SUSTAINABILITY PERFORMANCE AND METRICS

FISCAL YEAR 2019

TIFFANY & CO.

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2019 SUSTAINABILITY PERFORMANCE AND METRICS+

A summary of Tiffany & Co.'s++ Fiscal Year 2019 performance and data—including definitions, scopes, units of measure, reporting period, calculation methodology and information sources—can be found herein. As part of our commitment to sustainability, we collect, measure and voluntarily report on key metrics that help us understand our business impact boundaries, including environmental, social and economic factors. We strive to make our reporting open, transparent and accessible to all stakeholders. Tiffany & Co. Management is responsible for the completeness, accuracy and validity of these metrics. To review and report on Management's Assertion on select sustainability metrics, we engaged PricewaterhouseCoopers LLP (PwC), an independent registered public accounting firm. These select metrics represent four areas across our business: traceability of raw materials, employment and diversity, grantmaking, and greenhouse gas emissions and renewable energy.

+ Tiffany & Co. is reporting on Fiscal Year 2019 (February 1, 2019–January 31, 2020) unless otherwise specified.
++ For the purposes of our reporting, the terms "Tiffany & Co.," "Tiffany," the "Company" and "we," "us" and "our" are used interchangeably and mean Tiffany & Co. and its subsidiaries. The terms may be used to refer to the activities and operations of one or more of Tiffany & Co.'s subsidiaries.

For more information on our sustainability commitments and progress over the last 20 years, visit Tiffany.com/Sustainability. Please consider the environment before printing this document.

SELECT FINANCIAL DATA~

(in millions, except per share amounts and employees)

EARNINGS DATA	2018	2019
Net sales	$4,442.1	$4,424.0
Gross profit	$2,811.0	$2,761.9
Selling, general & administrative expenses	$2,020.7	$2,029.3
Net earnings	$586.4	$541.1
Net earnings per diluted share	4.75	4.45
OTHER DATA		
Number of employees	14,200	14,100

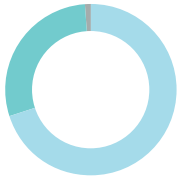
OUR RETAIL LOCATIONS~

LOCATION	2018	2019
U.S.	93	94
Canada & Latin America	31	30
Asia-Pacific	90	91
Japan	55	58
Europe	47	48
Emerging Markets	5	5
TOTAL	**321**	**326**

~ Information, data and graphs in this section are from the Company's Annual Report on Form 10-K filed on March 20, 2020. To view the Company's financial filings, please visit the U.S. Securities and Exchange Commission website at www.sec.gov.

GENDER DIVERSITY BY MANAGEMENT LEVEL

GLOBAL WORKFORCE◊*



- 70% FEMALE
- 29% MALE
- 1% NOT SPECIFIED

VICE PRESIDENT AND ABOVE◊*

- 43% FEMALE
- 57% MALE

MANAGER AND ABOVE◊*

- 62% FEMALE
- 37% MALE
- 1% NOT SPECIFIED

SENIOR MANAGEMENT°

- 50% FEMALE
- 50% MALE

EMPLOYEE DIVERSITY BY GENERATION◊*

- 10% BORN 1964 AND PRIOR
- 27% BORN 1965–1980
- 63% BORN 1981–PRESENT

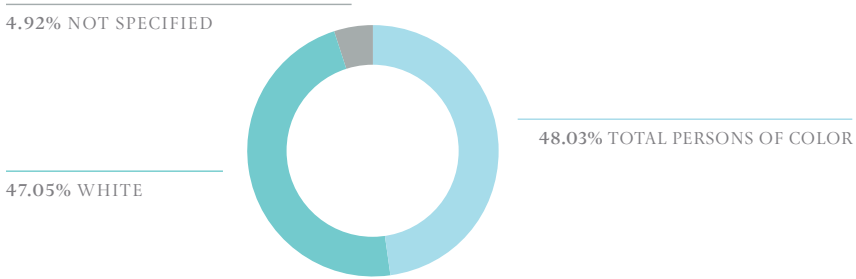
LAURELTON LOCAL WORKFORCE*

International manufacturing locations include Vietnam, Cambodia, Botswana, Mauritius, Dominican Republic, Antwerp and Thailand.

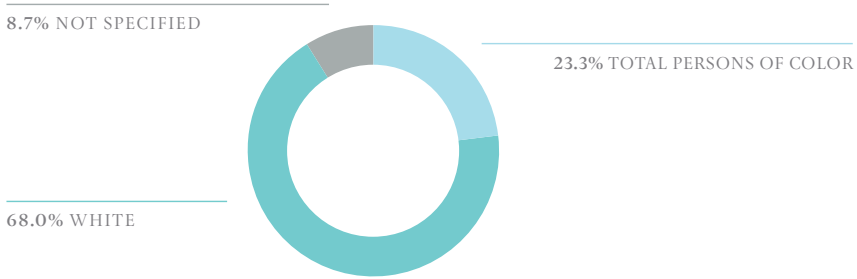
- 99% LOCAL EMPLOYEE COUNT
- 1% EX-PAT EMPLOYEE COUNT

◊ *As self-disclosed by employees*
**See the Report of Independent Accountants*
°See our April 20, 2020 Proxy Statement.

