

2022 Sustainability Report



SWAROVSKI

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01 INTRODUCTION



WELCOME FROM OUR CEO

Introduction

2022 was in many ways a testing year, marked by extreme weather conditions in many parts of the world, another damning report by the Intergovernmental Panel on Climate Change, the outbreak of war in Ukraine and the following energy crisis in Europe, not to mention increasing economic uncertainty. Still, our six strategic sustainability focus areas kept us focused on making progress in the areas most material to both the world and our company. Indeed, the events of 2022 only brought into sharper contrast how necessary the changes laid out in our commitments are. We are proud that, in 2022, we made significant progress on our journey.

2022 marks the year of our strongest Scope 1 and 2 greenhouse gas (GHG) reduction vs our Science Based Targets initiative (SBTi) baseline year, 2019. Compared to 2021, we managed to reduce our Scope 1 and 2 emissions by 30%. This was driven by both energy efficiency measures and the increased proportion of renewables in our energy mix, from 22% to 36%. We are confident that by focusing yet more on the reduction of our Scope 3 emissions we will achieve even better results in 2023.

This wasn't the only place we made huge strides: 60% of brass used in internal production came from recycled sources by the end of 2022, and we unveiled Fluenta, our first jewelry collection crafted with sustainability in mind. Using reignited crystal and recycled metals, Fluenta marked a pivotal moment for the Brand,

and a new expression of how our design heritage and unique savoir-faire can bring joy to Customers in ways fit for the 21st century, and meeting the expectations of our consumers, particularly Millennials and GenZ. Additionally, our Responsible Sourcing Initiative helped us work hand in hand with our suppliers to ensure sustainability remains a priority throughout our supply chain.

Our company's purpose is to give people the confidence to celebrate their individuality and we have always been a Brand celebrating individuality in all its facets, both internally and externally. We are proud that 77% of our employees are women and 36% of leadership positions are filled by women. But this is not everything. We welcome everyone and are proud of all the programs that foster equity, diversity and inclusion (EDI) in our business, be it a wide range of EDI training, the work of our employee resource groups or the partnership with the Business Disability forum – just some of countless examples. This is particularly important for Swarovski, as creativity is the lifeblood of our business, and more diversity means broader creative bandwidth.

The LUXignite strategy aims to simultaneously make our products more luxurious whilst reigniting growth and driving scale. Sustainability is an integral part of this strategy, and I am committed to making progress across the whole portfolio, and in every way in which we operate as a company. We have strong plans to further increase circular innovation, to reduce our emissions and waste. We know this will not be easy, and progress will not always be perfect, but we pledge to be transparent in our communication and claims, and never to overstate.

Collaboration is key to accelerating progress, which is why we continue to work closely with many external



partners, such as academic institutions, NGOs, and our B2B partners. In 2022 we also joined the newly launched Watch and Jewellery Initiative 2030, which aims to foster collaboration for industry-wide change. Indeed, none of us is better than all of us.

What gives me the most confidence that we will not waver from our commitment, is the culture and can-do attitude that exists amongst our 18,000 colleagues, spread across 170 countries. I would like to take this opportunity to thank our employees and partners for their commitment and dedicated hard work in achieving the sustainability progress outlined in this report, ensuring we cannot just be proud of the past, but that we can look to the future with the confidence that Swarovski is playing its rightful role on this important agenda.

Alexis Nasard

CEO, Swarovski Crystal Business

SUSTAINABILITY IN BRIEF

Reached an overall reduction of our Greenhouse gas emissions of

26%

vs. our SBTi baseline year 2019.

Achieved a

30%

reduction of our Scope 1 & 2 Greenhouse gas emissions compared to 2021.

60%

of brass used in internal production was from recycled sources, up from 50% in 2021.

Thanks to our plaster powder upcycling initiative, our manufacturing site in Thailand jumped from 19% to

63%

landfill free in 2022.

Entered a partnership with The

Trevor Project,

the leading suicide prevention and crisis intervention organization for LGBTQ young people.

Unveiled

Fluenta,

our first collection crafted with sustainability in mind, using Swarovski reignited crystals and recycled metal.

Increased the proportion of renewables in our energy mix from 22% to

36%

in 2022.



Ensured

100%

of our recruiters attended unconscious bias workshops to train on inclusive recruitment practices.

77%

of our global workforce are women, and

36%

of our leadership roles are filled by women.

Kept

49%

of our global manufacturing operations' waste out of landfill, up from 41% in 2021.

In India, BSR HERproject provided a 12 months' program on health awareness to

575 workers

Since inception, the Swarovski Foundation has reached more than

2 million

people across 93 countries.

In 2022, became one of the first members of the

WJI 2030

(Watch & Jewellery Initiative 2030).

Recycled

600 tonnes

of retail construction waste from store refurbishments, closures and relocations last year in China. Six times more than the recycled amount in 2021.

Performed

77

social audits and

12

environmental audits of our third-party suppliers.

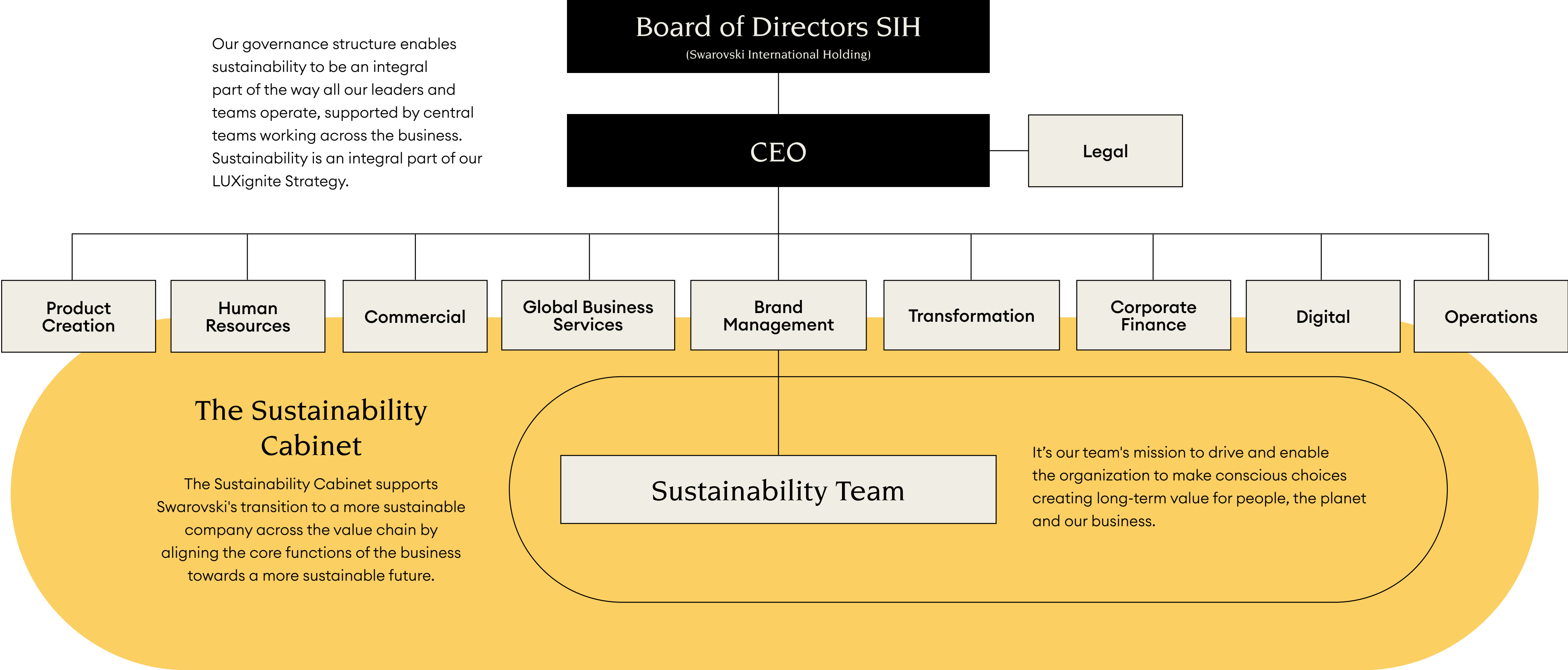
Partnered with

5

leading international design schools and educated over 150 students on integrating sustainability into their designs.

GOVERNANCE*

Our governance structure enables sustainability to be an integral part of the way all our leaders and teams operate, supported by central teams working across the business. Sustainability is an integral part of our LUXignite Strategy.



*Reflecting organization at end of 2022

ABOUT OUR BUSINESS

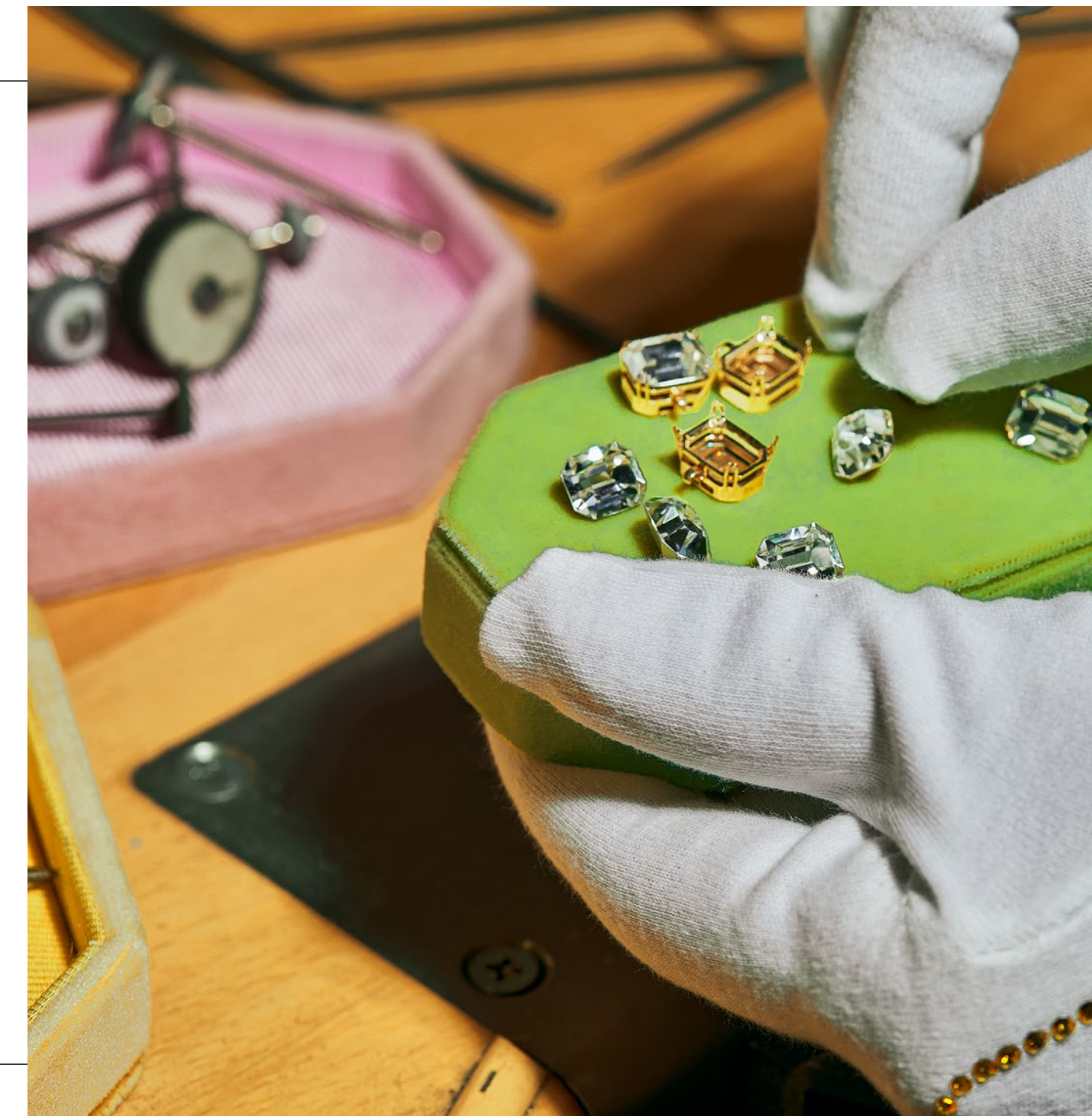
We've been the Masters of Light ever since our pioneering founder, Daniel Swarovski, established his business in Tyrolean Austria in 1895. Today, our unique heritage and savoir-faire enables us to create beautiful crystal-based products that inspire self-expression and bring joy to Customers, as well as embark on extraordinary collaborations with the world's most creative brands.

The Swarovski Crystal Business forms part of the Swarovski Group alongside our sister companies, Swarovski Optik and Tyrolit. Throughout this report, unless we explicitly state otherwise, the name "Swarovski" and the pronoun "we" refer solely to the Swarovski Crystal Business.

Our business designs, manufactures and sells crystals, gemstones, Swarovski Created Diamonds and Swarovski Zirconia, as well as jewelry and other accessories for people and homes. Globally, we operate approximately 2,400 stores and 6,700 points of sale in over 150 countries, with more than 20,000 people working together to bring our dazzling products to life for our Customers.

We are directly responsible for six production sites: two in Thailand and one each in Austria, Serbia, India and Vietnam. With so much of our manufacturing and supply chain within our oversight, we can observe and replicate best practice and are empowered to make impactful sustainability decisions across our business operations.

A responsible relationship with people and the planet has always been part of our heritage. This legacy is rooted in the clear sustainability measures we take throughout the value chain, with an emphasis on circular innovation, on championing diversity, inclusion and self-expression, complemented by the philanthropic work of the Swarovski Foundation, which supports charitable organizations to achieve positive environmental and social impact.



SUSTAINABILITY AT SWAROVSKI

Crafting a more brilliant future

Our sustainability strategy exists to help craft a more brilliant future for people and the planet. We want to be recognized as a Brand that acts with that purpose in mind. To do this, we must make conscious choices that create long-term value for individuals, societies, and the natural world around us, as well as for our business.

As such, throughout this report, we intend to show you the impact of our carefully considered strategy. We'll introduce you to the commitments we've made across our six strategic focus areas – which are

grounded in robust analysis, materiality considerations and life-cycle assessment data – and demonstrate the progress we've made towards achieving them.

We also aim to take you on a unique journey through the sustainability story of our crystals. We've divided our business into the six-stage process that brings our crystals into the world to show you how we take clear action on sustainability, and focus the spotlight on some of the activities we are conducting to help realize our commitments at every step. We hope you find this approach useful and engaging.

Our sustainability vision

To be recognized as a Brand that acts with people and the planet in mind by focusing on circular innovation and celebrating individuality.

Our sustainability mission

To make conscious choices that create long-term value for people, the planet, and our business.



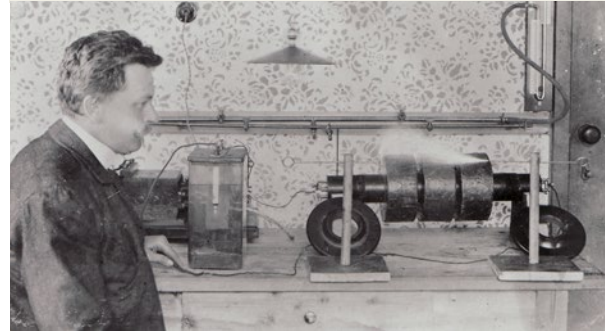
OUR SUSTAINABILITY MILESTONES

From the moment Daniel Swarovski established his business in 1895, he was committed to looking after the communities and environments upon which Swarovski relies. Today, these principles still guide us as we strive to act in accordance with what's right for people and the planet. Across more than 125 years of our heritage, we've achieved many notable sustainability milestones. Here are just a few of them.

1895

Daniel's vision

Daniel Swarovski establishes a pioneering crystal-cutting factory in Tyrolean Wattens. Using hydroelectricity for his patented grinding processes, Daniel's vision is to craft affordable crystals and provide "a diamond for everyone."



1907



Harnessing the power of water

Our business builds its first major hydropower plant, providing clean "Swarovski power" for cutting machines and light for local communities.

1948

The Swarovski Spirit

A new company-owned welfare office begins offering support on social issues, establishes many employee social clubs and donates grounds for a local school, reinforcing that employee health, safety, and wellbeing have always been paramount for us.

1970

Towards hybrid furnaces

Our first combined gas and electric furnace is installed, reducing our reliance on fossil fuels for manufacturing.

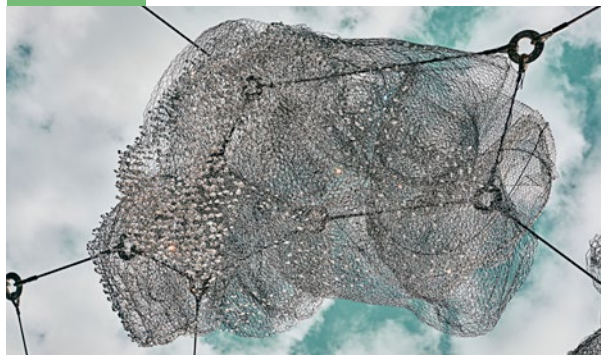


1983

Collaboration in renewable energy

We work alongside the Wattens paper factory to commission the Wattenbach hydropower plant, capable of producing 57 GWh of energy each year.

1990



Less carbon dioxide

By replacing oil with natural gas for melting and heating, we cut our CO₂ emissions by 30%.

2010

Setting standards

Swarovski publishes its first voluntary sustainability report, including transparent disclosures in line with GRI Standards beyond legal requirements. Swarovski also joins the UN Global Compact (UNGC), the world's largest corporate sustainability initiative.

2014



A more responsible supply chain

We launch the Responsible Sourcing Initiative, helping suppliers manage socio-environmental risks in their production plants.

2015

Leading on lead

After dramatically reducing the lead content of Swarovski crystals to just 0.009% in 2012, the quest for continuous improvement drove Swarovski to again reduce the lead content to no more than 0.004%.



2020

A strengthened Sustainability Strategy

The Swarovski Crystal Business agrees an increased ambition level for sustainability and a strengthened strategy is created. Subsequently, the first set of bold 2030 targets are publicly announced.

2021



Mitigating global warming

Our business signs up to the Science Based Targets initiative, committing to reduce Scope 1 and 2 emissions by 47% and Scope 3 emissions by 28% by 2030.

2022

Sourcing more renewable energy

We achieved our biggest ever year on year reduction of Scope 1 and 2 GHG emissions, aided by shifting all our Asian manufacturing sites to renewable electricity, including on-site solar power.

02 FOCUS AREAS





OUR FOCUS AREAS

Over the coming pages, we introduce you to the ambitious commitments we've defined across six focus areas most material to our business and highlight some of the progress we've made against them in 2022.

Alongside the concise progress summaries for each focus area here, you can find more detailed stories about our far-reaching actions to make Swarovski even more sustainable in the "Story of our Crystals" section that follows from page 23.


