

TIFFANY & Co.

Impact Reporting

Supplement to Tiffany & Co.'s 2022 Sustainability Report



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The content of this publication is focused on Fiscal Year (Calendar Year) 2022 to complement Tiffany & Co.'s 2022 Sustainability Report, published November 21, 2023. This publication aims to be a “deep dive” into data self-reported across the Company, as well as voluntary external disclosures to leading industry initiatives.

Tiffany & Co. reports on the sustainability aspects of our business that we deem most material to our business and stakeholders. Most of the data included within is self-reported by teams across Tiffany & Co. through our annual data collection process and complements sustainability disclosures and accompanying metrics found within Tiffany & Co.'s 2022 Sustainability Report and the Tiffany.com/Sustainability website.

- Tiffany & Co. works annually with an external third-party audit partner to provide limited assurance on select sustainability metrics and disclosures for annual sustainability reporting. For FY2022 reporting, Tiffany & Co. engaged KPMG LLP (KPMG) to provide the aforementioned limited assurance. The following data points were assured: **diversity, equity and inclusion employee metrics** including Gender diversity by management level – Global workforce, Gender diversity by management level – VP and Above, Gender diversity by management level – Manager and Above, Ethnic diversity – United States workforce, and Generation Diversity – Global Workforce and **greenhouse gas emission metrics** including greenhouse gas emissions by scope, greenhouse gas emissions intensity, and electricity from renewable sources across the Tiffany & Co. value chain. A copy of the KPMG Schedules of Sustainability Metrics and Independent Accountants' Review Report can be found on [page 18](#).
- In 2022, Tiffany & Co. pledged to achieve **net-zero greenhouse gas (GHG) emissions** across our own operations (Scopes 1 and 2) and value chain (Scope 3) by 2040, in line with the net-zero standard set by the **Science Based Targets initiative**. To measure progress towards these targets, energy data is annually collected from all Tiffany & Co. global locations and activities including retail stores, offices, manufacturing, distribution and warehouse locations. Data used in the calculation of metrics is obtained from direct measurements, third-party

documentation and contractual terms or industry- and geographic-specific estimates. Full methodology and definition guidance are maintained in metric controls documents, inventory management protocols and our sustainability data management system. Please see [page 16](#) for a summary of Tiffany & Co.'s GHG performance for FY2022, also compared against our 2019 baseline and last year's performance.

At Tiffany & Co., we are committed to regular and transparent reporting on sustainability progress, which allows our stakeholders to access information about our performance. We report in alignment to international frameworks that have standardized formats that help companies report on their sustainability progress and opportunities.

- For 13 years, since our first year of reporting, Tiffany & Co. has reported in accordance with the **Global Reporting Initiative (GRI)**. In accordance with GRI Standards, we describe our approach for identifying and responding to our most material social and environmental issues. In an effort to present a more holistic view of our potential impacts, we also include certain supply chain and downstream value chain information, specifying in each such case that which applies to our own operations, and that which applies to external third parties. Please see [page 3](#) for Tiffany & Co.'s 2022 GRI Content Index.
- Since 2011, Tiffany & Co. has supported the intent of the **United Nations Sustainable Development Goals (SDGs)** through our Sustainability Goals. In 2011, Tiffany & Co. also joined the **United Nations Global Compact (UNGC)**, one of the world's largest corporate sustainability initiatives for businesses committed to aligning their strategies and operations with 10 principles in the areas of human rights, labor standards, environment and anticorruption. For information on how we annually communicate on progress for the Ten Principles, please see [Tiffany & Co.'s profile](#) in the UNGC database.

Global Reporting Index (GRI)

GRI Standard	Indicator	2022 Response
GRI 1: Foundation 2021	Statement of Use	Tiffany & Co. has reported in accordance with the GRI Standards for the period Jan 1 to Dec 31, 2022
	GRI 1 used	GRI 1: Foundation 2021
GRI 2: General Disclosures 2021	2-1 Organizational details	Tiffany & Co., a Delaware corporation (the “Company”), is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. Tiffany & Co. headquarters are located in New York, New York, USA. Tiffany & Co. operates over 300 retail locations in over 30 countries.
	2-2 Entities included in the organization’s sustainability reporting	Tiffany & Co., its subsidiaries and the Tiffany & Co. Foundation are included in Tiffany & Co.’s sustainability reporting. The full list of subsidiaries can be found in page 292 of LVMH’s 2022 Universal Registration Document .
	2-3 Reporting period, frequency and contact point	Tiffany & Co. is reporting on Fiscal Year 2022 (January 1, 2022 – December 31, 2022) and updates its sustainability reporting and disclosures annually. For questions regarding Tiffany & Co.’s sustainability reporting, please contact Sustainability@Tiffany.com.
	2-4 Restatements of information	Tiffany & Co. evaluates restatements each reporting cycle. At this time, we have no restatements for Fiscal Year 2021.
	2-5 External assurance	Tiffany & Co. works annually with an external third-party audit partner to provide limited assurance on select sustainability metrics and disclosures for annual sustainability reporting. In 2022, Tiffany & Co. engaged KPMG LLP (KPMG) to provide the aforementioned limited assurance. The KPMG report can be found within the Schedules of Sustainability Metrics .
	2-6 Activities, value chain and other business relationships	Tiffany & Co. manufactures jewelry in New York, Rhode Island and Kentucky, polishes and performs certain assembly work on jewelry in the Dominican Republic and crafts silver hollowware in Rhode Island. In total, these internal manufacturing facilities produce approximately 60% of the jewelry sold by Tiffany & Co. To supply these internal manufacturing facilities, we process, cut and polish rough diamonds at our facilities outside the U.S. and source precious metals, rough diamonds, polished diamonds and other gemstones, as well as certain fabricated components, from third parties. Tiffany’s vertical integration model gives us a strong chain of custody over raw materials, direct oversight of our manufacturing and a platform to help improve global standards and conditions. For more information, please see the Traceability & Craft chapter of Tiffany & Co.’s 2022 Sustainability Report .
	2-7 Employees	Tiffany & Co. has approximately 14,000 global employees. Currently, Tiffany & Co. does not collect information on the employee type by employee type and region. For information on employees by gender and ethnicity, please see the Diversity, Equity, & Inclusion (DEI) chapter of Tiffany & Co.’s 2022 Sustainability Report and the Schedules of Sustainability Metrics .
	2-8 Workers who are not employees	Unavailable – Tiffany & Co. does not currently track information about workers who are not employees.
	2-9 Governance structure and composition	Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. Tiffany & Co.’s Senior Management team is engaged in active management of the Company’s day-to-day governance matters.
	2-10 Nomination and selection of the highest governance body	Confidential – Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.

