

Gender Pay Gap Information

Tiffany & Co. Limited

Since 1837, the masterpieces of Tiffany & Co. have defined style and celebrated the world's great love stories.

Tiffany & Co. is recognized and respected for successfully designing, manufacturing and marketing the finest jewellery, timepieces and accessories, and cannot do so without its valued employees whom share a number of attributes that are required for success within the organization. This is echoed within the core of the Company's values of 'People at the heart', which makes a commitment to every employee to create an environment that recognizes and rewards creativity, initiative and dedication whilst respecting diversity, dignity and the shared values of community and family.

The data provided for within this report has been prepared by Tiffany & Co. Limited in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016, and is based on data as at 5 April 2024.

An Overview of the Tiffany & Co. Limited's Workforce:

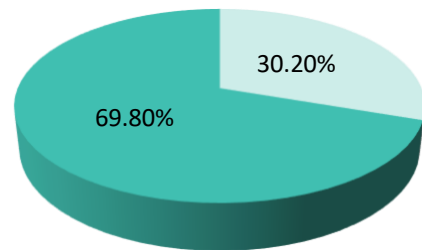
Percentage of male vs. female employees:

Male: 30.20%
Female: 69.80%

Percentage of male vs. female client advisors:

Male: 25.6%
Female: 74.4%

Percentage of male vs. female employees



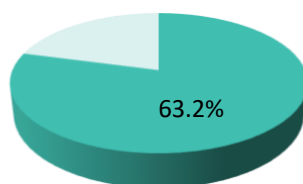
Reporting Data:

Below we set out the detail we are required to provide in relation to our gender pay gap, our bonus pay gap, the proportion of male and female employees who received a bonus in the same 12-month period, and the proportion of men and women in each of the four pay bands (quartiles) based on our overall pay range.

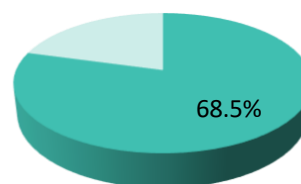
GENDER PAY GAP		BONUS PAY GAP
MEAN	16.5%	29.5%
MEDIAN	13.2%	7.6%

Proportion of male and female employees who received a bonus in the same 12-month period:

Proportion of male employees who received a bonus



Proportion of female employees who received a bonus



Proportion of men and women in each of the quartile pay bands, based on overall pay range:

PAY QUANTILES	1ST QUANTILE (UQ)		2ND QUANTILE (UMQ)		3RD QUANTILE (LMQ)		4TH QUANTILE (LQ)	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
	68.9%	31.1%	60.7%	39.3%	77%	23%	72.6%	27.4%

Accompanying Detail:

As detailed above, Tiffany has a median pay gap of 13.2%. This is level with the Global Payroll Association (GPA) forecast of around 13.1% for 2024. The GPA research indicates that the UK's gender pay gap will widened in 2024 after narrowing for two consecutive years and Tiffany's trend has followed this.

Within the year, there has been a decrease in Female representation within the 1st pay quartile of the organization from 77.6% to 68.9%. The average bonus amount also increased significantly for Males but not at a similar rate for females. The data indicates that we have a higher proportion of the male population in more senior, bonus eligible roles verses more junior roles, which is not the case for females.

Tiffany is committed to ensuring long term and sustainable gender equity and equality, most recently ensuring 70% of the UK leadership team are Females. Tiffany continues to promote several initiatives with the intention of having a positive impact on the female workforce, as well as the overall well-being and flexibility of all employees. The Company continues to offer enhanced amounts of paid maternity and parental leave, pay equity audits, inclusive hiring philosophy and a leading ERG that promotes a robust female mentoring scheme and career development initiatives.

Tiffany continues to provide flexible working options benefitting all employees across the Retail and Corporate sectors. We remain strongly committed to supporting a healthy work-life balance with the aim of providing a nurturing environment that fosters both individual and career growth and development, whilst allowing individuals to meet personal commitments.

The published gender pay gap information detailed above is accurate.

Samia Benisty
Vice President, Human Resources – EMEA

For and on behalf of Tiffany & Co. Limited