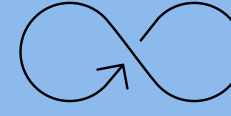
Contributing to the SDGs



Greenhouse Gas Emissions



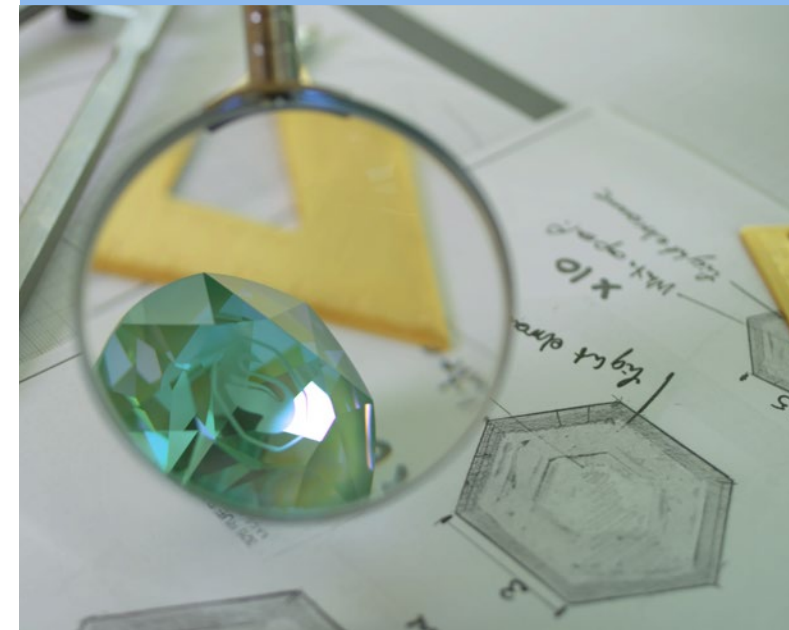


Waste and Circularity


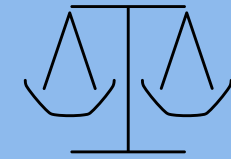
Conscious Materials

Equity, Diversity and Inclusion

Empowerment and Education

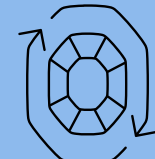
Rights and Respect

OUR 2030 COMMITMENTS



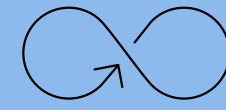
Greenhouse Gas Emissions

1. Following the Science Based Targets initiative (SBTi), we'll reduce absolute Scope 1 and Scope 2 emissions by 47% and Scope 3 emissions by 28% by 2030, from a 2019 baseline. Our Scope 1 and Scope 2 ambition is in line with a 1.5°C trajectory, whereas Scope 3 is in line with well below 2°C.



Waste and Circularity

1. Through our Infinity Accelerator program, we're partnering with external experts to invest in sustainability-focused 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 are working to double our material efficiency by 2030.



Conscious Materials

1. We will launch at least one sustainability-minded collection per year, starting from 2022.
2. By 2030, we aim to craft at least 50% of the products in our portfolio according to our Sustainable Product Guiding Principles.
3. By 2030, we will source all our metals from responsibly managed and recycled sources.



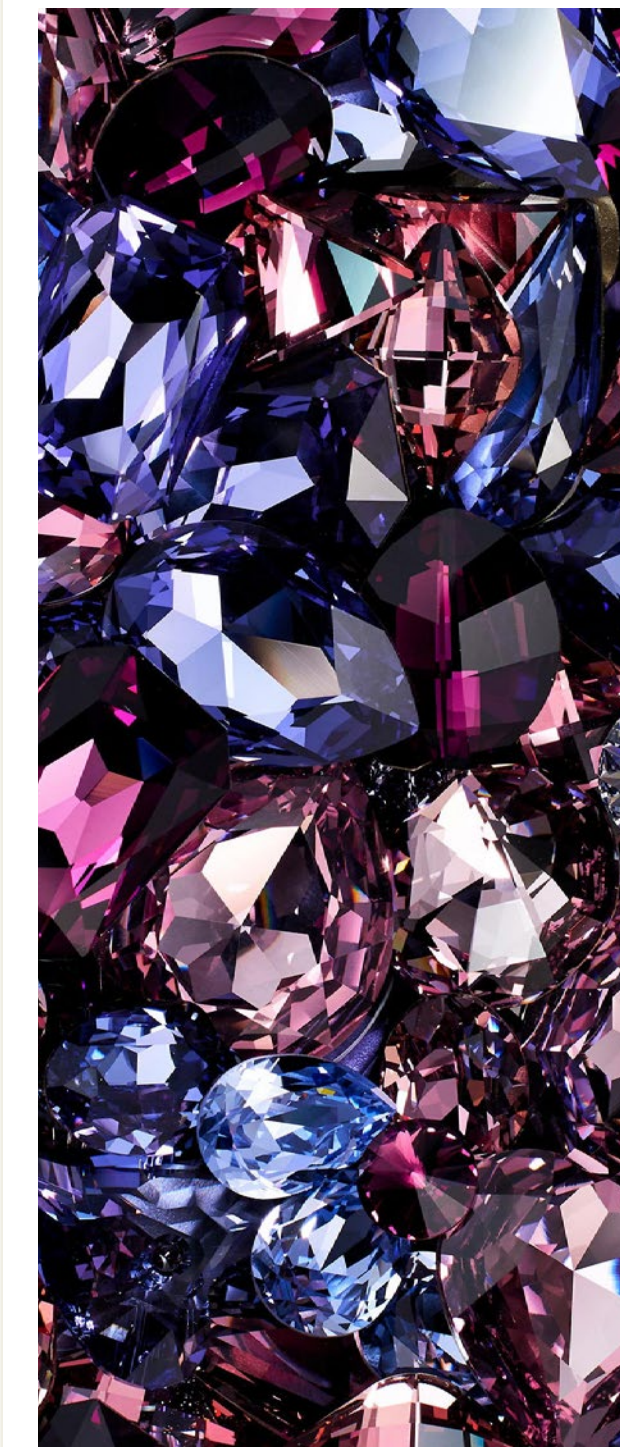
Equity, Diversity and Inclusion*

1. We'll build a diverse leadership population that includes under-represented groups. As a first step, we commit to a 40:40:20 distribution, where min. 40% of our leaders are women, min. 40% are men, and the remaining 20% can belong to any gender.
2. We commit to bias-free recruitment by exploring innovative recruitment practices and inclusive training for our talent acquisition community.
3. We'll further educate and raise awareness about equity, diversity and inclusion among our workforce.
4. We commit to creating a workplace where working parents can thrive, and we look forward to continuing to innovate and improve in this area.
5. We'll educate our marketing and design employees on inclusive design principles to eliminate bias from our processes and ensure our Brand and products are accessible and welcoming to everyone.
6. We commit to diverse representation in our marketing messaging and imagery, including gender, civil status, ethnicity, age, religion, sexual orientation, size and ability.
7. We commit to work with diverse suppliers to create economic opportunity and enhance business opportunities for underrepresented groups. As a first step we will focus on integrating the impact of gender diversity into our supplier selection.



Empowerment and Education

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



Rights and Respect

1. We'll respect the rights of our people through the value chain and strive to ensure safe and healthy working environments for all. We provide sound environments and employment conditions in accordance with the expectations of the International Labour Organization Core Conventions and the UN Guiding Principles.
2. We commit to further streamlining our auditing standards across our global manufacturing sites. From 2024, all our sites will be audited annually according to the Sedex Member Ethical Trade Audit (SMETA) or SA8000.
3. Through our Responsible Sourcing Initiative, we monitor human rights for tier one up to tier three suppliers.



*We've recently strengthened and updated these commitments. For further details, please see the relevant progress section over the following pages.

GREENHOUSE GAS EMISSIONS



We were proud to have our emissions targets verified by the Science Based Targets initiative (SBTi) back in 2021. These targets ensure our emissions are on a pathway to meet the goals of the Paris Agreement.

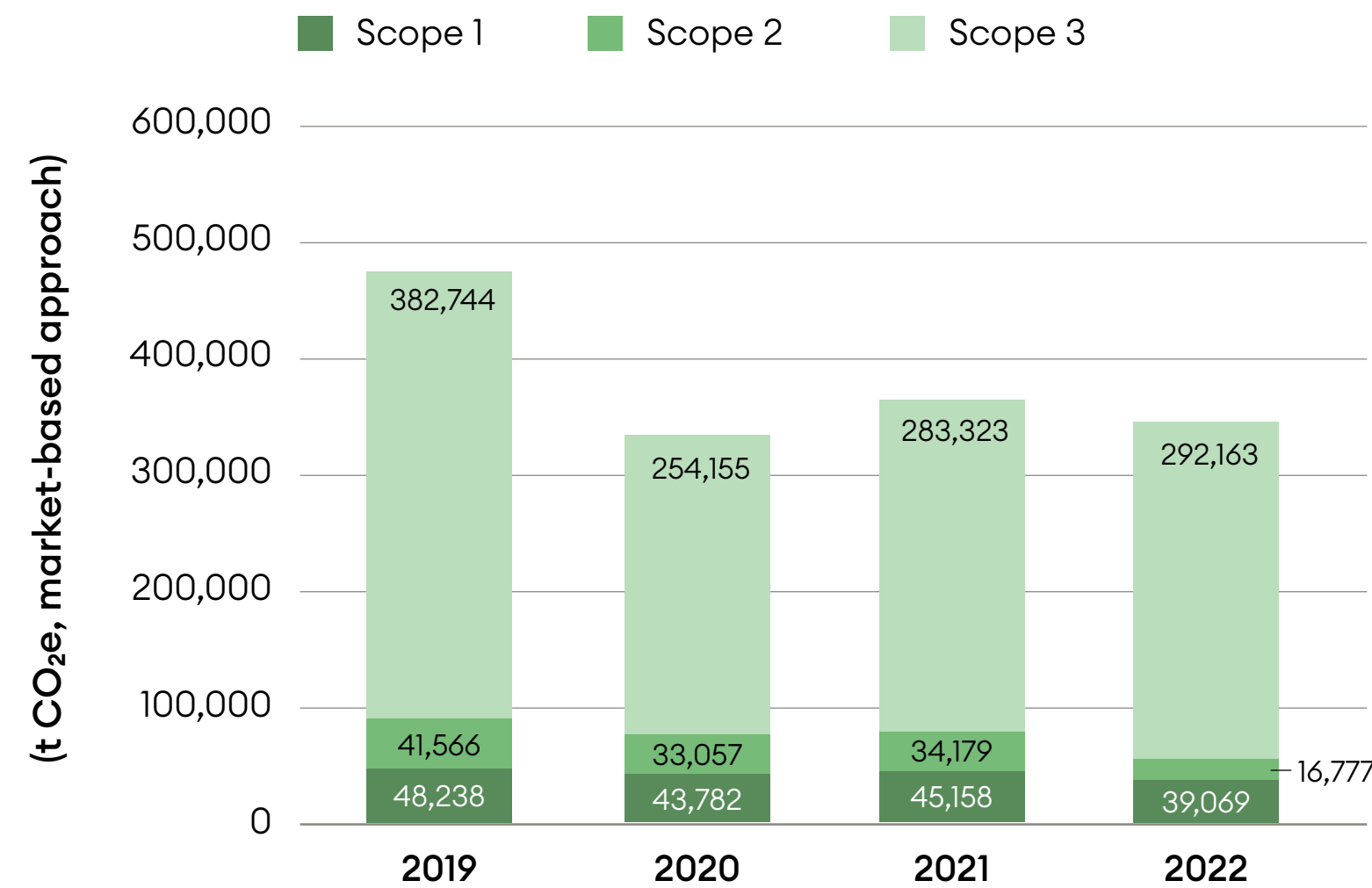
Commitments

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

Our Scope 1 and Scope 2 ambition is in line with a 1.5°C trajectory, whereas Scope 3 is in line with well below 2°C.

Progress summary

- Achieved our biggest ever year on year reduction of Scope 1 and 2 greenhouse gas emissions, reducing Scope 1 emissions by 13.5% and Scope 2 emissions by 50.9%, compared to 2021. Scope 3 emissions rose slightly in response to business growth, up 3.1% from 2021.
- Cut fossil fuel consumption in Wattens by 15%, where most of our Scope 1 emissions occur, thanks to several energy-efficiency measures on-site and off-site such as district heating to the surrounding community.
- Achieved a large reduction in Scope 2 emissions by switching our Asian manufacturing sites to renewable electricity. We did this by purchasing Energy Attribute Certificates – international renewable energy certificates from solar and wind power plants.
- Added together, our measures in Wattens and Asia, increased the proportion of renewables in our energy mix from 22% to 36%.
- Entered into a five-year agreement with carbon removal pioneers Climeworks, meaning that as well as cutting our carbon emissions, we also support cleaning up residual carbon emissions. Through this partnership, we hope to inspire other companies to start their carbon removal journey, making carbon extraction technology better and cheaper and contributing to a climate-positive world.



GREENHOUSE GAS EMISSIONS

OUR SCIENCE-BASED TARGETS ROADMAP

We are committed to reducing absolute Scope 1 and Scope 2 emissions by 47% and Scope 3 emissions by 28% by 2030, from a 2019 baseline.

Achieving this will require nothing short of a transformation of our business. Here you can learn about how we plan to make these commitments a reality. The good news: we are already ahead of schedule.

● ● Scope 1 & 2

Making meaningful progress

Since implementing our SBTi roadmap we have accelerated progress and looked for every immediately implementable change we can make to reduce our GHG emissions.

- Switch production sites to renewable electricity, by purchasing Energy Attribute Certificates
- Implement global energy saving plan
- Restlessly look for manufacturing efficiencies

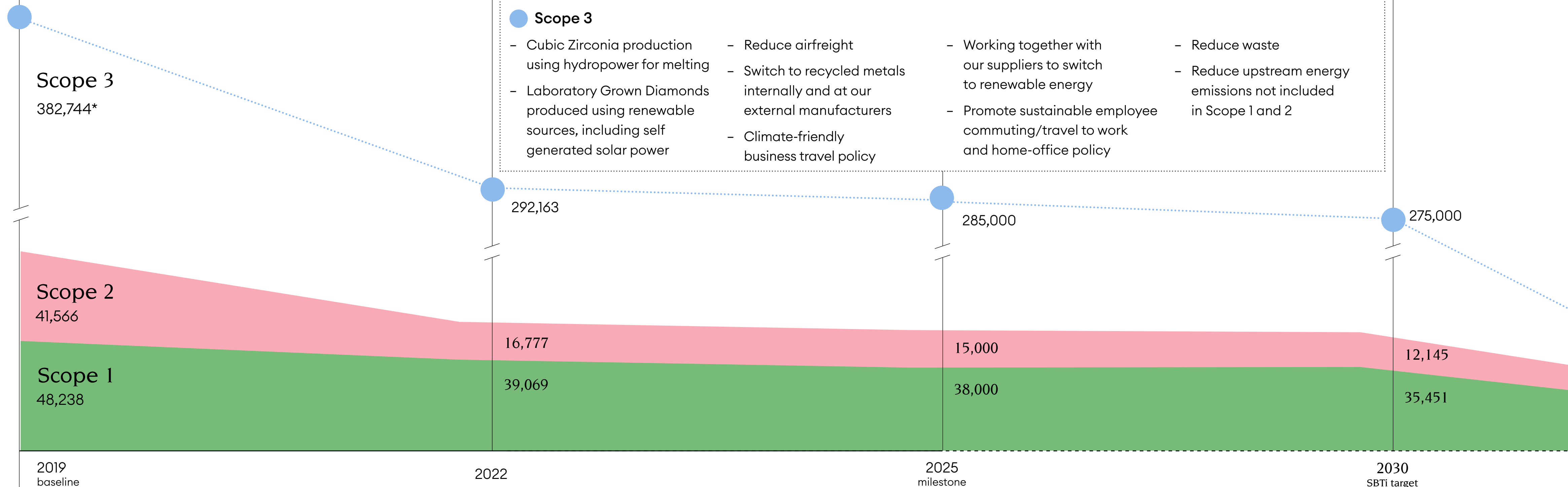
Investing in innovation

Beyond 2025, the harder to abate emissions will require investment in innovation.

- Electrification of production processes (including glass melting)
- Invest in energy infrastructure, e.g. electric boilers, heat pumps, heating network
- Further expansion of PV solar arrays on our sites

● Scope 3

- Cubic Zirconia production using hydropower for melting
- Laboratory Grown Diamonds produced using renewable sources, including self generated solar power
- Reduce airfreight
- Switch to recycled metals internally and at our external manufacturers
- Climate-friendly business travel policy
- Working together with our suppliers to switch to renewable energy
- Promote sustainable employee commuting/travel to work and home-office policy
- Reduce waste
- Reduce upstream energy emissions not included in Scope 1 and 2



* In 2022 we adjusted our 2019 baseline after switching to a new environmental data platform. See page 41 for more information on the adjustments. All numbers on the graph refer to tCO₂e

WASTE AND CIRCULARITY



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

49%

Globally, our manufacturing operations are now 49% landfill free.

Commitments

1. Through our Infinity Accelerator program, we're partnering with external experts to invest in sustainability-focused 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 are working to double our material efficiency by 2030.

Progress summary

- Selected a partner to co-create a bold vision of true circularity for Swarovski, with a workstream that will continue to 2024. This partnership forms part of our Infinity Accelerator program, combining our expertise in crystal and jewelry craftsmanship with leading-edge external specialists to develop a more sustainable business future. We look forward to sharing the future output of this project.
- Transitioned all the paper in our customer-facing packaging, including our shopping bags, to 100% FSC-certified paper. We are determined not to create unnecessary waste and as part of this transition to our new packaging, we are making good use of all existing stock.
- Kept 49% of our global manufacturing operations waste out of landfill, up from 41% in 2021. In Thailand, an innovative plaster-powder upcycling initiative means our operations there are now 63% landfill free – a substantial jump from 19% last year. In Vietnam, we continued analyzing the waste streams of our manufacturing site and are now beginning programs to reduce and recycle waste and increase circularity.
- Established a new initiative across our Chinese stores to counter waste caused by refurbishments, closures and relocations, recycling around 600 tonnes of retail construction waste last year – six times more than we recycled in 2021. As a result of this success, we intend to roll out the program globally during 2023 and 2024.



CONSCIOUS MATERIALS



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

60%

At least 60% of the brass we used in our own manufacturing sites came from recycled sources.

Commitments

1. We will launch at least one sustainability-minded collection per year, starting from 2022.
2. By 2030, we aim to craft at least 50% of the products in our portfolio according to our Sustainable Product Guiding Principles.
3. By 2030, we will source all our metals from responsibly managed and recycled sources.