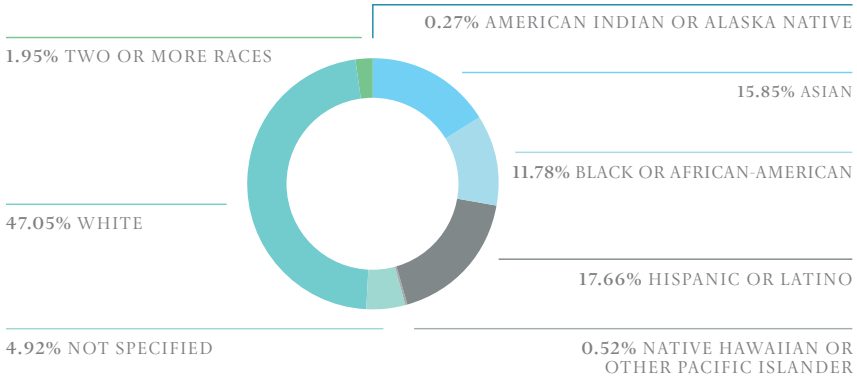
U.S. EMPLOYEE ETHNIC DIVERSITY (AGGREGATE)◊◆



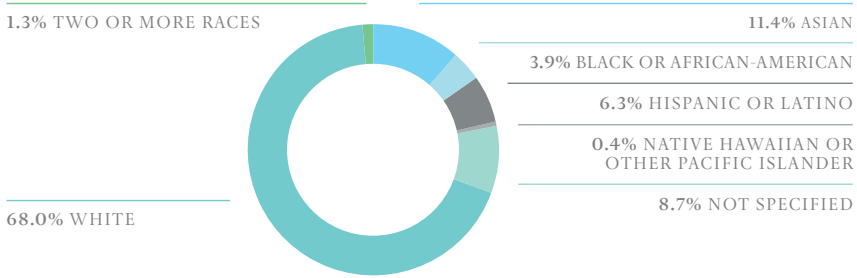
U.S. EMPLOYEE ETHNIC DIVERSITY: MANAGER AND ABOVE (AGGREGATE)◊◆



U.S. EMPLOYEE ETHNIC DIVERSITY◊*◆



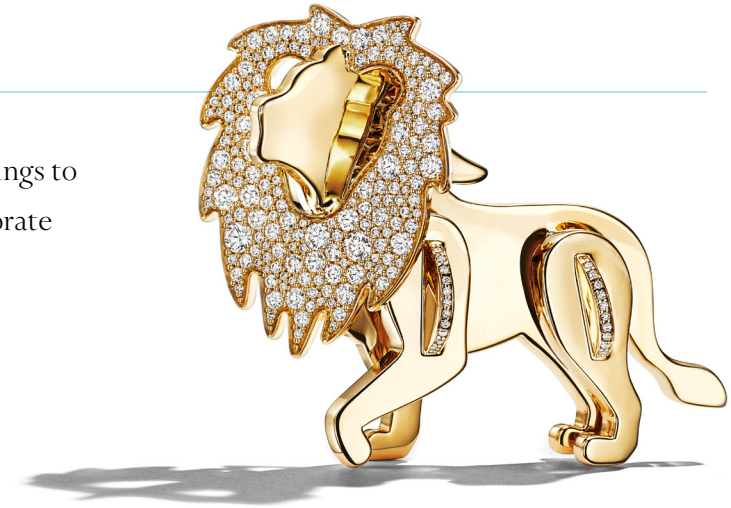
U.S. EMPLOYEE ETHNIC DIVERSITY: MANAGER AND ABOVE◊◆



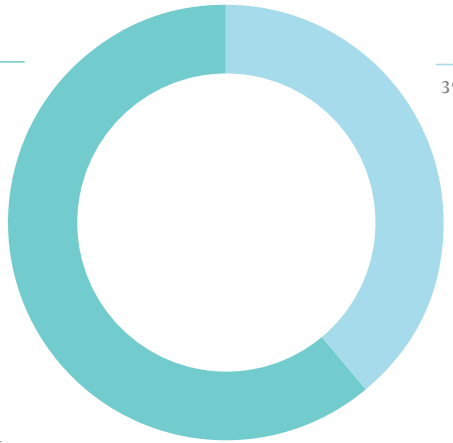
◊ *As self-disclosed by employees*
**See the Report of Independent Accountants*
◆As recorded in the Company's Human Resources systems using data for the time period of October 1, 2019 to October 14, 2019.

CHARITABLE GIVING

We aim to donate **at least 1%** of pre-tax earnings to charitable purposes every year. In 2019, our corporate contributions totaled over **$8 million**, or approximately **1.2%** of pre-tax earnings.



