

TIFFANY&CO.

Impact Reporting

Supplement to Tiffany & Co.'s
2024 and 2023 Sustainability Report



Supplement to Tiffany & Co.'s 2024 and 2023 Sustainability Report

The content of this publication is focused on Fiscal Year 2024 (January 1, 2024 – December 31, 2024) and 2023 (January 1, 2023–December 31, 2023). This publication is a supplemental addendum to Tiffany & Co.'s 2024 and 2023 Sustainability Report with additional 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 2024 and 2023 Sustainability Report and the [Tiffany.com/Sustainability](https://www.tiffany.com/Sustainability) website.

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 3 Global Reporting Index (GRI) 16 Science Based Targets initiative (SBTi) Reporting 17 Global Energy and Greenhouse Gas (GHG) Emissions Performance Table 18 Independent Accountants' Review Report 19 Schedules of Sustainability Metrics 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. 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 (GRI 308,414). Please see the corresponding sections below for the 2024 and 2023 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, see Tiffany & Co.'s profile in the UNGC database [here](#).

2024 Global Reporting Index (GRI)

Indicator	2024 Response
GRI 1: Foundation 2021	
Statement of Use	Tiffany & Co. has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024.
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 LVMH's 2024 Universal Registration Document.
2-3 Reporting period, frequency and contact point	Tiffany & Co. is reporting on Fiscal Year 2024 (January 1, 2024–December 31, 2024) 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 2024.
2-5 External assurance	Tiffany & Co.'s sustainability reporting has not been externally assured for Fiscal Year 2024, but the Company participated in LVMH's group-level third-party assurance of select sustainability metrics in 2024.
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 2023 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 & Belonging (DEIB) chapter of Tiffany & Co.'s 2024 Sustainability Report.
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.
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 sustainability goals.
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. Further, Tiffany & Co. is aligned with LVMH's Life 360 and the 2025 CSR Roadmap, which reflects the Group's commitment to environmental and social responsibility. This alignment ensures that Tiffany & Co. adheres to LVMH's ethical principles and methodologies, contributing to the broader strategic targets set by LVMH's ESG Committee.
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 C-Suite 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 2023 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; these include 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 .
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.

<p>2-25 Processes to remediate negative impacts</p>	<p>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.</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>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.</p>
<p>2-27 Compliance with laws and regulations</p>	<p>Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with relevant laws or regulations in 2024.</p>
<p>2-28 Membership associations</p>	<p>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 and Clean Energy Buyers Association (CEBA). The Company monitors its memberships to avoid association with groups that oppose important climate change efforts.</p>
<p>2-29 Approach to stakeholder engagement</p>	<p>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.</p>
<p>2-30 Collective bargaining agreements</p>	<p>Unavailable—Tiffany & Co. does not currently track this. However, working conditions, including collective bargaining agreements, are subject to local law of the areas in which we operate.</p>
<p>GRI 3: Material Topics 2021</p>	
<p>3-1 Process to determine material topics</p>	<p>During our third and latest materiality analysis completed in 2018, we engaged more than 600 internal and external stakeholders to determine strategic sustainability priorities. Our materiality analysis has helped Tiffany & Co. embed environmentally and socially responsible practices throughout our business.</p>
<p>3-2 List of material topics</p>	<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

	<ul style="list-style-type: none"> • 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
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GRI 201: Economic Performance 2016

<p>3-3 Management of material topics</p>	<p>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. Some of the ways that Tiffany & Co. distributes economic value are 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, inclusion and belonging.</p>
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<p>201-1 Direct economic value generated and distributed</p>	<p>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.</p>
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<p>201-2 Financial implications and other risks and opportunities due to climate change</p>	<p>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 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.</p>
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GRI 202: Market Presence 2016

<p>3-3 Management of material topics</p>	<p>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.</p>
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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 global diamond cutting and polishing workshops and jewelry manufacturing facilities.
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 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	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 2024, at all five of our global workshops, over 99% of employees at our workshops were hired locally. For more information, see Traceability & Craft chapter of Tiffany & Co.'s 2024 Sustainability Report.
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

	<p>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.</p>
205-1 Operations assessed for risks related to corruption	<p>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.</p>
205-2 Communication and training about anti-corruption policies and procedures	<p>All employees are required to annually take the Tiffany & Co. Business Conduct training course, which includes Anti-Bribery & Corruption training, and to review the Tiffany & Co. Business Conduct Policy, which includes the Company's Anti-Bribery and Corruption Policy.</p>
205-3 Confirmed incidents of corruption and actions taken	<p>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.</p>
GRI 206: Anti-competitive Behavior 2016	
3-3 Management of material topics	<p>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.</p>
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>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.</p>
GRI 301: Materials 2016	
3-3 Management of material topics	<p>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.</p>
301-1 Materials used by weight or volume	<p>Confidential—Tiffany & Co. does not disclose the exact quantity of materials that we use, as we find this information to be proprietary.</p>