Progress summary

- Unveiled our first limited-edition capsule collection with sustainability at its heart. The exclusive Fluenta collection makes creative and innovative use of Swarovski reignited crystals – unused crystals that would otherwise go to waste – and at least 90% recycled metal. By repurposing existing precious resources instead of consuming new raw materials, Fluenta is just one example of how we are reducing the environmental footprint of our products.
- Another innovation in 2022 was the introduction of our Crystal Fishnet Banding made from 100% certified recycled materials. We believe this new product contributes to the better choices of materials available in the fashion industry.
- Continued to seek out and develop more choices for our pipeline of sustainable materials, with a particular focus on options for base metals and precious metal platings, crystals and stones, and other materials used in our jewelry and accessories, such as leather and fabrics.
- By the end of 2022, at least 60% of the brass used across our internal production came from recycled sources, up from 50% in 2021.
- Identified a new Zirconia supplier so that we can take our first steps towards switching our production of Swarovski Zirconia to renewable energy.



EQUITY, DIVERSITY AND INCLUSION



We want to be recognized as a Brand built on a foundation of equity and inclusion. We aim to champion diversity and celebrate people’s individuality.

The landscape of our global society changes at lightning pace, so we took time to reflect on the commitments we made in 2021. As a result, we realized our objectives needed to be strengthened in order to level up our promise to be a Brand leader in equity and inclusion. The new commitments this page reflect our elevated ambition.



Commitments

1. We’ll build a diverse leadership population that includes underrepresented groups. As a first step, we commit to a 40:40:20 distribution, where min. 40% of our leaders are women, min. 40% are men, and the remaining 20% can belong to any gender.*
2. We commit to bias-free recruitment by exploring innovative practices, including inclusive training for our recruiter community.
3. We’ll further educate and raise awareness about equity, diversity and inclusion among our workforce.
4. We commit to creating a workplace where working parents can thrive, and we look forward to continuing to innovate and improve in this area.
5. We’ll educate our marketing and design employees on inclusive design principles to eliminate bias from our processes and ensure our Brand and products are accessible and welcoming to everyone.**
6. We commit to diverse representation in our marketing messaging and imagery, including gender, civil status, ethnicity, age, religion, sexual orientation, size and ability.
7. We commit to work with diverse suppliers to create economic opportunity and enhance business opportunities for underrepresented groups. As a first step, we will focus on integrating the impact of gender diversity into our supplier selection.**

Progress summary

- Created a bespoke learning journey for early-career women in IT and Operations. As part of our determination to promote and upskill female leaders, this 12-month learning path includes topics on self-promotion, executive presence, negotiations and resilience.
- Ensured 100% of our recruiters attended unconscious bias workshops. Through three workshops, we equipped recruiters with awareness and skills to integrate equity, diversity and inclusion best practice into their work.
- Designed e-learning resources covering unconscious bias, micro-inequalities, allyship and disability inclusion that are available to our people.
- Built on our ongoing celebration of diversity through a Pride Month social media campaign in partnership with fashion designers and friends of the Swarovski Brand, Palomo Spain and Ludovic de Saint Sernin.
- Announced our partnership with The Trevor Project and highlighted equity, diversity and inclusion during celebratory events, such as International Women’s Day, Black History Month and International Day of People with Disabilities.
- All our work in 2022 was bolstered by our fantastic Employee Resource Groups – voluntary, employee-led networks that bring together colleagues to build communities, raise awareness, and take collective action in support of globally important causes.

*Based on latest best practice, our approach ensures we never have less than 40% women or 40% men in senior leadership positions, while still allowing the natural flow in and out of positions for people of any gender, based on skills and qualifications. Our % of women in leadership roles is 36% in 2022.

**This new commitment has been added with this report, so progress will be reported in our 2023 sustainability report.

EQUITY, DIVERSITY AND INCLUSION

OUR JOURNEY TO BECOMING A TRULY INCLUSIVE COMPANY

We have a duty to ensure that we create a welcoming space for everyone in society, regardless of their gender, age, sexuality, ability, or religion. But we want to go beyond our duty.

We want to be recognized as a Brand that champions diversity and celebrates people's individuality for our people internally and throughout our value chain. That's why we promote disability awareness, champion the LGBTQ community, empower women and help working parents thrive.

Promote disability awareness

Partner with Business Disability Forum.

Raise awareness through Disability Fundamentals eLearning and disability resources.



Champion the LGBTQ community



Member of Workplace Pride Foundation.

Corporate partner of The Trevor Project, the leading suicide prevention and crisis intervention organization for LGBTQ young people.

Signatory of UN Standards of Conduct for Business Tackling Discrimination against LGBTI People.

Set up Employee Resource Groups to help foster an inclusive workplace.

Empower women

Signatory to the United Nations' Women's Empowerment Principles.

Continue to increase women in leadership roles across the company, while also using the good representation of women in our Executive Committee as an inspiration and role model. End of 2022, 33% of our Exco members were women.

Support women's early career by ensuring that a minimum of 50% female talents join our leadership development program.

Roll out a Pay Equity Analysis Tool to ensure equal pay for work of equal value.



Help working parents thrive



Partner with RightPoint to provide the parenting community with techniques to find better balance and build support systems.

Co-create policies for a positive return-to-work after parental leave.

EQUITY, DIVERSITY AND INCLUSION

IN 2022 CHANGE CAME FROM BOTH LEADERSHIP AND EMPLOYEES

We believe creating a truly inclusive culture takes both proactive leadership and empowered employees. By working together, they can co-create the inclusive work environment that ignites our success.

Business driven

Our leadership is committed to making Swarovski a welcoming place for everyone in society. In 2022, we further extended our company-wide inclusion training and education.

Breaking the bias

Workshops and guides on Breaking Bias help employees understand how unconscious assumptions shape gender norms, roles, and relations.

Masterclasses

A newly designed Equity, Diversity and Inclusion masterclass helps employees understand what EDI means, how to embrace and celebrate everything that makes our colleagues uniquely special, and work together harmoniously – ultimately becoming more inclusive leaders.

eLearning

We provide e-learning on topics such as:

- EDI and unconscious bias
- Allyship
- Spotting micro-inequities
- Disability fundamentals

Recruitment

We created a bespoke learning journey on bias-free recruitment for our recruiters and hiring managers.

Workshops are mandatory for all recruiters, and 100% of our recruiters attended in 2022.

Employee driven

Employee Resource Groups (ERGs) are voluntary, employee-led groups that help foster a more diverse and inclusive workplace. Participants usually feel connected by a mixture of shared interests, experiences, or backgrounds.

Employee Resource Groups:

- **eMpoWer Together:** empowers women at work to achieve their ambitions
- **Pride:** celebrates and elevates the LGBTQ community within Swarovski
- **EDI council (US & Poland):** promotes equity through action and events, spreading awareness about diversity and inclusion
- **#mixingITup:** Women in IT – provides equal chances and an attractive work environment for all genders across every organizational level

Some ERG events held in 2022

- Honoring Black History Month
- Supporting Project Shoebox on International Women’s Day (IWD)
- Elevating Swarovski’s women in IT on IWD through a dedicated support group
- Hosting an educational talk with non-profit organization Equal Justice Initiative
- Holding a Raise Your Game at Work workshop



EMPOWERMENT AND EDUCATION



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

150

Educated 150 students on integrating sustainability into their design

Commitments

1. We'll raise awareness, 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.

Progress summary

- Launched the Swarovski Volunteering Leave initiative, a new global program empowering Swarovski employees worldwide to take a day of paid leave to volunteer in their communities.
- Helped mentor 30 engineering and IT apprentices through a lecture series on sustainability topics, such as life-cycle assessment and reducing hazardous waste.
- Increased awareness of sustainability issues by creating internal communications materials in five languages across key locations, publishing monthly articles on our internal communications platform and holding global livestreams. We also conducted numerous stakeholder meetings to ensure our sustainability strategy is integrated throughout our business.
- Continued our long-term partnership with London design school Central Saint Martins, challenging students to design with sustainability in mind using Swarovski reignited crystals. Similar collaborations took place with other institutions: Dubai's ESMOD, Italy's Istituto Europeo di Design, the UK's London College of Fashion, and Israel's Shenkar College.
- Hosted students from the University of New Orleans at our Austrian headquarters, providing insights on sustainability through a workshop and Q&A session.
- Maintained collaboration with international non-profit organization Tent, helping connect refugees with work in their new communities. Our partnership includes a mentorship program for women refugees hosted by nations such as Switzerland and the UK through which we pass on skills that boost the women's chances of finding jobs.



RIGHTS AND RESPECT



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



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. We provide sound environments and employment conditions in accordance with the expectations of the International Labour Organization Core Conventions and the UN Guiding Principles.
2. We commit to further streamline our auditing standards across our global manufacturing sites. From 2024, all our sites will be audited annually according to the Sedex Member Ethical Trade Audit (SMETA) or SA8000.
3. Through our Responsible Sourcing Initiative, we monitor human rights for tier one up to tier three suppliers.

Progress summary

- Our Swarovski-owned production facilities are regularly certified or audited against a set of internationally recognized social standards, including SA8000, SMETA, and ISO45001 Occupational Health and Safety Management System. Our facility in Wattens will be audited against SMETA in 2023, and our facility in Ayutthaya, Thailand, will undergo the same audit in 2024.
- Our Responsible Sourcing Initiative is the tool we use to ensure our suppliers meet the clearly laid-out standards we expect from them. In 2022, we conducted 77 social and 12 environmental audits as part of the RSI.*
- In 2022, we kicked off our supply chain transparency project to give us more consistent visibility of our upstream supply chain up to tier three suppliers.

*For more information about our due diligence process, including the RSI, see pages 26-29.

03

THE STORY OF OUR CRYSTALS

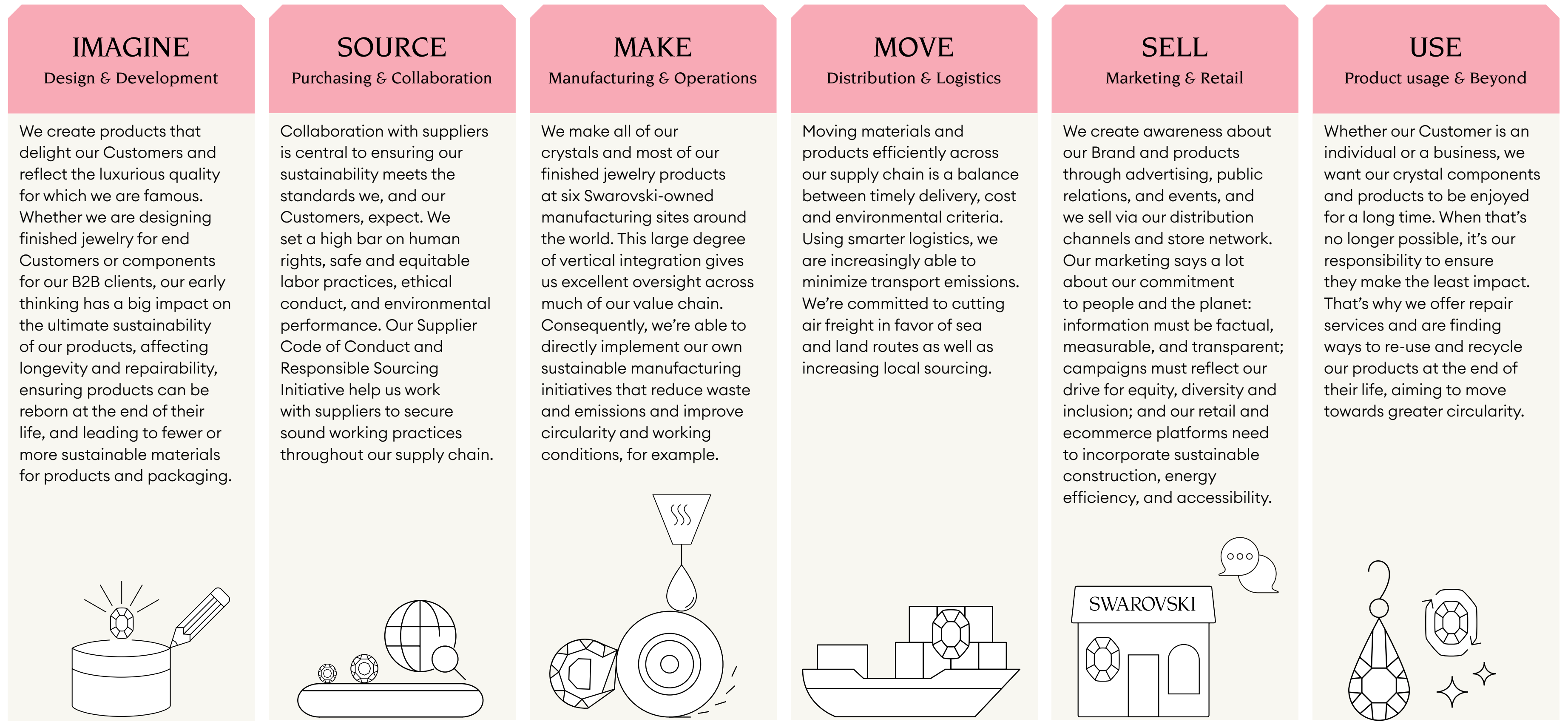


THE STORY OF OUR CRYSTALS – OVERVIEW

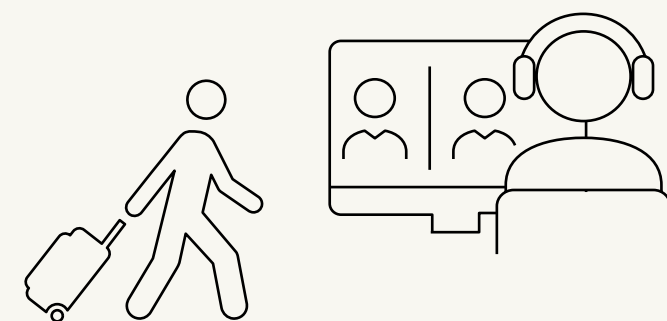
Achieving Swarovski’s unparalleled mastery of light takes a complex, global operation. Making sure we deliver our extraordinary savoir-faire sustainably requires the enduring expertise of our people, coupled with transformative initiatives that reach into every corner of the world.

In this report, we want to take you on a journey through the life cycle of our crystals and finished products: from their conception to their end of life.

As we move through the six stages, we share stories that peel back the curtain on our sustainability efforts and show how far our work extends into our value chain.



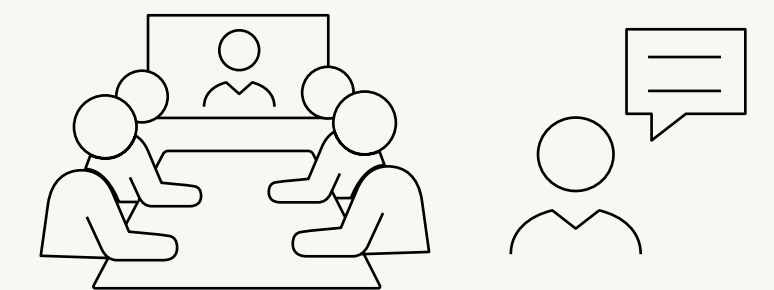
THE IMPACT OF OUR PEOPLE



While the story of our crystals focuses on the impact from our products’ life cycle, the way our employees behave and the way we treat them affects our overall impact on society and the environment.

How our people travel, use energy, dispose of waste, and choose to eat in our canteens all impact our company’s environmental performance. This is why we weave sustainability considerations into our corporate policies.

Whether our people work in Office, Retail or Production, the way we hire, promote, train, pay, and manage them has a big impact in their lives. This is why we implement programs focused on promoting equity, diversity and inclusion, and human rights, to make a difference to our people all over the world.



IMAGINE

How we design and develop our products.

Sustainable Product Guiding Principles

We created four principles to guide our design thinking so that we strive towards more sustainable finished products. These important guidelines, inspired by the Future-Fit Business Benchmark, one of the foremost sustainability management frameworks, are:

1. Materials are derived from responsibly managed or recycled sources.
2. Products are manufactured efficiently, without waste, and can be repurposed.
3. Products do not harm people or the environment.
4. Product communications are honest, ethical, and promote responsible use.

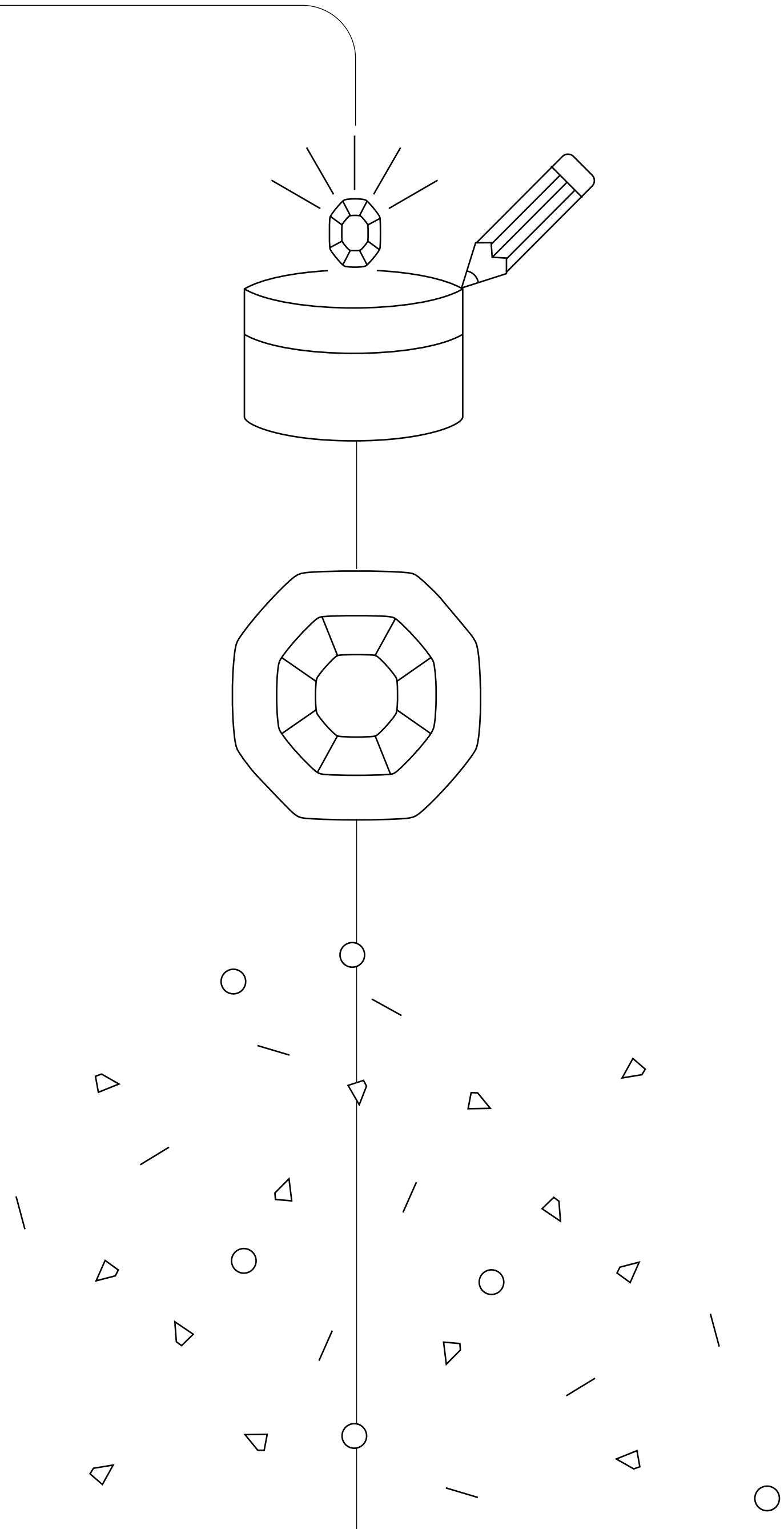


As part of our efforts to ensure that at least 50% of our products meet our Sustainable Product Guiding Principles, we've introduced our Sustainable Product Scorecard. This tool rates the sustainability of our products against a four-point scale, based on the materials used in their production. By using this rating system, we can make fact-based decisions and claims about the sustainability of our products and ensure that our Guiding Principles are safeguarded.

