

# ESG Performance Highlights 2024

## Sustainability Approach

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



Sustainalytics Rating

**11.6**  
in Top 4%

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

**MSCI**  
ESG RATINGS



CCC B BB BBB A AA AAA

## Acting on our Environmental Impact

**97%**

renewable electricity

**RE100**

CLIMATE GROUP

**31%**

reduction vs 2022  
in CO<sub>2</sub>e emissions  
from transportation  
& distribution



Climate change:

**A-**

**22%**

Richemont buildings  
certified with highest  
building standards

## Acting on our Social Impact

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



**EQUAL-SALARY  
GLOBALLY  
CERTIFIED**

**>38 000**

Employees in 39 markets,  
excluding YNAP  
& Russian sites

Gender balance  
females represent

**58%**  
global  
workforce

**50%**  
management  
positions

Forbes 2024

**WORLD'S BEST  
EMPLOYERS**

POWERED BY STATISTA

**5th**  
consecutive  
year