GRI Standard	Indicator	2022 Response
	2-11 Chair of the highest governance body	Tiffany & Co.'s Senior Management team, which is led by Tiffany & Co.'s President & CEO, is engaged in active management of the Company's day-to-day governance matters
	2-12 Role of the highest governance body in overseeing the management of impacts	Members of the Company's senior management play an active role in Tiffany & Co.'s sustainability across economic, environmental and social areas, by helping to drive forward progress towards our sustainability goals in their respective teams. The Tiffany & Co. Ethics and Compliance Committee is responsible for overseeing Tiffany & Co.'s ethics and compliance programs, ensuring compliance with certain laws and promoting the core ethical values of Tiffany & Co. and its subsidiaries. The committee includes members of senior management, business leaders and key corporate groups.
	2-13 Delegation of responsibility for managing impacts	At Tiffany & Co. we have appointed key individuals within relevant business areas to help drive sustainability progress against our 2025 Sustainability Goals and beyond.
	2-14 Role of the highest governance body in sustainability reporting	Tiffany & Co.'s strategic sustainability agenda was set by the President & CEO and Senior Management, who review and approve the Company's annual sustainability reporting and disclosures.
	2-15 Conflicts of interest	The Tiffany & Co. Business Conduct Policy sets forth expectations regarding actual, potential or perceived conflicts of interest at Tiffany and all Tiffany employees receive annual conflict of interest training. Tiffany & Co. officers and other key members of management complete an annual questionnaire to identify, among other matters, potential conflicts of interests.
	2-16 Communication of critical concerns	The Tiffany & Co. Internal Audit Department provides objective assurance and control advisory services to evaluate the effectiveness of our risk-management, control and governance processes. Reporting regarding matters submitted to Tiffany's and the LVMH Group's Alert Line (and other appropriate matters) is shared with Tiffany & Co.'s Ethics & Compliance Committee (which includes members of Tiffany's senior management team) quarterly.
	2-17 Collective knowledge of the highest governance body	The Tiffany & Co. Head of Sustainability & Philanthropy reports to the CEO and aligns on long-term strategy and near-term priority initiatives, including in the areas of climate, traceability, and conservation. Further, the Head of Sustainability & Philanthropy presents significant updates to senior management and enlists their support in integrating sustainability objectives into their respective business units.
	2-18 Evaluation of the performance of the highest governance body	Confidential – Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.
	2-19 Remuneration policies	Confidential – Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.
	2-20 Process to determine remuneration	Confidential – Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.
	2-21 Annual total compensation ratio	Unavailable – Tiffany & Co. does not currently track annual total compensation ratio.
	2-22 Statement on sustainable development strategy	Tiffany & Co.'s Sustainability & Philanthropy strategy can be found in the CEO Letter of and throughout Tiffany & Co.'s 2022 Sustainability Report .
	2-23 Policy commitments	The Tiffany & Co. Business Conduct Policy sets forth expectations of our employees, including compliance with all applicable laws and regulations. We have established additional policies, procedures and training programs to help ensure that employees are operating in an ethical fashion; this includes annual Anti-Money Laundering training, as well as Anti-Bribery and Corruption training. Tiffany & Co. also requires that our suppliers share our commitment to human rights, fair and safe labor practices, environmental protection and ethical business conduct. The LVMH Group Supplier Code of Conduct helps the Company uphold our basic expectations across our supplier base. For more information, please see the LVMH Group Supplier Code of Conduct and the Tiffany & Co. Supplier Code of Conduct Guidance , both available in multiple languages .

GRI Standard	Indicator	2022 Response
	2-24 Embedding policy commitments	Employees review the Tiffany & Co. Business Conduct Policy when they are hired and receive training as part of an annual review of the policy. Except where prohibited by local law, employees must commit to report any exceptions or violations of which they are aware. Tiffany & Co. officers and other key members of management also complete an annual Officer's Questionnaire to identify, among other matters, potential conflicts of interest.
	2-25 Processes to remediate negative impacts	Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance. Upon completion of an audit, suppliers are required to address any findings for corrective actions in a timely manner while providing regular updates to Tiffany & Co.
	2-26 Mechanisms for seeking advice and raising concerns	At Tiffany & Co., we provide the means to report ethical and other concerns in numerous ways, including via our global Tiffany and global LVMH Group Alert Lines, which are administered by third-party service providers. The Alert Lines are available reporting mechanisms for employees, suppliers and other stakeholders to escalate concerns regarding adherence with applicable laws, among other misconduct, in support of our ethics and compliance objectives. Reports may be submitted anonymously, subject to local law. Reporting mechanisms are available globally. Reports are evaluated and, if warranted, issues are investigated and remediated.
	2-27 Compliance with laws and regulations	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with relevant laws or regulations in 2022.
	2-28 Membership associations	Tiffany & Co. is a founding member of the Initiative for Responsible Mining Assurance (IRMA), Responsible Jewellery Council (RJC) and Coloured Gemstone Working Group. We also commit to certain industry-wide and cross-sector initiatives around responsible business and sustainability leadership, including the UN Global Compact, Ceres, Clean Energy Buyers Association (CEBA). The company monitors its memberships to avoid association with groups that oppose important climate change efforts.
	2-29 Approach to stakeholder engagement	Tiffany & Co. formally and informally engages with our various stakeholders throughout the year to help drive progress on the company's sustainability initiatives, including annual participation in the preparation of our sustainability reporting. We engage in more structured engagement processes through our periodic materiality analyses and our membership in sustainability-focused initiatives and working groups. Feedback from stakeholders is integrated into strategic plans to meet Tiffany & Co.'s 2025 Sustainability Goals .
	2-30 Collective bargaining agreements	Unavailable – Tiffany & Co. does not currently tracked this. However, working conditions, including collective bargaining agreements, are subject to local law of the areas in which we operate.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Approximately every five years, we undertake a sustainability materiality analysis to refine our strategic approach towards operating our business in an environmentally and socially responsible way. We undertook our third materiality analysis in 2018, during which we engaged with more than 600 internal and external stakeholders. Our materiality analysis informed the focus areas of the 2025 Sustainability Goals and has helped Tiffany & Co. embed sustainability throughout our business by prioritizing what is most relevant and impactful.

GRI Standard	Indicator	2022 Response
	3-2 List of material topics	<p>The results of our 2018 materiality analysis indicated the following focus areas:</p> <ul style="list-style-type: none"> • Biodiversity and Ecosystems • Diversity, Equity and Inclusion • Human Rights and Fair Labor Practices in Our Supply Chain • Traceability • Transparency <p>Other key topic areas included:</p> <ul style="list-style-type: none"> • Energy and Climate • Environmental Topics in Our Supply Chain • Living Wages and Local Hiring in Our Operations • Philanthropy • Recruitment, Development and Retention
GRI 201: Economic Performance 2016	3-3 Management of material topics	Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. As the Company is no longer publicly traded, it does not disclose its financial performance data. One of the ways that Tiffany & Co. distributes economic value is through The Tiffany & Co. Foundation, Tiffany & Co. corporate giving, cause marketing and Tiffany Cares in support of issues that matter to our business and our stakeholders, such as the arts; environmental conservation; and diversity, equity and inclusion.
	201-1 Direct economic value generated and distributed	Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy-Louis Vuitton SE. As the Company is no longer publicly traded, it does not disclose its financial performance data.
	201-2 Financial implications and other risks and opportunities due to climate change	Tiffany & Co. is working to evaluate the risks climate change poses to our business. We focus our risk assessments on key operational areas, including our physical assets, infrastructure, retail locations and our employees, as well as the potential supply chain impacts on the materials we need to conduct our business. We recently conducted an assessment of the physical climate risks to our facilities worldwide, including potential exposure to heat stress, flooding, hurricanes and cyclones, water stress and sea level rise in various climate scenarios.
GRI 202: Market Presence 2016	3-3 Management of material topics	Tiffany & Co. and its subsidiaries design, manufacture and market jewelry, watches and luxury accessories. Tiffany & Co. helps bring transparency to its supply chain through its vertical integration model, which helps uphold standards of craftsmanship, safe and healthy working environments, community economic development and supply-chain traceability.
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The Anker Methodology, which we helped pioneer with statistician Martha Anker and economist Richard Anker, measures the local cost of a basic decent standard of living. By paying a living wage according to this methodology, and adjusting it annually based on changes in the local cost of living, we aim to support our employees' full livelihoods. Our living wage program covers all full-time regular employees at our manufacturing facilities in Vietnam, Botswana, Mauritius, Cambodia and the Dominican Republic.
	202-2 Proportion of senior management hired from the local community	Unavailable – Tiffany & Co. does not track the proportion of senior managers hired from the local community.