While our Sustainable Product Scorecard is currently mainly used for our capsule collections, we are excited about the potential that its more comprehensive roll-out will have to help us design products with sustainability in mind.

Sustainable Materials Pipeline (SMP)

We launched our materials pipeline in 2021 so that our Design, Marketing, Development and Operations teams can more quickly source sustainable alternatives for our portfolio. The SMP gives our teams clear guidelines and useful tools for rating and selecting the sustainability attributes of a variety of materials from the very outset of our design consideration.



Designing for long-lasting use

Our quality program has always analyzed our product returns for defects, and this work contributes to our zero-defect manufacturing approach across our manufacturing network. Now, however, it's going even further by investigating issues of functionality and Customer perception that lead to returns.

This additional data allows us to identify the reasons for products being returned after unexpectedly short periods of time: for example, attractive-but-heavy earrings that Customers deem uncomfortable to wear. By using this data to design out potential drawbacks before products are presented to Customers, we are able to craft more fulfilling, longer-lasting items, which in turn improves our sustainability.

Protecting resources with recycled materials

We are on a mission to increase the amount of recycled materials we use in our products, and this ongoing transition is exemplified by our progress on brass. By the end of 2022, at least 60% of the brass we used in our own manufacturing sites came from recycled sources.

Working closely with our suppliers and through the use of responsible sourcing, our Vietnam manufacturing site now exclusively uses brass which has been recycled and our Thailand sites are in the process of following suit. We are continuing to collaborate with external manufacturing partners to put in place the necessary processes and infrastructure to ensure the proportion of recycled brass we use continues to grow quickly over the coming years.

Our sustainability-first capsule collection

Back in 2021, we announced our commitment to launch a new, sustainably-minded collection every year and, in 2022, we realized that promise by revealing our inaugural collection with sustainability as its priority. The exquisite, limited-edition Fluenta jewelry range repurposes precious resources instead of further consuming natural raw materials, reducing the CO₂ footprint of our products, and limiting our environmental impact.

One way in which we do this is by using reignited crystals. While we always do our best to craft the most appropriate quantities of our products, sometimes we find ourselves with more crystal components than we need. We hold onto this unused stock as long as possible and are committed to making use of it in its original, intended state – without compromising on quality. Our reignited crystals program gives these treasured crystals another chance to be adored and helps us mitigate waste.

Fluenta is made with both Swarovski reignited crystals and at least 90% recycled metal. As part of a shift from the dominant 'take, make, waste' approach to models based around circularity and renewal, this collection brings to life just one of the many steps we are taking towards minimizing our impact on the world around us.



SOURCE

How we collaborate with suppliers to source parts and materials.

Supply Chain Due Diligence Process

As a responsible company, we are clear that it is down to us to uphold the relevant human rights and environmental standards in our supply chain. To facilitate this, we implement a due-diligence process based on a rigorous five-part framework we developed.

In 2022, we rolled out our audit quality monitoring exercise. We believe that monitoring is one of the most effective methods of identifying supply chain issues and risks. Therefore, in addition to our existing responsible sourcing audits, we appointed leading sustainability consultancy ELEVATE, an LRQA Company, to conduct due diligence checks on selected suppliers, further evaluating the social performance of our supply chain. Through this exercise, we also aim to verify the accuracy and reliability of the responsible sourcing audit report and drive a more transparent supply chain.

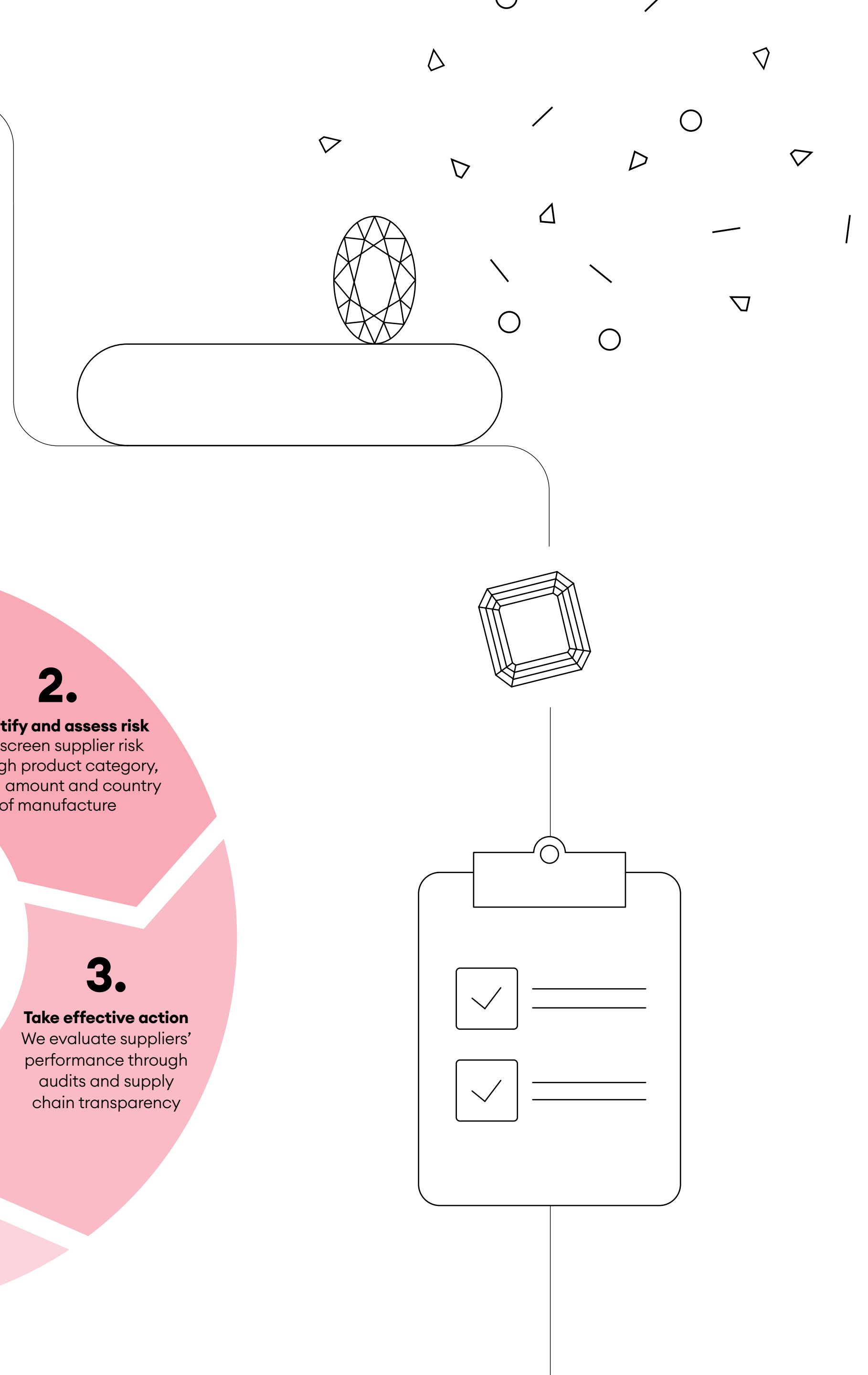
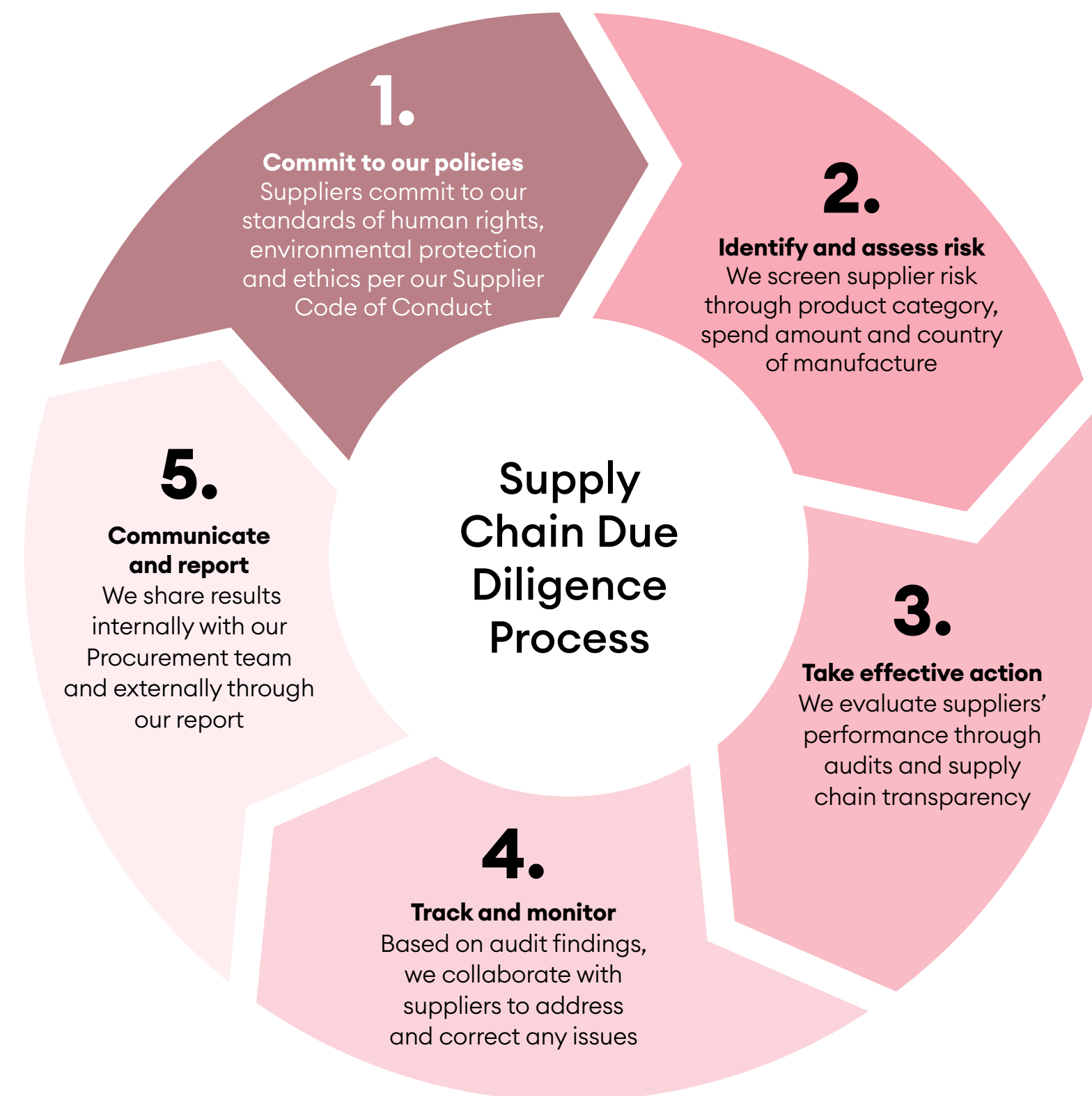
Responsible Sourcing Initiative (RSI)

We work with trusted suppliers from around the world to craft our beautiful products and have in place several initiatives that ensure suppliers meet environmental standards, offer safe and healthy workplaces, and operate sound labor practices. The RSI is one of our flagship programs for achieving this and part of our approach to respecting the rights of workers in our external supply chain. It takes a risk-based approach to comparing performance against our Supplier Code of Conduct.

The RSI Social Program focuses on labor rights, health and safety, and working conditions. Labor rights cover child and forced labor, discrimination and freedom of association. Health and safety incorporates fire, chemical

and machinery risk, as well as bathroom hygiene and protective equipment. Working conditions cover wages, benefits, working hours and disciplinary measures.

We aim to make this program apply to at least 95% of our relevant direct sourcing spend with tier one, tier two and selected tier three suppliers across all product categories.



Internationally recognized initiatives and standards underpin our efforts in this area, including 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). We expect in-scope suppliers to carry out a responsible sourcing audit that meets at least one of these standards.

The RSI Environmental Program enables us to review the holistic environmental performance evaluation of our supply chain. It assesses a range of topics, including environmental management systems, legal compliance, wastewater, solid waste management, air emission control and energy use. We use our own Environmental Audit Protocol to assess our suppliers' environmental performance.

Social audits: In 2022, we completed 77 social audits, uncovering one critical breach: a missing fire alarm in a factory production building. Our Sustainability and Procurement teams immediately arranged a meeting with the relevant supplier to define next steps and agree a remediation plan. The fire alarm was swiftly installed and tested, resolving the issue.

Environmental audits: Since the environmental element of the RSI began in 2021, we've received 40 completed self-assessment questionnaires from our suppliers and conducted 25 environmental audits. Twelve of these audits took place in 2022, identifying six critical breaches, including the use of banned chemicals, incomplete environmental permits and a missing waste permit. Through our commitment to continuous improvement,

we worked with the suppliers to ensure understanding of, and compliance, with these important environmental requirements. Five of the breaches have now been corrected, and the process to resolve the remaining one is well underway.

Providing training for better compliance

The objective of RSI is to go beyond controlling compliance with audits. We strive to build mutual partnerships with our suppliers and therefore invest in their training. We want to help suppliers understand the causes of non-compliance, so we conducted SMETA online training for selected suppliers who provide us with bespoke materials. We also invited experienced environmental trainers from TÜV Rheinland to conduct an online training workshop for suppliers in Chinese Mainland. Over 40 participants joined, boosting environmental knowledge and passing on achievable methods to address environmental issues.

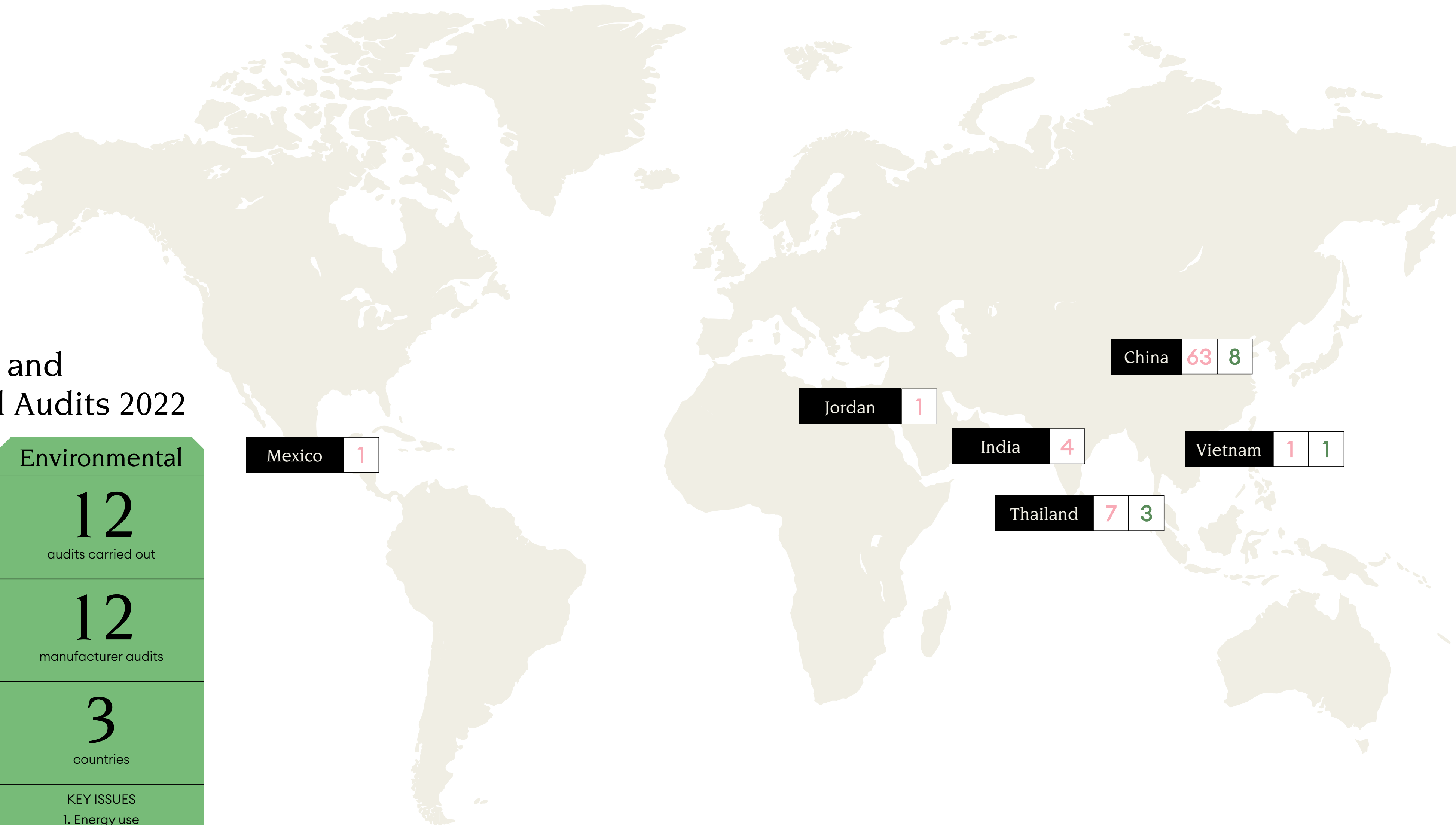
Supply chain transparency project

In 2022, we kicked off our supply chain transparency project to give us more consistent visibility of our upstream supply chain. We connected all our tier one finished goods suppliers via an internal system and asked their upstream tier two component suppliers and tier three raw materials suppliers to provide a range of information, such as their factory name and address, sustainability-related audit and certification records, and their use of renewable energy. By understanding the labor and environmental practices of our upstream suppliers, we can manage our supply chain risk more holistically.



