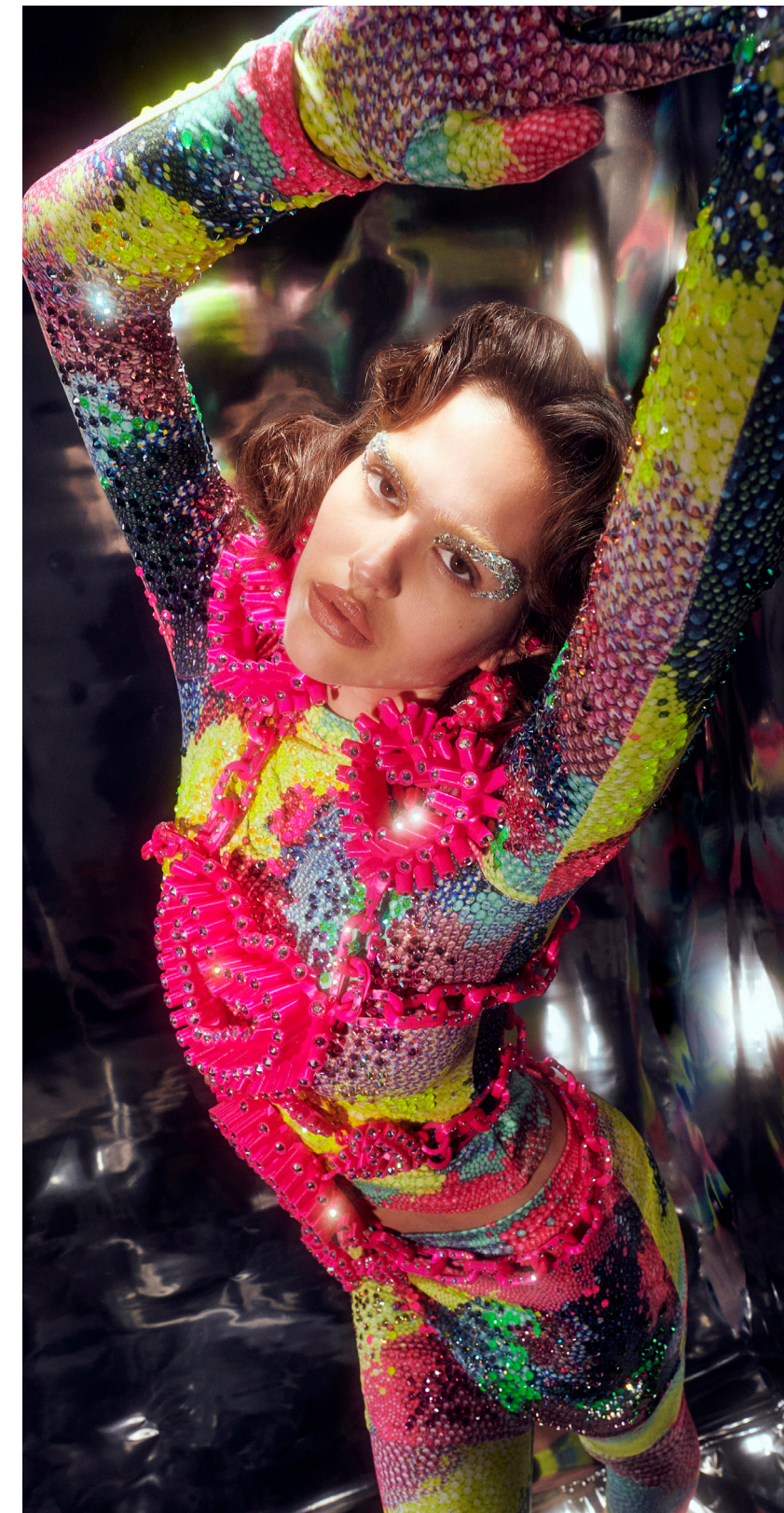
VIKTOR&ROLF – THE NEW ROYALS

In 2021, we once again collaborated with Dutch fashion artists Viktor Horsting and Rolf Snoeren, this time on Viktor&Rolf’s Haute Couture Autumn/Winter 2021 collection that was “inspired by the new generation of royals and their attempt to show a human reality behind the façade of an institution.”

Viktor&Rolf wanted to demonstrate that “everyone can behave like royalty. No matter if their furs are plastic, their jewels are paste, and their gowns patchworked in polyester.”

Each look comprised three layers – a dress, coat, and sash – all adorned with reignited Swarovski crystals. Swarovski crystals are a precious resource that we’re determined not to waste. Rather than discarding or downcycling crystals, our reignited initiative allows us to give any unused crystals another chance to shine. Our primary desire is to see as many of these dazzling creations as possible used in their intended state, so we always keep hold of unsold crystals for as long as we can.

By combining reignited Swarovski crystals with the visionary talents of Viktor&Rolf, we continue to raise awareness of the importance of waste as a valuable resource for sustainable design.

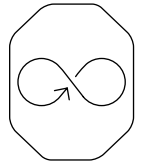


GERMANIER’S SUSTAINABLE COLLECTIONS

Our long established collaboration with Swiss designer Kevin Germanier continued in 2021. In his Spring/Summer 22 collection he continued to explore sustainable materials, creating seven, futuristic, alien-inspired looks covered in reignited Swarovski crystals.

The idea behind his collection was to show that partywear can still be consciously produced, so he employed knitwear made by his grandmother using deadstock wool, utilized printed tops and leotards made from recycled polyester, and integrated reignited crystals across his 3D-printed body chains and jewelry.

In a separate development in 2021, Germanier collaborated with Guerlain to produce the first 100% recycled fragrance. This exclusive and luxurious Guerlain line was strictly limited, with only 10 bottles produced. The iconic Guerlain bee bottles were encrusted with reignited Swarovski crystals, and each hand-adorned bottle took three hours to finish. •



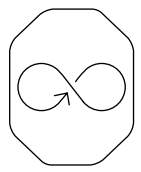
Innovating for a more efficient production process

Our crystal glass cutting process requires water and chemicals. We strive for continuous innovation to reduce the usage of both water and chemicals in this process.



Our production facility in Wattens, Austria, uses a cooling lubricant circuit to aid the cutting of crystals. The circuit holds 1,200 m³ of liquid and requires the careful addition of relevant chemicals to ensure its optimum performance and stability.

We've been engaging in a project to reduce the volume of water and chemicals we use within the process of cutting crystals and have achieved some strong results. By 2021, compared with 2015, we halved the amount of cooling lubricant used from 22 liters per hour to 11 liters. We've been able to remove or almost remove a number of chemicals from the process, including kit agent precipitant and defoamer, and we re-engineered our corrosion inhibitor to omit phosphorous. All these improvements result from innovation rather than reduced production and have had benefits for our colleagues too, with no cases of skin irritation for our workers in this facility since 2016. •



Understanding & reducing our waste streams

Closed production loops keep materials, waste, and by-products locked into the production cycle for reuse, inhibiting their potential impacts on ecosystems. We want to shift our processes away from traditional linear thinking, ensuring that materials continue to circulate and our products become an integral part of the loop. We meticulously map our production waste streams to identify opportunities to close production loops or reduce waste.