GRI Standard	Indicator	2022 Response
GRI 203: Indirect Economic Impacts 2016	3-3 Management of material topics	Tiffany & Co. has a long-standing commitment to conducting its business responsibly and positively impacting the communities in which it operates, such as through local development. This includes job creation, local hiring and endeavoring to pay a living wage in our workshops in developing countries.
	203-2 Significant indirect economic impacts	<p>At Tiffany & Co., we believe it is important to hire and train from the local communities where we operate, helping individuals further develop skills while striving to improve local economies. In 2022, at all six of our global workshops, over 99% of employees at our workshops were hired locally. At our Belgium, Dominican Republic, and Thailand locations, 100% of employees are from the local community.</p> <p>Tiffany & Co. renewed support for the Peace Diamonds Restoration Initiative with long-term partner, RESOLVE in 2022. Through this initiative, RESOLVE field staff work together with national and regional governments, local leaders, and other community members to turn abandoned pits into arable land for agricultural and other sustainable uses while improving public health. For more information, see Traceability & Craft chapter of Tiffany & Co.'s 2022 Sustainability Report.</p>
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Tiffany & Co. is committed to responsibly sourcing the materials used in its products, from the paper used in our iconic Blue Boxes and blue bags to the gemstones used in our jewelry. Our vertical integration model and Social & Environmental Accountability Program helps us uphold our standards of craftsmanship, safe and healthy working environments, community economic development and supply chain traceability. The LVMH Group Supplier Code of Conduct helps the Company uphold our basic expectations across our supplier base. Our Social & Environmental Accountability Program enables us to uphold our standards in social and environmental responsibility by working with a key subset of our suppliers to help them improve their human rights, labor and environmental performance. This key subset includes suppliers that provide us with our finished goods, components, leather goods, polished diamonds, colored gemstones and packaging materials, as well as service providers that repair and perform new sale alterations on Tiffany & Co. merchandise.
	204-1 Proportion of spending on local suppliers	Unavailable – Tiffany & Co. does not currently track the proportion of spending on local suppliers.
GRI 205: Anti-corruption 2016	3-3 Management of material topics	The Tiffany & Co. Business Conduct Policy sets forth expectations for Tiffany & Co. employees, including compliance with relevant laws and regulations. This policy prohibits payment of bribes and the acceptance of inappropriate payments or gifts. All employees are required to review the policy upon hire and thereafter on an annual basis to make sure that they understand these standards. Certain employees in all regions, including regional management, are required to undergo Anti-Money Laundering training. In addition, employees whose responsibilities may involve interactions with government officials are required to annually undergo Anti-Bribery and Corruption training. For more information, please see the LVMH Group Supplier Code of Conduct , Tiffany & Co. Supplier Code of Conduct Guidance , Tiffany & Co. Responsible Purchasing Policy and Tiffany & Co. Business Conduct Policy .
	205-1 Operations assessed for risks related to corruption	Tiffany & Co.'s Global Compliance Department within Tiffany & Co.'s Legal Department and Internal Audit Department evaluates the Company's key compliance and reputational risks, including corruption risk, at appropriate intervals.
	205-2 Communication and training about anti-corruption policies and procedures	All employees are required to annually take the Tiffany & Co. Business Conduct training course, which includes an Anti-Bribery & Corruption training, and to review the Tiffany & Co. Business Conduct Policy, which includes the Company's Anti-Bribery and Corruption Policy.
205-3 Confirmed incidents of corruption and actions taken	The Tiffany & Co. Business Conduct Policy sets forth expectations of our employees, including around issues of corruption. Tiffany & Co. considers allegations and incidents of corruption to be serious matters and takes all appropriate actions to ensure compliance with relevant laws and regulations.	

GRI Standard	Indicator	2022 Response
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	At Tiffany & Co., the Company's Legal Department advises on compliance with applicable anti-competition laws. The Tiffany & Co. Business Conduct training course includes a Competition Law training.
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The Tiffany & Co. Business Conduct Policy sets forth expectations of our employees, including around issues of anti-competitive behavior, anti-trust, and monopoly-like practices. Tiffany & Co. considers allegations and incidents of anti-competitive behavior, anti-trust violations, and monopoly-like practices to be serious matters and takes all appropriate actions to ensure compliance with relevant laws and regulations.
GRI 301: Materials 2016	3-3 Management of material topics	Tiffany & Co. is committed to responsibly sourcing the materials used in our products, from the paper used in our iconic Blue Boxes and bags to the gemstones used in our jewelry. We have long since ceased the use of coral and ivory in our products and we continue to uphold strict policies and guidelines for the sourcing of all our precious metals, diamonds, colored gemstones and leather.
	301-1 Materials used by weight or volume	Confidential – Tiffany & Co. does not disclose the exact quantity of materials that we use, as we find this information to be proprietary.
	301-2 Recycled input materials used	<p>In 2022, more than 98% of all precious metals sourced by Tiffany & Co. for jewelry, accessories and fine watches came from traceable recycled, secondary, non-mined sources.</p> <p>In 2022, our blue boxes and bags were made of more than 65% recycled content. In addition, 100% of our corrugated cardboard was made with 100% recycled content.</p>
	301-3 Reclaimed products and their packaging materials	Unavailable – Tiffany & Co. does not track reclaimed products and their packaging materials.
GRI 302: Energy 2016	3-3 Management of material topics	Prioritizing the use and generation of renewable electricity is a key and measurable component of our ongoing efforts to achieve net-zero emissions. Tiffany & Co. continues to increase renewable electricity generation and purchases each year and is actively working towards our goal of procuring 100% of our global electricity from renewable sources by 2030. In 2022, 91% of Tiffany's global electricity use came from clean, renewable sources including energy generated by solar panels at five Tiffany & Co. locations and purchased renewable electricity credits equivalent to 100% of our electricity use in more than 25 countries where we operate, including the United States, Canada, China and much of Europe.
	302-1 Energy consumption within the organization	Information on our energy consumption within the organization, including electricity, steam, heating and cooling can be found in the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table .
	302-2 Energy consumption outside of the organization	Unavailable – Tiffany & Co. does not currently collect information on energy consumption outside its own operations.
	302-3 Energy intensity	For energy intensity figures, and for information on fuel types and other key definitions and methodologies, please see the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table .
	302-4 Reduction of energy consumption	Please see the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table for reduction of energy consumption figures.