SOURCE SUPPLIER AUDITS

Social and Environmental Audits 2022



SOURCE SPOTLIGHT ON:

Conflict minerals

Law and background

Armed groups and security forces finance themselves, among other ways, by trading minerals in conflict areas. Regulation (EU) 2017/821 establishes due diligence requirements in the supply chain of conflict minerals to curtail opportunities for armed groups and security forces to trade in tin, tantalum and tungsten, their ores, and gold (3TG).

Conflict Minerals Due Diligence Process for suppliers

In order to demonstrate our commitment to responsible sourcing and to fulfill existing and upcoming international legislation in this area, we've implemented a Conflict Minerals Due Diligence Process.

In 2022, we improved our conflict minerals Due Diligence Process by contacting our suppliers to understand their implementation level of due diligence on conflict minerals. We also collected information about the use and origin of 3TG in the supply chain.

We distributed conflict minerals surveys to 69 direct-spend suppliers which we defined as in-scope, covering tier one finished goods, tier two components and tier three raw materials. The supplier categories include jewelry, watches, home, accessories, writing instruments, and production materials.

The survey was conducted using the Conflict Minerals Reporting Template (CMRT). We achieved a supplier response rate of 73% (50/69). Among the 50 responding suppliers, 92% (46/50) stated they have no 3TG in their products supplied to Swarovski or have 3TG that pose no conflict concern. 8% (4/50) of the responding suppliers implied the 3TG risk in their supply chain. Three suppliers reported the potential use of a non-certified gold refinery. One supplier was unable to identify all the smelters supplying gold to its supply chain.

At Swarovski, we endeavor to encourage suppliers to adopt due diligence practices for the responsible sourcing of minerals and the use of conformant smelters. We also encourage our suppliers to contact smelters that are not yet validated as conflict-free to join the Responsible Minerals Assurance Process (RMAP).

Import of scrap material from our production sites

To close the loop on precious materials, we aim to recycle scrap arising during our production wherever possible. According to Article 7 (4) Regulation (EU) 2017/821 on conflict minerals we have the obligation to disclose that we import metals derived from scrap sources for further recycling in the European Union.



MAKE

Where and how we manufacture our products and manage our operations.

Less energy, cleaner energy

Our science-based targets commit us to reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 47%, from a 2019 baseline. One way in which we are working towards achieving that is by using more renewable energy, and as of 2022, all our Asian manufacturing sites are 100% powered by renewable electricity.

This switch, which sees us source electricity through Renewable Energy Certificates from Thai and Vietnamese solar plants and Indian wind farms, has helped us reduce our total Scope 1 and 2 emissions by 38% from 2019.

We continue to invest so that we can increase the share of renewable energy we use and improve our energy efficiency worldwide. Throughout 2023 and 2024, more production sites will follow the example we've set in Asia. This includes expanding the use of solar power plants at our offices and facilities.

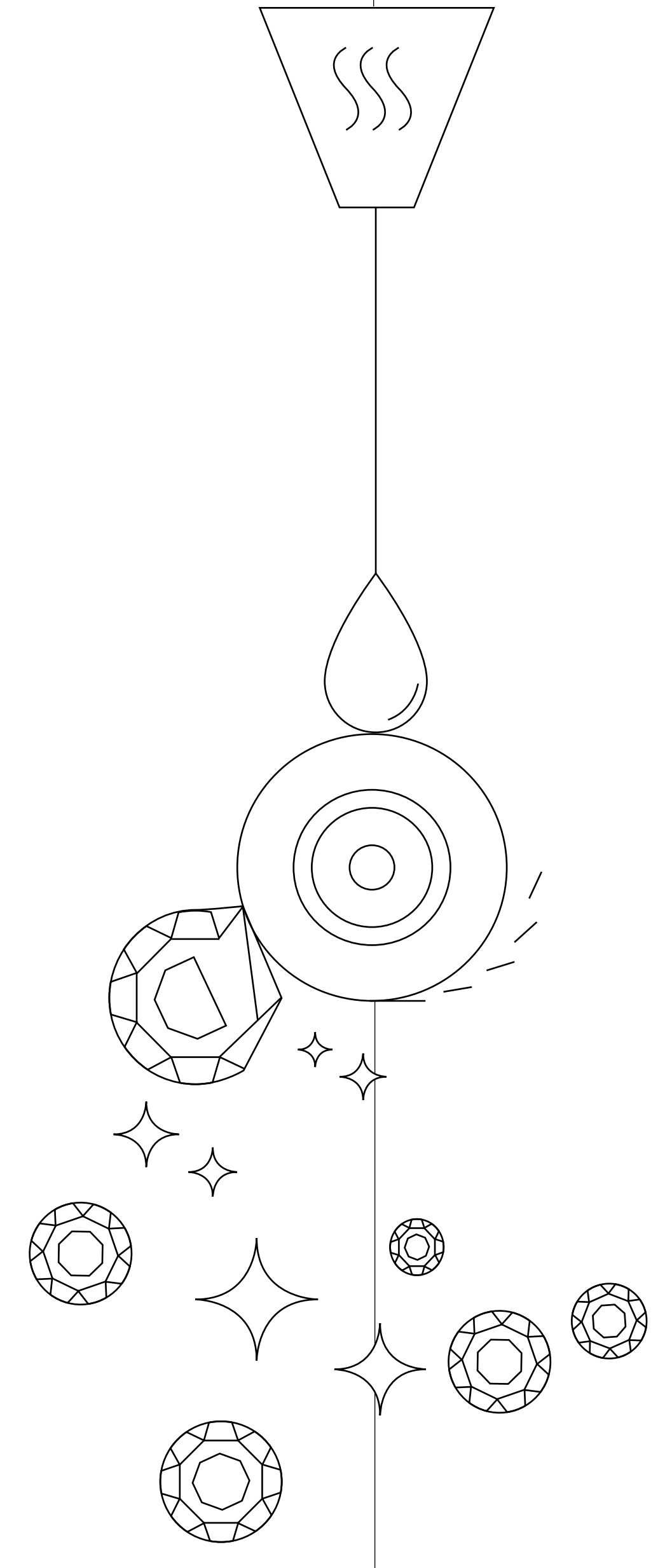
One such place where this is already happening is at our base in Wattens, Austria. Wattens has long been a pioneer of renewable energy, installing its first hydropower plant 115 years ago. In 2022, we switched on our first large-scale photovoltaic plant here, consisting of 865 solar panels

covering 1,600 m² of roofing and producing 300 kWp of energy. A second rooftop array at Wattens, capable of producing another 380 kWp, is due to be connected to the grid in 2023. In Thailand, our production site has been using rooftop solar panels that can produce 1,417 kWp since 2018.

As well as decarbonizing our energy supply through the use of renewables, we've also been using less of it. We implemented our first global energy saving plan in response to the European energy crisis, covering not only our six production sites but also 1,300 stores and 32 offices. The plan covered everything from IT and air conditioning to remote working and lighting.

Energy roadmap for our Wattens site

To reduce our dependence on natural gas at our site in Wattens, we've revised our energy roadmap. The plan sets out various energy efficiency measures, such as consolidating offices and closing old buildings, renovating building envelopes and implementing a low temperature heat network. It also includes several electrification measures. In 2022, two projects were funded by the NextGenerationEU program, enabling us to invest in electric boilers and electrify our glass melting process.



Keeping waste out of landfill

We are on track to meet our commitment of making our own operations 90% landfill-free by 2030, with at least 70% of all waste recycled or repurposed while doubling our material efficiency. The last two years have seen substantial decreases in the amount of waste we send to landfill, thus increasing the landfill-free rate from 41% in 2021 to 49% in 2022.

Much of this recent improvement has come about thanks to an innovative project at one of our manufacturing sites in Thailand. Here, investment powder is used in the casting process of jewelry production. So far it has been a single-use product – after each production lot, the molds are washed and disposed of as non-hazardous landfill waste. So Swarovski Manufacturing Thailand established a novel external recycling process, and the investment powder sludge has been upcycled to produce block bricks. As a side effect of this excellent resource use, this Thailand site is now 63% landfill free.

Our social and environmental standards

We seek certification against the most important social and environmental standards to implement management systems consistently and demonstrate the sustainability and compliance of our Swarovski-owned facilities.



Site	Products	SA8000/SMETA/ Other	ISO 45001	ISO 14001	ISO 50001
Wattens, Austria	Crystal	●	●	●	●
Subotica, Serbia	Figurines & decorations	●	● 2023	●	●
Pune, India	Crystal pearls	●	●	●	●
Bangplee, Thailand	Gemstones	●	●	●	●
Ayutthaya, Thailand	Jewelry	●	●	●	●
Bien Hoa, Vietnam	Jewelry, figurines & decorations	●	●	●	● 2025

Helping our people to shine

The WeShine program aims to empower the most vulnerable people working across the Swarovski value chain in Asia by boosting their health and financial literacy.

This program began at one of our sites in Thailand in 2019 in collaboration with Raks Thai, helping workers enhance their financial literacy.

Since 2022, we've run the BSR HERproject in Vietnam and India, having already implemented it in 2018 with two strategic suppliers in Chinese Mainland. BSR, or Business for Social Responsibility, works with leading companies to build a just and sustainable world. HERproject uses peer-to-peer education to drive better health outcomes, financial inclusion and gender equality while improving self-esteem and confidence.

In India, the 12 month program raises health awareness and provides access to health services through workplace initiatives. In total, 575 workers in India, including 494 women and 81 men, took part during 2022.

We are continually looking for opportunities to expand our successful WeShine program, including a new project in Thailand at the end of 2023 and starting more country-specific initiatives in other locations over the coming years.

Bringing EHS to life in Vietnam

In September 2022, we brought the whole of our Vietnam operation together for a series of interactive and fun events marking EHS Day. EHS stands for environment, health and safety, and the day was filled with activities aimed at growing awareness, competency and communication of EHS issues.

Around 1,700 employees listened to expert talks about health – which this year focused specifically on maintaining good eye health – and sustainability, where we shared updates about a variety of internal and external initiatives.

Colleagues also participated in training on subjects such as fire safety, employee rights, and waste management, and there was even time for competitions, including a creative recycling contest and a bespoke smartphone-based game highlighting important EHS topics.

Swarovski Thailand – Happy 8 Workplace Initiative

First launched by the Thai Health Promotion Foundation, an autonomous non-profit organization set up by the Ministry of Public Health, the Happy 8 Workplace initiative promotes eight facets of positive workplace wellbeing. Swarovski Manufacturing Thailand adopted the program in 2015 and has been developing it ever since.

In 2022, more than 50 employee activities were run under the Happy 8 Workplace banner. This included offering training on a variety of new skills, providing flood support benefit and two days' leave for 458 colleagues impacted by flooding in November, and month-long financial management sessions for 1,600 staff, among many other activities that supported the workforce and our local community.



It's official... One of the best employers in Asia



We were thrilled to learn that Swarovski Manufacturing Vietnam was named as one of the 'Best Companies To Work For In Asia 2022' by HR Asia. This prestigious award reflects the significant, sustained effort made by our teams in Vietnam to create an inspiring work culture for all.

MOVE

How we manage, store, and move our products.

Sustainable Transport Initiative

Historically, finished goods have often been air freighted within our supply chain, generating unnecessary costs and increasing our carbon footprint. In fact, our greenhouse gas inventory shows that transportation ranks among the top five sources of greenhouse gases for our Scope 3 emissions, with air freight responsible for 87% of our total transport emissions in 2021.

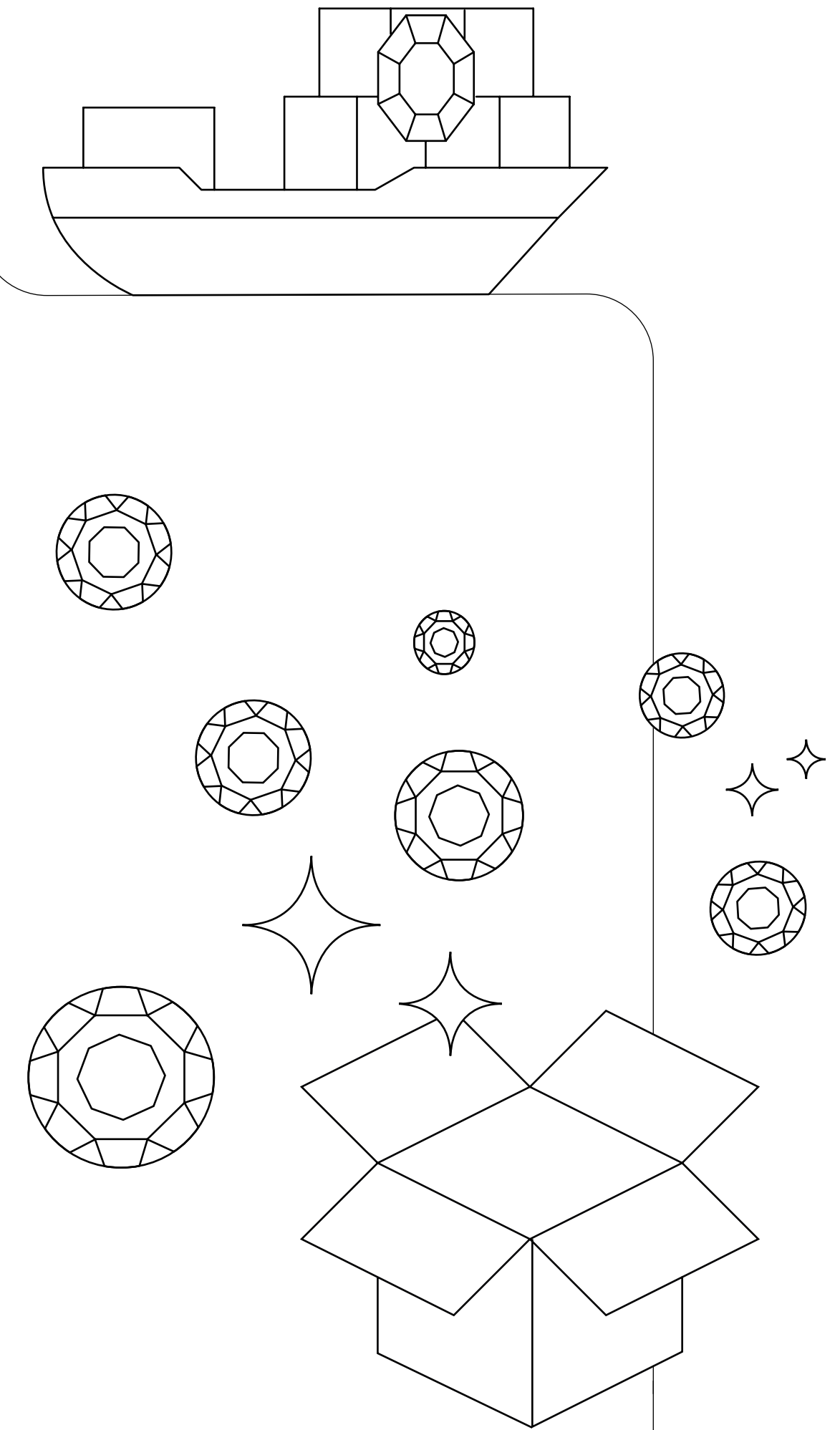
We knew this had to change, not least because we've committed our business to science-based targets that will reduce our Scope 3 emissions by 28% by 2030, compared to a 2019 baseline.

In 2021, we began creating a roadmap to ensure that our logistics systems are playing their part in helping us meet our sustainability targets. Now that we've compiled accurate measurement data to work from, we've instigated a two-step process to dramatically reduce the amount of carbon dioxide we emit through transportation.

The first step is to switch from moving our goods by air to shipping them across seas or over land. With that change underway, we were also looking to our logistics providers to work smarter so that we could further increase the efficiency of our goods movement.

These significant changes are already bearing fruit. For example, by switching from air to sea routes in both directions between Singapore and Hong Kong SAR, we've saved 75 tonnes of CO₂, and by opting for road freight from our manufacturing sites in Thailand to Singapore, we've already reduced emissions by 137 tonnes of CO₂.

While the initial savings from these pilot schemes are quite small, they mark the beginning of our efforts. We are working hard to implement our Sustainable Transport Initiative across our entire network as quickly as possible because we know that doing so can generate a substantial cut in our transport emissions by 2025 – a major landmark on our journey towards achieving our ambitious science-based targets.



SELL

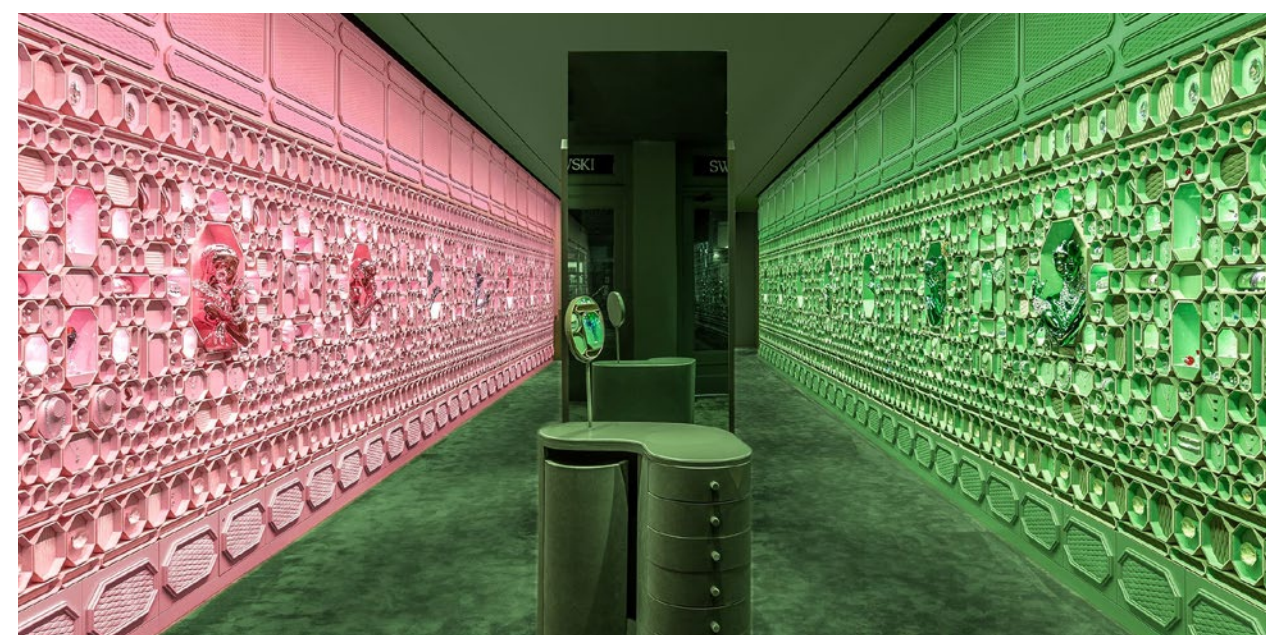
How we create awareness of, and sell, our products.