FOUNDATION GRANTMAKING



In Calendar Year 2019, The Tiffany & Co. Foundation awarded grants totaling **$4,520,000**.*

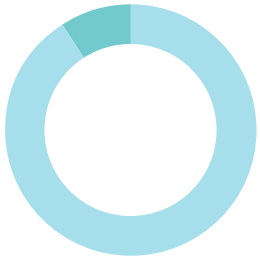
TIFFANY CARES

In 2019, our Tiffany Cares program enabled our workforce in the U.S., Canada, Australia, New Zealand, United Kingdom, and Ireland to take the lead in supporting the causes for which they are most passionate. Through the program, we match employees' cash donations dollar-for-dollar, up to $1,000 per employee per year, including $100 to eligible nonprofits for each 10 hours of volunteer time employees contribute. Through participation in our Employee Giving program, we donated over **$124,000** in Calendar Year 2019.

In addition, our employees volunteered over **3,600 hours** to eligible nonprofits, which the Company matched with over $25,000 in monetary donations through the Volunteer Matching program.

** See the Report of Independent Accountants*

TRACEABILITY OF RAW METALS DIRECTLY PURCHASED*



- 91% TRACEABLE TO MINE
- 9% TRACEABLE TO RECYCLER

100% TRACEABLE

DIAMONDS TRACEABILITY* & ECONOMIC BENEFICIATION*

100% of rough diamonds were sourced either directly from a known mine or from a supplier with a limited number of known mines.

In Calendar Year 2019, we provided more than **$59 million** in economic beneficiation to Botswana.

JEWELRY MANUFACTURED INTERNALLY

Approximately **60%** of our jewelry is made at Tiffany & Co. manufacturing facilities. We manufacture jewelry in New York, Kentucky and Rhode Island and polish and perform certain assembly work on jewelry in the Dominican Republic.

SUSTAINABLE WOOD AND PAPER SOURCING

100% of our Blue Boxes and bags and **100%** of our marketing collateral were made from **sustainably sourced**^ wood and paper.

Our Tiffany Blue Boxes and bags were made with **50% recycled** content.

^ Materials are sustainably sourced if they fall under Tiffany's "Better" or "Best" categories. See Definition of Metrics on page 11.

LEATHER TRACEABILITY

In 2019, we were able to **trace the source of our leathers** to the tannery level for the following product categories: **Home & Accessories** and **jewelry**.

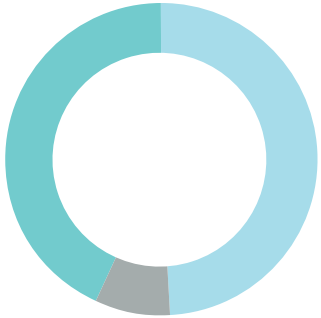
SUPPLIER RISK LEVEL & AUDITS

As part of Tiffany & Co.'s **Social & Environmental Accountability Program**, Tiffany & Co. assigns a low, medium or high-risk rating based on the supplier's self-assessment, product category, past audits and geographic location.

Regular third-party audits review production facilities' alignment with Tiffany's expectations related to human rights, fair and safe labor practices, environmental protection and ethical business conduct for all active high-risk and a sampling of medium and low-risk suppliers.

** See the Report of Independent Accountants*

GLOBAL GREENHOUSE GAS EMISSIONS BY BUILDING TYPE 2019



- **49%** RETAIL
- **43%** OTHER (E.G., MANUFACTURING, WAREHOUSE, MIXED USE)
- **8%** OFFICE

LEED

As of June 2020, **16** of our new and renovated retail stores in our Asia-Pacific region received LEED (Leadership in Energy and Environmental Design) Silver or Gold certification.

LED LIGHTING

All new retail stores are equipped with LED systems, and in 2019 we converted to LED lighting at **36** of our retail locations.

GLOBAL GREENHOUSE GAS EMISSION, GLOBAL ENERGY AND EMISSION PERFORMANCE 2019

	BASE YEAR 2013	2018	2019	CHANGE 2013–2019
ENERGY USE				
Total Energy Use (MWh)	107,918	117,856	116,424	8% ↑
Renewable Electricity Use (Percent of Total Global Electricity) ‡*	1.2%	83%	84%	70x ↑
EMISSIONS (Metric Tons of CO_2e)				
Scope 1‡*	2,556	3,151	2,977	16% ↑
Scope 2 (Location-based)‡*	40,750	41,420	36,780	10% ↓
TOTAL ‡*	**43,306**	**44,571**	**39,757**	**8% ↓**
Emissions after accounting for Tiffany & Co.'s renewable energy purchases:				
Scope 1‡*	2,556	3,151	2,977	16% ↑
Scope 2 (Market-based)‡*	39,773	11,298	10,223	74% ↓
TOTAL ‡*	**42,329**	**14,449**	**13,200**	**69% ↓**
EMISSIONS INTENSITY (Scope 1 and Scope 2 Location-based)				
By Revenue (Metric Tons of CO_2e/$m Revenue)	10.7	10.0	9.0	16% ↓
By Building Area (Pounds of CO_2e/Square Foot)‡*	34.2	30.7	26.9	21% ↓

EMISSIONS PER SQUARE FOOT REDUCTION

Our emissions per square foot have decreased by **21%** between 2013 and 2019 even as our global footprint grew.

