

Our Journey to
**SUSTAINABLE
LUXURY**

SUSTAINABILITY REPORT 2024

Chopard

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FOREWORD

Chopard is a family-run Maison, passed down through generations since its founding in 1860. Our heritage and independence form a solid foundation that sets us apart in the watch and jewellery industry, where we have earned recognition as the *Artisan of Emotions*.

While we are part of an industry steeped in history and tradition, this does not prevent us from embracing sustainability and change. At Chopard, we believe that contemporary luxury must be both ethical and sustainable. We are proud to be part of an evolving industry and to demonstrate our commitment to respecting people and nature, especially in the regions where we operate. These values are reflected throughout our sustainability report, which showcases the actions we are taking to address the impacts of our operations and support the people who have contributed to the success of our Maison. Although this report is voluntary, we view it as essential preparation for upcoming regulations such as the Corporate Sustainability Reporting Directive (CSRD) and part of our commitment to transparent and accountable reporting.

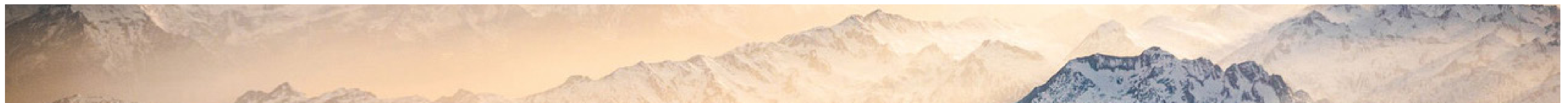
The pursuit of sustainable luxury is a collective endeavour. To drive meaningful change across the industry, we must combine innovation with collaboration. At the same time, we must preserve and protect the savoir-faire that is central to the future of watch and jewellery making.

Guided by these principles, we will continue to source, create and innovate more responsibly through our sustainability strategy: rethinking our products, engaging our employees, and acting collectively.

Our Journey to S U S T A I N A B L E L U X U R Y



Caroline & Karl-Friedrich Scheufele Chopard Co-Presidents



Chopard

Our Journey to

S U S T A I N A B L E L U X U R Y

We began taking actions to help shape a more sustainable luxury sector many years ago, fully aware of our environmental impact and our responsibility to the many thousands of people who work with us around the world. From our early membership of key industry groups such as the **Responsible Jewellery Council** (RJC), to our pioneering commitment to ethical gold and the development of recycled Lucent Steel™, we have consistently taken a proactive stance within our industry.

Today, we continue to approach environmental and social challenges with the mindset of an artisan - guided by **creativity, ambition, and humility**. We are committed to creating products and services, and developing innovative solutions, so that together with our partners and peers, **we can help build a more sustainable luxury industry**.

We remain focused on taking conscious action and embracing our responsibilities, while scaling up both internal and industry-wide initiatives that drive meaningful change across our sector.



ABOUT CHOPARD

Chopard is a Swiss manufacturer of luxury watches, jewellery and accessories. Founded in 1860, the family-run Maison is headquartered in Geneva, with production sites in Fleurier and the German town of Pforzheim, as well as 14 global subsidiaries. The Maison also operates a network of over 155 boutiques worldwide.