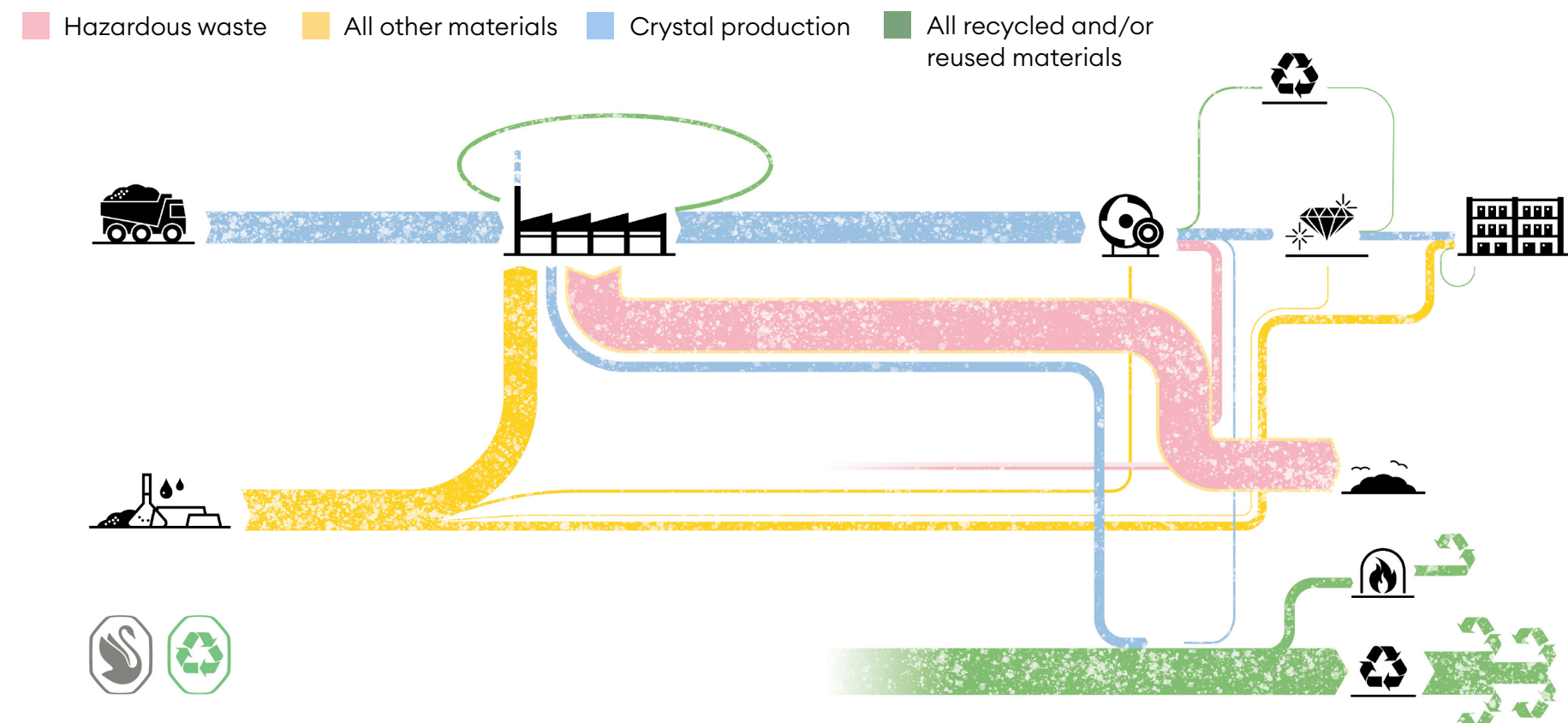
GETTING TO GRIPS WITH GYPSUM

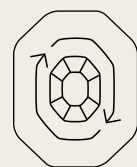
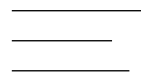
As part of our plan to keep 90% of operational waste materials out of landfill and recycle or repurpose 70% of it by 2030, we examined the by-products of our manufacturing process and selected neutralization gypsum as the most promising residue for recycling. This material is generated when wastewater from the acid polishing process is neutralized with lime. As a hazardous substance, it's difficult and expensive to manage responsibly.

Through a process of fractional precipitation, we worked alongside the University of Leoben to divide the contaminated and uncontaminated waste streams, creating almost-pure gypsum from 90% of the original mass.

In 2021, we established a pilot facility to demonstrate that fractional precipitation can work as a continuous process. If it does, the resultant gypsum product could then be sold to the construction industry, improving the sustainability and circularity of two seemingly unconnected sectors. •

Material flows at Swarovski:





Conscious materials

CONSCIOUS MATERIALS

We commit to constantly improve the sustainability credentials of our products, including responsibly sourced and recycled raw materials.

CONSCIOUS MATERIALS HIGHLIGHTS

50%

or more of our internally processed brass came from recycled sources by the end of 2021.

SDGs



8

completed life cycle assessments in 2021, providing a fact-based compass for where we now need to focus our activities.

Our conscious materials commitments:

1. We'll launch at least one sustainable product collection per year, starting from 2022.
2. By 2030, we'll source all our metals from responsibly managed and recycled sources.

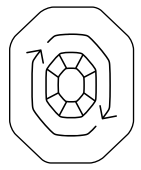
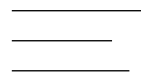
The clearest expression of the Swarovski brand is in the products we create and the materials they're made from. If we want to be recognized as a leading player in the sustainable jewelry

industry and a business that cares about people and planet, it's crucial that our products are responsibly made using sustainable ingredients.

Conscious materials are not only the foundation of circular products. They can also have a positive effect on our environmental footprint, improve people's health and wellbeing, and help our customers make straightforward decisions that limit their own impact too.

The following pages highlight some of our achievements in this focus area during 2021. •





Conscious materials

Path towards product sustainability

We've established a range of standards, assessments, and principles to guide our ongoing journey to increase the sustainability of our products.



SUSTAINABLE PRODUCT GUIDING PRINCIPLES

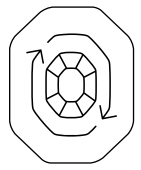
In order to generate systemic, meaningful change, we've created a set of principles to frame our progress and ensure impactful substitutions. Our roadmap towards sustainable products is based on four pillars: 1) Materials and Ingredients (what is inside?), 2) Manufacturing (how it is made and under what circumstances?), 3) Sustainable Design (enabling circularity and inclusiveness), and 4) Circular Business Models (shared economy models and circular infrastructures).

In addition, we have elaborated four guiding principles that define a sustainable product. These guidelines were inspired by the Future-Fit-Business Benchmark, one of the leading sustainability management methodologies.

The guiding principles are as follows:

- 1. Materials are derived from responsibly managed or recycled sources:** obtained in line with the sourcing requirements set by relevant, leading industry standards. A credible third-party has verified that the sourcing requirements
- 2. Products are produced efficiently, without waste, and can be repurposed:** eliminate all avoidable waste generation. Reuse, recycle or otherwise repurpose any residual waste during production. Ensure that, at the end of their useful lives, whatever remains of the goods we supply can be separated to maximize its post-use recovery value. Ensure that our customers have ready access to recovery services capable of extracting such value.
- 3. Products do not harm people or the environment:** the goods and services we provide to others must not cause harm through their production, distribution, and use, or at the end of their life.
- 4. Product communications are honest, ethical, and promote responsible use:** ensure users are informed about any negative impacts of our products, as well as how to repair, dispose of, and recycle them. Do not make any false or misleading claims about the benefits of our products. •

are met, either through on-going auditing on behalf of the company or independent certification.



Sustainable Materials Pipeline

We aim for the majority of our products to be in line with our Sustainability Guiding Principles. The newly created Sustainable Materials Pipeline will support us on our journey and help us achieve our ambition.

In 2021, we launched a Sustainable Materials Pipeline (SMP) enabling our Design, Product Marketing, Product Development, and Operations teams to accelerate the introduction of more sustainable options for our hard and soft material portfolio. It provides the teams with guidelines and tools to rate and select the sustainability attributes of materials right from the start of our scouting process.

To make sure that the SMP is used efficiently and appropriately across the business, we've taken a cross-functional approach, integrating conscious

materials sustainability experts from the start of the design process to evaluate and rate selected materials. This guarantees that all key stakeholders are aligned on issues such as priority level, operating model, and process management from the first creative brief to the final moment of sourcing.

This initiative is part of a larger roadmap, focusing mainly on our first guiding principle to improve the sustainability of all our key ingredients: metals, crystals, stones, and other sourced hard and soft materials.

OUR TRANSITION TO RECYCLED BRASS

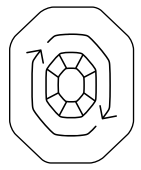
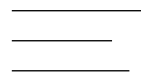
One of the main conscious material successes that we've achieved to date is our transition to the use of recycled brass in many of our products.

Currently, at least **50%** of our internal brass comes from recycled sources, and we have put in place the infrastructure to significantly increase this percentage over the next few years. This includes

close collaboration with our suppliers and responsible sourcing at our Vietnam and Thailand manufacturing sites, boosting our recycled brass production at those locations to 100% as we continue our journey with external manufacturing partners.

Alongside our growing use of recycled brass, in 2022, we're working hard to improve the sustainability of the rest of our material portfolio. •





Measuring our progress

Our product scorecard initiative, along with our Sustainable Materials Pipeline, will help us increase the use of more sustainable materials in our products.

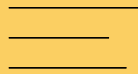
We've also been putting our guiding principles to work through the development of sustainability scorecards for our products.

We look at the materials that make up our products and assign a relative score, on a sliding scale from compliant to sustainable, for those products covered by the scorecard initiative.

Our ambition is to phase out the use of materials in our products that are assigned compliant scores in favor of more sustainable materials.