301-2 Recycled input materials used	In 2024, our Blue Boxes and Bags were made of more than 73% recycled content. In addition, more than 99% of our corrugated cardboard was made with 100% recycled content.
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 2024, 93% 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 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 Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
302-4 Reduction of energy consumption	Please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table for reduction of energy consumption figures.
GRI 304: Biodiversity 2016	
3-3 Management of material topics	<p>Tiffany & Co. is building a comprehensive biodiversity strategy 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 dedicated to ongoing marine and coral reef preservation for over 20 years.</p>

<p>304-2 Significant impacts of activities, products and services on biodiversity</p>	<p>In October 2024, Tiffany & Co. launched <i>Love For Our Oceans</i>, a new initiative in which Tiffany is committed to giving at least USD \$1 million to The Nature Conservancy to support its goal of conserving four billion hectares of ocean by 2030. This initiative builds on Tiffany's decades-long commitment to ocean conservation and helping to protect the natural world. For <i>Love For Our Oceans</i>, Tiffany has released T Smile by Tiffany cord bracelets, crafted with 18k gold and REPREVE® Our Ocean™ recycled polyester—made entirely from ocean-bound plastic bottles.</p> <p>Since 2000, The Tiffany & Co. Foundation has awarded more than USD \$40 million to organizations that support coral and marine conservation. The Foundation collaborates with impactful organizations, such as Oceans 5, one of the largest international funders' collaboratives dedicated to ocean conservation through the management and establishment of marine protected areas.</p> <p>In 2024, The Foundation awarded USD \$1.5 million in grants to Conservation International and Wildlife Conservation Society with the goal of establishing and managing marine protected areas across the world, aligning our strategy with the global goal of protecting 30% of the world's ocean by 2030.</p> <p>For more information, please see the Conservation chapter of Tiffany & Co.'s 2024 Sustainability Report.</p>
<p>304-3 Habitats protected or restored</p>	<p>Since 2000, Tiffany & Co. and The Tiffany & Co. Foundation have awarded almost USD \$45 million to ocean conservation. To date, our support has helped to protect over 13 million square kilometers across all five oceans. In 2024, The Foundation issued USD \$1.5 million in grants to organizations to support the establishment and management of Marine Protected Areas. This work illustrates The Tiffany & Co. Foundation's commitment to advancing the global movement to protect 30% of the world's oceans by 2030.</p>
<p>GRI 305: Emissions 2016</p>	
<p>3-3 Management of material topics</p>	<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 & 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>
<p>305-1 Direct (Scope 1) GHG emissions</p>	<p>For Tiffany & Co.'s Scope 1 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>

305-2 Energy indirect (Scope 2) GHG emissions	For Tiffany & Co.'s Scope 2 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
305-3 Other indirect (Scope 3) GHG emissions	For Tiffany & Co.'s Scope 3 emissions, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
305-4 GHG emissions intensity	For Tiffany & Co.'s GHG emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
305-5 Reduction of GHG emissions	For more information about our goals and progress in reducing GHG Emissions, please see the Climate chapter of Tiffany & Co.'s 2024 Sustainability Report.
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	<p>Tiffany's Social and Environmental Accountability Program (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 biannual 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 2024 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 biannual audit cycle. For the 2022–2023 cycle, 1% 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</p>