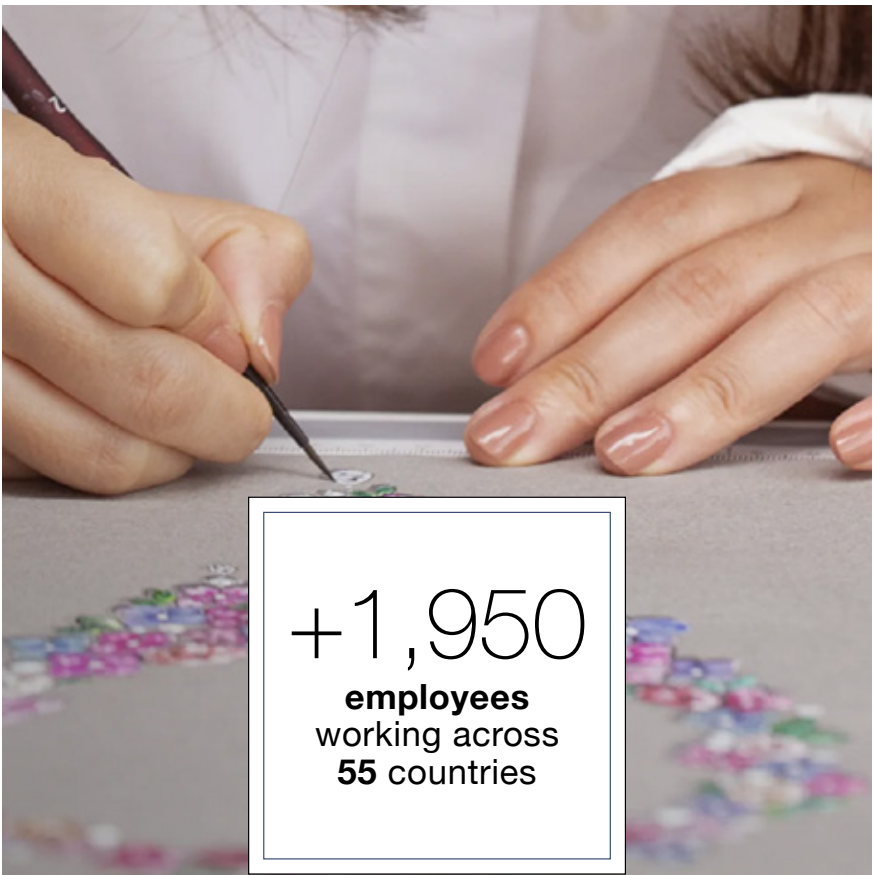
The Scheufele family embodies history, tradition, and stability - qualities that have helped us maintain a strong commitment to craftsmanship and savoir-faire, celebrating more than 50 time-honoured crafts and professions within our workshops.

Our **vertically integrated business model** allows us to take direct ownership of the production process. This is central to our sustainability strategy, as it provides greater control over how we operate and the resources we use.

Everything sold by Chopard is **handcrafted in-house**, and our foundry - where we reprocess metal scraps and create our own alloys - further reinforces our independence and commitment to responsible production.

ABOUT THIS REPORT

Our sustainability report covers our activities around watches, jewellery and accessories. Although Chopard is not yet subject to CSRD requirements, this report seeks to present information in a format aligned with CSRD, in order to ensure greater transparency and comparability. All our key indicators, including our KPIs and table of our Impacts, Risks and Opportunities (IROs) linked to the relevant ESRS, can be found in the appendix (p. 35).



+1,950
employees
working across
55 countries



+50
crafts and
professions
within the Maison



3
production
sites

Chopard



100%
of Chopard
creations
handcrafted
in-house



10
iconic creations

- Happy Sport
- Happy Diamonds
- Happy Hearts
- Ice Cube
- Precious Lace
- L'Heure du Diamant
- Imperiale
- Alpine Eagle
- Mille Miglia
- L.U.C