For us, that means that the material must conform with our Sustainable Products Guiding Principles, representing a significant shift in the way our industry creates products. •





Swarovski Foundation

The Swarovski Foundation was set up in 2013 to honor the philanthropic spirit of Daniel Swarovski, who founded the Swarovski Crystal Business more than 125 years ago in the Tyrolean Alps.



© Room to Read – Vietnam

The Swarovski Foundation reinforces the company’s commitment to philanthropy and charitable giving and has a mission to build on our heritage by supporting charitable initiatives and organizations working in three areas: fostering culture and creativity, promoting human empowerment, and preserving the environment.

The Swarovski Foundation provides grants to global charity organizations to: increase access to the creative industry through education, jobs, innovation, and sustainable economic growth; increase youth and gender rights through education and empowerment programs; and increase protection of water and biodiversity through education and climate change mitigation.

The Swarovski Foundation is committed to supporting the 17 Sustainable Development Goals set out by the United Nations and focuses on 8 key goals which most closely link to their partners’ work and the communities they reach.
www.swarovskifoundation.org •

‘To achieve lasting change, you must think not only of yourself but also of others.’

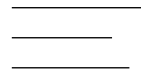
Daniel Swarovski
(1862 – 1956)

Since the Swarovski Foundation was set up in 2013 we’ve

reached
1.4m
people

across
49
countries

supported
61
global organizations



Creatives for Our Future

Creatives for Our Future builds on the Swarovski Foundation's commitment to foster creativity that drives positive change through cultural, educational, and advocacy collaborations.



© Agnieszka Doczynska's Sign Language Game, Creatives for Our Future 2021



In April 2021, the Swarovski Foundation launched Creatives for Our Future, a global mentorship and grant initiative, in collaboration with the United Nations Office for Partnerships. The program aims to identify and develop the next generation of creative leaders in sustainable development and build on the Foundation's commitment to foster creativity that drives positive change through cultural, educational, and advocacy collaborations.

The 17 Sustainable Development Goals provide the anchor for Creatives for Our Future, an open-submission initiative, to which 18- to 25-year-olds of all nationalities enter ideas for sustainable innovation. Last year, the Swarovski Foundation received 400 submissions from 72 countries, from which 9 successful applicants were chosen.

The selected cohort came from 9 different countries and represented a wide range of creative disciplines,

including fashion, product design, biotechnology, architecture, engineering, and the visual arts. They all shared a passion for sound environmental and human practices.

Creatives for Our Future aims to leverage the Swarovski Foundation's ability to combine investment and education with a stakeholder network that crosses borders and industries. As well as offering funding, the Foundation assembled an international team of 28 advocates to provide tailored mentorship and training, making the program a unique digital teaching and learning platform.

The cohort embarked on the 8-month program and joined a week-long digital summit which featured some of the world's leading thinkers in sustainability and creativity. The cohort presented their final projects at a virtual graduation event in December 2021.

www.sfcreatives.org •

Swarovski Waterschool

The Swarovski Waterschool was established in Austria in 2000. What began as a local project has since evolved into a global initiative.



Since the Swarovski Waterschool was established in 2000, we’ve seen

760,000
students educated

15,000
teachers engaged

2,500
schools involved globally

As of today, the Swarovski Waterschool operates within watershed areas of 8 of the world’s major rivers – the Danube, Ganges, Yangtze, Nile, Amazon, Chao Phraya, Mississippi, and Parramatta – in eight countries: Austria, Brazil, China, India, Thailand, Uganda, and the USA.

With the support of local partners, Swarovski Waterschool reaches and empowers young people between the ages of 8 and 18, as well as their families and communities. It improves access to safe and reliable sources of water and adequate sanitation while providing tools and education the next generation can use to address their local water challenges.

Swarovski Waterschool students develop a lifelong passion for the subject of water and become ambassadors to help communicate the messages of sustainable water use and the protection of nature.

Since its inception, the Swarovski Waterschool has educated more than 760,000 students, engaged 15,000 teachers, and involved more than 2,500 schools globally.

IMPACT 2021

In 2021, the work of Swarovski Waterschool remained significantly impacted by the global pandemic. While schools opened for varying periods of time in some countries, the situation was more challenging in other parts of the world. In Uganda, for example, schools stayed closed for the second consecutive year.

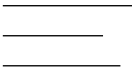
The Swarovski Waterschool continued to do its best to adapt to the circumstances by educating students wherever and whenever it was possible – in person, virtually through WhatsApp or the radio. The improvement of water and sanitation facilities continued to ensure students had adequate facilities when they return to school.

In 2021, the Swarovski Waterschool educated 21,800 students despite the restrictions caused by the global pandemic, reaching 166,000 additional students and community members.

www.swarovskiwaterschool.org •



GRI & PERFORMANCE DATA



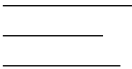
GRI: Content Index

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Statement of use	Swarovski international holding AG has reported in accordance with the GRI standards for the the period 1st January 2021 to 31st December 2021
GRI used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None applicable

2 GRI: General Disclosures

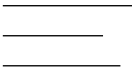
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>Swarovski International Holding AG is a privately owned business, containing subsidiaries around the globe, and is headquartered in Alte Landstrasse 411, 8708 Männedorf, Switzerland.</p> <p>Through wholesale, directly-operated and partner-operated stores the company sells consumer goods (including components, semi-finished and finished goods) in more than 140 countries worldwide. The company’s manufacturing operations occur in Wattens (Austria), Subotica (Serbia), Ayutthaya (Thailand), Pune (India) and Bien Hoa (Vietnam), and it operates shared service centers in Gdansk (Poland), Penang (Malaysia), San José (Costa Rica) and Triesen (Liechtenstein), as well as regional distribution centers in the United States, Singapore and Belgium.</p>			
	2-2 Entities included in the organization’s sustainability reporting	<p>This report includes information on what is referred to as “Swarovski Crystal Business” only, which includes the subsidiaries of the Swarovski International Holding AG.</p> <p>Where “Swarovski” is mentioned throughout our Report, it refers only to the companies part of the Swarovski International Holding AG. The last section of the Report also includes programs and impacts from the philanthropic and non-profit entities “Swarovski Waterschool” (part of Daniel Swarovski KG) and the “Swarovski Foundation” (independent entity).</p>			
	2-3 Reporting period, frequency and contact point	<p>This “2021 Sustainability Report” covers information and data on the period 1st January 2021 to 31st December 2021, in line with our financial reporting. Non-financial reporting is conducted annually, following the conclusion of each fiscal year.</p> <p>This “ 2021 Sustainability Report” was published in August 2022.</p> <p>Contact point: sustainability@swarovski.com</p>			



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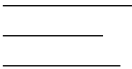
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-4 Restatements of information	1) Independent Retail (IR) multi-brand points of sale of have been added to Scope 3, increasing the baseline by 1.7% vs previous report. 2) Implemented further improvements and corrections for category 1 of Scope 3 emissions (purchased goods and services) leading to that category increasing by 14% vs previous report. 3) Utilized more accurate data for Swarovski Created Diamonds and Cubic Zirconia, thanks to dedicated life cycle assessments conducted throughout the year. 4) Improved calculation methodology for jewelry, via the inclusion of suppliers' Scope 1 & 2 emissions (activity data). 5) Amended the dedicated Scope 3 category, thanks to the correction of recycled content for sourced precious metals.			
	2-5 External assurance	Swarovski has engaged “Ernst & Young Limited” to perform limited assurance on selected environmental and social KPIs for the reporting period 1 January 2021 to 31 December 2021. All externally assured disclosures are marked with a “tick” in the “GRI & Performance Data” section of this report. EY review procedures included data reviews of our manufacturing locations in Austria and Vietnam. Based on the assurance procedures from EY, minor calculation corrections have been applied to 2 KPIs and will be applied also in future reporting rounds. This year’s external assurance has been requested by top management, the EVP Strategy & Innovation and responsible Management Board member for Sustainability, and the Board, which delegated the internal Sustainability Teams to support EY in the assurance process. Our CEO and BoD exercised an oversight over the process and were informed about the final assurance outcomes. <i>Independent assurance report</i> , PG 88			
	2-6 Activities, value chain and other business relationships	Swarovski International Holding AG (and its subsidiaries) operates in the private sector, designing, producing and selling jewelry, watches, home décor, accessories, high-quality crystals, genuine gemstones and created stones in more than 140 countries. This includes both B2B and B2C activities globally. For details, please see <i>Our Value Chain & Sustainability</i> , PG 14			