Fitting our stores for the future

Our bricks-and-mortar stores are one of the primary spaces where we can bring to life the iconic Swarovski Brand. While they act as an inspirational showcase for our products, they come with an associated environmental impact. In 2022, our stores accounted for 26.6% of our Scope 1 and Scope 2 emissions, and, due to refurbishment, closure and relocation, they produce significant volumes of construction waste.

Our teams have been finding innovative ways to reduce this volume, concentrating on furniture and construction waste. This included launching a new scheme in China that recycled 600 tonnes of waste in 2022 – a six-fold increase on the previous year.

In addition, we've been piloting schemes to save energy and trialing smart meters in the stores we own. In 2022 we integrated the LEED (Leadership in Energy and Environmental Design) framework into our bespoke design and construction standards, used for all our flagship stores. All other stores will be assessed against GLEAM (GuideLines for Engineering Architecture and Management) standards, Swarovski's internally developed framework for designing, constructing and operating buildings that are environmentally sustainable and energy-efficient, which will be implemented throughout 2023.



Rethinking product packaging

Products are designed to be enjoyed by Customers for as long as possible, but this often isn't the case for packaging. As a Brand that cares about sustainability, it's our responsibility to choose packaging material that has the least possible impact on the planet and which is easy for Customers to recycle or repurpose.

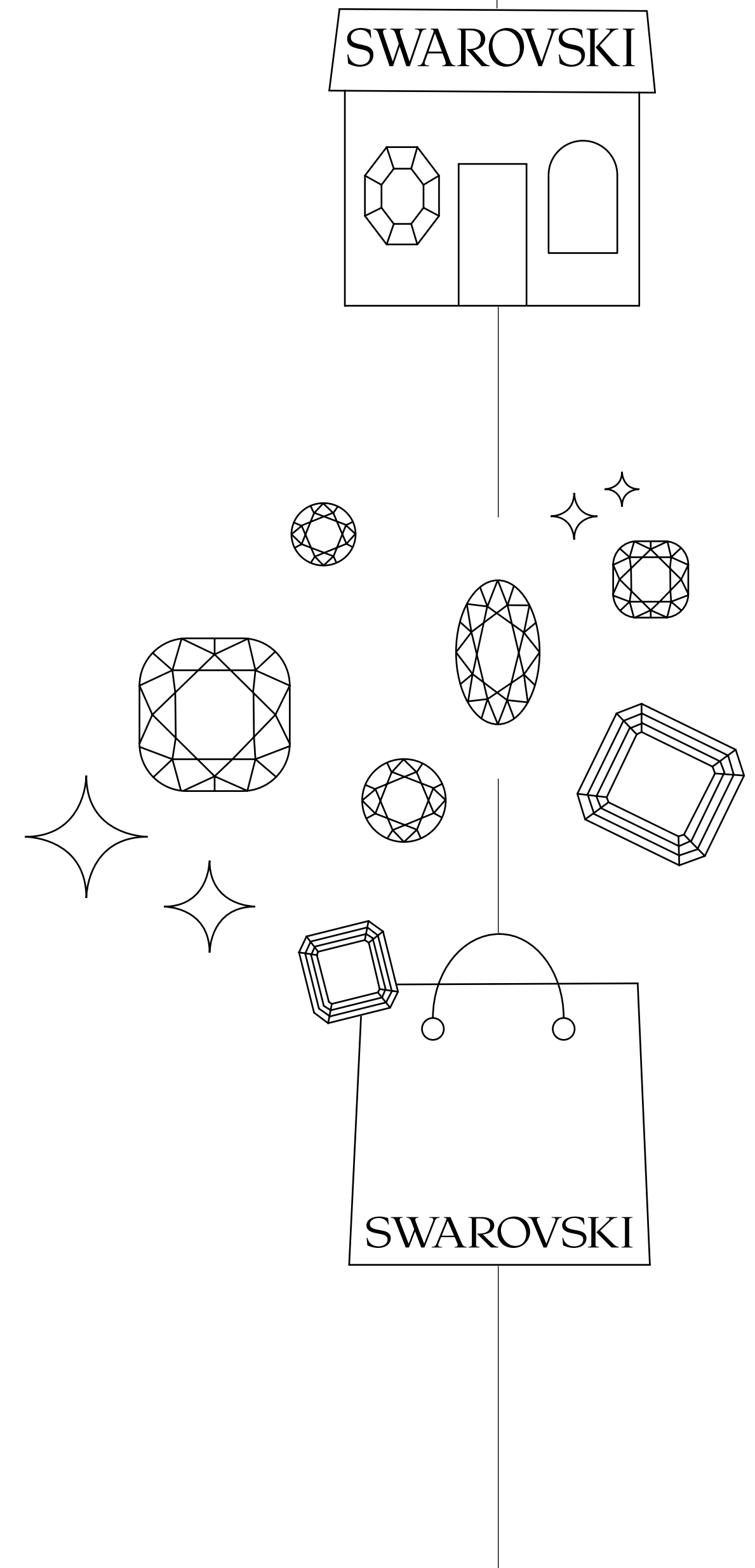
All paper in our customer-facing packaging now comes from 100% FSC-certified sources. We also use fewer packaging materials, ensuring they can be more easily recycled, and have reduced their overall weight and size by 30% and 20% respectively, helping us cut carbon emissions during transportation.

We'll minimize waste by using all existing stock while our packaging team continues working to switch all customer-facing packaging to fully recyclable or compostable materials sourced entirely from certified or recycled sources.

Carbon-neutral online delivery

We now compensate for the remaining greenhouse gas emissions of all Swarovski.com deliveries and returns. We do so by supporting a selection of verified, high-quality climate action projects through our partner, South Pole. This service is provided free of charge on behalf of Swarovski.com for all Customers.

Alongside this carbon compensation initiative, we continue to analyze and reduce emissions that arise from the delivery of our products.



Celebrating individuality

As well as our commitment to increasing the number of individuals from underrepresented groups in our marketing materials, we continuously weave messaging into our public communications to spotlight environmental and social issues.

In June 2022, we publicly celebrated Pride Month by inviting fashion designers Palomo Spain and Ludovic de Saint Sernin, both long-time Swarovski collaborators, to talk about the power of individuality and self-expression.

Their testimonials helped raise awareness about the importance of inclusivity in society and why initiatives such as Pride are vital for reclaiming the rights and freedoms often denied to LGBTQ people.

During this campaign, we were also delighted to announce a new long-term partnership with The Trevor Project, the leading suicide prevention and crisis intervention organization for young LGBTQ people. As part of our partnership, we made a donation to TrevorSpace, an affirming online community for LGBTQ young people aged 13-24 years old.



Ludovic de Saint Sernin (on the left, Palomo Spain (on the right).

USE

How we extend life cycles and close loops.

Extending the use of our products

Since 2021, we've been looking at ways to prolong the life of our products once they've been purchased by end Customers. One result of this has been to provide more in-store options for small repairs. In Asia, we piloted a jewelry chain replacement service that proved popular, so we are now looking at how we can ensure our stores have access to spare parts. In many locations, we are also offering more battery replacements in store, reducing the number of products that need to be sent to our service center. Additionally, we've been trialing a product cleaning service in Switzerland and Chinese Mainland, increasing Customers' use and enjoyment of Swarovski products.



Swarovski reignited crystals

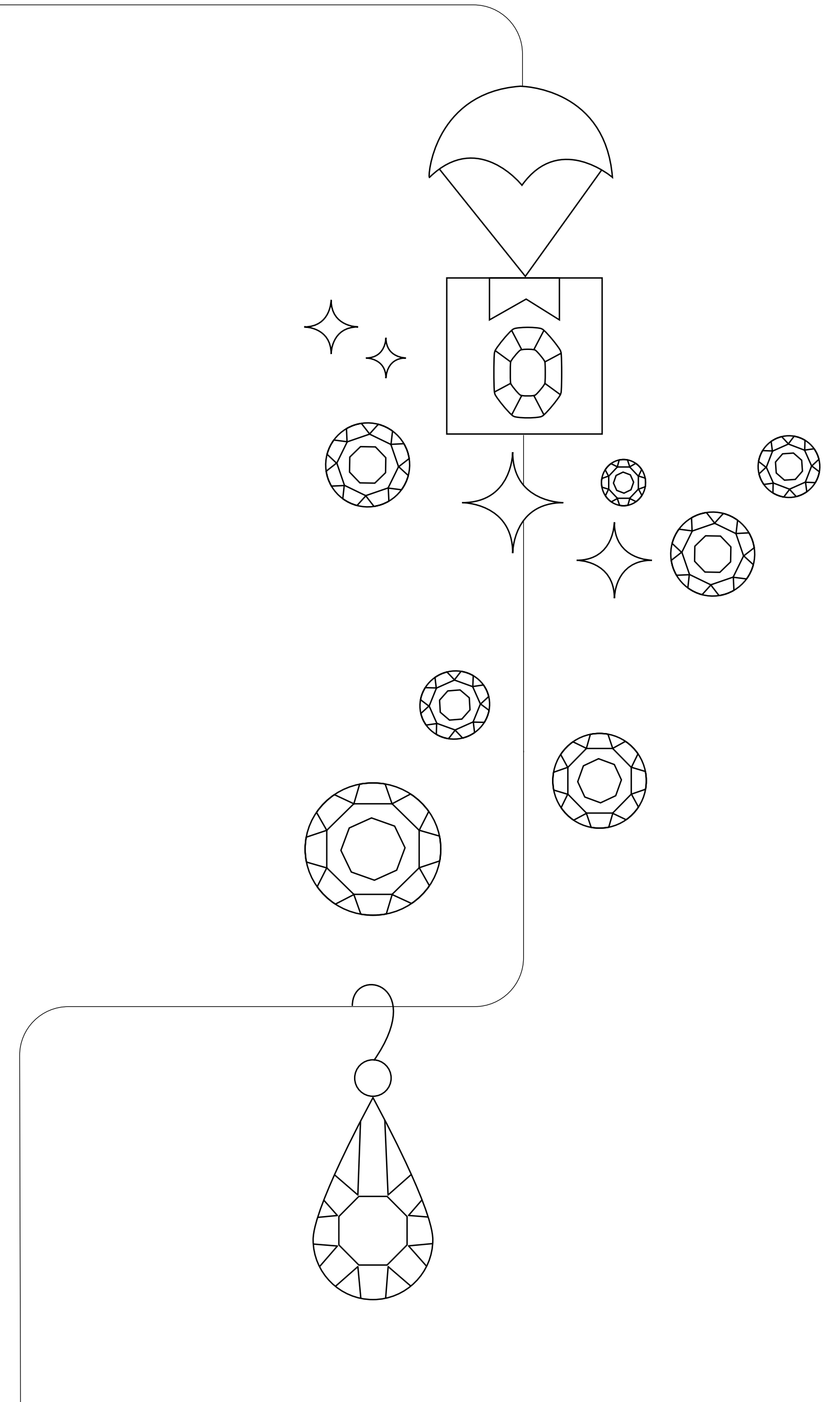
As well as our direct, Customer-facing jewelry and home décor products, we manufacture crystal components of impeccable quality for business Customers who use them to adorn their own products. Sometimes, not all the crystals we make for businesses get used, so they become surplus to requirements, or deadstock, as it is known.

Our business is determined to reduce the amount of waste it produces. So, back in 2016, we devised a creative idea to make positive use of our deadstock through a variety of creative channels, such as providing global design schools with reignited crystals to encourage sustainable design.

Here are two ways how we used reignited crystals in 2022:

Masters of light and lighting up Christmas: We hold unsold and unused crystals for as long as possible because they are a precious resource we do not want to waste. That means we can make good use of reignited crystals in unexpected places. For example, the façade of The Mark Hotel in New York was turned into a dazzling festive gingerbread house and the 12-meter-tall Christmas tree in Milan's famous Galleria Vittorio Emanuele II once again looked spectacular. Both were embellished largely with Swarovski reignited crystals.

The beginning of our circular jewelry story: The end of one product's life can be the beginning of another. In 2022, we launched Fluenta, our sustainability-first jewelry collection, using reignited crystals and at least 90% recycled metal. This was the maiden realization of our promise, made in 2021, to release a new sustainability-minded collection every year. But this story does not end here. In fact, it circles right back round to the start, as we imagine new designs and re-imagine ways of working that place circular innovation front of stage in our business.



04 SWAROVSKI FOUNDATION



SWAROVSKI FOUNDATION

Established in 2013, the Swarovski Foundation has a heritage of philanthropy initiated by the company founder, Daniel Swarovski, who believed that “to achieve lasting change, you must think not only of yourself but also of others.”

The Swarovski Foundation’s mission is to promote sustainable livelihoods through education to reduce inequality. It supports initiatives that focus on equity, water, and creativity, and through two signature programs: Waterschool and Creatives for Our Future.

The Waterschool is an educational program developed to empower young people and their communities to become water ambassadors by providing tools, resources, and training to enable them to address their local water needs.

Creatives for Our Future is a global grant and mentorship initiative designed in collaboration with the United Nations Office for Partnerships. The program aims to empower the next generation of creative talent to unlock innovative approaches to global sustainability challenges.

Since its inception, the Swarovski Foundation has reached more than two million people through 85 partnerships and responded to 11 global emergencies across 93 countries to drive progress towards the UN Sustainable Development Goals.



05 APPENDIX



MATERIALITY

In 2022 we began to conduct a double materiality assessment in which we considered two perspectives: how our business activities impact the environment, society and the economy, and how external factors may affect our business as a risk or opportunity.

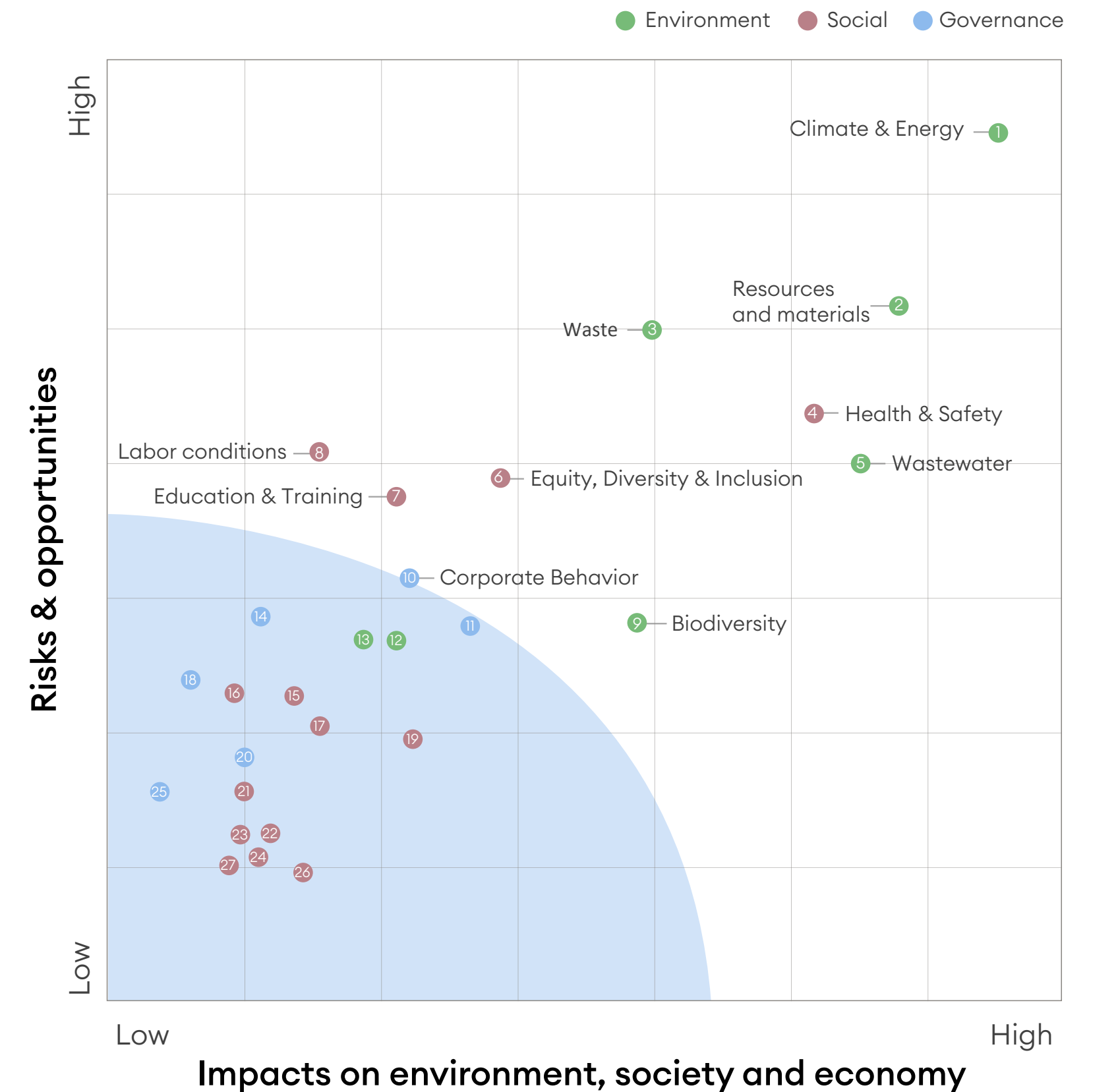
A materiality study we undertook in 2015 helped us create our current sustainability strategy and focus areas. We tracked this output through to 2020, before working with leading sustainability consultancy ELEVATE, an LRQA Company, in 2022 to carry out a new materiality assessment and to check whether our strategy was still aligned with our most material sustainability issues.

Our 2022 assessment revealed new impacts and new risks and opportunities which led to a new selection of material topics. During this exercise, ELEVATE asked key stakeholders (listed in our Stakeholder Map on page 59)

which issues they deemed most material to our business, and their findings confirmed our internal results. Our priority topics include:

- Climate and energy
- Waste
- Resources and materials
- Wastewater
- Biodiversity
- Health and safety
- Equity, diversity and inclusion
- Education and training
- Labor conditions
- Corporate behavior

At present, we do not have a mechanism for tracking progress on biodiversity or corporate behavior, as these topics have not been material before. As a result of these new findings, we are designing these metrics into our updated sustainability strategy and will disclose them in future reporting cycles.