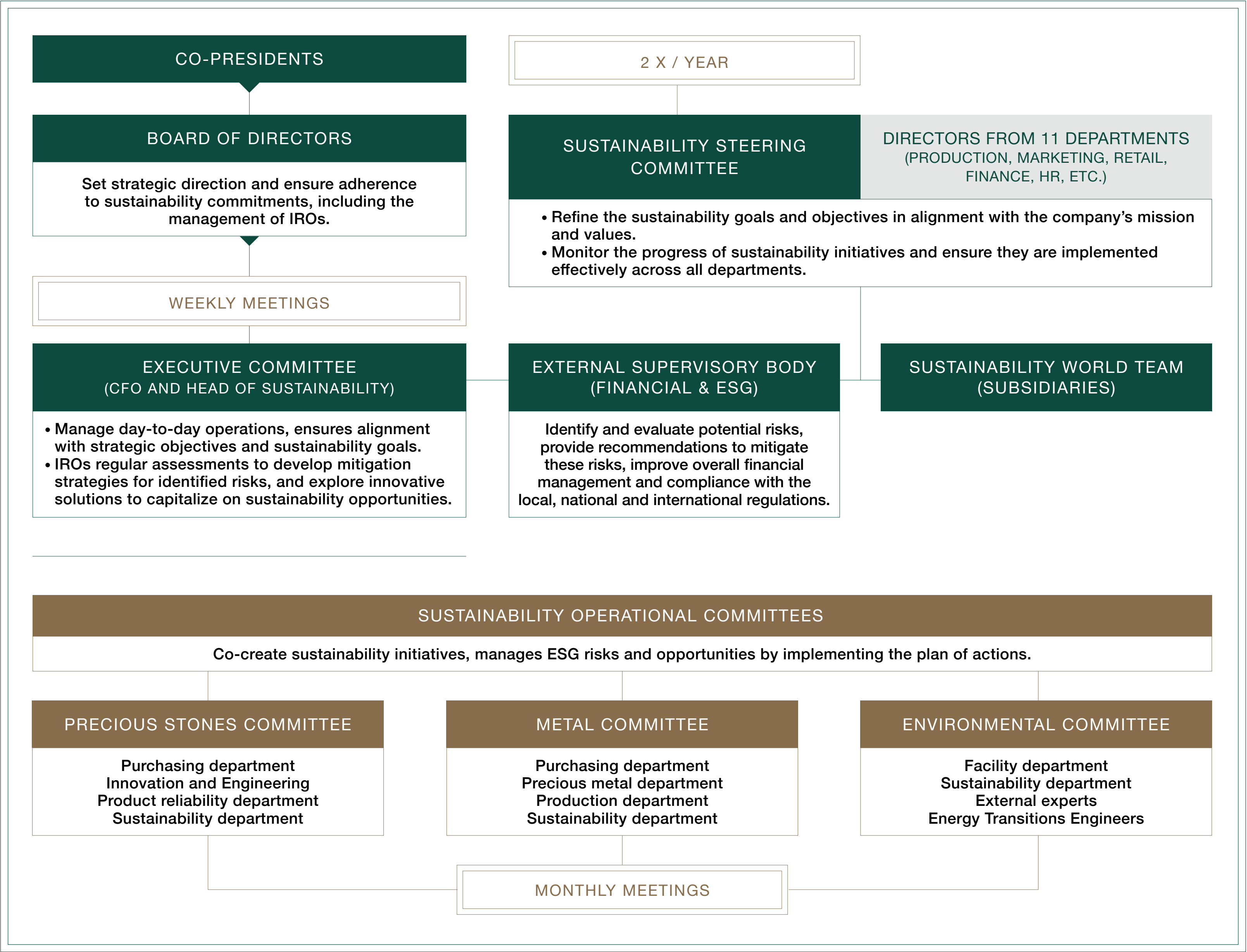
OUR GOVERNANCE

As a family-owned Maison, Chopard benefits from **independence**, allowing **agile decision-making** aligned with its values and long-term vision. A strong governance framework ensures transparent oversight, accountability, and effective management of both operations and sustainability initiatives. The roles and responsibilities of Chopard's administrative, management, and supervisory bodies are clearly defined in the infographic beside.

Our sustainability strategy is overseen at the highest level of the Maison, with validation by the Co-Presidents and board involvement. A dedicated **Sustainability Steering Committee**, bringing together directors from **11 departments**, meets twice a year to monitor progress, manage risks, and identify opportunities, ensuring alignment with the Maison's long-term sustainability goals. This committee plays a significant role in guiding and overseeing our initiatives and strategic targets.

The Sustainability Department coordinates with subsidiaries to implement the Maison's CSR strategy and ensure RJC Code of Practices compliance. There are monthly meetings with relevant experts to discuss issues and challenges around responsible sourcing, precious stones, metal and our environmental footprint. These **working groups** allow members to monitor actions and related indicators, ensure that we are on course to achieve our agreed objectives and take strategic decisions.

We integrate sustainability across all operations, with a structured and transparent governance framework. In line with **CSRD directive**, the control and monitoring of our Impacts, Risks and Opportunities (IROs) is a critical component of our sustainability strategy, ensuring that we effectively manage our environmental, social, and governance responsibilities fostering a culture of continuous improvement (see p. [35](#)).