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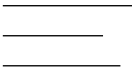
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-7 Employees	<i>Our Business</i> , PG 8, <i>Performance Data: People</i> , PG 82 Employee totals are measured in Head Count (HC) and are compiled at the end of the report cycle.			
	2-8 Workers who are not employees	735 contingent workers (Head Count) at the end of the 2021 reporting period. This consists of an increase of +231 vs end of 2020, and a decrease of -405 vs end of 2019. Out of the 735 contingent workers in 2021, 66% of the HC are employees in operations/manufacturing, while 31% of the HC are sales consultants and office employees.			
	2-9 Governance structure and composition	Chief Executive Officer: Michele Molon (ad interim CEO during the reporting period 2021) and Alexis Nasard (for this report’s review and approval - appointed CEO on July 4th, 2022). Our highest governance body, the Board of Directors (BoD) , is responsible for the overall direction of the company through the provision of necessary directives, supervision, and control, and monitors the compliance with the applicable legal provisions and regulations, including Swarovski’s values and standards. Board members bring complementary skills, expertise and leadership, curating the long-term value creation of the business. Their know-how covers all crucial areas from people and culture to luxury retail and, particularly important, business transformation. The roles within the Board of Directors (all non-executive members and nominated Q4 2021) are as follows: Chair of the Board: Luisa Delgado (independent) Vice Chair of the Board: Robert Buchbauer (shareholder) Chair of the Finance & Audit Committee: Robert Singer (independent) Members of the Finance & Audit Committee: Mathias Margreiter (shareholder) and Markus Fiechter (independent) Chair of the Nomination and Remuneration Committee: Manuel Martinez (independent) Members of the Nomination and Remuneration Committee: Markus Langes-Swarovski (shareholder) and Annalisa Loustau Elia (independent) See <i>Governance</i> , PG 15			



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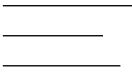
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	The new Board of Directors was constituted in November 2021. The nomination and selection process for its members has prioritized board diversity, independency and individual competency to ensure future long-term value creation. As Swarovski International Holding AG is a private company, detailed processes remain confidential.			
	2-11 Chair of the highest governance body	Luisa Delgado, Chair of the Board of Directors, non-executive member.			
	2-12 Role of the highest governance body in overseeing the management of impacts	Our senior executives (the CEO and the Management Board members) play a pivotal role in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development. Through regular alignments (done collectively and individually) we exchange on our social and environmental progress, as well as prioritizing the right initiatives to be able to reach our sustainability targets.	2-12-b 2-12-c	Information incomplete	As the highest governance body (the Board of Directors) has been setup only at the end of the 2021 reporting period, oversight and stakeholder engagement processes related to sustainability were just being defined. We aim to improve these mechanisms during the course of 2022 and 2023.
	2-13 Delegation of responsibility for managing impacts	Social and environmental impacts are managed by the Brand Sustainability and Sustainability Operations teams, as delegated by the executives. The two teams report regularly progress and areas of risk to top management. At time of reporting, no process is present to engage with the highest governance body (BoD) due to its recent constitution during reporting period. Economic impacts are managed by the CEO, as well as the Finance & Audit Committee within the BoD.	2-13-a 2-13-b	Information incomplete	As the highest governance body (the Board of Directors) has been setup only at the end of the 2021 reporting period, management and alignment processes with them were just being defined. We aim to improve these mechanisms during the course of 2022 and 2023.
	2-14 Role of the highest governance body in sustainability reporting	Due to the setup of our highest governance body (the Board of Directors) occurring only at the end of 2021, it delegated the CEO and Management Board to review and approve all sustainability reporting (at regular intervals during the process), including progress and disclosures on material topics. The process is currently under revision and may change during the next reporting period.			



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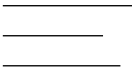
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-15 Conflicts of interest		2-15-a 2-15-b	Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence detailed governance processes are protected by confidentiality. Nevertheless, the newly setup BoD will also aim to ensure internal conflicts of interest are prevented and mitigated.
	2-16 Communication of critical concerns	No critical concerns on human rights have been detected in our value chain and operations, based on the internal and external audits we regularly conduct. If detected, critical concerns would be immediately communicated to our Management Board and BoD members for remediation.			
	2-17 Collective knowledge of the highest governance body		2-17-a	Not applicable	As the BoD was setup only at the end of 2021, no measures could have been taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development. This will potentially be an area of focus during the years 2022 and 2023.
	2-18 Evaluation of the performance of the highest governance body		2-18-a 2-18-b 2-18-c	Not applicable	As the BoD was setup only at the end of 2021, no processes could have been implemented to evaluate the performance of the highest governance body. This will potentially be an area of focus during the years 2022 and 2023.



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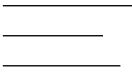
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-19 Remuneration policies		2-19-a 2-19-b	Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence detailed remuneration policies of the BoD, CEO and Management Board members are protected by confidentiality. We are nevertheless working to improve our variable compensation mechanisms further, enhancing accountability and alignment over economic, environmental and social impacts.
	2-20 Process to determine remuneration	Top and senior management remuneration is determined by the NRC (Nomination and Remuneration Committee), composed of selected BoD members. Considerations from other key internal stakeholders are taken into account during the NRC committees, which occur at least each semester.			
	2-21 Annual total compensation ratio		2-21-a 2-21-b 2-21-c	Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence detailed compensation data is protected by confidentiality.
	2-22 Statement on sustainable development strategy	A statement from newly appointed CEO, Alexis Nasard, about the relevance of sustainable development to the organization is found in the <i>Welcome from our CEO</i> , PG 6			



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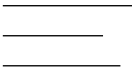
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>Swarovski is committed to a responsible business conduct, creating positive impact for its internal and external stakeholders. Our policy and respective commitments are also formulated within the CEO statement (<i>Welcome from our CEO</i>, PG 6), portraying our sustainability ambitions. Our sustainability policy commitments were already communicated externally in 2021, and rolled out internally among all company functions. All our six strategic focus areas are covered with this commitment, and can be viewed in detail on Introduction to <i>Our Strategy</i>, PG 10</p> <p>Our commitments imply conducting due diligence across all steps of the value chain. We conduct due diligence through our Responsible Sourcing Initiative’s social and environmental audits. Under this initiative we conduct continuously assessments and remediate any non-conformant finding. <i>Sourcing from responsible supply chains</i>, PG 33</p> <p>In our own manufacturing sites we consistently implement social and environmental production standards via our Sustainable Manufacturing initiative, explained in detail on <i>Social manufacturing standards</i>, PG 35, <i>Environmental manufacturing standards</i>, PG 40.</p> <p>Our commitments, which compose the very foundation of our strategy, and initiatives all take into account the precautionary principle set out in the UN Rio Declaration on Environment and Development. Our strengthened sustainability strategy is precisely designed to prevent and mitigate both potential and negative impacts in all areas where serious or irreversible damage is suspected.</p> <p>One of the 6 focus areas of our strategy is entirely dedicated to human rights, where we commit to providing working environments and sound employment conditions in accordance with the expectations of the Sedex Members Ethical Trade Audit (SMETA), the UN Guiding Principles, and the International Labour Organization (ILO) Core Conventions. Our aim is to respect the rights of our people throughout the value chain and strive to ensure safe and healthy working environments for all, and especially for vulnerable groups.</p> <p>(continues on next page)</p>			



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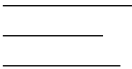
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-23 Policy commitments (continued)	<p>All our main Policy commitments are outlined throughout the Report. These were approved and endorsed by our CEO, and Management Board. Our commitments obviously apply to not only our direct operations but also our business relationships, whether upstream or downstream. Our Supplier CoC (Code of Conduct) and RSI (Responsible Sourcing Initiative), for instance, cover up to our Tier 3 suppliers (explained in more detail on <i>Sourcing from responsible supply chains</i>, PG 33). In the meanwhile, we are also starting to apply the same principles to responsible conduct also to our other business and licensing partners.</p> <p>Our commitments and initiatives are communicated to internal and external partners via our annual reporting, dedicated communications on digital and physical channels, as well as through dedicated trainings and internal alignments.</p>			
	2-24 Embedding policy commitments	<p>Our commitments and targets (portrayed in each of the 6 focus area sections in this Report) are embedded within our business, activities, and partially outlined on <i>Our Value Chain & Sustainability</i>, PG 14.</p> <p>Our company-wide commitments have been translated into specific programs and targets for each department. During the reporting year 2021, the Sustainability Teams have continued to provide dedicated trainings to key internal teams and stakeholders, to ensure our commitments are acknowledged, integrated and met. The mentioned teams are also regularly engaging with each key stakeholder to track progress on policy commitments, at regular intervals. We are also currently working on dedicated e-modules to enable a deeper comprehension of sustainability risks and opportunities throughout the business.</p>			