** See the Report of Independent Accountants*

‡ See the Report of Independent Accountants for historical data previously reviewed (includes Scope 1, Scope 2 Location-based and Emissions Intensity by Building Area). Scope 2 Market-based emissions were also previously assured for 2018.
Our global GHG emissions includes Scope 1 (i.e., direct emissions from sources such as onsite boilers and generators) and Scope 2 (i.e., indirect emissions primarily from electricity use).
We present Scope 2 emissions calculated before and after accounting for renewable electricity procurement. Our inventory includes more than 325 stores, distribution centers, manufacturing and diamond division facilities, and domestic and international offices and repair facilities. For detailed information on our GHG emissions and reporting methodology, please see our response to the CDP Climate Change Request at http://www.cdp.net.

DEFINITION OF METRICS

This table defines the sustainability metrics reported in our sustainability reporting and disclosures or used as a basis for the statements made. Items with an asterisk (*) are part of Management's Assertion on sustainability metrics which has been assured, as indicated in the Report of Independent Accountants.

TERM	DEFINITION
PRODUCT	
Jewelry Manufactured Internally	The approximate percentage, by dollar value, of jewelry sold by Tiffany & Co. that is internally manufactured relative to all finished goods jewelry sold.
Economic Beneficiation (Botswana)*	The U.S. dollar equivalent of beneficiation paid during the calendar year by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, local partner fees, materials and services, taxes, community donations, training and development, income taxes and payroll and benefit costs related to the Laurelton Diamonds facility and local employees.
ROUGH DIAMOND TRACEABILITY	
Rough Diamonds Purchased	The weight in carats of rough diamonds purchased by Tiffany & Co. via Laurelton Diamonds; all rough diamonds purchased by Tiffany & Co., regardless of country of origin, are processed through either Botswana or Belgium. Data is tracked in Botswana in the calendar year and in Belgium in the fiscal year as evidenced by the supplier invoice.
Rough Diamonds Traceable to Mine or Source*	The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany & Co., which were purchased directly from a supplier that sources from one mine or from a supplier that sources from multiple known mines, but is not traceable to a specific mine. All rough diamonds purchased by Tiffany & Co., regardless of country of origin, are processed through either Botswana or Belgium. Data includes purchases via Laurelton Diamonds in Botswana in the calendar year and in Belgium in the fiscal year and is indicated by either the contractual terms with the supplier which require the diamonds to be purchased from a specific mine(s), the details listed on the invoice received or information available on the specific supplier's website with respect to mining location in the purchasing year.

** See the Report of Independent Accountants*

TERM	DEFINITION
POLISHED DIAMOND TRACEABILITY	
Polished Diamonds Purchased	The weight in carats of polished diamonds purchased by Tiffany & Co. in the calendar year as evidenced by receipts, and Laurelton Diamonds or third-party supplier invoices.
Polished Diamonds from Internally Sourced Rough Diamonds	The percentage, by dollar value, of polished diamonds purchased by Tiffany & Co. in the calendar year from Laurelton Diamonds as indicated by receipts and Laurelton Diamonds invoices.
Third-Party-Sourced Polished Diamonds	The percentage, by dollar value, of polished diamonds purchased by Tiffany & Co. in the calendar year from a third-party supplier as indicated by receipts and the supplier invoice.
PRECIOUS METALS TRACEABILITY	
Precious Metals Purchased	The weight in troy ounces of silver, gold and platinum procured by Tiffany & Co. either as a direct purchase from a mine, metal recycler or metal refiner, or included in third-party manufactured components or finished goods.
Raw Direct Precious Metals Traceable to Mine*	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a mine as evidenced by the contractual terms with the supplier which require the metals to be purchased from a specific mine(s) or the details listed on the invoice received.
Raw Direct Precious Metals Traceable to Recycler*	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a recycler as evidenced by the details listed on a chain-of-custody material transfer document received from the supplier, or a statement on the recycler's website stating that the metal is 100% recycled.
Raw Direct Precious Metals Traceable Only to Supplier	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum that is traceable to a supplier with mixed sources not otherwise traceable directly to a mine or a recycler.
WOOD & PAPER	
Wood and Paper Use	The weight of wood and paper materials purchased by Tiffany & Co. including consumer packaging (i.e., Blue Boxes and bags, as well as corrugated boxes), set-up boxes, C-fold boxes, tissue, catalogue and printed collateral paper, store design, visual merchandising and finished goods containing wood or paper.