OUR BUSINESS MODEL

Our business model is centered on vertical integration, allowing us to carry out a significant portion of our operations manually. This approach gives us greater control over costs and production, resulting in a higher-quality product, enhanced customer service, and deeper insight into our use of natural resources and environmental footprint.

A clearly defined business model—one that demonstrates how a company addresses sustainability-related risks and opportunities across its value chain, while considering the interests of all stakeholders—is a key reporting requirement under CSRD.

In this report, we have linked the relevant European Sustainability Reporting Standards (ESRS) to our commitments and the actions we are taking to reduce our impact.

OUR RESOURCES

Human resources

1,956 total employees 48% women among all employees and 39% among managers	Working in our departments: Watch / Jewellery / Accessories R&D / Distribution & Retail Customer service Support functions
57 nationalities	

Financial Independence

Stable and independent family shareholding:	100% family owned-business
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Industry and know-how

2 production sites in Switzerland and 1 in Germany	More than 50 trades and professions within the Manufacture
+10% of total employee workforce dedicated to customer service	± 45 apprentices trained each year in our 3 training departments

Natural

Greenhouse Gas Protocol used to measure our carbon footprint	80% of our manufacturing gold scraps are reprocessed in our internal foundry
~50% of significant suppliers certified/audited against recognized standards (SMETA, RJC, LWG, etc.)	100% of precious metals RJC certified or Swiss Better Gold accredited.
100% of our metal scraps are recycled	Lucent Steel™ made with a recycling rate of at least 80%

Vertical Integration

Location of production plants (local craftsmanship)	650 points of sale 14 subsidiaries worldwide 155 boutiques
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OUR ACTIVITIES OUR VALUE CHAIN

R&D / Eco-design

We have made eco-design part of a holistic vision of our products’ lifecycle, avoiding short-term wins for solutions that are sustainable over the long-term.

Sourcing

We see responsible sourcing as a powerful tool to tackle global issues such as climate change, biodiversity loss and poverty. By working with our suppliers to assess their sustainability performance, we can also help to drive continuous improvements.

Transformation / Production / Manufacturing

Our production and manufacturing processes have developed over time in order to minimise the impact they have on the environment. This includes our commitment to using ethical gold, and our own Lucent Steel™, made with a recycling rate of at least 80%.



Jewellery



Watches



Accessories

Distribution / Sales

We have a network of over 650 independent points of sale, as well as 155 boutiques, ensuring that our watches and jewellery are available to buy in person, all over the world.

After-sales service

We carry out over 70,000 repairs every year in our network of 45 global service centres. It is part of our vision that our watches and jewellery are passed on from generation to generation.

OUR VALUE CREATION

For employees

45 apprentices	9 mandatory training courses assigned globally to Chopard’s population in the framework of the campaign “Together for Sustainable Luxury”
Awarded Geneva canton prize for the best training company in the Technical Centre category	More than 350 e-learning modules delivered to the employees

For customers

Our integrated manufacturing capacities allow us to repair even our vintage watches and jewellery creations	+70,000 products service and care
Average processing time within our service center is shorten as much as possible to 10 to 20 calendar days	5 years product warranty

For suppliers and partners

Quarterly workshops on our responsible sourcing programme with the purchasing team	Responsible Purchasing Charter renewed in 2024
	965 of active suppliers of which 100% have signed our Responsible Purchasing Charter