	internationally recognized standards for the advancement of human rights, business ethics and social and environmental responsibility.
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Tiffany & Co. provides healthcare benefits to full-time and part-time employees. Additionally, the following benefits are provided to full-time employees but not to part-time, seasonal or temporary employees except where required by law:</p> <ul style="list-style-type: none"> • Life insurance • 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 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 and to 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	Employee development is a key priority at Tiffany & Co., facilitated through a range of strategically designed programs and a structured annual employee evaluation process. These programs offer comprehensive training in onboarding, leadership, professional skills and regulatory training, delivered through diverse methods such as digital learning, cohort-based experiences and self-directed opportunities. The Company's focus on inclusivity, combined with regular performance evaluations, ensures that every individual is empowered and supported in their contributions to the organization's success.										
404-1 Average hours of training per year per employee	<p>2024: AVERAGE TRAINING HOURS BY PROFESSIONAL CATEGORY AND GENDER:</p> <table border="0" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Executives and Managers</td> <td style="text-align: right;">10.5</td> </tr> <tr> <td>Labor and Production Workers</td> <td style="text-align: right;">19.5</td> </tr> <tr> <td>Office and Clerical Workers</td> <td style="text-align: right;">10.2</td> </tr> <tr> <td>Technicians and Foremen</td> <td style="text-align: right;">24.9</td> </tr> <tr> <td>TOTAL</td> <td style="text-align: right;">13.8</td> </tr> </table>	Executives and Managers	10.5	Labor and Production Workers	19.5	Office and Clerical Workers	10.2	Technicians and Foremen	24.9	TOTAL	13.8
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AVG MALE	9.0								
AVG FEMALE	15.7								
AVG OTHER	7.5								
TOTAL	13.8								
<p>404-2 Programs for upgrading employee skills and transition assistance programs</p>	<p>Launched in November 2022, Tiffany & Co.’s new Registered Apprenticeship program aims to train the next generation of craftspeople in jewelry design and fabrication (to pass on the savoir faire). The program duration is two years (4,000 hrs. of on-the-job training + 144 hrs. of related instructions).</p> <ul style="list-style-type: none"> • For Retirement Services, we have a designated Leave and Retirement Specialist, who supports retirement eligible employees through the process. They support conversations with employees curious to learn more as well as with employees sure about their decision to retire. Local HR is then notified of the retirement date for the respective employee. • For those who are impacted by reduction in force we offer outplacement services in the following areas: Expert Coaching, Meaningful Learning, Job Leads and State of the Art Tools. 								
<p>404-3 Percentage of employees receiving regular performance and career development reviews</p>	<p>All Tiffany & Co. employees receive annual performance and career development reviews.</p>								
<p>GRI 405: Diversity and Equal Opportunity 2016</p>									
<p>3-3 Management of material topics</p>	<p>At Tiffany & Co., we are committed to Diversity, Equity, Inclusion and Belonging as demonstrated across our strategy of People & Culture, Business, and Brand & Community. Talent, Culture and Brand:</p> <ul style="list-style-type: none"> • People and Culture: We embed DEIB in all of our HR functions to attract, engage, develop and retain the best talents that mirror our clients and communities. We create an environment where all team members are welcomed, where they feel included and that they belong. • Business: We leverage DEIB to understand, reach and develop new clients. Through an inclusive business model, we create a welcoming and inclusive in-store and omni-channel experience for our clients. • Brand & Community: DEIB deepens our connection to the local communities in which we operate. We leverage DEIB to develop new community and creative partnerships that enhance our brand experience and reputation in response to ever-changing societal and industry demands. 								

405-1 Diversity of governance bodies and employees	For diversity information on employees, including Senior Management, please see the Diversity, Equity, Inclusion and Belonging chapter of Tiffany & Co.'s 2024 Sustainability Report.
405-2 Ratio of basic salary and remuneration of women to men	We report gender pay gap data as required pursuant to applicable law in certain jurisdictions where we conduct business.
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	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.
GRI 407: Freedom of Association and Collective Bargaining 2016	
3-3 Management of material topics	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 .
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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.
GRI 408: Child Labor 2016	

<p>3-3 Management of material topics</p>	<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>
<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p>	<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>
<p>GRI 409: Forced or Compulsory Labor 2016</p>	
<p>3-3 Management of material topics</p>	<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>
<p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<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 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 well-being 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	Tiffany & Co. has a long-standing commitment to conducting its business responsibly and our vertical integration model helps uphold standards of craftsmanship, safe and healthy working environments, community economic development and supply-chain traceability. In 2024, over 99% of our employees across all five of our global workshops were hired locally, reflecting our belief in the importance of hiring and training individuals from the local communities where we operate. For more information, see the Traceability & Craft chapter of Tiffany & Co.'s 2024 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 biannual 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 2024 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 biannual audit schedule. For the 2022–2023 cycle, of total possible audit findings, 52% of audit findings were in Health & Safety, 6% were in Wages & Benefits, and 5% 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	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. 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.
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 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	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: <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

	<ul style="list-style-type: none"> • 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>
<p>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>Tiffany & Co. did not have any significant instances of non-compliance concerning the health and safety impacts of products and services in 2024.</p>
<p>GRI 417: Marketing and Labeling 2016</p>	
<p>3-3 Management of material topics</p>	<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>
<p>417-2 Incidents of non-compliance concerning product and service information and labeling</p>	<p>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 2024.</p>
<p>417-3 Incidents of non-compliance concerning marketing communications</p>	<p>Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for marketing communications in 2024.</p>
<p>GRI 418: Customer Privacy 2016</p>	