** See the Report of Independent Accountants*

TERM	DEFINITION
Recycled Content	The percentage of recycled and post-consumer recycled material, as evidenced by certifications provided on supplier invoices or supplier claims and product descriptions.
WOOD AND PAPER SOURCING GUIDELINE CATEGORIES	
Best	The percentage, by weight, of materials that are either: (1) FSC® certified or (2) verified as made from 100% recycled content as evidenced by FSC® or other third-party certification claims on supplier invoices.
Better	The percentage, by weight, of materials that are either: (1) made with content a supplier has third-party assessed to meet controlled wood standards for which Tiffany & Co. uses the FSC® standards (FSC®-STD-40-005) to define and evaluate; (2) certified to regional PEFC standards and originate from countries listed as "low risk" for conversion and high conservation values by NEPCon's Sourcing Hub (previously the Global Forest Registry); (3) content originally certified (per FSC® standards), but not provided to Tiffany as certified by its direct supplier or (4) made from reclaimed or repurposed wood and uncertified recycled paper, excluding any wood species protected by CITES or listed as Near Threatened or Threatened on the IUCN Red List.
Known and Legal	The percentage, by weight, of materials that are either: (1) made with content which originates from countries listed as "low risk" for legality by NEPCon's Sourcing Hub (previously the Global Forest Registry) or (2) verified by a third party which provides assurance of legality.
LEATHER TRACEABILITY	
Traceable to Farm and Tannery	The quantity of each leather type purchased for products in our Home & Accessories and jewelry categories (excludes leather types used on watch straps) that is traceable to the farm and tannery as a percentage of overall purchases as evidenced by supplier invoices and contractual terms.
Traceable to Tannery	The quantity of each leather type purchased for products in our Home & Accessories and jewelry categories (excludes leather types used on watch straps) that is traceable only to the tannery as a percentage of overall purchases as evidenced by supplier invoices and contractual terms.

TERM	DEFINITION
TIFFANY MANUFACTURING & SUPPLIER RESPONSIBILITY	
Supplier Risk Level	The percentage of suppliers in the Social & Environmental Accountability Program at each risk level (High, Medium, Low, Unrated) during the two-year audit cycle. The supplier risk level is calculated through a multilayered risk assessment process based on the supplier's self-assessment, industry and geographic location.
Audits	The percentage of active high-risk suppliers in the Social & Environmental Accountability Program that have undergone a third-party audit during the two-year audit cycle.
PLANET	
Energy Use	The actual and estimated energy use by Tiffany & Co., expressed in MWh, including electricity, natural gas, diesel, steam, chilled water, propane, acetylene, wax and vehicle fuels.
Greenhouse Gas Emissions*	The quantity in metric tons of carbon-dioxide-equivalent greenhouse gas emissions, including direct (Scope 1), indirect (Scope 2 location-based or market-based) and total emissions. Direct and indirect emissions include electricity, natural gas, diesel, steam, chilled water, propane, acetylene, wax, vehicle fuels and refrigerants.
Carbon Intensity: Building Area (Greenhouse Gas Emissions Per Square Foot)*	The quantity in pounds of carbon-dioxide-equivalent greenhouse gas emissions per square foot of operated space, including total direct (Scope 1) and indirect (Scope 2 location-based or market-based) emissions.
Carbon Intensity: Revenue (Greenhouse Gas Emissions Per Million USD)	The quantity in metric tons of carbon-dioxide-equivalent greenhouse gas emissions per million U.S. dollars of revenue ($m), including both direct (Scope 1) and indirect (Scope 2 location-based or market-based) emissions.
Electricity from Renewable Sources*	The amount of electricity from renewable sources (e.g., solar and wind), either procured from the market or produced on-site expressed in total MWh or as a percent of global electricity use.

** See the Report of Independent Accountants*

TERM	DEFINITION
PEOPLE	
Local Employee Ratio*	The diversity of the Laurelton global workforce, including temporary and seasonal employees, according to local or expatriate status as recorded in the Company's Human Resources records, as of the end of the fiscal year.
Ethnic Diversity (United States)*	The diversity of the Tiffany & Co. U.S. workforce, including temporary and seasonal employees, according to ethnicity as self-reported and recorded by employees in the Company's Human Resources systems using data for the time period of October 1, 2019 to October 14, 2019.
Persons of Color	Tiffany & Co. U.S. workforce, including temporary and seasonal employees, that self-identify as American Indian or Alaska Native, Asian, Black or African-American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or Two or More Races, as self-reported and recorded by employees in the Company's Human Resources systems using data for the time period of October 1, 2019 to October 14, 2019.
Gender Diversity by Management Level*	The diversity of the Tiffany & Co. global workforce, including temporary and seasonal employees, according to gender as self-reported and management level as recorded in the Company's Human Resources systems as of the end of the fiscal year. The Board of Directors is separately tracked and presented as of the end of the fiscal year.
Senior Management	Executive Officers of the Company as delineated in the Tiffany & Co. Definitive Proxy Statement in respect of its 2020 Annual Meeting of Shareholders, filed with the SEC on April 20, 2020.
Generation Diversity*	The diversity of the Tiffany & Co. global workforce, including temporary and seasonal employees, according to date of birth as self-reported and recorded in the Company's Human Resources systems as of the end of the fiscal year.
PHILANTHROPY	
Charitable Giving as a Percentage of Pre-Tax Earnings	Total contributions by Tiffany & Co. through our Corporate Giving program, Employee Giving and Volunteer Matching programs and to The Tiffany & Co. Foundation endowment, as a percentage of fiscal year pre-tax earnings.
Corporate Giving	Total U.S. dollar contribution by type of donation (monetary, merchandise) to charitable organizations globally.
Employee Giving Program	Total Tiffany & Co. contributions through the Employee Giving program open to U.S., Canada, Australia, New Zealand, United Kingdom, and Ireland employees, tracked by the matching monetary donations, the number of unique employees participating in the program and the number of charities to which donations have been made.