For the environment

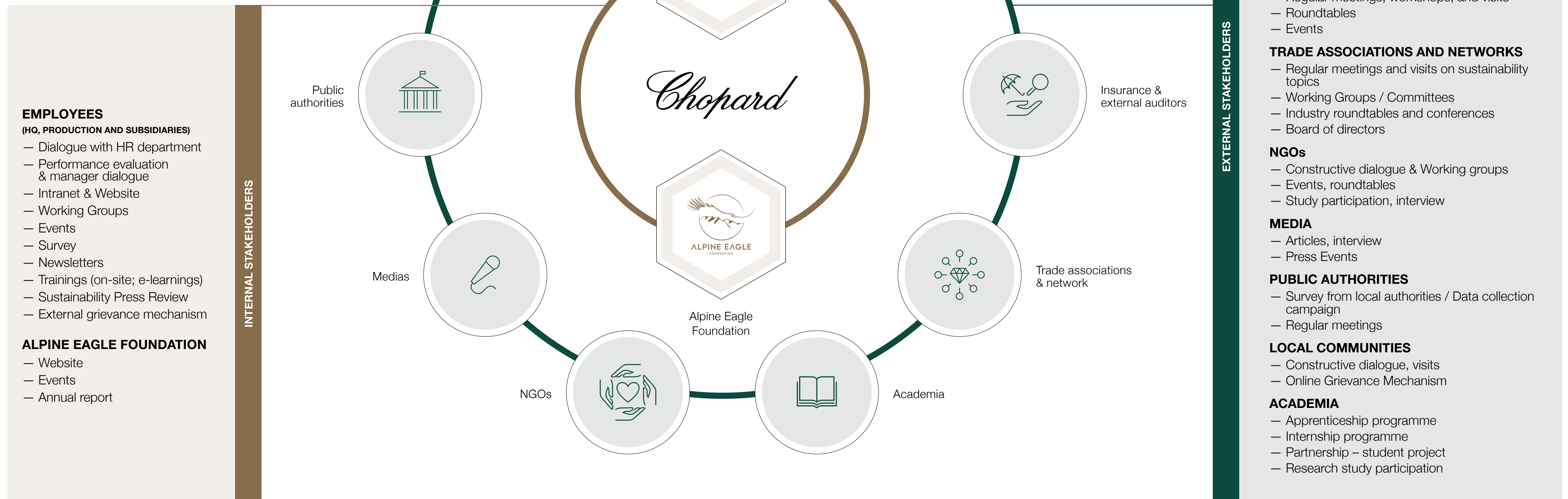
SBTi: carbon reduction targets verified and validated carbon reduction plan aligned with the 1.5° trajectory and validated by SBTi	1 Foundation promoting protection of ecosystems and biodiversity in the Alps
85% of the energy we use is renewable	1st Luxury Maison to join Climate Group’s SteelZero for carbon-neutral steel by 2050
-47% CO ₂ eq since 2013 related to energy consumption in our Swiss production sites	

For society/communities

+2,600 direct beneficiaries in the mining communities from the premium paid on artisanal gold	Partner with José Carreras Leukemia Foundation to support research in the treatment of this disease
Partner with All Hands and Hearts helping to rebuild safe, resilient schools in areas impacted by natural disasters	