GRI Standard	Indicator	2022 Response
GRI 304: Biodiversity 2016	3-3 Management of material topics	<p>Tiffany & Co. is building a comprehensive biodiversity strategy in line with the Science Based Targets for Nature framework and aligned with the following guiding principles:</p> <ul style="list-style-type: none"> • Avoid and reduce negative impacts on biodiversity • Restore and regenerate ecosystems within our value chain • Transform and drive system-wide change beyond our value chain <p>Additionally, The Tiffany & Co. Foundation has supported organizations that remediate abandoned historical mining sites to clean up polluted landscapes and waterways, as well as organizations dedicated to ongoing marine and coral reef preservation for over twenty years.</p>
	304-2 Significant impacts of activities, products and services on biodiversity	<p>In 2022, Tiffany & Co. developed our nature-based solutions strategy as part of our SBTi net-zero roadmap, focused on removing carbon emissions, protecting biodiversity, and supporting local livelihoods.</p> <p>In 2022, The Tiffany & Co. Foundation supported Conservation International for catalyzing the creation of the world's first marine protected area on the high seas. The Tiffany & Co. Foundation also supported The Great Barrier Reef Foundation to develop and launch revolutionary technologies for large scale coral re-establishment. For more information, please see the Oceans chapter of Tiffany & Co.'s 2022 Sustainability Report.</p>
	304-3 Habitats protected or restored	<p>In 2022, The Tiffany & Co. Foundation issued grants to organizations whose goal is to protect habitats in countries such as Cuba, Republic of Congo, Bangladesh, Colombia and Guatemala. For more information, please see the Oceans chapter of Tiffany & Co.'s 2022 Sustainability Report.</p>
GRI 305: Emissions 2016	3-3 Management of material topics	<p>In 2022, Tiffany & Co. accelerated its commitment to combat climate change with a pledge to achieve net-zero greenhouse gas (GHG) emissions across its own operations (Scopes 1 and 2) and supply chain (Scope 3) by 2040 in accordance with the Science Based Targets initiative's (SBTi) Net-Zero Standard.</p> <p>To meet our 2040 climate goal of reducing Scopes 1, 2 and 3 emissions by 90%, Tiffany & Co. has set a 2030 near-term GHG reduction target in alignment with SBTi's Net-Zero Standard. By 2030, Tiffany & Co. pledges to reduce Scopes 1 and 2 emissions by 70% against our 2019 baseline. Tiffany & Co. has also committed to reduce Scope 3 emissions by 40% by 2030 against our 2019 baseline.</p> <p>Tiffany & Co.'s science-based targets were approved by SBTi in June 2023.</p>
	305-1 Direct (Scope 1) GHG emissions	<p>For Tiffany & Co.'s Scope 1 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>
	305-2 Energy indirect (Scope 2) GHG emissions	<p>For Tiffany & Co.'s Scope 2 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>
	305-3 Other indirect (Scope 3) GHG emissions	<p>For Tiffany & Co.'s Scope 3 emissions, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>
	305-4 GHG emissions intensity	<p>For Tiffany & Co.'s GHG emissions intensity by building area, please see the Schedules of Sustainability Metrics and the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>
	305-5 Reduction of GHG emissions	<p>For more information about our goals and progress in reducing GHG Emissions, please see the Climate chapter of Tiffany & Co.'s 2022 Sustainability Report.</p>

GRI Standard	Indicator	2022 Response
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	<p>Tiffany's Social and Environmental Accountability (SEA) program aims to embed responsible sourcing practices into our supply chain. Through this initiative, we replace the traditional audit approach, directly engage with suppliers and contribute to high performance across the chain. The program currently operates on a biennial audit schedule.</p> <p>All third-party suppliers must abide by the LVMH Group Supplier Code of Conduct and those who manufacture certain products are required to participate in a rigorous Social and Environmental Accountability (SEA) program. Beyond these policies, we take a collaborative approach to developing and implementing sustainability programs in partnership with suppliers.</p>
	308-1 New suppliers that were screened using environmental criteria	All new suppliers in scope for the SEA Program who were onboarded during fiscal year 2022 were screened using environmental criteria.
	308-2 Negative environmental impacts in the supply chain and actions taken	Tiffany & Co.'s SEA Program operates on a biennial audit cycle. For the 2020–2021 cycle, 2% of audit findings out of total possible audit findings were related to environmental issues. As part of the SEA Program, suppliers are required to address any findings for corrective actions in a timely manner, and Tiffany & Co. supports those that need additional help in their efforts to remediate.
GRI 401: Employment 2016	3-3 Management of material topics	<p>Tiffany & Co. has employment policies in place regarding employee standards and compliance.</p> <p>Tiffany & Co. requires that our suppliers share our commitment to human rights, fair and safe labor practices, environmental protection and ethical business conduct. These requirements are communicated through the LVMH Group Supplier Code of Conduct. We expect our suppliers to fully comply with all applicable laws, rules and regulations. We also expect suppliers to go beyond legal compliance and strive to meet internationally recognized standards for the advancement of human rights, business ethics and social and environmental responsibility.</p>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Tiffany & Co. provides the following benefits to full-time employees but not to part-time or temporary employees except where required by law:</p> <ul style="list-style-type: none"> • Life insurance • Health care • Disability coverage • Parental leave • Retirement benefits
	401-3 Parental leave	Tiffany & Co's Parental and Caregiver Leave policy includes a minimum of 14 weeks of paid leave for birth parents and eight weeks of paid leave for non-birth parents. The Company also provides two weeks of paid leave per year for employees to care for ill family members, as well as a flexible workplace policy to accommodate greater work-life balance. Information about number of employees that took parental leave is not currently tracked in a centralized system for sustainability reporting.

GRI Standard	Indicator	2022 Response
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Tiffany & Co.'s corporate Occupational Safety & Environmental (OS&E) management system establishes global performance expectations for OS&E matters related to all Company operations. This system outlines responsibilities and sets the expectation for each business unit to identify and control, to the extent necessary, OS&E aspects and issues specific to its operations. Tiffany & Co. has signed and upholds a CEO-level commitment to LVMH Health and Safety Standards, further demonstrating our Company's commitment to the highest standards of employee safety.
	403-1 Occupational health and safety management system	The Tiffany & Co. OS&E management system is designed to assure compliance with local regulatory requirements, identify and control risks and is scaled to align with operational needs. The management system framework is modeled after the ISO 14001 and 45001 Standards.
	403-2 Hazard identification, risk assessment, and incident investigation	The Tiffany & Co. OS&E management system requires each company operation to identify and evaluate potential employee safety impacts; conduct rigorous impact assessments; and control hazards by elimination, reduction, substitution, containment or other appropriate control mechanisms. Safety related incidents, including work-related injuries, if any, are investigated with corrective action taken in an effort to prevent reoccurrence.
	403-5 Worker training on occupational health and safety	Our occupational safety training programs are implemented at the operational level and designed to ensure that all Company personnel understand how to perform their work safely, the potential safety impact of their work and how to control hazards and any applicable regulatory requirements associated with their work.
	403-6 Promotion of worker health	Because we operate our own diamond cutting and polishing and jewelry manufacturing facilities, we are able to foster safe and healthy working environments for our manufacturing employees. Tiffany & Co. also provides regular full-time employees health benefits (e.g., medical, dental, vision) as well as health and fitness reimbursement.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Tiffany & Co. communicates its values, including around occupational health and safety, to third parties via the LVMH Group Supplier Code of Conduct and the Tiffany & Co. Supplier Code of Conduct Guidance . These documents are available publicly in multiple languages . The Supplier Code of Conduct is available in 24 languages, and the Code of Conduct Guidance is available in 14 languages.
	403-8 Workers covered by an occupational health and safety management system	Our global OS&E management system applies to all worldwide retail, office, distribution and manufacturing locations we operate.
	GRI 404: Training and Education 2016	3-3 Management of material topics
404-1 Average hours of training per year per employee		Unavailable – Tiffany & Co. does not currently track average hours of training per year per employee in a centralized system as part of sustainability reporting.
404-2 Programs for upgrading employee skills and transition assistance programs		In November 2022, Tiffany & Co. launched the new Registered Apprenticeship program with LVMH. This program aims to train the first cohort of the next generation of craftspeople in jewelry design and fabrication. For more information on this initiative, please see the Traceability & Craft chapter of Tiffany & Co.'s 2022 Sustainability Report . Please also see the Tiffany Careers website for information on training and career development programs.
404-3 Percentage of employees receiving regular performance and career development reviews		All Tiffany & Co. employees receive annual performance and career development reviews.