** See the Report of Independent Accountants*

TERM	DEFINITION
PHILANTHROPY	
Volunteer Matching Program	Total Tiffany & Co. monetary contributions through the Volunteer Matching program made to charities where U.S., Canada, Australia, New Zealand, United Kingdom, and Ireland employees have volunteered their personal time, tracked by the matching monetary donations, the number of unique employees participating in the program, the number of hours volunteered and the number of charities to which donations have been made.
Foundation Grantmaking*	The U.S. dollar amount of grants that The Tiffany & Co. Foundation paid to U.S. nonprofit organizations during the calendar year.

** See the Report of Independent Accountants*

Report of Independent Accountants

To the Board of Directors and Management of Tiffany & Co.

We have reviewed the management assertion of Tiffany & Co., included in the accompanying Appendix A, that the selected sustainability metrics identified below and denoted by an asterisk (*) within the sustainability disclosures and accompanying metrics reported on Tiffany & Co.'s Tiffany.com/Sustainability website for the periods as indicated below, are presented in conformity with the assessment criteria set forth in management's assertion in Appendix A.

- Percentage raw direct metals traceable to mine – February 1, 2019 to January 31, 2020
- Percentage raw direct metals traceable to recycler – February 1, 2019 to January 31, 2020[1]
- Percentage rough diamonds traceable to the mine or source:
  Botswana – January 1, 2019 to December 31, 2019
  Belgium – February 1, 2019 to January 31, 2020
- Economic beneficiation – Botswana – January 1, 2019 to December 31, 2019
- Generation diversity – as of January 31, 2020
- Gender diversity by management level – as of January 31, 2020
- Ethnic diversity – United States – during the time period of October 1, 2019 to October 14, 2019
- Local employee ratio – as of January 31, 2020
- Foundation grantmaking – January 1, 2019 to December 31, 2019
- Greenhouse gas emissions – Scope 1, Scope 2 location-based, Scope 2 market-based, Total Scope 1 and Scope 2 location-based, and Total Scope 1 and Scope 2 market-based – February 1, 2019 to January 31, 2020[1]
- Greenhouse gas emissions – Total scope 1 and scope 2 (location-based), and Total scope 1 and scope 2 (market-based) per square foot - February 1, 2019 to January 31, 2020[1]
- Electricity from renewable sources - Renewable Electricity, Total electricity, and Percentage Electricity from Renewable Sources – February 1, 2019 to January 31, 2020

Tiffany & Co.'s management is responsible for its assertion and for the selection or development of the criteria, which management believes provide an objective basis for measuring and reporting on the selected sustainability metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

[1]Metrics within sustainability disclosures reported on Tiffany & Co.'s Tiffany.com/Sustainability website for which historical data has also been subject to our previous review procedures are denoted by a double dagger (‡).

PricewaterhouseCoopers LLP, 400 Campus Drive, Florham Park, NJ 07932
www.pwc.com

Our review was conducted in accordance with the attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order to be fairly stated. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

In performing our review, we have complied with the independence and other ethical requirements of the Code of Professional Conduct issued by the AICPA.

We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

Greenhouse gas ("GHG") quantification is subject to inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

The preparation of the other sustainability metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

As discussed in management's assertion in Appendix A, Tiffany & Co. has estimated GHG emissions for certain emissions sources for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to Tiffany & Co.'s management assertion presented in Appendix A in order for it to be fairly stated.

July 29, 2020

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Appendix A

Management Assertion
Tiffany & Co. is responsible for the completeness, accuracy and validity of the sustainability disclosures and accompanying metrics reported on Tiffany & Co.'s Tiffany.com/Sustainability website as of or for the periods indicated. The sustainability metrics presented include Tiffany & Co. and its subsidiary operations (hereinafter, "Tiffany & Co."). Data was collected for Tiffany & Co. global locations and activities including retail stores, offices, manufacturing, distribution, and warehouse locations.

With respect to the sustainability disclosures and accompanying metrics reported on Tiffany & Co.'s Tiffany.com/Sustainability website identified and denoted by an asterisk (*), Management of Tiffany & Co. asserts that such sustainability metrics are presented in conformity with the assessment criteria set forth below. Metrics within sustainability disclosures reported on Tiffany & Co.'s Tiffany.com/Sustainability website for which historical data has also been subject to previous review procedures are denoted by a double dagger (‡). The figures included in this report have been rounded to the nearest whole number unless otherwise indicated. Management of Tiffany & Co. is responsible for the selection or development of the criteria, which management believes provide an objective basis for measuring and reporting on the selected sustainability metrics.