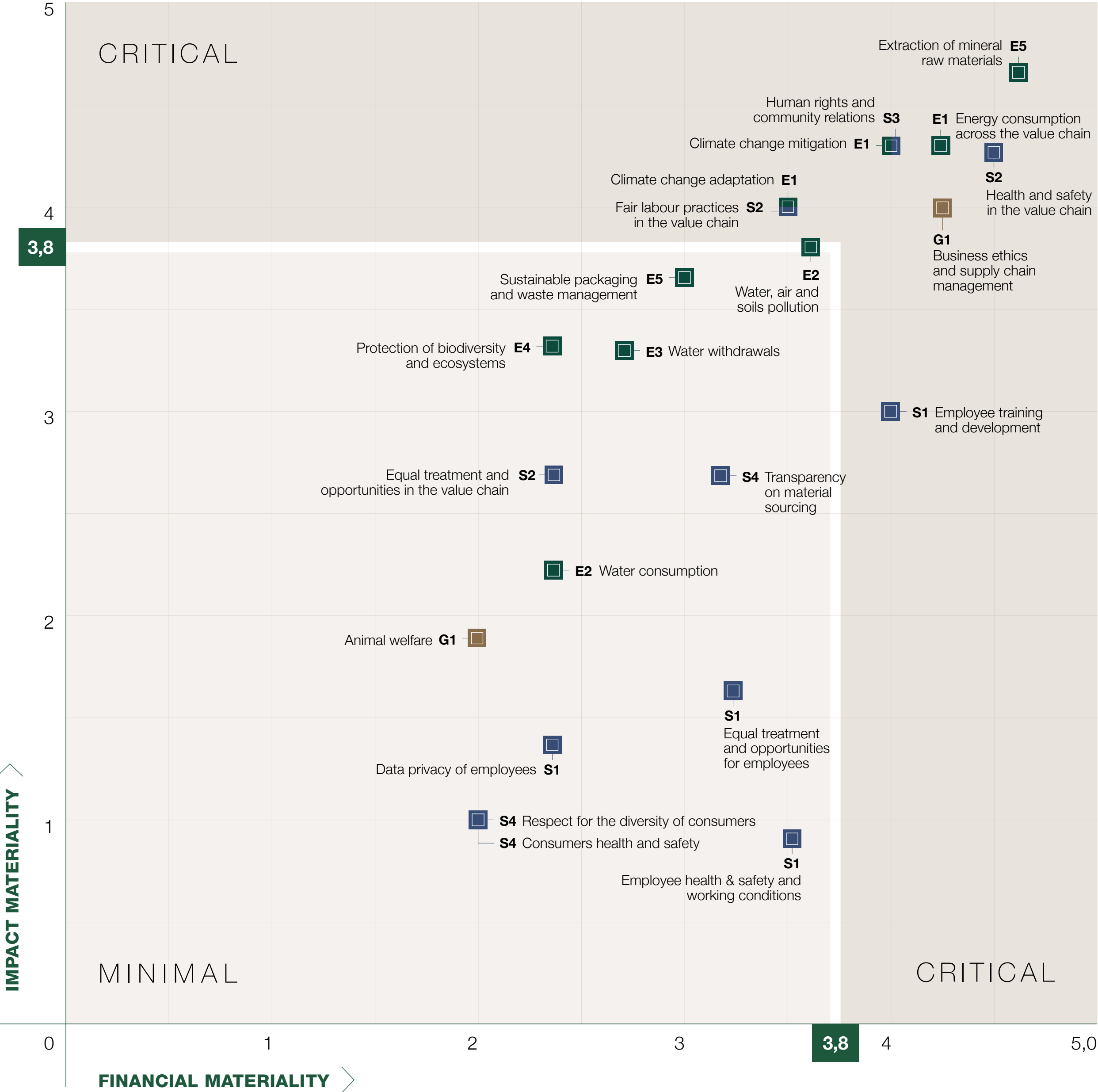
OUR KEY STAKEHOLDERS

As part of our journey towards sustainable luxury, and in alignment with the progressive implementation of the CSRD, we place our stakeholders at the heart of our strategy. This stakeholder mapping illustrates the diversity of our internal and external stakeholders and highlights the channels through which we engage with them. By fostering constructive dialogue, collaboration, and transparency, we aim to better understand stakeholder expectations, identify material impacts, and co-create long-term value.



UNDERSTANDING DOUBLE MATERIALITY

Materiality traditionally considers how environmental, social, and governance (ESG) risks and opportunities impact an organisation’s financial performance—without necessarily assessing how the organisation itself affects society and the environment. A Double Materiality Assessment (DMA) goes a step further by evaluating the potential impact of these factors on both society and the environment. As a key part of our preparations for reporting under CSRD, we update our DMA annually, reviewing our IROs to ensure a comprehensive and forward-looking approach.



ISSUES

ENVIRONMENT

E1 - ENERGY CONSUMPTION THROUGHOUT THE VALUE CHAIN
Energy use and related environmental impacts from raw material extraction to production, packaging, transport, and distribution, and its efforts to reduce them.

E1 – CLIMATE CHANGE ADAPTATION AND MITIGATION
Contribution to fight against climate change, by reducing the greenhouse gas emissions generated through its operations and along its supply chain.

E5 - EXTRACTION OF RAW MATERIALS
Sourcing precious metals and stones in accordance to the highest standards of ethical behaviour, by guaranteeing transparency, accuracy and comprehensibility of marketing statements, advertising and labelling.

SOCIAL

S1 - EMPLOYEE TRAINING AND DEVELOPMENT
Continuously developing workforce to preserve craftsmanship and adapt to evolving challenges, thereby strengthening competitiveness and talent attraction, retention, and motivation.

S2 - HEALTH AND SAFETY FOR WORKERS IN THE VALUE CHAIN
Ensuring that all employees and contractors benefit from a safe and healthy working environment, free from injuries and illnesses through safety management systems, training and audits.