GRI Standard	Indicator	2022 Response
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	<p>At Tiffany & Co., we are committed to Diversity, Equity, and Inclusion and demonstrate progress as demonstrated across our DEI Strategy of Talent, Culture and Brand:</p> <ul style="list-style-type: none"> • Talent: We create and foster a culture that embraces diversity and believe our business is strengthened by leveraging a variety of perspectives and experiences. • Culture: We're building an inclusive workplace where employees feel all facets of themselves are valued, and leaders are committed to inclusive behaviors to create safe and welcoming spaces for their teams. • Brand: We acknowledge our responsibility to influence positive change in our industry. We intentionally seek out a diverse range of lived experiences in our consumer research to inform our external practices and policies.
	405-1 Diversity of governance bodies and employees	<p>For diversity information on employees, including Senior Management, please see the Diversity, Equity, and Inclusion (DEI) chapter of Tiffany & Co.'s 2022 Sustainability Report.</p>
	405-2 Ratio of basic salary and remuneration of women to men	<p>We report gender pay gap data as required pursuant to applicable law in certain jurisdictions where we conduct business (e.g., Australia and the United Kingdom).</p>
GRI 406: Non-discrimination 2016	3-3 Management of material topics	<p>Pursuant to Tiffany & Co.'s Business Conduct Policy, discrimination or harassment based on age, race, religion, creed, color, national origin, alienage or citizenship status, sex, marital status, sexual orientation, gender identity, genetic information, disability or any other legally protected characteristic is prohibited. The Company's commitment to anti-discrimination is further communicated to suppliers through the LVMH Group Supplier Code of Conduct and Supplier Code of Conduct Guidance.</p> <p>For information on expectations for suppliers, please see the LVMH Group Supplier Code of Conduct and Tiffany & Co. Supplier Code of Conduct Guidance.</p>
	406-1 Incidents of discrimination and corrective actions taken	<p>We provide the means to report ethical and other concerns at Tiffany in numerous ways, including via our global Tiffany and global LVMH Group Alert Lines, which are administered by third-party service providers. Reports may be submitted anonymously, subject to local law. Reporting mechanisms are available globally. Reports are evaluated and, if warranted, issues are investigated and remediated.</p>
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	<p>Tiffany & Co. recognizes that the protection of civic freedoms—including freedom of expression, assembly and association—and respect for the rule of law are important for both business and society more broadly. Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, including areas such as freedom of association and collective bargaining. For information on the Company's expectations for suppliers in these areas, please see the LVMH Group Supplier Code of Conduct and Tiffany & Co. Supplier Code of Conduct Guidance.</p>
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instance where a zero-tolerance issue is identified and not remediated, the supplier may be subject to prompt termination. We review and help suppliers improve in the area of freedom of association and collective bargaining through auditing, re-auditing, training and more as part of this program.</p>

GRI Standard	Indicator	2022 Response
GRI 408: Child Labor 2016	3-3 Management of material topics	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including child labor. Tiffany & Co.'s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, particularly focusing on a variety of areas including child labor, among others. For information on expectations for suppliers, please see the LVMH Group Supplier Code of Conduct and Tiffany & Co. Supplier Code of Conduct Guidance.</p>
	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>Tiffany & Co. facilities do not engage or participate in child labor. Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instance where a zero-tolerance issue is identified and not remediated, the supplier may be subject to prompt termination. We review and help suppliers improve in all labor categories, including this zero-tolerance category, by auditing, re-auditing, training and more as part of this program.</p>
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including forced and compulsory labor. Tiffany & Co.'s human rights policy, which aligns with the UN Guiding Principles on Business & Human Rights as well as other international human rights laws and standards, outlines the key areas of potential human rights impacts across our business and outlines the Company's approach to stakeholder engagement and governance in respect thereof.</p> <p>Through our Social & Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers to review performance on topics such as human rights, labor and environmental performance, including a variety of areas such as forced or compulsory labor, among others. For information on expectations for suppliers, please see the LVMH Group Supplier Code of Conduct and Tiffany & Co. Supplier Code of Conduct Guidance.</p>
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>Tiffany & Co. facilities do not engage or participate in forced or compulsory. Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instance where a zero-tolerance issue is identified and not remediated, the supplier may be subject to prompt termination. We review and help suppliers improve in all labor categories, including this zero-tolerance category, by auditing, re-auditing, training and more as part of this program.</p>

GRI Standard	Indicator	2022 Response
GRI 411: Rights of Indigenous Peoples 2016	3-3 Management of material topics	<p>Tiffany & Co. has been vocal and proactive in doing its part to eliminate human rights issues in the jewelry industry, including child labor and violations against the rights of Indigenous peoples.</p> <p>Tiffany & Co. continues to work with suppliers and through its participation in the Initiative for Responsible Mining Assurance (IRMA) to support broader industry change and help mitigate the social impacts of mining. IRMA's mining standards include robust expectations on Free, Prior and Informed Consent (FPIC) and other mechanisms to mitigate violations involving the rights of Indigenous peoples.</p>
	411-1 Incidents of violations involving rights of indigenous peoples	Through our Social and Environmental Accountability Program (SEA Program), we perform regular audits on a targeted subset of suppliers, which includes evaluations of violations of rights of indigenous peoples. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instance where a zero-tolerance issue is identified and not remediated, the supplier may be subject to prompt termination.
GRI 413: Local Communities 2016	3-3 Management of material topics	Tiffany & Co. is focused on positively impacting the communities in which we operate. Our decades-long commitments are rooted in striving to contribute positively to the social and economic wellbeing of local communities and striving to foster an environment where there is continuous open dialogue with stakeholders, especially vulnerable communities.
	413-1 Operations with local community engagement, impact assessments, and development programs	Starting in 2022, Tiffany & Co. aims to drive positive social impact in diamond-sourcing countries through Women Shine, an initiative between Tiffany & Co. and global non-profit organization CARE International. The goal of this initiative is to advance entrepreneurship, economic empowerment and financial independence for thousands of women in Southern Africa. For more information, see the Traceability & Craft chapter of Tiffany & Co.'s 2022 Sustainability Report .
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	<p>Tiffany's Social and Environmental Accountability (SEA) program aims to embed responsible sourcing practices into our supply chain. Through this initiative, we replace the traditional audit approach, directly engage with suppliers and contribute to high performance across the chain. The program currently operates on a biennial audit schedule.</p> <p>All third-party suppliers must abide by the LVMH Group Supplier Code of Conduct and those who manufacture certain products are required to participate in a rigorous Social and Environmental Accountability (SEA) program. Beyond these policies, we take a collaborative approach to developing and implementing sustainability programs in partnership with suppliers.</p>
	414-1 New suppliers that were screened using social criteria	All new suppliers in scope for the SEA Program who were onboarded during fiscal year 2022 were screened using social criteria.
	414-2 Negative social impacts in the supply chain and actions taken	Tiffany & Co.'s SEA Program operates on a biennial audit schedule. For the 2020–2021 cycle, of total possible audit findings, 46% of audit findings were in Health & Safety, 7% were in Wages & Benefits, and 4% were in Hours of Work. As part of the SEA Program, suppliers are required to address any findings in a timely manner, and Tiffany & Co. supports those that need additional help in their efforts to remediate. Tiffany & Co. requires all findings of our SEA Program to be addressed. In the rare instance where a zero-tolerance issue is identified and not remediated, the supplier may be subject to prompt termination.
GRI 415: Public Policy 2016	3-3 Management of material topics	<p>Tiffany & Co. engages with the U.S. government, where appropriate, to encourage a responsible, forward-thinking policy with a focus on responsible mining and climate change.</p> <p>In addition to direct engagement with policy makers on these issues, we have spoken out through op-eds and public position statements, including advertising placements. In addition, we periodically join with other business voices in statements supporting actions that we believe are in the best interest of our business, on issues ranging from climate change and biodiversity to equality and inclusion.</p>
	415-1 Political contributions	Tiffany & Co. does not make political contributions directly to political parties, their elected representatives, or candidates for political office; any payments made to trade associations are monitored and are not paid to such associations for the purpose of making a donation to political parties, their elected representatives, or candidates for political office.