- | | | |
|----------------------------------|-------------------------------------|--|
| 1. Climate & Energy | 11. Economic effects | competitive behavior |
| 2. Resources and materials | 12. Water | 21. Liberty & security of the person |
| 3. Waste | 13. Other air emissions | 22. Political influence |
| 4. Health & Safety | 14. Marketing & Communication | 23. Freedom of assembly, association & collective bargaining |
| 5. Wastewater | 15. Social Engagement | 24. Freedom of movement |
| 6. Equity, Diversity & Inclusion | 16. Freedom of thought & expression | 25. Privacy |
| 7. Education & Training | 17. Modern slavery | 26. Minorities |
| 8. Labor conditions | 18. Product Stewardship | 27. Living standards |
| 9. Biodiversity | 19. Children's rights | |
| 10. Corporate behavior | 20. Corruption and anti- | |

NOTE: The blue area defines our materiality threshold. The topics beyond the threshold represent the most material issues to Swarovski, and inform our strategic focus areas.

GRI: INDEX STYLING

GRI: CONTENT INDEX

Statement of use	Swarovski International Holding AG has reported in accordance with the GRI Standards for the period 1st January 2022 to 31st December 2022
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
GRI 2: General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Swarovski International Holding AG is a privately owned business, containing subsidiaries around the globe, and is headquartered in Alte Landstrasse 411, 8708 Männedorf, Switzerland. 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. D. Swarovski KG. in Wattens, Austria, is the production site for crystals.			
	2-2 Entities included in the organization's sustainability reporting	This report includes information on what is referred to as "Swarovski Crystal Business" only, which includes Swarovski International Holding AG, the subsidiaries of the Swarovski International Holding AG and D. Swarovski KG. Where "Swarovski" is mentioned throughout our Report, it refers only to the companies that are part of the Swarovski Crystal Business. The last section of the Report also includes programs and impacts from the philanthropic and non-profit entity the "Swarovski Foundation" (independent entity).			
	2-3 Reporting period, frequency and contact point	This "2022 Sustainability Report" covers information and data on the period 1st January 2022 to 31st December 2022, in line with our financial reporting. Non-financial reporting is conducted annually, following the conclusion of each fiscal year. This "2022 Sustainability Report" was published in October 2023. Contact point: sustainability@swarovski.com			
	2-4 Restatements of information	In 2022 we have switched to a new environmental data platform. This resulted in the following changes: 1) Scope 1 baseline adjusted by -0.12% 2) Scope 2 baseline adjusted by -7.9% due to a more consistent use of IEA emission factors 3) Scope 3 - adjusted by -0.6% The methodology for employee commuting has been refined. In the previous calculation a very conservative, generic emission factor per employee has been used. The new methodology considers actual commuting distances of our employees. Where available, data on commuting behavior from internal surveys is used, otherwise data is from publicly available resources. For office employees, homeoffice is accounted for, according to our homeoffice policy. This resulted in a major adaptation of our baseline of -53%.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	2-5 External assurance	For the 2022 report, assurance was not undertaken due to reasons of business prioritisation, however we will be undertaking assurance for the next (2023) reporting period to obtain a biannual rhythm. We will continue this biannual reporting until legal mandate changes. For the previous (2021) report, 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.			
	2-6 Activities, value chain and other business relationships	Swarovski International Holding AG (and its subsidiaries) and D. Swarovski KG operate 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 The story of our crystals – overview, PG 23.			
	2-7 Employees	About Our Business, PG 7, Performance Data: People, PG 60. Employee totals are measured in Headcount (HC) and are compiled at the end of the report cycle.			
	2-8 Workers who are not employees	779 contingent workers (Headcount) at the end of the 2022 reporting period. This consists of +44 vs. end of 2021 and a decrease of -358 vs. end of 2019. Out of the 779 contingent workers in 2022, 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: 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 Governance, PG 6.			
	2-10 Nomination and selection of the highest governance body	The Board of Directors in its current composition was constituted in November 2021, but Swarovski International Holding and Swarovski Auslandsholding Board exist since the company was set up. The Board of Directors is elected by the Annual General Meeting in accordance with Swiss corporate law.			
	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	The Board of Directors has delegated the management of the company's sustainability and impact to the CEO. However, the Board of Directors defines the overall strategy with respect to sustainable development, reviews and approves the annual sustainability report and receives updates on key sustainability and impact metrics from the CEO/sustainability team on a regular basis.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	2-13 Delegation of responsibility for managing impacts	The Board of Directors has delegated the management of the company's sustainability and impacts to the CEO. Currently, the CEO is responsible for managing impacts as part of the implementation of the sustainability strategy defined by the Board of Directors. The CEO further delegated the management and execution of the sustainability program to a cross-functional sustainability team reporting to the Chief Brand Officer who is working closely with the Executive Committee and the CEO on its annual agenda, priorities and budget related to the company's impacts.			
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors is ultimately responsible for reviewing and approving the Sustainability Report. The Finance and Audit Committee in turn is responsible for defining, reviewing and recommending ESG disclosures and reporting to the Board of Directors for decision making.			
	2-15 Conflicts of interest	According to Swiss law and the Organizational Regulations, the Board Members and the members of the Executive Committee shall arrange their personal and business affairs so as to avoid, as much as possible, a conflict of interest. Any transactions involving Board Members or members of the Executive Committee shall be conducted at arm's length and documented. The Board of Directors has in its Organizational Regulations also defined procedures and rules on how to handle any conflicts of interest should they arise.			
	2-16 Communication of critical concerns	Currently, critical concerns would be communicated directly to the CEO and the Executive Committee (however, in 2022, there were no such incidents). Furthermore, an Integrity & Compliance reporting hotline is currently under evaluation and would be implemented in the course of 2023.			
	2-17 Collective knowledge of the highest governance body	The Board of Directors in its current composition since November 2021 has a diverse and rich composition with complementary skills, areas of expertise and industry experiences, thereby covering well the needs of Swarovski as a responsible, sustainable and fully vertically integrated business in the luxury space.			
	2-18 Evaluation of the performance of the highest governance body	The annual board assessment that was conducted for the first time in Q1 2023 covers different areas to assess performance along all key dimensions of its responsibility. The board review is not conducted independently. Instead, board members assess personal development areas of each of its members and the overall fit of competencies and experience required to steer the company and the business.			
	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	HR is responsible to develop remuneration frameworks that are discussed and decided in the Executive Committee / by the CEO and then reviewed by the Nomination and Remuneration Committee and recommendation to the Board of Directors for decision making.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	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 CEO, Alexis Nasard, about the relevance of sustainable development to the organization is found in Welcome from our CEO, PG 4.			
	2-23 Policy commitments	<p>Swarovski is committed to responsible business conduct, creating positive impact for its internal and external stakeholders. Our policy and respective commitments are also formulated within the CEO statement (Welcome from our CEO, PG 4), 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 in Our Focus Areas, PG 11.</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 regular assessments and remediate any non-conformant finding. Source: Responsible Sourcing Initiative, PG 26.</p> <p>In our own manufacturing sites we consistently implement social and environmental production standards via our Sustainable Manufacturing initiative, explained in detail in Source, PG 26, Source: Social Audit & Environmental Audit PG 27.</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 six 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>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 in Source, PG 26, 27). In the meanwhile, we are also starting to apply the same principles to responsible conduct and also to our other business and licensing partners. 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>			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	2-24 Embedding policy commitments	<p>Our commitments and targets (portrayed in each of the six focus area sections in this Report) are embedded within our business, activities, and partially outlined in how we will achieve our science-based targets, PG 14, The Story of Our Crystals – Overview, PG 23 and each of our Focus area update pages: Greenhouse Gas Emissions, PG 13, Waste & Circularity, PG 15, Conscious Materials, PG 16, Equity, Diversity & Inclusion, PG 17, Empowerment & Education PG 20, Rights & Respect, PG 21.</p> <p>Our company-wide commitments have been translated into specific programs and targets for each department. During the reporting year 2022, 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>			
	2-25 Processes to remediate negative impacts	<p>Swarovski identifies and addresses grievances 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 behaviors 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. Swarovski has also implemented a whistleblower reporting mechanism in its US subsidiary, as well as starting preparations in 2021 for the implementation of the EU Whistleblower Directive. 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 continuously conduct due diligence 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 which 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 is a company-wide compulsory eLearning module 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, and started preparations in 2021 for the implementation of the EU Whistleblower Directive.</p>			
	2-27 Compliance with laws and regulations		2-27-a 2-27-b 2-27-c 2-27-d	Confidentiality constraints	<p>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.</p>

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	2-28 Membership associations	Swarovski holds positions in a number of organizations, 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 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 organizations and investors. We also participate in business networks that allow us to have open dialogues with cross-industry players on specific issues. See The Story of Our Crystals – Overview, PG 23, Stakeholder Engagement Map 2022, PG 59.</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: a) with External stakeholders: via regular offline/online communications, annual reporting, training, audits, surveys, and interviews. 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>			
	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.			
GRI 3: 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, supported by dedicated Life Cycle Assessments and audits. Impacts were then prioritized according to magnitude, scope, scale, degree of control, probability, trends and current performance. In 2022 Swarovski also conducted a materiality assessment using the principle of double materiality, assessing both how its business activities impact its people and plant and how external factors may affect its business. For further information see: Our Focus Areas PG 11, Our 2030 Commitments, PG 12, Materiality, PG 40, Stakeholder Engagement Map 2022, PG 59.			A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	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 (Our Focus Areas, PG 11), which includes: greenhouse gas emissions, waste & circularity, product and packaging materials, equity, diversity and inclusion, education and empowerment, labor and human rights. Swarovski conducted a new materiality assessment with an external partner where they identified additional material topics and disclosures, which will be included in this year's report (E.g. Biodiversity). Further information is available in: Sustainability at Swarovski PG 8, Our Focus Areas, PG 11, Materiality, PG 40.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Economic Performance					
GRI 201: Economic Performance 2012	3-3 Management of material topics	Our 2030 Commitments, PG 12, Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Waste & Circularity, PG 15, Conscious Materials, PG 16, Equity, Diversity & Inclusion, PG 17, Empowerment & Education PG 20, Rights & Respect, PG 21.			
	201-1 Direct economic value generated and distributed			Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence direct economic value is protected by confidentiality.
	201-2 Financial implications and other risks and opportunities due to climate change			Information unavailable / incomplete	Enterprise Risk Management is in the roll out process. Swarovski awaits first tangible results in 2024.
	201-3 Defined benefit plan obligations and other retirement plans			Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence benefit plan obligations and retirement plans are protected by confidentiality.
	201-4 Financial assistance received from government			Confidentiality constraints	Swarovski International Holding AG is a privately owned company, hence financial assistance received from the government is protected by confidentiality.
Materials					
GRI 301: Materials 2016	3-3 Management of material topics	Our 2030 Commitments, PG 12, Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Waste & Circularity, PG 15, Conscious Materials, PG 16.			
	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.
	301-2 Recycled input materials used	Topic partially covered in: Waste & Circularity, PG 15, Conscious Materials PG 16, Imagine: Protecting resources with recycled materials, PG 25, Conflict Materials PG 29.	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: Waste & Circularity, PG 15, Conscious Materials PG 16, Imagine: Our sustainability-first capsule collection, PG 25.	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.

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Energy					
GRI 302: Energy 2016	3-3 Management of material topics	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Source: Environmental audit, PG 27.			
	302-1 Energy consumption within the organization	Performance Data, PG 65.			
	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	Performance Data, PG 65.			
	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.
Water and effluents					
GRI 303: Water and Effluents 2018	3-3 Management of material topics	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. Please also see Imagine: Responsible Sourcing Initiative, PG 26, Imagine: Environmental audits, PG 27 & 28.			
	303-1 Interactions with water as a shared resource	Water is withdrawn from groundwater, public water supply systems and other small sources like lake water, rivers or rainwater. Water discharge takes place through surface water, company-owned treatment facilities and public treatment facilities. According to the Water Risk Atlas, 85% of Swarovski's sites are situated in low or low-medium water risk areas. See Responsible Sourcing Initiative, PG 26, Imagine: Environmental audits, PG 27 & 28, Swarovski Foundation, PG 38.			
	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 local regulation.
	303-3 Water withdrawal	Performance Data, PG 60.			
	303-4 Water discharge	Performance Data, PG 60.			
	303-5 Water consumption	Performance Data, PG 60.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Biodiversity					
GRI 304: Biodiversity 2016	3-3 Management of material topics	At present, we do not have a mechanism for tracking progress on biodiversity or corporate behavior, as these topics have not been material before. As a result of these new findings, we are designing metrics and a management approach into our updated sustainability strategy and will disclose them in future reporting cycles.			
	304-1 Operational sites owned, leased, management in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	As part of our Materiality Assessment, biodiversity was identified as a new priority topic. As a result we are currently investigating what this means for our business and what actions we could take. At present, we do not have a mechanism for tracking progress on biodiversity, but we are designing metrics and a management approach into our updated sustainability strategy.			
	304-2 Significant impacts of activities, products and services on biodiversity		304-2 a 304-2 b	Information unavailable / incomplete	At present, we do not have a mechanism for tracking progress on biodiversity, but we are designing these metrics into our updated sustainability strategy.
	304 -3 Habitats protected or restored		304-3 a 304-3 b 304-3 c 304-3 d	Information unavailable / incomplete	At present, we do not have a mechanism for tracking progress on biodiversity, but we are designing these metrics into our updated sustainability strategy.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4 a	Information unavailable / incomplete	At present, we do not have a mechanism for tracking progress on biodiversity, but we are designing these metrics into our updated sustainability strategy.

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Emissions					
GRI 305: Emissions 2016	3-3 Management of material topics	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14.			
	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Performance Data, PG 68.			
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Performance Data, PG 68.			
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Performance Data, PG 68.			
	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 wholeistically at group level.
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions, PG 13, how we will achieve our science-based targets, PG 14, Move: Sustainable Transport Initiative, PG 33, Sell: Carbon-neutral online delivery, PG 34.			
	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), sulphur oxides (SOx), and other significant air emissions			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.

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Waste					
GRI 306: Waste 2020	3-3 Management of material topics	Our social and environmental standards, PG 31, Waste & Circularity, PG 15.			
	306-1 Waste generation and significant waste-related impacts	As part of our plan to keep 90% of operational waste materials out of landfill by recycling and repurposing, 70% of it by 2030, we examined the byproducts 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 is 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. Waste & Circularity, PG 15.			
	306-2 Management of significant waste-related impacts	Waste & Circularity, PG 15, Imagine, PG 24, 25, Source: Responsible Sourcing Initiative, PG 26, Make: Keeping waste out of landfill, PG 30.			
	306-3 Waste generated	Performance Data, PG 67.			
	306-4 Waste diverted from disposal	Performance Data, PG 67.			
	306-5 Waste directed to disposal	Performance Data, PG 67.			
Supplier environmental assessment					
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	The Story of our Crystal – Overview, PG 23, Source PG 26, 27 & 28.			
	308-1 New suppliers that were screened using environmental criteria	Source PG 26, 27 & 28.			
	308-2 Negative environmental impacts in the supply chain and actions taken	This part is covered in the section of RSI Environmental program in the report. Source PG 26.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Employment					
GRI 401: Employment 2016	3-3 Management of material topics	Our Focus Areas, PG 11, Equity, Diversity & Inclusion, PG 17, 18, 19, Empowerment & Education, PG 20, Rights & Respect, PG 21.			
	401-1 New employee hires and employee turnover		401-1-a 401-1-b	Confidentiality constraints	No reference to turnover.
	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	Not centrally collected and varies according to markets.
	401-3 Parental leave		401-3-a 401-3-b 401-3-c 401-3-d 401-3-e	Information unavailable / incomplete	We do not have a global policy yet but we commit to creating a workplace where working parents can thrive, and we look forward to continuing to innovate and improve in this area. While a global parental leave policy is not yet in place, we are currently evaluating this option and are providing working parents with further tools to allow them to thrive in Swarovski.
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. Our Focus Areas, PG 11, Rights & Respect, PG 21, Source: Supply chain due diligence process, PG 26, Social and environmental standards, PG 31.			
	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.

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Occupational health and safety					
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Make, PG 30, 31, 32.			
	403-1 Occupational health and safety management system	Make, PG 30, 31, 32.			
	403-2 Hazard identification, risk assessment, and incident investigation	Make, PG 30, 31, 32.			
	403-3 Occupational health services	Make, PG 30, 31, 32.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Make, PG 30, 31, 32.			
	403-5 Worker training on occupational health and safety	Make, PG 35, Source: Supply Chain Due Dulligence process, PG 26.			
	403-6 Promotion of worker health	Make PG 30, 31, 32. Swarovski implemented an Employee Assistance Program (EAP) as a free, voluntary and confidential program that helps employees to work through various life challenges that may adversely affect their health, personal wellbeing or job performance. Through the WeShine program, Swarovski in Asia partners with NGOs to provide the capacity building to workers to promote their health awareness and improve their health-related behaviors. EHS Day in Vietnam also grows awareness, competency and communication of EHS issues.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Swarovski has the ISO 45001 certification at all its sites so it systematically addresses the prevention and mitigation of occupational health and safety issues. In addition, there are strict regulatory requirements that Swarovski has to comply with and where Swarovski is going far beyond legal requirements. Health & Safety has a first priority where Swarovski is driving a zero accident policy/culture and has achieved that already in most of its sites.			
	403-8 Workers covered by an occupational health and safety management system	Source, PG 26, Make: Our social and environmental standards, PG 31.			
	403-9 Work-related injuries	Make: Our social and environmental standards, PG 31. Swarovski introduced a global set of KPIs (AFR Accident Frequency Rate and ASR Accident Severity) to ensure comparability. There are also standardised guidelines for continuous improvement in connection with ISO 45001.			
	403-10 Work-related ill health	No fatalities or work-related ill health have been recorded during the reporting period. Risks have been mitigated by our EH&S programs.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Training and education					
GRI 404: Training and Education 2016	3-3 Management of material topics	Our Focus Areas, PG 11, Focus Area Commitments, PG 12, Empowerment & Education, PG 20.			
	404-1 Average hours of training per year per employee		404-1-a	Information unavailable / incomplete	The global learning solution does not allow an accurate calculation of the average number of hours spent in training. For this reason, we report the number of completed courses, the number of employees enrolled in training and, finally, the average number of completed courses per employee.
	404-2 Programs for upgrading employee skills and transition assistance programs	Business driven changes, PG 19, Source: Providing training for better compliance, PG 27.			
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>Every year, office staff take part in a three-phase performance evaluation cycle that includes setting goals, mid-year reviews, and year-end assessments.</p> <p>We are pleased to share that a new performance development process was successfully implemented for our retail staff in 2022. This system was first introduced in pilot locations including Austria, Canada, Germany, China, Ireland, Switzerland, United Kingdom, and United States. Notably, it achieved a completion rate of 93.5%, and 87% of survey participants would recommend the system as quick and simple to their colleagues. Plans to expand this pilot to all of our retail markets are set for 2023.</p> <p>Production staff are also entitled to regular performance reviews, which assess their individual performance, as well as the performance of the shop floor department where they operate. Employees are evaluated based on key performance indicators related to quality and production output.</p>			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Diversity and equal opportunity					
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Our 2030 Commitments, PG 12, Equity, Diversity & Inclusion, PG 17, 18, 19.	oou		
	405-1 Diversity of governance bodies and employees	Performance Data, PG 61, 62.			
	405-2 Ratio of basic salary and remuneration of women to men		405-2-a 405-2-b	Confidentiality constraints	<p>In 2021, we implemented a Pay Equity Analysis tool to establish whether there are pay equity gaps between men and women with similar personal and professional characteristics. The tool is based on the one implemented by the Swiss Confederation which 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.</p> <p>The tool was tested in Switzerland and the United Kingdom in 2021. In 2022, its reach was expanded to the office population in all of our remaining markets in which the minimum headcount requirement for gender representation was fulfilled.</p> <p>In addition, we currently publish Gender Pay Gap Reports in all legally required countries, including Austria, France, Switzerland, and the United Kingdom.</p> <p>We have also launched a Pay Equity Dashboard, designed to be a tool for both HR and Line Managers. This dashboard promotes gender equitable pay decisions by providing data-driven insights, not only during the time of Annual Merit Review but also throughout the year.</p>

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Non-discrimination					
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Please reference Disclosure 2-26.			
	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	Swarovski does not engage in any activities to restrict freedom of association and implement it in accordance with local practices. At most of its sites, Swarovski has an independent works council. Equity, Diversity and Inclusion, PG 17, Our journey to becoming a truly inclusive company, PG 18, 19.			
	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 labor					
GRI 408: Child Labor 2016	3-3 Management of material topics	Source PG 26, 27.			
	408-1 Operations and suppliers at significant risk for incidents of child labor	Rights and Respect, PG 21, Source: Supply Chain Due Diligence process, PG 26, Source: Responsible Sourcing Initiative, PG 26 Source: Social audit, PG 27, Our social and environmental standards, PG 31.			
Forced or compulsory labor					
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Rights & Respect, PG 21, Source: Supply Chain Due Diligence process, PG 26, Source: Responsible Sourcing Initiative, PG 26 Source: Social audit, PG 27, Our social and environmental standards, PG 31.			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Rights & Respect, PG 21, Source: Supply Chain Due Diligence process, PG 26, Source: Responsible Sourcing Initiative, PG 26, Source: Social audit, PG 27, Responsible Sourcing, PG 28, Our social and environmental standards, PG 31.			