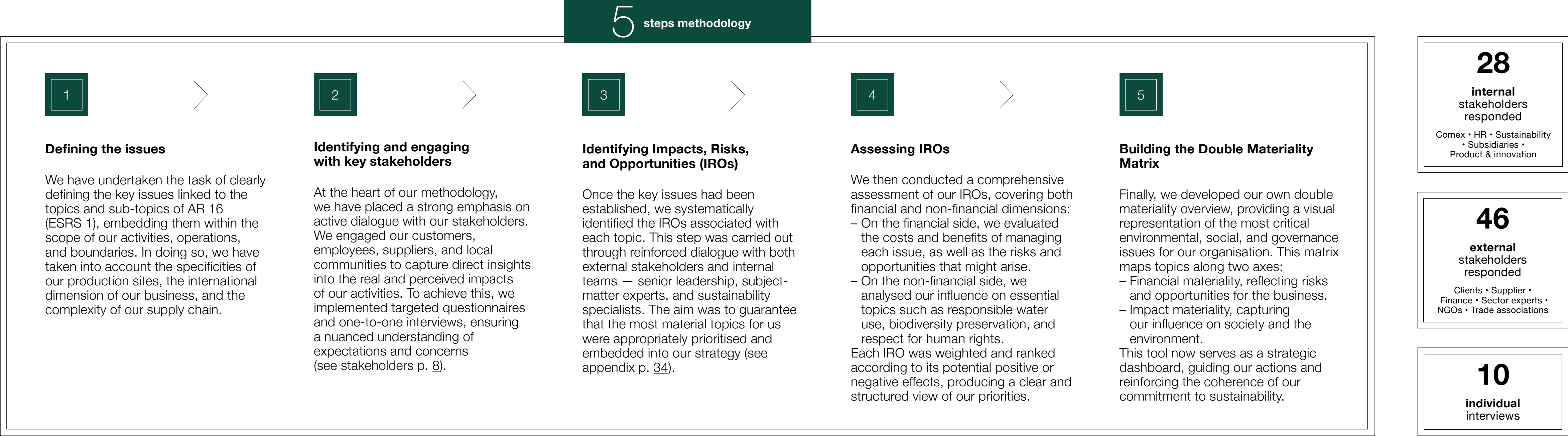
S2 - FAIR LABOUR PRACTICES IN THE VALUE CHAIN
Ethical, safe, and fair working conditions across its value chain, protecting both the physical and mental well-being of employees and contractors through strong labour standards and risk prevention measures.

S3 – HUMAN RIGHTS AND COMMUNITY RELATIONS
Prohibiting child and forced labor, safeguarding indigenous peoples, and fostering positive, meaningful relationships with local communities impacted by its activities, particularly during raw material extraction.

GOVERNANCE

G1 – BUSINESS ETHICS AND SUPPLY CHAIN MANAGEMENT
Preventing environmental, social, and governance risks, ensuring legal compliance, combating corruption, and promoting transparency and accuracy in all business practices and communications.

DOUBLE MATERIALITY



“Business ethics is a critical topic in our industry. Brands have made a huge effort to address this issue, in order to guarantee more transparency and ensure the industry is moving forward.”



Olio Godrèche
Senior Project Manager,
Fondation de la Haute Horlogerie

“Transparency is an important issue in the industry. Assessing where raw materials come from can be challenging, as there are lots of intermediaries along the value chain. In addition, some extraction zones can be located in conflict areas so it is key to ensure full traceability along the value chain.”



Fanny Benard
CEO, Buy Your Way

“Mines are zones with risks of unsafe working conditions. Various potential threats to mine workers’ health and safety need to be mitigated, including occupational accidents, exposure to toxic substances and noise.”



Olivier Demierre
ESG Supply Chain Senior Director,
MKS PAMP

OUR SUSTAINABILITY APPROACH

Contributing to building a more sustainable watch and jewellery sector

“
Our sustainability report is designed to communicate transparently how we manage our impacts on both communities and the environment.”