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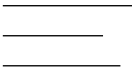
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	<p>Swarovski identifies and addresses grievances is through the establishment of Swarovski’s Integrity Charter, and its related reporting channel. The Integrity Charter is widely available across the organization and sets the standard of values and behaviours for Swarovski’s employees. Every employee in the organization has undertaken a mandatory training module, and all new employees must complete a training module on these values and behaviors. The Integrity Charter includes a grievance and reporting channel where employees can address their questions, complaints, concerns etc. The grievance channel is overseen by Swarovski’s General Counsel office, and ensures that each grievance is processed, handled and resolved by the relevant stakeholders.</p> <p>Swarovski has also implemented a whistleblower reporting mechanism in its US subsidiary, as well as starting preparations in 2021 for the implementation of EU Whistleblower Directive.</p> <p>A good example of how we systematically remediate external negative impacts can be demonstrated through our Responsible Sourcing Initiative’s social and environmental audits. Under this initiative we conduct continuously due diligences and remediate any non-conformant finding.</p>			
	2-26 Mechanisms for seeking advice and raising concerns	<p>Swarovski has a company-wide Integrity Charter, defining how the business as a whole can act responsibly to meet global business opportunities and challenges and reinforces the commitment to each other. This tool is designed to offer practical and confidential advice for the issues our employees encounter in their everyday activities. Alongside the Integrity Charter, there are a company-wide compulsory eLearning modules dedicated to responsible business conduct at the individual and collective level. Each local subsidiary and manufacturing site has implemented local grievance mechanisms.</p> <p>Swarovski has also implemented a whistleblower reporting mechanism in its US subsidiary, as well as starting preparations in 2021 for the implementation of EU Whistleblower Directive.</p>			



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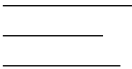
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations		2-27-a	Confidentiality constraints	Swarovski aims to operate in full compliance with global and local laws and regulations. Instances of accidental non-compliance are readily remedied. Non-compliances for the reporting period (if any) cannot be publicly disclosed due to confidentiality. Swarovski International Holding AG is a privately owned company.
			2-27-b		
			2-27-c		
			2-27-d		
	2-28 Membership associations	Swarovski holds positions in a number organisations, and supports others through membership and ongoing involvement. Swarovski holds a significant role in the European Domestic Glass Association (as Member of the Board, Vice-President in Europe), in the “Industriellenvereinigung Österreich” (role in several committees in Europe), in the National Retail Federation (as active member in United States), and in the NRF General Counsel Association (United States).			
	2-29 Approach to stakeholder engagement	<p>We regularly engage with all the stakeholder groups identified, to ensure interests, requirements and recommendations are considered in our target setting, strategic planning and initiatives.</p> <p>Our key stakeholder groups include suppliers, customers, employees, governments, multilateral institutions, NGOs, industry organisations and investors. We also participate in business networks that allow us to have open dialogues with cross-industry players on specific issues. <i>Our Value Chain & Sustainability</i>, PG 14, <i>Stakeholder map</i>, PG 87</p> <p>Stakeholders are selected based on our business setup and operations. With the spirit of increasing transparency we are identifying and selecting leading industry standards and partners to reach our goals and continuously improve our performance, including on stakeholder engagement.</p> <p>We conduct stakeholder engagement in the following ways:</p> <p>a) with External stakeholders: via regular offline/online communications, annual reporting, training, audits, surveys, and interviews.</p> <p>b) with Internal stakeholders: via the “Sustainability Circle”, dedicated working groups, top and senior management alignments, training & awareness sessions, employee engagement activities and internal communication channels (intranet, community management platforms, etc).</p>			



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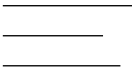
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	Collective bargaining agreements are in place at our Wattens (Austria), Serbia, Pune (India) and Vietnam manufacturing sites. Colleagues at these sites make up 27% of our global work force.			
GRI3- Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	To determine its material topics, Swarovski has conducted a full 360 Assessment with the key stakeholder groups listed in disclosure 2-29, to identify recommendations and requirements of each. Actual and potential, negative and positive impacts on the economy, environment and people (incl. human rights) have been assessed through thorough evaluations of all business activities and business relationships. The internal Sustainability Teams have listed impacts and risks for each step of the value chain, also with the support of dedicated Life Cycle Assessments and audits. Impacts were then prioritized according to magnitude, scope, scale, degree of control, probability, trends and current performance. For further info see: <i>Introduction To Our Strategy</i> , PG 10, <i>Stakeholder map</i> , PG 87			
	3-2 List of material topics	The list of material topics identified are listed throughout the report and are grouped according to our strategic framework (<i>Introduction To Our Strategy</i> , PG 10), which includes: greenhouse gas emissions, waste & circularity, product and packaging materials, equality, diversity and inclusion, education and empowerment, labor and human rights. No changes to the list of material topics has been made, compared to our previous reporting period. Nevertheless, we will be soon conducting a new materiality assessment with an external partner to potentially identify additional material topics and disclosures, which will be included in the next reporting period. Further information is available on: <i>Introduction To Our Strategy</i> , PG 10			
Materials					
GRI 301: Materials 2016	3-3 Management of material topics	<i>Our Value Chain & Sustainability</i> , PG 14, <i>Assessing our environmental footprint</i> , PG 39, <i>Waste & Circularity</i> , PG 47, <i>Understanding & reducing our waste streams</i> , PG 51, <i>Conscious Materials</i> , PG 52			
	301-1 Materials used by weight or volume		301-1-a	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.



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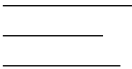
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
	301-2 Recycled input materials used	Topic partially covered in: <i>Sustainable Materials Pipeline</i> , PG 54	301-2-a	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
	301-3 Reclaimed products and their packaging materials	Topic partially covered in: <i>Mitigating waste</i> , PG 49	301-3-a 301-3-b	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
Energy					
GRI 302: Energy 2016	3-3 Management of material topics	<i>Environmental manufacturing standards</i> , PG 40, <i>Supplier audits: environmental</i> , PG 41			
	302-1 Energy consumption within the organization	<i>Performance Data: Planet</i> , PG 85			
	302-2 Energy consumption outside of the organization		302-2-a 302-2-b 302-2-c	Not applicable	Swarovski holds business relationships with hundreds of suppliers and partners. Calculating the energy consumption out of the organization is currently unfeasible.
	302-3 Energy intensity		302-2-a 302-3-b 302-3-c 302-3-d	Not applicable	Swarovski performs multiple operations along the value chain. Energy intensity is activity-specific and cannot currently be calculated holistically at group level.
	302-4 Reduction of energy consumption	<i>Performance Data: Planet</i> , PG 85			
	302-5 Reductions in energy requirements of products and services		302-5-a 302-5-b 302-5-c	Not applicable	Swarovski’s products do not require energy for functioning.



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GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
Water and affluents					
GRI 303: Water and Effluents 2018	3-3 Management of material topics	<i>Environmental manufacturing standards</i> , PG 40, <i>Supplier audits: environmental</i> , PG 41, <i>Waste and Circularity</i> , PG 47, <i>Innovating for a more efficient production process</i> , PG 50, <i>Understanding & reducing our waste streams</i> , PG 51			
	303-1 Interactions with water as a shared resource	<i>Assessing our environmental footprint</i> , PG 39; <i>Environmental manufacturing standards</i> , PG 40, <i>Swarovski Waterschool</i> , PG 59			
	303-2 Management of water discharge-related impacts		303-2 a	Information unavailable / incomplete	Swarovski performs activities to ensure water discharge occurs in line with the most stringent standards. Information will be included in the following reporting period.
	303-3 Water withdrawal	<i>Performance Data: Planet</i> , PG 86			
	303-4 Water discharge	<i>Performance Data: Planet</i> , PG 86			
	303-5 Water consumption	<i>Performance Data: Planet</i> , PG 86			
Emissions					
GRI 305: Emissions 2016	3-3 Management of material topics	<i>Greenhouse Gas Emissions</i> , PG 42 - 44			
	305-1 Direct (Scope 1) GHG emissions	<i>Greenhouse Gas Emissions</i> , PG 42 - 46, <i>Performance Data: Planet</i> , PG 85			
	305-2 Energy indirect (Scope 2) GHG emissions	<i>Greenhouse Gas Emissions</i> , PG 42 - 46, <i>Performance Data: Planet</i> , PG 85			
	305-3 Other indirect (Scope 3) GHG emissions	<i>Greenhouse Gas Emissions</i> , PG 42 - 46, <i>Transitioning to green distribution</i> , PG 45, <i>Performance Data: Planet</i> , PG 85			

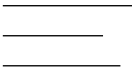


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GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
	305-4 GHG emissions intensity		305-4 a 305-4 b 305-4 c 305-4 d	Not applicable	Swarovski performs multiple operations along the value chain. GHG intensity is activity-specific and cannot currently be calculated holistically at group level.
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions, PG 44 (Solar panels, Reallabor)			
	305-6 Emissions of ozone-depleting substances (ODS)		405-6 a 405-6 b 405-6 c 405-6 d	Not applicable	Swarovski does not import or produce ODS.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.