GRI Standard	Indicator	2022 Response
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Tiffany & Co. places a high priority on product safety, with dedicated resources focused on evaluating and reviewing our merchandise to ensure it meets the Company's applicable quality and product safety standards.
	416-1 Assessment of the health and safety impacts of product and service categories	<p>Tiffany & Co.'s Quality Management department supports Tiffany & Co. in providing our customers with products of high quality and enduring value, all in compliance with applicable legal requirements. Their role includes:</p> <ul style="list-style-type: none"> • establishing product manufacturing standards, including safety policy • performing technical testing and assaying • performing technical research • sharing technical information and manufacturing solutions with vendors and suppliers, as appropriate • reviewing new product samples for compliance to all standards • examining merchandise as necessary for conformance to aesthetic, functional and legal standards • qualifying new vendors and tracking vendor performance <p>In 2018, Tiffany & Co. opened the Jewelry Design and Innovation Workshop (JDIW) to further evaluate the impacts of new manufacturing processes and materials. The JDIW plays a key role in conducting quality assurance of new jewelry products.</p>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Tiffany & Co. did not have any significant instances of non-compliance concerning the health and safety impacts of products and services during this reporting period.
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	<p>Tiffany & Co. places a high priority on product safety, evaluating and reviewing our merchandise to ensure it meets the Company's quality and product safety standards.</p> <p>As a leader in diamond traceability, Tiffany & Co. is unique among global luxury jewelers in owning and operating five of its own diamond cutting and polishing workshops around the world. We require provenance information (region or countries of origin) on all newly sourced, individually registered diamonds (.18 carats and larger). In 2020, we became the first global luxury jeweler to disclose the regions or countries where our newly sourced, individually registered diamonds (.18 carats and larger) are sourced, cut, polished, graded and set.</p> <p>Tiffany & Co.'s Legal Department advises on labeling requirements as part of the product development process and recommends appropriate disclosures or instructions to fulfill industry safety standards and regulatory obligations.</p>
	417-2 Incidents of non-compliance concerning product and service information and labeling	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for product and service information or labeling in 2022.
	417-3 Incidents of non-compliance concerning marketing communications	Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for marketing communications in 2022.
GRI 418: Customer Privacy 2016	3-3 Management of material topics	At Tiffany & Co., Tiffany & Co.'s Data Protection Office and Legal Department evaluates the Company's risks related to customer privacy. The Tiffany & Co. Internal Audit Department provides objective assurance and control advisory services to evaluate the effectiveness of our risk-management, control and governance processes.
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022, Tiffany did not receive any written statements by a regulator or similar official body identifying breaches of customer privacy. Tiffany did experience customer complaints in 2022 related to customer data privacy. In response, Tiffany reviewed and assessed these incidents in accordance with Tiffany's privacy policies and incident response plans and procedures. Where necessary, Tiffany took steps to address any such complaints. Additionally, Tiffany employs proactive measures in order to help prevent any customer data privacy complaints. Such measures include annual Global Privacy Training, conducting data privacy impact assessments, and the inclusion of data privacy and information security and controls provisions in appropriate vendor contracts.

Science Based Targets initiative (SBTi) Reporting

Near-Term Target:

Tiffany & Co. commits to reduce absolute Scope 1 & 2 GHG emissions 70% by 2030 from a 2019 base year.

Tiffany & Co. also commits to reduce absolute Scope 3 GHG emissions 40% by 2030 from a 2019 base year.

- ABS1 – Scopes 1 & 2, 70% reduction from 2019 base year by 2030
- ABS2 – Scope 3, 40% reduction from 2019 base year by 2030

Net-Zero Target:

Tiffany & Co. commits to reduce absolute Scope 1, 2, and 3 GHG emissions 90% by 2040 from a 2019 base year.

Tiffany & Co. also commits to neutralize residual emissions at the point of reaching its long-term SBT.

- ABS1 – Scopes 1 & 2, 90% reduction from 2019 base year by 2040
- ABS2 – Scope 3, 90% reduction from 2019 base year by 2040

Tiffany & Co.'s near-term and net-zero targets cover 100% of emissions within the GHG inventory boundary, as shown in the table on the following page.

Tiffany & Co.'s SBTi targets use the market-based approach to calculate base year emissions and track progress.

Global Energy and Greenhouse Gas (GHG) Emissions Performance Table

	2019	2020	2021	2022	Change 2019-2022	Progress to 2030 Target	Progress to 2040 Target
ENERGY USE							
Total Energy Use (MWh)	113,262	101,393	105,973	107,521	5%↓		
Electricity Use (%)	78%	80%	80%	80%			
Natural Gas Use (%)	12%	12%	12%	12%			
Steam Use (%)	8%	7%	7%	6%			
Other Sources (%)**	2%	2%	1%	2%			
Renewable Electricity Use‡	85%	86%	90%	91%	6%↑		
EMISSIONS (Metric Tons of CO₂e)*							
Scope 1‡	3,139	2,779	2,848	2,926	7%↓		
Scope 2 (Location-Based)‡	35,508	32,037	32,719	32,543	8%↓		
Scope 2 (Market-Based)‡	9,528	8,035	6,005	5,524	42%↓		
Total (Market-Based)‡	12,667	10,814	8,854	8,451	33%↓	48%	37%
Scope 3	628,450	481,850	625,550	418,850	33%↓	83%	37%
Category 1 – Purchased Goods and Services‡‡	531,000	356,000	493,000	235,000			
Category 3 – Fuel- and Energy-Related Activities	7,200	6,000	8,000	9,000			
Category 4 – Upstream Transportation and Distribution	25,000	77,000	78,000	126,000			
Category 6 – Business Travel	17,000	2,000	2,000	3,000			
Category 7 – Employee Commuting	38,000	32,000	39,000	42,000			
Category 9 – Downstream Transportation and Distribution	5,000	1,800	1,700	900			
Category 10 – Processing of Sold Products	2,600	4,800	1,400	500			
Category 12 – End of Life Treatment of Sold Products	200	200	600	700			
Category 13 – Downstream Leased Assets	2,400	2,000	1,800	1,700			
Category 15 – Investments	50	50	50	50			
INTENSITY							
Emissions (Scope 1 and Scope 2 Location-based) by Building Area (Pounds of CO ₂ e/Square Foot)‡	26.15	23.30	23.89	22.81	13%↓		
Emissions (Scope 1 and Scope 2 Market-based) by Building Area (Pounds of CO ₂ e/Square Foot)‡	8.57	7.24	5.95	5.43	37%↓		

Footnotes

* See the Report of Independent Accountants for 2022 assurance.

** Other energy sources include chilled water, vehicle diesel, vehicle gasoline, non-vehicle diesel, non-vehicle gasoline, acetylene, propane, and wax.