<p>3-3 Management of material topics</p>	<p>At Tiffany & Co., Tiffany & Co.'s Data Protection Office and Legal Department evaluate 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.</p>
<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>In 2024, 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 2024 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.</p>

2023 Global Reporting Index (GRI)

Indicator	2023 Response
GRI 1: Foundation 2021	
Statement of Use	2023: Tiffany & Co. has reported in accordance with the GRI Standards for the period Jan 1 to Dec 31, 2023
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 306 of LVMH's 2023 Universal Registration Document.
2-3 Reporting period, frequency and contact point	Tiffany & Co. is reporting on Fiscal Year 2023 (January 1, 2023 – December 31, 2023) 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 2022.
2-5 External assurance	Tiffany & Co.'s sustainability reporting has not been externally assured for Fiscal Year 2023, but the Company participated in LVMH's group-level third-party assurance of select sustainability metrics in 2023.
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 2023 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 2023 Sustainability Report.
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.
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 sustainability goals.
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. Further, Tiffany & Co. is aligned with LVMH's Life 360, which reflects the Group's commitment to environmental and social responsibility. This alignment ensures that Tiffany & Co. adheres to LVMH's ethical principles and methodologies, contributing to the broader strategic targets set by LVMH's ESG Committee.
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 interest.

<p>2-16 Communication of critical concerns</p>	<p>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.</p>
<p>2-17 Collective knowledge of the highest governance body</p>	<p>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.</p>
<p>2-18 Evaluation of the performance of the highest governance body</p>	<p>Confidential—Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.</p>
<p>2-19 Remuneration policies</p>	<p>Confidential—Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.</p>
<p>2-20 Process to determine remuneration</p>	<p>Confidential—Tiffany & Co. does not disclose around this indicator due to confidentiality reasons.</p>
<p>2-21 Annual total compensation ratio</p>	<p>Unavailable—Tiffany & Co. does not currently track annual total compensation ratio.</p>
<p>2-22 Statement on sustainable development strategy</p>	<p>Tiffany & Co.'s Sustainability & Philanthropy strategy can be found in the CEO Letter of and throughout Tiffany & Co.'s 2023 Sustainability Report.</p>
<p>2-23 Policy commitments</p>	<p>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.</p>
<p>2-24 Embedding policy commitments</p>	<p>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.</p>

<p>2-25 Processes to remediate negative impacts</p>	<p>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.</p>
<p>2-26 Mechanisms for seeking advice and raising concerns</p>	<p>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.</p>
<p>2-27 Compliance with laws and regulations</p>	<p>Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliance with relevant laws or regulations in 2023.</p>
<p>2-28 Membership associations</p>	<p>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.</p>
<p>2-29 Approach to stakeholder engagement</p>	<p>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.</p>
<p>2-30 Collective bargaining agreements</p>	<p>Unavailable—Tiffany & Co. does not currently track this. However, working conditions, including collective bargaining agreements, are subject to local law of the areas in which we operate.</p>
<p>GRI 3: Material Topics 2021</p>	
<p>3-1 Process to determine material topics</p>	<p>During our third and latest materiality analysis completed in 2018, we engaged more than 600 internal and external stakeholders to determine strategic sustainability priorities. Our materiality analysis has helped Tiffany & Co. embed environmentally and socially responsible practices throughout our business.</p>
<p>3-2 List of material topics</p>	<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

	<ul style="list-style-type: none"> • 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. Some of the ways that Tiffany & Co. distributes economic value are 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, inclusion and belonging.
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 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 brings 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.

<p>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</p>	<p>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 global diamond cutting and polishing workshops and jewelry manufacturing facilities.</p>
<p>202-2 Proportion of senior management hired from the local community</p>	<p>Unavailable—Tiffany & Co. does not track the proportion of senior managers hired from the local community.</p>
<p>GRI 203: Indirect Economic Impacts 2016</p>	
<p>3-3 Management of material topics</p>	<p>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.</p>
<p>203-2 Significant indirect economic impacts</p>	<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 2023, at all of our global diamond workshops, over 99% of employees at our workshops were hired locally.</p> <p>In 2023, we launched a social impact project supporting women in tanzanite mining in the Mirerani region of Tanzania. Twenty women in the tanzanite small-scale mining community received in-depth lapidary training, including training in tanzanite cutting, polishing, valuation, identifying and classifying, sawing, preforming and entrepreneurial training. The program drove positive benefits for participants, their businesses and their families.</p> <p>For more information, see the Traceability & Craft chapter of Tiffany & Co.'s 2023 Sustainability Report.</p>
<p>GRI 204: Procurement Practices 2016</p>	
<p>3-3 Management of material topics</p>	<p>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</p>