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
Local communities					
GRI 413: Local Communities 2016	3-3 Management of material topics	Make: Swarovski Thailand, PG 32, Swarovski Foundation, PG 38.			
	413-1 Operations with local community engagement, impact assessments, and development programs	Make: Swarovski Thailand, PG 32, Swarovski Foundation, PG 38.			
	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 or potential negative impacts on local communities.
Supplier social assessment					
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Source: Supply Chain Due Diligence process, PG 26, Source: Responsible Sourcing Initiative, PG 26, Source: Social audit, PG 27, Responsible Sourcing, PG 28.			
	414-1 New suppliers which 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	Source: Supply Chain Due Diligence process, PG 26, Source: Responsible Sourcing Initiative, PG 26, Source: Social audit, environmental audit, PG 27, Responsible Sourcing, PG 28.			
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.
	417-1 Requirements for product and service information and labeling		417-1 a 417-1 b	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.

GRI standard	Disclosure	Detail and/or location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	417-2 Incidents of non-compliance concerning product and service information and labeling		417-2 a 417-2 b	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.
	417-3 Incidents of non-compliance concerning marketing communications		417-3 a 417-3 b	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.

STAKEHOLDER ENGAGEMENT MAP 2022

	Internal Stakeholders (e.g. Family, Senior Management, Employees, Unions)	B2C Customers	B2B Clients	Suppliers & Business Partners	NGO, Academics & Industry Partners (e.g. WJI2030, CSF, CSM, BSR, UNGC, SB, RespAc)	Community & Regulators
Customer Experience (Product, Packaging)		X	X			
Communications, Media & PR		X	X		X	X
Internal Information Activities & Platforms	X					
Education, Empowerment & Engagement	X		X	X		
Meetings	X		X	X	X	X
Partnerships & Collaborations			X	X	X	X
Self Assessments & Third-party Audits		X		X	X	
Performance Reviews	X			X		
Policies	X	X	X	X		X
Internal Governance	X					
Internal Audits	X					
Surveys	X	X	X	X	X	
Reporting	X	X	X	X	X	X
Materiality Assessment	X		X	X	X	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

PERFORMANCE DATA

GRI 2-7: Total Swarovski Crystal Business Employees (headcount = HC) by gender					
Indicator	Measure	2022	2021	2020	2019
Part Time (Total*)	HC	4,449	3,997	3,994	5,803
Female	HC	3,861	3,508	3,493	5,125
Male	HC	570	486	499	677
Undisclosed	HC	18	3	2	1
Full Time (Total*)	HC	15,873	16,517	16,859	21,497
Female	HC	11,808	12,300	12,220	15,655
Male	HC	4,060	4,212	4,637	5,842
Undisclosed	HC	5	5	2	0
Contingent Workers (Total*)	HC	779	735	504	1,137
Female	HC	468	469	285	752
Male	HC	69	75	66	167
Undisclosed	HC	242	191	153	218
HC Overall (Total*)	HC	20,322	20,514	20,853	27,300
Female	HC	15,669	15,808	15,721	20,780
Male	HC	4,630	4,698	5,128	6,519
Undisclosed	HC	23	8	4	1
% Female	%	77%	77%	75%	76%
% Male	%	23%	23%	25%	24%
Headcount Overall & Contingent Workers (Total*)	HC	21,101	21,249	21,357	28,437

* Increase in Part Time(+9%) and Decrease in Full Time (-4%).
 * The increase of part-time employees, between December 2021 and December 2022, is mainly driven by an increase of seasonal retail employees.
 * The seasonal retail employees, with a part time capacity, have joined Swarovski to support the end of the year sales.

GRI 2-7: Total Swarovski Crystal Business Employees HC by region			
Indicator	Measure	2022	2021
Part Time (Total)	HC	4,449	3,997
Asia South	HC	675	576
Europe, Middle East & Africa	HC	2,519	2,384
China	HC	8	
Latin America	HC	3	
North America	HC	1,244	1,037
Full Time (Total)	HC	15,873	16,517
Asia South	HC	8,232	8,485
Europe, Middle East & Africa	HC	5,024	5,203
China	HC	1,244	1,473
Latin America	HC	619	589
North America	HC	754	767
Contingent Workers (Total)	HC	779	735
Asia South	HC	430	438
Europe, Middle East & Africa	HC	303	242
China	HC	13	20
Latin America	HC	20	25
North America	HC	13	10
HC Overall (Total)	HC	20,322	20,514
Asia South	HC	8,907	9,061
Europe, Middle East & Africa	HC	7,543	7,587
China	HC	1,252	1,473
Latin America	HC	622	589
North America	HC	1,998	1,804
% Asia South	%	44%	44%
% Europe, Middle East & Africa	%	37%	37%
% China	%	6%	7%
% Latin America	%	3%	3%
% North America	%	10%	9%
HC Overall & Contingent Workers (Total)	HC	21,101	21,249

PERFORMANCE DATA

Gender Split by Management Level 2022			
	Measure	Men	Women
Top Management	HC	18	7
Senior Management	HC	280	159
Management	HC	849	1,040
Total by Level	HC	1,147	1,206
Total Men & Women combined	HC	2,353	2,353
% Split	%	49%	51%

PERFORMANCE DATA

GRI 405-1: Diversity of governance bodies and employees					
Indicator	Measure	2022	2021	2020	2019
Employee	HC	17,968	18,054	18,116	24,178
Female	HC	14,463	14,560	14,338	19,187
Male	HC	3,483	3,487	3,778	4,991
Undisclosed	HC	22	7		
% Female	%	81%	81%	79%	79%
% Male	%	19%	19%	21%	21%
Management	HC	1,890	1,949	2,161	2,455
Female	HC	1,040	1,060	1,170	1,339
Male	HC	849	888	991	1,116
Undisclosed	HC	1	1		
% Female	%	55%	54%	54%	55%
% Male	%	45%	46%	46%	45%
Senior Management	HC	439	487	546	628
Female	HC	159	181	206	246
Male	HC	280	306	340	382
Undisclosed	HC				
% Female	%	36%	37%	38%	39%
% Male	%	64%	63%	62%	61%
Top Management	HC	25	24	30	39
Female	HC	7	7	9	9
Male	HC	18	17	21	30
Undisclosed	HC				
% Female	%	28%	29%	30%	23%
% Male	%	72%	71%	70%	77%
Board of Directors	HC	8	8	0	0
Female	HC	2	2		
Male	HC	6	6		
Undisclosed	HC				
% Female	%	25%	25%		
% Male	%	75%	75%		
Representation of Women in Leadership Roles	HC	36%	37%	38%	39%
TOTAL Employees	HC	20,322	20,514	20,853	27,300
Female	HC	15,669	15,808	15,723	20,781
Male	HC	4,630	4,698	5,130	6,519
Female	%	77%	77%	75%	76%
Male	%	23%	23%	25%	24%

GRI 405-1: Total Swarovski Crystal Business Employees HC by age				
Indicator	Measure	2022	2021	
Employee	HC	17,968	18,054	
Under 30 years old	HC	7,067	7,220	
30-50 years old	HC	9,241	9,228	
Over 50 years old	HC	1,660	1,606	
% Under 30 years old	%	39%	40%	
% 30-50 years old	%	51%	51%	
% Over 50 years old	%	10%	9%	
Management	HC	1,890	1,949	
Under 30 years old	HC	68	87	
30-50 years old	HC	1,482	1,510	
Over 50 years old	HC	340	352	
% Under 30 years old	%	4%	4%	
% 30-50 years old	%	78%	77%	
% Over 50 years old	%	18%	18%	
Senior Management	HC	439	487	
Under 30 years old	HC	2	3	
30-50 years old	HC	299	339	
Over 50 years old	HC	138	145	
% Under 30 years old	%	1%	1%	
% 30-50 years old	%	68%	70%	
% Over 50 years old	%	31%	30%	
Top Management	HC	25	24	
Under 30 years old	HC			
30-50 years old	HC	12	10	
Over 50 years old	HC	13	14	
% Under 30 years old	%	0%	0%	
% 30-50 years old	%	48%	42%	
% Over 50 years old	%	52%	58%	
Board of Directors	HC	8	8	
Under 30 years old	HC			
30-50 years old	HC	2	2	
Over 50 years old	HC	6	6	
% Under 30 years old	%	0%	0%	
% 30-50 years old	%	25%	25%	
% Over 50 years old	%	75%	75%	

GRI 404-1: Employee Training

Total Learning (Learning Lab & Production Sites)		2022
Number of Employees with Learning Activity	HC	20,246
Female	HC	15,360
Male	HC	3,679
Number of Completed Courses	HC	453,570
Female	HC	402,847
Male	HC	48,838
Average Number of Completed Courses	HC	22
Female	HC	26
Male	HC	13

*In 2022 Swarovski changed to a new learning platform. The Training data shared is from the Swarovski Learning Lab and our production sites. Some production sites didn't provide the data by gender, therefore the total data is higher than the gender data.

GRI 302-1: Energy consumption within the organization

	Indicator	Measure	2022	2021	2020	2019
Electricity purchase	Electricity purchase	mWh	86,390	79,132	76,475	106,283
	Thereof Energy Attribute Certificates purchased	mWh	28,504			
Self generated electricity with renewables	Photovoltaic	mWh	1,696	1,445	1,204	1,650
	Hydropower	mWh	69,386	73,884	86,029	78,791
Fossil fuel purchase	Total fossil fuels consumption	mWh	189,454	222,297	215,536	236,473
District Heating purchase	Total district heating consumption	mWh	2,192	1,561	938	1,210
	Total District Heating - renewable	mWh	1,211	1,561	938	1,210
	Total District Heating - non-renewable	mWh	981			
Energy delivered & sold	Heating sold	mWh	35,473	38,993	36,097	34,540
	Total electricity delivered & sold	mWh	30,039	38,124	49,741	23,339
	Total energy delivered & sold	mWh	65,512	77,117	85,838	57,879
Total energy consumption	Total Energy Consumption renewable (Total Energy - delivered/sold)	mWh	101,383	66,854	62,178	100,235
	Total Energy Consumption non-renewable (Total Energy - delivered/sold)	mWh	182,222	234,348	232,166	266,292
	Total Energy Consumption (Total Energy - delivered/sold)	mWh	283,605	301,202	294,344	366,527
	Share renewable Total Energy consumption	[%]	36%	22%	21%	27%

GRI 303-3: Water withdrawal					
Indicator	Measure	2022	2021	2020	2019
Groundwater	m ³	1,779,618	1,586,111	1,544,345	1,989,858
Seawater / Lakes	m ³	836	300	300	300
Public water supply systems or other water utilities	m ³	562,379	466,975	433,783	579,953
Rainwater collected	m ³	558			
Rivers	m ³	75,825	83,186	118,409	183,854
Total water withdrawal volume	m ³	2,419,216	2,136,572	2,096,837	2,753,965

GRI 303-4: Water discharge					
Indicator	Measure	2022	2021	2020	2019
Surface Water [m ³]	m ³	451,508	394,333	385,091	1,202,767
Company owned treatment facility [m ³]	m ³	435,960	363,259	269,003	308,159
Municipal or other public treatment facility [m ³]	m ³	534,153	510,331	583,799	864,254
Total volume of water discharge [m ³]	m ³	1,421,621	1,267,923	1,237,893	2,375,180

GRI 303-3 Withdrawal by Water Risk (According to WRI)					
Indicator	Measure	2022	2021	2020	2019
Low	m ³	1,905,547	1,713,558	1,706,540	2,236,324
Low-medium	m ³	156,814	102,650	102,230	150,567
Medium-high	m ³	331,082	289,971	265,527	346,004
Extremely high	m ³	25,773	30,393	22,540	21,070

GRI 306: Waste. (Waste generated), 306-4 (Waste diverted from disposal) and 306-5 (Waste directed to disposal)					
Indicator	Measure	2022	2021	2020	2019
Incineration - with energy recovery	Tonnes	346	224	87	485
Incineration - without energy recovery	Tonnes	146	125	253	184
Landfill	Tonnes	6,212	5,577	5,222	8,434
Recycling	Tonnes	491	372	742	963
Reuse	Tonnes	0	5	2	5
Other	Tonnes	70	47	51	111
Total Hazardous waste	Tonnes	7,265	6,351	6,358	10,182
Incineration - with energy recovery	Tonnes	564	15	242	642
Incineration - without energy recovery	Tonnes	283	541	434	704
Landfill	Tonnes	2,318	3,429	3,277	4,068
Septic tank waste	Tonnes	1,488	658	722	726
Composting	Tonnes	573	510	733	1,144
Recycling	Tonnes	3,796	2,950	2,719	4,291
Reuse	Tonnes	4	8	13	41
Other	Tonnes	486	742	490	851
Total Non-Hazardous Waste	Tonnes	9,512	8,853	8,630	12,467
Total waste volume	Tonnes	16,778	15,204	14,988	22,649
Recycling ratio	%	29%	25%	28%	28%
Landfill-free ratio	%	49%	41%	43%	45%

GRI 305: Emissions. Disclosures 305-1 (Scope 1), 305-2 (Scope 2) and 305-3 (Scope 3) - Market based					
Indicator	Measure	2022	2021	2020	2019
Total Scope 1 CO ₂ e	Tonnes	39,069	45,158	43,782	48,238
Scope 2 CO ₂ e (market-based)	Tonnes	16,777	34,179	33,057	41,566
Total Scope 3	Tonnes	292,163	283,323	254,155	382,744
Total GHG emissions (market based)	Tonnes	348,008	362,660	330,995	472,548

GRI 305: Emissions. Disclosures 305-1 (Scope 1), 305-2 (Scope 2) and 305-3 (Scope 3) - Location based					
Indicator	Measure	2022	2021	2020	2019
Total Scope 1 CO ₂ e	Tonnes	39,069	45,158	43,782	48,238
Scope 2 CO ₂ e (location-based)	Tonnes	34,656	33,019	31,851	40,878
Total Scope 3	Tonnes	292,163	283,323	254,155	382,744
Total GHG emissions (location based)	Tonnes	365,888	361,500	329,789	471,860

REDUCTION OF GHG EMISSIONS. GRI 305-5 (CARBON CREDITS)				
Indicator	2022	2021	2020	2019
Carbon removal offsets (purchased)				
Carbon avoidance offsets (purchased)	8,082			

NON-COMPLIANCE TABLE OF SOCIAL AUDIT GRI 408-1 AND 409-1	
Total	300 non-conformances
Sub-sections	
Health & Safety	52% (157)
Working Hours	21% (63)
Wages & Benefits	14% (42)
General Environment	4% (13)
Management System	4% (12)
Regular Employment or General Employment Terms	4% (11)
Freedom of Association & Collective Bargaining	0.35% (1)
Discipline & Grievance Mechanism	0.35% (1)

FORWARD-LOOKING STATEMENT

Certain information set forth in this document and associated policies, presentation and other information and data incorporated by reference, contains “forward-looking information” concerning Swarovski’s goals, predictions, developments, plans and expectations with respect to its corporate responsibility, sustainability, employees, environment, procurement, sourcing, market and business developments, expectations, objectives as well as risks and opportunities. Except for statements of historical fact, the information contained herein constitutes forward-looking statements. These forward-looking statements are predictions and generally can be identified by use of statements that include phrases such as “may”, “believe”, “expect”, “aim”, “anticipate”, “intend”, “estimate”, “strive”, “project”, “initiative”, “target”, “goal”, “plan”, “objective”, “should”, “will”, “predict”, “potential”, “likely”, or other words, phrases or expressions of similar import. Such statements in uncertainties, and other factors could cause the actual results, performance, or achievements of Swarovski to be materially different from future results, performance or achievements expressed or implied by such forward-looking statements.

These statements are not guarantees of future performance or results and undue reliance should not be placed on them. They are based on Swarovski’s

current assumptions, plans, views and business environment and involve inherent uncertainties, assumptions, calculations and expectations, many of which are outside of Swarovski’s control. Such forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and results in future to differ materially from any projections of future performance or result expressed or implied by such forward-looking statements. There can be no assurance that forward-looking statements will prove to be accurate or will be achieved, as actual results and future events could differ materially from those anticipated in such statements.

Furthermore, the standards and code of conducts accepted by Swarovski’s suppliers and their sub-suppliers are not guarantees that these will be adhered to in all instances. Suppliers are responsible to Swarovski for their compliance with Swarovski’s standards and expectations.

Swarovski undertakes no obligation to update forward-looking statements if circumstances or management’s estimates, projections, or opinions should change except as required by applicable laws. The reader is cautioned not to place undue reliance on forward-looking statements.

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