The preparation of the metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

Metric Description	Definition of Metric and Assessment Criteria	Metric Quantity
Percentage raw direct metals traceable to mine	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a mine during the period February 1, 2019 to January 31, 2020 by Laurelton Sourcing, LLC, (a wholly owned subsidiary of Tiffany & Co.), for the Tiffany & Co. manufacturing facilities. Procurement is as indicated by either (1) the contractual terms with the supplier, which require metals to be purchased from a specific mine(s) or if unavailable (2) the details listed on the invoice received.	Total Raw Direct Precious Metals Traceable to Mine – 91% Silver – 100% Gold – 47% Platinum – 100%
Percentage raw direct metals traceable to recycler	The weight in troy ounces, expressed as a percentage, of raw silver, gold and platinum procured directly from a precious metals refiner whose output is recycled metal during the period February 1, 2019 to January 31, 2020 by Laurelton Sourcing, LLC (a wholly owned subsidiary of Tiffany & Co.), for the Tiffany & Co. manufacturing facilities. Procurement is as indicated by either (1) the details listed on a chain of custody material transfer document received from the supplier, or if unavailable (2) a statement on the recycler's website as of January 31, 2019 and January 31, 2020 stating that the metal is 100% recycled.	Total Raw Direct Precious Metals Traceable to Recycler – 9% Silver – 0% Gold – 53% Platinum – 0%

Percentage rough diamonds traceable to the mine or source	The weight in carats, expressed as a percentage, of rough diamonds received by Tiffany & Co. which were purchased directly from a supplier that sources from one mine or from a supplier that sources from multiple known mines, but is not traceable to a specific mine, during the period January 1, 2019 to December 31, 2019 via Laurelton Diamonds in Botswana, and February 1, 2019 to January 31, 2020 via Laurelton Diamonds in Belgium, as indicated by either (1) the contractual terms with the supplier, which require the diamonds to be purchased from a specific mine(s), or if unavailable (2) the details listed on the invoice received, or if unavailable (3) information available on the specific supplier's website with respect to mining location in the purchasing year.	100%
Economic beneficiation – Botswana	The U.S. dollar equivalent of beneficiation paid during the period January 1, 2019 to December 31, 2019 by Tiffany & Co. in Botswana (a diamond-producing country whose government requires beneficiation). This amount includes payments to domestic suppliers for rough diamonds, local partner fees, materials and services, taxes, community donations, training and development, income taxes and payroll and benefit costs related to the Laurelton Diamonds facility and local employees.	$59,311,477
Generation diversity	The diversity of the global workforce, including temporary and seasonal employees, according to date of birth as self-reported and recorded in the Company's Human Resources systems as of January 31, 2020.	Born 1964 and Prior – 10% Born 1965-1980 – 27% Born 1981-Present – 63% No Birthdate Listed – 0%
Gender diversity by management level	The diversity of the global workforce, including temporary and seasonal employees, according to the gender as self-reported and recorded, and management level as recorded in the Company's Human Resources systems, as of January 31, 2020.The Board of Directors is separately tracked and presented as of January 31, 2020.	Global Workforce Female – 70% Male – 29 % Not Specified – 1% Manager and Above Female – 62% Male – 37% Not Specified – 1% Vice President and Above Female – 43% Male – 57% Board of Directors Female –50% Male –50%

Ethnic diversity – United States	The diversity of the workforce, including temporary and seasonal employees, employed in the United States according to ethnicity as self-reported and recorded in the Company's Human Resources systems during the time period of October 1, 2019 to October 14, 2019.	White – 47.05% Hispanic or Latino –17.66% Asian – 15.85 % Black or African-American – 11.78% Two or More Races – 1.95 % Native Hawaiian or Other Pacific Islander –.52% American Indian or Alaska Native – .27 % Not Specified – 4.92%
Local employee ratio	The diversity of the Laurelton global workforce, including temporary and seasonal employees, according to local or expatriate status as recorded in the Company's Human Resources records as of January 31, 2020.	Local Headcount – 99% Expatriate Headcount – 1%
Foundation grantmaking	The U.S. dollar amount of grants that The Tiffany & Co. Foundation paid to United States nonprofit organizations during the period January 1, 2019 to December 31, 2019.	$4,520,000
Greenhouse gas emissions	The quantity in metric tons of carbon dioxide equivalent greenhouse gas emissions during the period February 1, 2019 to January 31, 2020. See below for additional information on GHG emission factors and estimates.	Scope 1 –2,977 tCO2e Scope 2 (location-based) – 36,780 tCO2e Scope 2 (market-based) – 10,223 tCO2e Total (location-based) – 39,757 tCO2e Total (market-based) – 13,200tCO2e
Greenhouse gas emissions per square foot	The quantity in pounds of carbon dioxide equivalent greenhouse gas emissions per square foot of operated space during the period February 1, 2019 to January 31, 2020. See below for additional information on GHG emission factors and estimates.	Total scope 1 and scope 2 (location-based) – 26.9 lbs CO2e/sq ft Total scope 1 and scope 2 (market-based) – 8.9 lbs CO2e/sq ft
Electricity from renewable sources	The amount of electricity that is generated and procured from renewable sources, expressed as a percentage of total global electricity in megawatt-hours (MWh) used during the period February 1, 2019 to January 31, 2020 as indicated by either (1) owned onsite system generation records, (2) unbundled environmental attribute certificates, (3) contracts with a renewable energy project that is not directly connected to Tiffany operations, or (4) contracts for specific utility products; and in all cases where Tiffany retains the exclusive claim to the environmental attributes through proof of generation, contractual ownership, or retirement of the environmental attribute certificates.	Renewable Electricity – 77,371MWh Total Electricity –91,716 MWh Percentage of Electricity from Renewable Sources – 84%

GHG base data

Base data utilized in the calculation of consolidated Scope 1 (direct) and Scope 2 (indirect) GHG emissions is obtained from direct measurements, third-party invoices or estimates. Tiffany & Co. estimates are used where measurement data is not readily available.