	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 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 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 2023, more than 99% 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 2023, our Blue Boxes and Bags were made of more than 65% recycled content. In addition, 99% 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 2023, 94% 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 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 Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
302-4 Reduction of energy consumption	Please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table for reduction of energy consumption figures.
GRI 304: Biodiversity 2016	

<p>3-3 Management of material topics</p>	<p>Tiffany & Co. is building a comprehensive biodiversity strategy 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 dedicated to ongoing marine and coral reef preservation for over twenty years.</p>
<p>304-2 Significant impacts of activities, products and services on biodiversity</p>	<p>In 2023, The Tiffany & Co. Foundation surpassed USD \$100 million in giving since its inception to support the world's most treasured seascapes and landscapes. For more than two decades, The Tiffany & Co. Foundation has supported leading organizations around the world that meaningfully benefit communities and the planet. The Tiffany & Co. Foundation has supported the creation and implementation of over 30 marine protected areas (MPAs), protecting more than 13 million square kilometers (equivalent to the size of Europe) across the world's five oceans. For more information, please see the Oceans chapter of Tiffany & Co.'s 2023 Sustainability Report.</p>
<p>304-3 Habitats protected or restored</p>	<p>Since 2000, Tiffany & Co. and The Tiffany & Co. Foundation have awarded almost USD \$45 million to ocean conservation. To date, our support has helped to protect over 13 million square kilometers across all five oceans. This work illustrates The Tiffany & Co. Foundation's commitment to advancing the global movement to protect 30% of the world's oceans by 2030.</p>
<p>GRI 305: Emissions 2016</p>	
<p>3-3 Management of material topics</p>	<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>
<p>305-1 Direct (Scope 1) GHG emissions</p>	<p>For Tiffany & Co.'s Scope 1 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>
<p>305-2 Energy indirect (Scope 2) GHG emissions</p>	<p>For Tiffany & Co.'s Scope 2 emissions, including Scope 1 and 2 emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.</p>

305-3 Other indirect (Scope 3) GHG emissions	For Tiffany & Co.'s Scope 3 emissions, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
305-4 GHG emissions intensity	For Tiffany & Co.'s GHG emissions intensity by building area, please see the Global Energy and Greenhouse Gas (GHG) Emissions Performance table.
305-5 Reduction of GHG emissions	For more information about our goals and progress in reducing GHG Emissions, please see the Climate chapter of Tiffany & Co.'s 2023 Sustainability Report.
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 biannual 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 2023 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 biannual audit cycle. For the 2022–2023 cycle, 1% 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>

<p>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>Tiffany & Co. provides healthcare benefits to full-time and part-time employees. Additionally, the following benefits are provided to full-time employees but not to part-time, seasonal, or temporary employees except where required by law:</p> <ul style="list-style-type: none"> • Life insurance • Disability coverage • Parental leave • Retirement benefits
<p>401-3 Parental leave</p>	<p>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.</p>
<p>GRI 403: Occupational Health and Safety 2018</p>	
<p>3-3 Management of material topics</p>	<p>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.</p>
<p>403-1 Occupational health and safety management system</p>	<p>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.</p>
<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>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.</p>
<p>403-5 Worker training on occupational health and safety</p>	<p>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.</p>
<p>403-6 Promotion of worker health</p>	<p>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</p>

	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	Employee development is a key priority at Tiffany & Co., facilitated through a range of strategically designed programs and a structured annual employee evaluation process. These programs offer comprehensive training in onboarding, leadership, professional skills, and regulatory training, delivered through diverse methods such as digital learning, cohort-based experiences, and self-directed opportunities. The company's focus on inclusivity, combined with regular performance evaluations, ensures that every individual is empowered and supported in their contributions to the organization's success.
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	<p>Launched in November 2022, Tiffany & Co.'s new Registered Apprenticeship program aims to train the next generation of craftspeople in jewelry design and fabrication through of a six-week training at each of our manufacturing locations.</p> <p>In November of 2023, Tiffany & Co. provided a training in financial literacy to all 150 employees at our diamond cutting and polishing facility in Gaborone, Botswana upon the request of employees, covering topics around budgeting, debt management, investing and retirement planning, and more.</p> <p>For more information on these initiatives, please see the Traceability & Craft chapter of Tiffany & Co.'s 2023 Sustainability Report. Please also see the Tiffany Careers website for information on training and career development programs.</p>
404-3 Percentage of employees receiving regular performance and career development reviews	All Tiffany & Co. employees receive annual performance and career development reviews.

GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topics	<p>At Tiffany & Co., we are committed to Diversity, Equity, Inclusion and Belonging as demonstrated across our DEIB Strategy of People & Culture, Business, and Brand & Community. Talent, Culture and Brand:</p> <ul style="list-style-type: none"> • People and Culture: We embed DEIB in all of our HR functions to attract, engage, develop and retain the best talents that mirror our clients and communities. We create an environment where all team members are welcomed, where they feel included and that they belong. • Business: We leverage DEIB to understand, reach and develop new clients. Through an inclusive business model, we create a welcoming and inclusive in-store and omni-channel experience for our clients. • Brand & Community: DEIB deepens our connection to the local communities in which we operate. We leverage DEIB to develop new community and creative partnerships that enhance our brand experience and reputation in response to ever-changing societal and industry demands.
405-1 Diversity of governance bodies and employees	For more information on diversity stories see the Diversity, Equity, Inclusion and Belonging chapter of Tiffany & Co.'s 2023 Sustainability Report.
405-2 Ratio of basic salary and remuneration of women to men	We report gender pay gap data as required pursuant to applicable law in certain jurisdictions where we conduct business.
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	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.
GRI 407: Freedom of Association and Collective Bargaining 2016	

<p>3-3 Management of material topics</p>	<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>
<p>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p>	<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>
<p>GRI 408: Child Labor 2016</p>	
<p>3-3 Management of material topics</p>	<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 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, 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>
<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p>	<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>
<p>GRI 409: Forced or Compulsory Labor 2016</p>	

<p>3-3 Management of material topics</p>	<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>
<p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<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>
<p>GRI 411: Rights of Indigenous Peoples 2016</p>	
<p>3-3 Management of material topics</p>	<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>
<p>411-1 Incidents of violations involving rights of indigenous peoples</p>	<p>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.</p>
<p>GRI 413: Local Communities 2016</p>	
<p>3-3 Management of material topics</p>	<p>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 well-being of local communities and striving to foster an environment where there is continuous open dialogue with stakeholders, especially vulnerable communities.</p>

<p>413-1 Operations with local community engagement, impact assessments, and development programs</p>	<p>Tiffany & Co. often engages communities in which we operate through social impact and training programs. In 2022, we partnered with international humanitarian organization CARE to launch Women Shine in diamond-producing regions in Botswana, Lesotho, South Africa, Sierra Leone and Tanzania. The two-year program—tailored specifically, by country, to their needs—aims to help women improve their financial literacy, providing unique opportunities for increased skill development, access to markets, leadership training and economic mobility.</p> <p>In 2023, Tiffany & Co. launched a social impact project in tanzanite mining in the Mirerani region of Tanzania, where twenty women received in-depth lapidary training. Tiffany & Co. also provided a training in financial literacy to employees at our diamond cutting and polishing facility in Gaborone, Botswana. For more information, see the Traceability & Craft chapter of Tiffany & Co.'s 2023 Sustainability Report.</p>
<p>GRI 414: Supplier Social Assessment 2016</p>	
<p>3-3 Management of material topics</p>	<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 biannual 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>
<p>414-1 New suppliers that were screened using social criteria</p>	<p>All new suppliers in scope for the SEA Program who were onboarded during Fiscal Year 2023 were screened using social criteria.</p>
<p>414-2 Negative social impacts in the supply chain and actions taken</p>	<p>Tiffany & Co.'s SEA Program operates on a biannual audit schedule. For the 2022–2023 cycle, of total possible audit findings, 52% of audit findings were in Health & Safety, 6% were in Wages & Benefits, and 5% 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.</p>
<p>GRI 415: Public Policy 2016</p>	
<p>3-3 Management of material topics</p>	<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</p>

	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.
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 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 in 2023.
GRI 417: Marketing and Labeling 2016	

<p>3-3 Management of material topics</p>	<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>
<p>417-2 Incidents of non-compliance concerning product and service information and labeling</p>	<p>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 2023.</p>
<p>417-3 Incidents of non-compliance concerning marketing communications</p>	<p>Tiffany & Co. was not subject to any significant fines or significant non-monetary sanctions for non-compliances for marketing communications in 2023.</p>
<p>GRI 418: Customer Privacy 2016</p>	
<p>3-3 Management of material topics</p>	<p>At Tiffany & Co., Tiffany & Co.'s Data Protection Office and Legal Department evaluate 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.</p>
<p>418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	<p>In 2023, 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 2023 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.</p>

2024 and 2023 Science Based Targets initiative (SBTi) Reporting

Organizational Boundary

In conformance with the GHG protocol, Tiffany's organizational boundary including direct and indirect GHG emissions are reported for 100% of the facilities where Tiffany & Co. has operational control.