‡ The assured metrics include Scope 1, Scope 2 Location-based and Market-based, and Emissions Intensity by Building Area. These metrics were also previously assured for 2018, 2019, 2020, and 2021. 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 300 stores, as well as distribution centers, manufacturing and diamond division facilities, and domestic and international offices and repair facilities.

‡‡ Emissions from Category 2, Capital Goods, and Category 5, Waste Generated in Operations, are included in the Category 1, Purchased Goods and Services emissions total as they cannot be independently distinguished in Tiffany & Co.'s purchased goods and services procurement data.

Not Applicable Scope 3 Categories: Scope 3 categories not applicable to Tiffany & Co. include Category 8 – Upstream Leased Assets; Category 11 – Use of Sold Products; and Category 14 – Franchises. Tiffany & Co. does not have assets that are considered upstream leased assets, sell products that have use-phase emissions, nor does it operate franchises.

Exclusions: Tiffany & Co. excludes Category 12, end of life treatment emissions for home and accessories products from the GHG inventory. These emissions represent less than 0.01% of base year Scope 1, 2, and 3 emissions, and are below the de minimis threshold. Packaging end of life emissions are included in Category 12.

Base Year Recalculation Policy: Tiffany & Co. follows the GHG Protocol Corporate Standard's base year recalculation guidance and recalculates base year emissions due to structural changes in the organization, changes in calculation methodology or improvements in the accuracy of emission factors or activity data, and discovery of significant errors. If any of these changes collectively have an impact of 5% or more on total Scope 1, 2, and 3 emissions since the previous base year calculation or recalculation, the base year emissions will be retroactively recalculated.

Reasons for change in Scope 3 figures in 2022 compared to previous years. Category 1: Increase in purchase of recycled precious metals and internal reprocessing; Category 3: Increases in upstream energy emission factors; Category 4: Updated procurement classification taxonomies (reclassifying from Category 1 to Category 4); Category 6: Decrease in travel following COVID, particularly by air; Category 7: Increase in full-time employees; Category 9: Decrease in number of trade store locations, increase in energy efficiency per store; Category 10: Decrease in products sold for downstream processing, increase in operational efficiency reflected in emission factor; Category 12: Increase in overall packaging procured; Category 13: Decrease in number of subleased spaces, decrease in new store build out.

Independent Accountants' Review Report



Independent Accountants' Review Report

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

We have reviewed the accompanying Schedule of Environmental Metrics for the year ended December 31, 2022 and the related notes, and the Schedule of Diversity Metrics for the period from October 1, 2022 to October 14, 2022 and the related notes, (collectively, the Schedules of Sustainability Metrics) of Tiffany & Co. and its subsidiaries (the Company). The Company's management is responsible for preparing and presenting the Schedules of Sustainability Metrics in accordance with the criteria set forth in the respective Note 2 for each schedule (the Criteria). Our responsibility is to express a conclusion on the Schedules of Sustainability Metrics based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Schedules of Sustainability Metrics in order for them to be in accordance with the Criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Schedules of Sustainability Metrics are in accordance with (or based on) the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been

obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgement and consisted primarily of inquires of management to obtain an understanding of the methodology applied, evaluation of the Company's application of the stated methodology for measuring the environmental and diversity metrics presented within the Schedules of Sustainability Metrics, recalculation of a selection of environmental and diversity metrics, and analytical procedures comparing environmental and diversity trends.

As described in the respective Note 3 for each schedule, the preparation of the Schedules of Sustainability Metrics requires the Company's management to establish the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Environmental and diversity data included in the Schedules of Sustainability Metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different, but acceptable measurement methods,

input data or model assumptions could have resulted in materially different amounts or metrics being reported. Different entities may make different but acceptable interpretations, determinations and estimates. The precision of different measurement techniques may also vary.

Based on our review, we are not aware of any material modifications that should be made to the Schedule of Environmental Metrics for the year ended December 31, 2022 and the related notes and the Schedule of Diversity Metrics for the period from October 1, 2022 to October 14, 2022 and the related notes of Tiffany & Co. and its subsidiaries, in order for them to be in accordance with the Criteria.

KPMG LLP

New York City,
New York June 8, 2023

Schedules of Sustainability Metrics

Schedule of Environmental Metrics

For the year ended December 31, 2022

Greenhouse gas emissions by scope	Metric tons carbon dioxide equivalents (CO ₂ e)
Scope 1	2,926
Scope 2 (location-based)	32,543
Scope 2 (market-based)	5,524
Total Scope 1 and Scope 2 (location-based)	35,469
Total Scope 1 and Scope 2 (market-based)	8,450

Greenhouse gas emissions intensity	Pounds of carbon dioxide equivalents (CO ₂ e) per square foot
Total Scope 1 and Scope 2 (location-based)	22.81
Total Scope 1 and Scope 2 (market-based)	5.43

Electricity from renewable sources	Megawatts per hour (MWh)
Renewable electricity	77,848
Total electricity	85,989
Percentage of electricity from renewable sources	91%

See accompanying Notes to the Schedule of Environmental Metrics

Notes to the Schedule of Environmental Metrics

For the year ended December 31, 2022

Note 1: Summary of business and accounting policies

Description of Business

Tiffany & Co. (the “Company”) is a global luxury jeweler based in New York. The Company and its subsidiaries have designed, manufactured and marketed jewelry, watches and luxury accessories since 1837. Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy Louis Vuitton.

Fiscal Year

The Company’s fiscal year ends on December 31. The accompanying metrics have been calculated for the year ended December 31, 2022. Tiffany & Co. is responsible for the completeness, accuracy, and validity of the environmental metrics and accompanying disclosures reported for the year indicated.

Basis of Presentation

With respect to the environmental metrics and accompanying disclosures reported, management of Tiffany & Co. asserts that such environmental metrics are presented in conformity with the assessment criteria set forth in Note 2. 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 environmental metrics.

Rounding

The figures included in this report have been rounded to the nearest whole amount unless otherwise shown.

Note 2: Measurement Criteria

Greenhouse gas emissions are reported as quantity in metric tons of carbon dioxide equivalent greenhouse gas emissions during the period from January 1, 2022 to December 31, 2022.

Greenhouse gas emissions intensity is reported as quantity in pounds of carbon dioxide equivalent greenhouse gas emissions per time weighted square foot of owned or leased space under operational control during the period from January 1, 2022 to December 31, 2022. Time weighted square foot is calculated proportionally to the amount of time that a facility was open during the reporting year.

Electricity from renewable sources is reported as 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 from January 1, 2022 to December 31, 2022 as indicated by either (1) owned onsite system generation records or (2) unbundled environmental attribute certificates; and in all cases where Tiffany & Co. retains the exclusive claim to the environmental attributes through proof of generation, contractual ownership, or retirement of the environmental attribute certificates.

Note 3: Estimation Uncertainties

The preparation of the Schedule of Environmental 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. Environmental data included in the Schedule of Environmental Metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported. Different entities may make different but acceptable interpretations, determinations and estimates. The precision of different measurement techniques may also vary.

Schedules of Sustainability Metrics

Note 4: Environmental Metrics

Organizational boundaries

In conformance with the Greenhouse Gas Protocol (GHG Protocol), reported direct and indirect Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions represent 100% of the emissions from the facilities where Tiffany & Co. has operational control. This boundary includes all facilities owned and leased by Tiffany & Co. including retail stores, offices, manufacturing, distribution, and warehouse locations. All facilities of Tiffany & Co. and its subsidiaries are included within its organizational boundary unless otherwise stated.