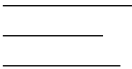
Waste					
GRI 306: Waste 2020	3-3 Management of material topics	Environmental manufacturing standards, PG 40, Waste & Circularity, PG 47, Understanding & reducing our waste streams, PG 51			
	306-1 Waste generation and significant waste-related impacts	Waste & Circularity, PG 47, Understanding & reducing our waste streams, PG 51			
	306-2 Management of significant waste-related impacts	Circular innovation, PG 48, Mitigating waste, PG 49, Innovating for a more efficient production process, PG 50, Understanding & reducing our waste streams, PG 51			
	306-3 Waste generated	Performance Data: Planet, PG 86			
	306-4 Waste diverted from disposal	Performance Data: Planet, PG 86			
	306-5 Waste directed to disposal	Performance Data: Planet, PG 86			



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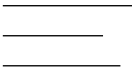
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
Supplier environmental assessment					
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Supplier audits: environmental, PG 41			
	308-1 New suppliers that were screened using environmental criteria	Supplier audits: environmental, PG 41			
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier audits: environmental, PG 41			
Employment					
GRI 401: Employment 2016	3-3 Management of material topics	Our Value Chain & Sustainability, PG 14, Equality, Diversity & Inclusion, PG 18, Empowerment & Education, PG 26, Rights & Respect, PG 31			
	401-1 New employee hires and employee turnover		401-1-a 401-1-b	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		401-2-a 401-2-b	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
	401-3 Parental leave		401-3-a 401-3-b 401-3-c 401-3-d 401-3-e	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.



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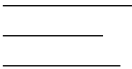
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
Labor/management relations					
GRI 402: Labor/ Management Relations 2016	3-3 Management of material topics	We have collective bargaining in place where applicable. A reasonable notification period will be provided to all impacted employees for any significant operational changes. <i>Social manufacturing standards</i> , PG 35, <i>Safeguarding human rights</i> , PG 32, <i>Rights & Respect</i> , PG 31, <i>Our Value Chain & Sustainability</i> , PG 13.			
	402-1 Minimum notice periods regarding operational changes	Swarovski implements notice periods in line with local regulations. Collective bargaining agreements are present in some markets, as outlined in Disclosure 2-30.	402-1-a 402-1-b	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	<i>Social manufacturing standards</i> , PG 35			
	403-1 Occupational health and safety management system	<i>Social manufacturing standards</i> , PG 35			
	403-2 Hazard identification, risk assessment, and incident investigation	<i>Social manufacturing standards</i> , PG 35			
	403-3 Occupational health services	<i>Social manufacturing standards</i> , PG 35			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<i>Social manufacturing standards</i> , PG 35			
	403-5 Worker training on occupational health and safety	<i>Social manufacturing standards</i> , PG 35, <i>Safeguarding human rights</i> , PG 32			



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GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
	403-6 Promotion of worker health	<i>Our response to Covid-19</i> , PG 36 Through our WeShine programs, Swarovski partners with various NGO's and organizations that run specialized and targeted projects that focus on topics including non-occupational medical and healthcare services. In the past we have worked with Raks Thai and BSR HERproject.			For this reporting period we did not run any new WeShine projects, but will include an update on new projects in the next sustainability report.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				
	403-8 Workers covered by an occupational health and safety management system	<i>Social manufacturing standards</i> , PG 35, <i>Sourcing from responsible supply chains</i> , PG 33			
	403-9 Work-related injuries	<i>Social manufacturing standards</i> , PG 35			
	403-10 Work-related ill health	No fatalities or work-related ill health has been recorded during the reporting period. Risks have been mitigated by our EH&S programs. Initiatives were conducted to protect our employees during the COVID-19 pandemic, as partially outlined on <i>Our response to Covid-19</i> , PG 36.			
Training and education					
GRI 404: Training and Education 2016	3-3 Management of material topics	<i>Our Value Chain & Sustainability</i> , PG 13, <i>Empowerment and Education</i> , PG 26			
	404-1 Average hours of training per year per employee		404-1-a	Information unavailable / incomplete	Due to system errors this number is not accurate for the reporting period.
	404-2 Programs for upgrading employee skills and transition assistance programs	<i>Life Skills Program</i> , PG 27			



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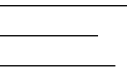
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
	404-3 Percentage of employees receiving regular performance and career development reviews		404-3	Information unavailable / incomplete	<p>At Swarovski, a one-year working period from 1st of January to 31st December of the same year is considered an Annual Performance Development Cycle.</p> <p>During this time we set goals, monitor and evaluate the performance expectations made between a manager and employee during an established working period. The conversations during the year are the core of the process and serve to formally discuss performance expectations and to openly share feedback.</p>

Diversity and equal opportunity

GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Our Value Chain & Sustainability, PG 13, Equality, Diversity & Inclusion, PG 18			
	405-1 Diversity of governance bodies and employees	Performance Data: People, PG 83			
	405-2 Ratio of basic salary and remuneration of women to men		405-2-a 405-2-b	Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence detailed compensation data is protected by confidentiality.

Non-discrimination

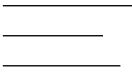
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Please reference Disclosure 2-26.			
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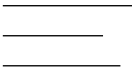
GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
	406-1 Incidents of discrimination and corrective actions taken	No material incidents have been notified during the reporting period.			
Freedom of association and collective bargaining					
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Equality, Diversity & Inclusion, PG 18			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Not applicable	No supplier or country of operation has presented areas of risk for rights to freedom of association and collective bargaining. 27% of our workforce is covered by collective bargaining agreements.
Child labour					
GRI 408: Child Labor 2016	3-3 Management of material topics	Rights & Respect, PG 31, Safeguarding human rights, PG 32, Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34, Social manufacturing standards, PG 35			
	408-1 Operations and suppliers at significant risk for incidents of child labor	Rights & Respect, PG 31, Safeguarding human rights, PG 32, Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34, Social manufacturing standards, PG 35			
Forced or compulsory labour					
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Rights & Respect, PG 31, Safeguarding human rights, PG 32, Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34, Social manufacturing standards, PG 35			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Rights & Respect, PG 31, Safeguarding human rights, PG 32, Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34, Social manufacturing standards, PG 35			



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GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
Local communities					
GRI 413: Local Communities 2016	3-3 Management of material topics	Our response to Covid-19, PG 36, Swarovski Foundation, PG 57, Swarovski Waterschool, PG 59			
	413-1 Operations with local community engagement, impact assessments, and development programs	Our response to Covid-19, PG 36, Swarovski Foundation, PG 57, Swarovski Waterschool, PG 59			
	413-2 Operations with significant actual and potential negative impacts on local communities		413-2-a	Not applicable	None of Swarovski’s operations have significant actual and potential negative impacts on local communities.
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34			
	414-1 New suppliers that were screened using social criteria		414-1-a	Information unavailable / incomplete	Data is currently incomplete, but we are working to improve its availability and can expect to potentially include it in the following reporting periods.
	414-2 Negative social impacts in the supply chain and actions taken	Sourcing from responsible supply chains, PG 33, Supplier audits: social, PG 34			



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GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Ommited	Reason	Explanation
Marketing and labeling					
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics			Information unavailable / incomplete	Swarovski includes product information and labeling in accordance with local regulations in the countries of operation. We are working to increase it with further useful information in the near future. New developments will be included in the next reporting period.
	417-1 Requirements for product and service information and labeling			Information unavailable / incomplete	Swarovski includes product information and labeling in accordance with local regulations in the countries of operation. We are working to increase it with further useful information in the near future. New developments will be included in the next reporting period.
	417-2 Incidents of non-compliance concerning product and service information and labeling			Information unavailable / incomplete	Swarovski includes product information and labeling in accordance with local regulations in the countries of operation. We are working to increase it with further useful information in the near future. New developments will be included in the next reporting period.
	417-3 Incidents of non-compliance concerning marketing communications			Information unavailable / incomplete	Swarovski includes product information and labeling in accordance with local regulations in the countries of operation. We are working to increase it with further useful information in the near future. New developments will be included in the next reporting period.