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

2024 SBTi Reporting

	2019	2023	2024	Change 2019-2024	Progress to 2030 Target	Progress to 2040 Target
Energy Use						
Total Energy Use (MWh)	113,262	109,290	108,562	4%↓		
Electricity Use (%)	78%	80%	82%	5%↑		
Natural Gas Use (%)	12%	12%	11%	12%↓		
Steam Use (%)	8%	6%	6%	20%↓		
Other Sources (%) **	2%	2%	1%	41%↓		
Renewable Electricity Use †	85%	94%	95%	11%↑		
Emissions (Metric Tons of CO2e)*						
Scope 1 †	3,139	3,021	2,659	15%↓		
Scope 2 (Location-Based) †	35,508	33,393	36,372	2%↑		
Scope 2 (Market-Based) †	9,528	4,399	4,435	53%↓		
Total (Market-Based) †	12,667	7,420	7,094	44%↓	63%	49%
Scope 3	628,450	484,650	464,250	26%↓	65%	29%
Category 1 - Purchased Goods and Services ††	531,000	217,000	220,000	59%↓		
Category 3 - Fuel- and Energy-Related Activities	7,200	9,400	9,000	25%↑		
Category 4 - Upstream Transportation and Distribution	25,000	208,000	188,000	652%↑		
Category 6 - Business Travel	17,000	7,000	6,000	65%↓		
Category 7 - Employee Commuting	38,000	39,000	35,000	8%↓		
Category 9 - Downstream Transportation and Distribution	5,000	900	900	82%↓		
Category 10 - Processing of Sold Products	2,600	1,000	2,900	12%↑		
Category 12 - End of Life Treatment of Sold Products	200	600	600	200%↑		
Category 13 - Downstream Leased Assets	2,400	1700	1800	25%↓		
Category 15 - Investments	50	50	50	0%		
Intensity						
Emissions (Scope 1 and Scope 2 Location-based) by Building Area (Pounds of CO2e/Square Foot)†	26.15	22.97	25.63	2%↓		
Emissions (Scope 1 and Scope 2 Market-based) by Building Area (Pounds of CO2e/Square Foot)†	8.57	4.68	4.66	46%↓		

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

†† 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 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.

A sum of the Annual Time Weight Average Square Footage per site is used to calculate emission intensities.

Reasons for change in Scope 3 figures in 2024 compared to previous years:

Category 1: Slight decrease in procurement spend included in Category 1, in addition to a reduction in the inflation rate in 2024 that resulted in lower emissions impact per USD \$. Increase in Platinum procured, specifically from Mixed Sources, in addition to an increase in total gemstones purchased and gemstone emission intensity factor results in a slight increase in Category 1 in 2024 compared to 2023.

Category 3: Overall energy consumption decreased YoY, especially in US Natural Gas.

Category 4: While total Category 4 spend increased by between 2023 and 2024, spend attributed to Truck transportation declined – this spend category has the highest emission intensity in Category 4 and had previously made up 82% of total Category 4 spend in 2023, compared to 59% of total Category 4 spend in 2024. Additional reduction may be attributed to a lower inflation rate in 2024, which decreases the emissions intensity of the USEEIO factors for 2024 compared to 2023. Impact to Category 4 emission totals from the transfer of the 3PL sites from Scope 1 & 2 to Scope 3 is minimal.

Category 6: Decrease in Business Travel Spend, likely due in part to changes in procurement data format between 2023 and 2024. Additionally, business travel spend attributed to Air transportation, which is the most emission intensive USEEIO category in business travel, decreased significantly between 2023 and 2024, and makes up a smaller proportion of total business travel spend compared to 2023. Additional reductions may be attributed to a lower inflation rate in 2024, which decreases the emissions intensity of the USEEIO factors overall for 2024 compared to 2023.

Category 7: Driven by an overall reduction in the number of commuters assumed in 2024 compared to 2023. Additionally, Car and Light-duty truck emission intensity decreased between 2023 and 2024, and 81% of total commuters are assumed to commute via these 2 modes.

Category 9: Decrease in number of trade store locations.