Estimation methodology for electricity, natural gas and other GHG emission sources

If no primary electricity, natural gas or steam usage data is available for a given month, consumption is estimated based on the floor area occupied by Tiffany & Co. and the Company's regional average electricity, natural gas and steam use by building type (Laurelton Diamonds, warehouse, manufacturing, retail, mixed use, office). The building intensity metrics were established using 2013 data for all regions and building types.

Annual GHG emissions due to refrigerant leakage are estimated for all facilities based on facility floor area. Emission intensity per square foot due to refrigerant leakage is estimated based on a three-year average of actual data from 2010-2013 for all Tiffany & Co. sites for which primary refrigerant data was available.

For each site that uses other fuels or GHG emission sources, such as acetylene, diesel, wax or propane, annual usage is collected every three years and carried forward as estimates for the following two years. For the current reporting year, 2019 actual data is used.

Approximately 26% of the Scope 1 and 2 (location-based) emissions are estimated for the period February 1, 2019 to January 31, 2020.

	Global Estimation Factors		
Facility Type	Scope 1: Natural Gas Therms/Square Foot/Month	Scope 2: Electricity kWh/Square Foot/Month	Scope 2: Steam Lbs/Square Foot/Month
Laurelton Diamonds	0.02218	1.166	3.993
Warehouse	0.02218	1.330	
Manufacturing	0.03512	1.428	
Retail	0.00989	3.075	
Mixed Use	0.02260	2.550	
Office	0.02218	1.147	

Uncertainty

GHG quantification is subject to inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection of different but acceptable measurement techniques could result in materially different amounts of metrics being reported.

Organizational boundary

In conformance with the GHG protocol, reported direct and indirect GHG emissions represent 100% of the emissions from the facilities where Tiffany & Co. has operational control.

GHG emission factors

Carbon dioxide emissions and equivalents associated with the activities noted above were determined on the basis of measured or estimated energy and fuel use, multiplied by relevant carbon emission factors. Published emission factors were used to calculate emissions from operations. Electricity emission factors are updated annually. Tiffany & Co. used the most current factors available as of February 1, 2020.

The table below outlines the emission factors utilized in the Scope 1 and Scope 2 (location-based) emission calculations.

Emission Source	Emission Source Type	Emission Factor Employed
Scope 1, Global	Natural gas and other direct GHG emission sources	GHG emissions from energy consumption are calculated using the emission factors from the United States Environmental Protection Agency's (EPA) Mandatory Report Rule.
Scope 2 (location-based), United States	Electricity	Tiffany & Co. uses eGRID sub-region emission factors for electricity purchased in the United States provided by the U.S. EPA.
Scope 2 (location-based), Australia	Electricity	Tiffany & Co. uses state and territory emission factors for electricity purchased in Australia provided by the Australian Government Department of Agriculture, Water and the Environment.
Scope 2 (location-based), United Kingdom	Electricity	Tiffany & Co. uses national emission factors for electricity purchased in the United Kingdom provided by the U.K.'s Department for Environment, Food and Rural Affairs.
Scope 2 (location-based), Brazil	Electricity	Tiffany & Co. uses national emission factors for electricity purchased in Brazil provided by the Brazilian Ministry of Science, Technology and Innovation.
Scope 2 (location-based), Canada	Electricity	Tiffany & Co. uses provincial emission factors for electricity purchased in Canada provided by the Canadian Government.
Scope 2 (location-based), Rest of the world	Electricity	For all other locations, Tiffany & Co. uses national emission factors provided by the International Energy Agency (IEA). Emissions for Guam and Mauritius are not covered by the IEA factor set, so Tiffany & Co. uses the IEA emission factors for Jamaica for both as a country with a comparable emissions profile.
Scope 2 (location-based and market-based)	Steam	GHG emissions from Tiffany & Co.'s purchased steam consumption are calculated assuming the steam is produced from natural gas combustion and the energy content delivered to Tiffany & Co. at an efficiency of 80%.

In quantifying market-based electricity GHG emissions, GHG Protocol Scope 2 Guidance defines a hierarchy of factors for quantifying market-based emissions, in order from highest to lowest preference. The table below provides a description of the hierarchy and the relevance to Tiffany & Co. for the current year inventory.

Emission Source Type	Emission Factor Employed
Direct line connection	Not applicable
Energy attribute certificates	Tiffany & Co. applies a zero emission factor for on-site solar generation where Renewable Energy Credits generated are retained by Tiffany; and for purchased renewable energy attribute certificates applied to Tiffany operations.
Electricity contracts	Not applicable
Energy supplier-specific emission factors	Tiffany & Co. uses publicly available documents (i.e. websites, sustainability reports) from its energy suppliers to seek supplier factors, where applicable.
Residual mix	Europe: Tiffany & Co. uses available country emission factors from Association of Issuing Bodies (AIB).
Location-based factors	If none of the above options are available, Tiffany & Co. uses location-based factors as described in the table above.

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