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. 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 2019 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 2019-2021 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 third year and carried forward as an estimate for the following two years. For the current reporting year, 2022 actual data is used.

Approximately 27% of the Scope 1 and 2 (location-based) GHG emissions are estimated for the period January 1, 2022 to December 31, 2022.

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	0.0175	1.1218	
Warehouse	0.0175	1.2667	
Manufacturing	0.0175	1.3394	3.9672
Retail	0.0150	2.6362	
Mixed Use	0.0200	1.9909	
Office	0.0175	0.8271	

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 every year based on the best available data at the time. Tiffany & Co. used the most current factors available as of January 1, 2022.

Schedules of Sustainability Metrics

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	Sources
Scope 1, Global	Natural gas and other direct GHG emission sources	GHG emissions for stationary and mobile combustion are calculated using the emission factors from the United States Environmental Protection Agency's (EPA). GHG emissions for fugitive sources are calculated using the emission factors from Intergovernmental Panel on Climate Change.	Federal Register EPA; 40 CFR Part 98; Mandatory Greenhouse Gas Reporting; e-CFR, June 13, 2017 EPA (2017) Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2015.-present Intergovernmental Panel on Climate Change Fourth Assessment Report (AR4)
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.	EPA eGRID Subregion Emission Factors, released January 2022 for year 2020 factors
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 Industry, Science, Energy and Resources.	National Greenhouse Gas Accounts (NGA) Factors, November, 2022. "Table 1: Indirect (Scope 2 and Scope 3) emissions from consumption of purchased electricity from a grid" for year 2022 factors
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.	Government GHG Conversion Factors for Company Reporting: Methodology Paper for Emission Factors, released June 2022 for year 2020 factors
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.	Brazilian Ministry of Science, Technology, Innovation and Communication: Fator médio - Inventários corporativos for year 2021 factors
Scope 2 (location-based), Canada	Electricity	Tiffany & Co. uses provincial emission factors for electricity purchased in Canada provided by the Canadian Government.	National Inventory Report 1990-2020", Annex 13, released July 2022 for year 2020 factors.
Scope 2 (location-based), Singapore	Electricity	Tiffany & Co. uses provincial emission factors for electricity purchased in Singapore provided by the Energy Market Authority.	Singapore Energy Market Authority: Electricity Grid Emissions Factors and Upstream Fugitive Methane Emission Factor 2005-2021, October 2022.
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). Where specific IEA country emissions factors were not available, Tiffany & Co. uses a country with a comparable emissions profile.	IEA 2022, for year 2020 factors
Scope 2 (location-based and market-based)	Steam	GHG emissions from Tiffany & Co.'s purchased steam consumption are calculated using a supplier-specific emission factor from US EPA.	EPA Emission Factors Hub, April 2022

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 & Co.; and for purchased renewable energy attribute certificates applied to Tiffany & Co. 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	Not applicable
Location-based factors	If none of the above options are available, Tiffany & Co. uses location-based factors as described in the table above.

Global warming potentials

Carbon Dioxide equivalent (CO₂e) values are used for all emission sources. Methane (CH₄), Nitrous Oxide (N₂O), and Hydrofluorocarbons (HFCs) are converted to CO₂e values using the IPCC Fourth Assessment Report (AR4) Global Warming Potential (GWP). Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF₆), and Nitrogen Trifluoride (NF₃) emissions have been omitted as they are not material sources of greenhouse gases for the Company.

Schedules of Diversity Metrics

Schedule of Diversity Metrics

For the period from October 1, 2022 to October 14, 2022

Generation diversity – Global workforce	
Born 1964 and Prior	7%
Born 1965-1980	23%
Born 1981- 1996	51%
Born 1997-Present	19%

Gender diversity by management level – Global workforce	
Global Workforce	
Female	68%
Male	31%
Not Specified	1%
Manager and Above	
Female	64%
Male	36%
Not Specified	0%
Vice President and Above	
Female	53%
Male	47%
Not Specified	0%

Ethnic diversity – United States workforce	
American Indian or Alaska Native	0.3%
Asian	15.5%
Black or African-American	11.4%
Hispanic or Latinx	21.1%
Native Hawaiian or Other Pacific Islander	0.5%
White	43.7%
Two or More Races	1.8%
Not Specified	5.7%

Notes to the Schedule of of Diversity Metrics

For the period from October 1, 2022 to October 14, 2022

Note 1: Summary of business and accounting policies

Description of Business

Tiffany & Co. (the “Company”) is a global luxury jeweler based in New York. The Company and its subsidiaries have designed, manufactured and marketed jewelry, watches and luxury accessories since 1837. Tiffany & Co. is a wholly owned indirect subsidiary of LVMH Moët Hennessy Louis Vuitton.

Fiscal Year

The Company’s fiscal year ends on December 31. However, the accompanying metrics have been calculated using data reported on all full-time and part-time employees who are active at any given point of time during the period from October 1, 2022 to October 14, 2022. The reporting timeframe of diversity metrics aligns with the Company’s reporting for the U.S. government Employment Information Report (EEO-1) which requires the Company to report workforce demographic data for individuals who were active employees during a specified pay period selected by the Company (i.e., the “workforce snapshot pay period”). Tiffany & Co. is responsible for the completeness, accuracy and validity of the diversity metrics and accompanying disclosures reported for the period from October 1, 2022 to October 14, 2022.

Basis of Presentation

With respect to the diversity metrics and accompanying disclosures reported, management of Tiffany & Co. asserts that such diversity metrics are presented in conformity with the assessment criteria set forth in Note 2. 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 diversity metrics.

Schedules of Diversity Metrics

Rounding

The figures included in this report have been rounded to the nearest whole percentage unless otherwise shown.

Note 2: Measurement Criteria

The Company tracks level of diversity among employees for insights into the human capital of the organization as well as information on equal opportunity. Diversity metrics are reported among the following categories: generation diversity across the global workforce, gender diversity across the global workforce, and ethnic diversity across the U.S. workforce.

Generation diversity across the global workforce is measured according to date of birth as self-reported and recorded in the Company's Human Resources systems.

Gender diversity by management level across the global workforce is measured according to the gender as self-reported and recorded, and management level as recorded in the Company's Human Resources systems. Information is further tracked by management level to account for Manager & Above and Vice President & Above.

Ethnic diversity across the United States is measured according to ethnicity as self-reported and recorded in the Company's Human Resources systems. The breakdown for U.S. ethnic diversity is rounded to the nearest tenth of a percent.

Employees who did not self-report gender as female or male or did not self-report ethnicity in the categories provided were classified as not specified.

Note 3: Estimation Uncertainties

The preparation of the Schedule of Diversity 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. Diversity data included in the Schedule of Diversity Metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported. Different entities may make different but acceptable interpretations, determinations and estimates. The precision of different measurement techniques may also vary.

Note 4: Diversity Metrics

Organizational boundaries

All boundaries are global and apply to Tiffany & Co. and its subsidiaries unless otherwise stated. The Company includes all full-time and part-time employees in its diversity metrics for the period defined in Note 1.

Generation diversity and gender diversity by management level metrics are measured based on the global workforce. Ethnic diversity metrics are measured based on the United States (U.S.) workforce only. Diversity metrics include approximately 15,000 employees worldwide, of which 5,559 employees are in the U.S.

Diversity base data

Data is presented as self-reported to the Company's enterprise Human Resource management system. Data is extracted directly from this program. For subsidiaries not using the enterprise Human Resource management system, data is collected by Human Resources through correspondence with subsidiary contacts and is based on employee profiles.

TIFFANY & Co.