Category 10: The emissions factor for this calculation is an intensity value based on Scope 1 & 2 emissions per dollar spent on diamonds processed by Tiffany. The data provider confirmed that the diamond market has seen decreasing prices over the last few years. As such, they are purchasing roughly the same amount of carats but spending less on those carats. The reduction in spend on diamonds processed by Tiffany thus inflates the CO₂e/\$ emission intensity factor, resulting in higher Category 10 total emissions in 2023 compared to 2024.

Category 12: Attributed to slight increase overall in packaging totals, and a slight increase in emission factor intensity across all landfilled waste.

Category 13: Driven by increase in New Store Construction emissions due to emission intensity per store increasing and more store openings occurring in 2024 than 2023

2023 SBTi Reporting

	2019	2022	2023	Change 2019-2023	Progress to 2030 Target	Progress to 2040 Target
Energy Use						
Total Energy Use (MWh)	113,262	107,521	109,290	4%↓		
Electricity Use (%)	78%	80%	80%	3%↑		
Natural Gas Use (%)	12%	12%	12%	3%↓		
Steam Use (%)	8%	6%	6%	24%↓		
Other Sources (%) **	2%	2%	2%	17%↑		
Renewable Electricity Use ‡	85%	91%	94%	11%↑		
Emissions (Metric Tons of CO2e)*						
Scope 1 ‡	3,139	2,926	3,021	4%↓		
Scope 2 (Location-Based) ‡	35,508	32,543	33,393	6%↓		
Scope 2 (Market-Based) ‡	9,528	5,524	4,399	54%↓		
Total (Market-Based) ‡	12,667	8,451	7,420	41%↓	59%	46%
Scope 3	628,450	418,850	483,650	23%↓	58%	26%
Category 1 - Purchased Goods and Services ‡	531,000	215,000	216,000	59%↓		
Category 3 - Fuel- and Energy-Related Activities	7,200	9,000	9,400	31%↑		
Category 4 - Upstream Transportation and Distribution	25,000	146,000	208,000	732%↑		
Category 6 - Business Travel	17,000	3,000	7,000	59%↓		
Category 7 - Employee Commuting	38,000	42,000	39,000	3%↓		
Category 9 - Downstream Transportation and Distribution	5,000	900	900	82%↓		
Category 10 - Processing of Sold Products	2,600	500	1,000	62%↓		
Category 12 - End of Life Treatment of Sold Products	200	700	600	200%↑		
Category 13 - Downstream Leased Assets	2,400	1700	1700	29%↓		
Category 15 - Investments	50	50	50	0%		
Intensity						
Emissions (Scope 1 and Scope 2 Location-based) by Building Area (Pounds of CO2e/Square Foot)‡	26.15	22.81	22.97	12%↓		
Emissions (Scope 1 and Scope 2 Market-based) by Building Area (Pounds of CO2e/Square Foot)‡	8.57	5.43	4.68	45%↓		

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

‡ The Company will not be assuring its 2023 Scope 1 & 2 inventory via a third-party. In 2018 through 2022, the assured metrics included Scope 1, Scope 2 Location-based and Market-based, and Emissions Intensity by Building Area. 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 2023 compared to previous years. Category 1: Increase in purchase of recycled precious metals and internal reprocessing and in 2023, a shift of reporting internal transportation of Permanent Jewelry Collections from Category 1 to Category 4; Category 3: Increases in upstream energy emission factors; Category 4: Updated procurement classification taxonomies (reclassifying from Category 1 to Category 4) and in 2023, a shift of reporting internal transportation of Permanent Jewelry Collections from Category 1 to Category 4; Category 6: Decrease in travel following COVID, particularly by air and, in 2023, addition of US activity-based travel data alongside global procurement data of business travel; 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.

Schedule of Diversity Metrics

Tiffany & Co. Generation and Gender Diversity for the period January 1, 2024, to December 31, 2024.

Refer to GRI 405 for details on our Diversity disclosures in the 2024 Global Reporting Index (GRI).

Global Workforce Generation Diversity	
Born 1964 and Prior	5%
Born 1965-1980	22%
Born 1981-1996	48%
Born 1997 to Present	25%
Global Workforce Gender Diversity	
Female	67%
Male	33%
Not Specified	0%
Manager and Above Gender Diversity	
Female	65%
Male	35%
Not Specified	0%
Vice President and Above Gender Diversity	
Female	55%
Male	45%
Not Specified	0%
U.S. Workforce Ethnic Diversity	
White	44.3%
Hispanic or Latino	21.5%
Asian	16.3%
Black or African-American	10.1%
Native Hawaiian or Other Pacific Islander	0.5%
American Indian or Alaska Native	0.2%
Two or More Races	1.9%
Not Specified	5.2%