Performance Data: People

✓

GRI 2-7: Employees (by gender)				
Indicator	Measure	2021	2020	2019
Part Time (Total)	HC	3,997	3,994	5,803
Female	HC	3,508	3,493	5,125
Male	HC	486	499	677
Undisclosed	HC	3	2	1
Full Time (Total)	HC	16,517	16,859	21,497
Female	HC	12,300	12,220	15,655
Male	HC	4,212	4,637	5,842
Undisclosed	HC	5	2	0
Contingent Workers (Total)	HC	735	504	1,137
Female	HC	469	285	752
Male	HC	75	66	167
Undisclosed	HC	191	153	218
HC Overall (Total)	HC	20,514	20,853	27,300
Female	HC	15,808	15,721	20,780
Male	HC	4,698	5,128	6,519
Undisclosed	HC	8	4	1
% Female	%	77	75	76
% Male	%	23	25	24
Head count Overall & Contingent Workers (Total)	HC	21,249	21,357	28,437

✓

GRI 2-7: Employees (by region)		
Indicator	Measure	2021
Part Time (Total)	HC	3,997
Asia South	HC	576
Europe, Middle East & Africa	HC	2,384
Greater China	HC	0
Latin America	HC	0
North America	HC	1,037
Full Time (Total)	HC	16,517
Asia South	HC	8,485
Europe, Middle East & Africa	HC	5,203
Greater China	HC	1,473
Latin America	HC	589
North America	HC	767
Contingent Workers (Total)	HC	735
Asia South	HC	438
Europe, Middle East & Africa	HC	242
Greater China	HC	20
Latin America	HC	25
North America	HC	10
HC Overall (Total)	HC	20,514
Asia South	HC	9,061
Europe, Middle East & Africa	HC	7,587
Greater China	HC	1,473
Latin America	HC	589
North America	HC	1,804
% Asia South	%	44%
% Europe, Middle East & Africa	%	37%
% Greater China	%	7%
% Latin America	%	3%
% North America	%	9%
HC Overall & Contingent Workers (Total)	HC	21,249

✓

Gender Split by Management Level 2021			
		Men	Women
Top Management	HC	17	7
Senior Management	HC	306	181
Management	HC	888	1060
Total by Level	HC	1211	1248
Total			2459
% Split		49	51

✓

GRI 405-1: Diversity of governance bodies and employees (by gender)				
Indicator	Measure	2021	2020	2019
Employee	HC	18,054	18,116	24,178
Female	HC	14,560	14,338	19,187
Male	HC	3,487	3,778	4,991
Undisclosed	HC	7		
% Female	%	81	79	79
% Male	%	19	21	21
Management	HC	1,949	2,161	2,455
Female	HC	1,060	1,170	1,339
Male	HC	888	991	1,116
Undisclosed	HC	1		
% Female	%	54	54	55
% Male	%	46	46	45
Senior Management	HC	487	546	628
Female	HC	181	206	246
Male	HC	306	340	382
Undisclosed	HC	-		
% Female	%	37	38	39
% Male	%	63	62	61
Top Management	HC	24	30	39
Female	HC	7	9	9
Male	HC	17	21	30
Undisclosed	HC	-		
% Female	%	29	30	23
% Male	%	71	70	77
Board of Directors	HC	8	-	-
Female	HC	2		
Male	HC	6		
Undisclosed	HC	-		
% Female	%	25		
% Male	%	75		

✓

GRI 405-1: Diversity of governance bodies and employees (by age group)		
Indicator	Measure	2021
Employee	HC	18,054
Under 30 years old	HC	7,220
30-50 years old	HC	9,228
Over 50 years old	HC	1,606
% Under 30 years old	%	40
% 30-50 years old	%	51
% Over 50 years old	%	9
Management	HC	1,949
Under 30 years old	HC	87
30-50 years old	HC	1 510
Over 50 years old	HC	352
% Under 30 years old	%	4
% 30-50 years old	%	77
% Over 50 years old	%	18
Senior Management	HC	487
Under 30 years old	HC	3
30-50 years old	HC	339
Over 50 years old	HC	145
% Under 30 years old	%	1
% 30-50 years old	%	70
% Over 50 years old	%	30

GRI 405-1: Diversity of governance bodies and employees (by age group)		
Indicator	Measure	2021
Top Management	HC	24
Under 30 years old	HC	–
30-50 years old	HC	10
Over 50 years old	HC	14
% Under 30 years old	%	–
% 30-50 years old	%	42
% Over 50 years old	%	58
Board of Directors	HC	8
Under 30 years old	HC	–
30-50 years old	HC	2
Over 50 years old	HC	6
% Under 30 years old	%	–
% 30-50 years old	%	25
% Over 50 years old	%	75

Performance Data: Planet

✓

GRI 305: Emissions. Disclosures 305-1 (Scope 1), 305-2 (Scope 2) and 305-3 (Scope 3)				
Indicator	Measure	2021	2020	2019
Total CO ₂ e emissions (Market-Based)	Tonnes	386,383	351,850	501,955
Scope 1	Tonnes	45,300	43,853	48,296
Scope 2	Tonnes	37,275	35,752	45,172
Scope 3	Tonnes	303,808	272,245	408,487

Emission Categories Disclaimer
The greenhouse gas inventory is calculated according to the latest standard of the Greenhouse Gas Protocol Corporate Standard. Greenhouse gas calculations include all Kyoto gases. Emissions are consolidated according to the equity share approach.

Scope 1
Emission factors used are from EPA (2018) and include the fossil fuel consumption and refrigerant use at our production and office locations.

Scope 2 (market based)
Emissions are calculated according to the market-based approach and include purchased electricity for offices, production locations and own stores. For offices and production locations, meter readings are used. For our stores, consumption is estimated based on store size. Emission factors are, where available, supplier specific, otherwise from the International Energy Agency (IEA) or the ecoinvent Association.

Scope 3
Calculations are made in accordance with the Greenhouse Gas Protocol, specifically the Corporate Value Chain and Accounting Standard. Emission factors include specific Life Cycle Assessment data, ecoinvent data, environmentally extended input output (EEIO) data and (WIOD database) for the spend based approach.

Purchased Goods and Services
Includes raw materials like precious metals, base metals, minerals, chemicals, semi-finished products, other production materials and finished products like packaging. Where available material volumes are used, otherwise the spend-based approach is utilized.

Purchased Capital Goods
Includes machinery, construction and equipment for our facilities/stores and other purchased goods, calculated with a spend-based approach.

Fuel and energy-related activities
This includes all upstream emissions of energy consumption. Emission factors used from the ecoinvent Association and Treeze Ltd.

Employee commuting
Includes employee commuting emissions of all Swarovski employees and contingent workers. Calculations are based on the recommended emission factor from Quantis (Scope 3 calculator) indicating emissions per employee and year. Home office has been accounted for employees that are fully or partially able to work from home.

Transport
Includes upstream and downstream transport emissions of our third-party logistic partners. Calculations are based on supplier specific emission reports and, when not available, are calculated via a spend-based approach.

Partner Stores (IR - Independent Retail)
Includes all independent retailers. Calculations are made as per market-based methodology.

Waste
Includes emissions from waste generated in operations. Calculations of emissions are based on waste volumes and ecoinvent emission factors.

Business Travel
Includes emissions from business travel by car, train and plane, and hotel expenditures. Calculation of emissions is based on a mix of travel distances, DEFRA emission factors, and the spend-based approach.

✓

GRI 302-1: Energy consumption within the organization				
Indicator	Measure	2021	2020	2019
Non-Renewables % of total energy	%	82	83	75
Non-Renewables	kWh	245,670,161	241,387,765	274,407,091
Purchased	kWh			
Bituminous	kWh	361,045	335,954	359,718
Coal	kWh	2,993,662	3,715,787	11,189,613
Diesel oil	kWh	213,039	174,812	797,323
Heavy fuel oil	kWh	174,259	91,844	112,315
Lignite	kWh	1,614,229	1,551,994	–
Natural gas (methane)	kWh	239,632,155	232,627,788	257,561,718
Fuel extra light	kWh	42,900	2,898	318,900
Liquified gas/ LPG	kWh	443,431	831,928	857,941
Nuclear	kWh	195,441	2,054,759	3,209,562
Renewables % of total energy	%	18	17	25
Renewables	kWh	53,682,220	49,879,536	90,648,758
Purchased	kWh			
Hydropower	kWh	13,292,471	10,416,939	31,538,990
Photovoltaic / solar	kWh	411,838	–	–
Wind	kWh	1,206,826	1,019,974	732,539
Wood/pellets	kWh	1,566,509	950,728	1,275,619
Self Generated	kWh			
Hydropower	kWh	35,760,000	36,288,000	55,452,000
Photovoltaic / solar	kWh	1,444,576	1,203,895	1,649,610
Total Energy Consumption	kWh	299,352,381	291,267,301	365,055,849

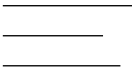
GRI 303-3: Water withdrawal				
Indicator	Measure	2021	2020	2019
Total	m³	2,132,948	2,096,837	2,770,443
Groundwater	m³	1,583,297	1,544,345	1,989,858
Lakes	m³	300	300	300
Public water supply systems or other water utilities	m³	466,165	433,783	596,431
Rivers	m³	83,186	118,409	183,854

GRI 303-5: Water consumption				
Indicator	Measure	2021	2020	2019
Total Water Recycled or Reused	m³	863,204	862,751	393,030

GRI 303-4: Water discharge				
Indicator	Measure	2021	2020	2019
100% company-owned treatment facility	m³	363,259	269,003	308,159
Environment	m³	397,147	388,761	1,207,595
Municipal or other public facility	m³	509,250	567,006	849,273
Shared treatment facility	m³	88	9,316	12,386
Volume of planned water discharge	m³	1,269,744	1,234,086	2,377,413

✓	GRI 306: Waste. Disclosures 306-3* (Waste generated), 306-4 (Waste diverted from disposal) and 306-5 (Waste directed to disposal).				
	Indicator	Measure	2021	2020	2019
	Total Non-Hazardous Waste*	Tonnes	8,195	7,986	12,027
	Recovered, recycled & reused waste % of total non-hazardous waste	%	36	37	43
	Recovery, including energy recovery	Tonnes	15	242	644
	Recycling	Tonnes	2,950	2,720	4,468
	Reuse	Tonnes	8	13	41
	Incineration (Mass burn)	Tonnes	541	434	704
	Landfill	Tonnes	3,429	3,354	4,175
	Others	Tonnes	1,252	1,222	1,995
	Total Hazardous Waste*	Tonnes	6,351	6,360	10,187
	Recovered, recycled & reused waste % of total hazardous waste	%	9	13	14
	Recovery, including energy recovery	Tonnes	224	87	488
	Recycling	Tonnes	372	742	963
	Reuse	Tonnes	5	2	7
	Incineration (Mass burn)	Tonnes	125	253	184
	Landfill	Tonnes	5,578	5,225	8,434
	Others (Composting etc.)	Tonnes	47	51	111
	Total Weight of Waste*	Tonnes	14,546	14,346	22,214
	Recovered, recycled & reused waste % of total	%	24.6	26.5	30

✓ Ernst & Young performed a limited assurance engagement for 2021 performance data, including the data pertaining to GRI 306-3, total amounts of waste generated.



Stakeholder Engagement Map 2021

	Internal Stakeholders (e.g. Family, Senior Management, Employees, Unions)	B2C Customers	B2B Clients	Suppliers & Business Partners	NGO, Academics & Industry Partners (e.g. Raks Thai Foundation, CSF, CSM, BSR, UNGC, Chamber of Commerce, RJC, SB, Fachverband Glas)	Community & Regulators
Customer Experience (Product, Packaging)		X	X			
Media & PRCommunications		X	X		X	X
Internal Information Activities & Platforms			X	X	X	
Education, Empowerment & Engagement		X				
Meetings		X				
Partnerships & Collaborations		X				
Self Assessments & Third Party Audits						
Performance Reviews						
Policies		X				
Internal Governance		X				
Internal Audits		X				
Surveys		X				
Reporting		X				
Topics	Sustainability Targets & KPIs Ongoing progress Compensation, benefits & performance review Training & Development Guidelines, policies, processes	Products and materials (sustainable alternatives, conflict minerals, etc.) Packaging Sustainability progress Innovation Collaborations	Products and materials (sustainable alternatives, conflict minerals, etc.) Packaging Sustainability progress Innovation Human rights and working conditions	GHG reduction Human rights and working conditions Health and safety, environmental management Materials (conflict minerals, sustainable materials) Supply chain transparency Ongoing progress and corrective actions	Women empowerment in supply chain GHG reduction Support of innovative designers, academics and start ups Self-assessments & benchmarking Human Rights & working conditions Sustainability Targets	Covid-19 measures and support GHG reduction Air emissions, effluents and waste Health & safety, accidents Inspections (e.g. chemical safety and industrial accident management) EDI Initiatives Modern slavery

To the management
of Daniel Swarovski
Corporation AG

Zurich, 2 September 2022



INDEPENDENT
ASSURANCE REPORT

We have been engaged to perform a limited assurance engagement on the metrics disclosed in Swarovski’s 2021 Sustainability Report (hereafter «Sustainability Report») in the chapter « GRI Index + Performance Data » for the reporting period from 1 January 2021 to 31 December 2021:

- Tables on employee (GRI 2-7) and composition (GRI 405-1) performance measures on pages 82-84 of the Sustainability Report (hereafter «the KPIs»)
- Tables on energy (GRI 302-1) and emissions (GRI 305-1,2,3) performance measures on page 85 of the Sustainability Report (hereafter «the KPIs»)
- Table on waste (GRI 306-3) performance measures on page 86 of the Sustainability Report (hereafter «the KPIs»)

Our engagement was limited to the KPIs listed above. We have not assessed the following KPIs or information disclosed in the Sustainability Report:

- Information other than the KPIs indicated above

- KPIs related to previous reporting periods
- Qualitative statements

APPLICABLE CRITERIA

Swarovski defined as applicable criteria (hereafter «applicable criteria»):

- Selected GRI Sustainability Reporting Standards

A summary of the standards is presented on the GRI homepage. We believe that these criteria are a suitable basis for our limited assurance engagement.

The quantification of greenhouse gases (GHG) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.

RESPONSIBILITY OF DANIEL SWAROVSKI CORPORATION AG’S MANAGEMENT

The management of Daniel Swarovski Corporation AG is responsible for the selection of the applicable criteria and for the preparation and presentation of the disclosed KPIs in accordance with the applicable criteria. This responsibility includes the design, implementation, and maintenance of internal controls

relevant to the preparation of KPIs that are free from material misstatement, whether due to fraud or error.

INDEPENDENCE AND
QUALITY CONTROL

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

OUR RESPONSIBILITY

Our responsibility is to express a conclusion on the above mentioned KPIs based on the evidence we have



obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the KPIs in the Sustainability Report are free from material misstatement, whether due to fraud or error.

In accordance with the engagement agreement, our duty of care for this engagement only extends to the management of Daniel Swarovski Corporation AG.

Based on risk and materiality considerations we have undertaken procedures to obtain sufficient evidence. The procedures selected depend on the practitioner’s judgment. This includes the assessment of the risks of material misstatements in above mentioned performance measures. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in scope than for, a reasonable assurance engagement. Consequently, the level

of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

SUMMARY OF WORK PERFORMED

Our limited assurance procedures included, amongst others, the following work:

- Assessment of the suitability of the underlying criteria and their consistent application
- Inquiries of company’s representatives responsible for collecting, consolidating, and calculating the KPIs in order to assess the process of preparing the data, the reporting system, the data capture and compilation methods as well as internal controls to the extent relevant for the limited assurance engagement
- Inspection of the relevant documentation of the systems and processes for compiling, analyzing, and aggregating sustainability data and testing such documentation on a sample basis

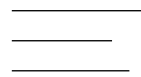
- Analytical procedures and inspection of documents on a sample basis with respect to the compilation and reporting of the performance measures
- Analytical procedures of the Sustainability Report regarding plausibility and consistency with the KPIs

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

OUR CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the KPIs have not been prepared, in all material respects, in accordance with the applicable criteria. •

Ernst & Young Ltd
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Get in touch:
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