Pauline
Head of Corporate Sustainability



As environmental pressures and societal changes intensify, natural resources are becoming increasingly scarce—posing growing threats to the regions and ecosystems that depend on them. Against this backdrop, stakeholders in the luxury goods sector must transform their practices to ensure they operate within the limits of the planet’s boundaries.

Our sustainability report is designed to transparently communicate how we manage our impacts on both the communities and the environment in which we operate. It also marks a key milestone in our preparations to comply with emerging standards and regulations, most notably CSRD.

While we have recently documented our sustainability efforts in black and white, this report reflects decades of pioneering thinking and action. It demonstrates that our approach has always been driven by ambition—not simply by the need to comply with legislation.

In addition to our internal efforts to act ethically and responsibly, the report outlines how we engage with our stakeholders—from working with suppliers to increase visibility across our supply chains, to collaborating with industry peers to elevate sustainability to the same level of importance as quality and beauty within the luxury sector.



Focus

HOW WE ACKNOWLEDGE AND ACCOUNT FOR OUR IMPACTS

A combination of mandatory legislation and voluntary self-regulation is ensuring that companies are now more accountable for the impacts of their purchasing and production activities. We are following initiatives such as SBTi and RJC to guide our businesses and help us to develop robust environmental, social and governance policies. The external scrutiny they bring is also an important way of strengthening trust with our customers and other stakeholders.



IN THIS REPORT,
WE HAVE LINKED
THE RELEVANT **ESRS**
TO OUR COMMITMENTS
AND TO THE ACTIONS
WE ARE TAKING TO
REDUCE OUR IMPACT.

Corporate Sustainability Reporting Directive (CSRD)

The CSRD is a European directive that requires companies, depending on their size and financial profile, to report more transparently and comparably. Chopard is not yet required to follow the CSRD, but this report seeks to present information in a format aligned with CSRD expectations. It helps us to review our processes, strengthen credibility, and support continuous improvement through our Journey to Sustainable Luxury. The CSRD focuses on a company’s IROs, as defined by the European Sustainability Reporting Standards (ESRS). Our key indicators, including KPIs and a table of IROs linked to the ESRS, are presented in the appendix (p. 34).



Science Based Targets initiative (SBTi)

SBTi is a corporate climate action organization that enables companies to set targets for reducing greenhouse gas (GHG) emissions, using a scientific calculation methodology, aimed at limiting global warming to +1.5°C in line with the Paris Agreement. We committed to the initiative in 2022 and we are proud to announce the validation of our near-term targets in 2024.

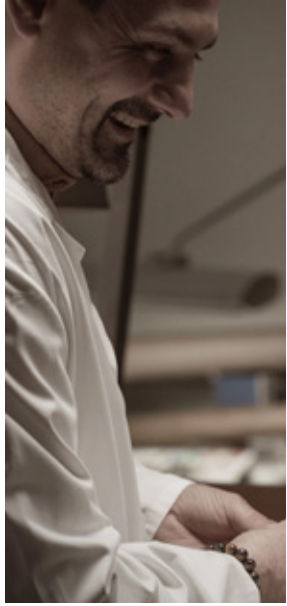
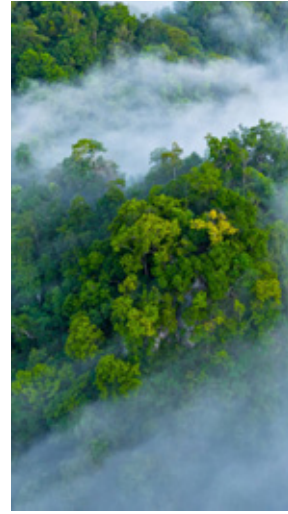
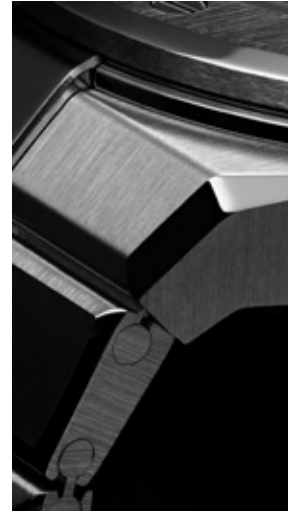
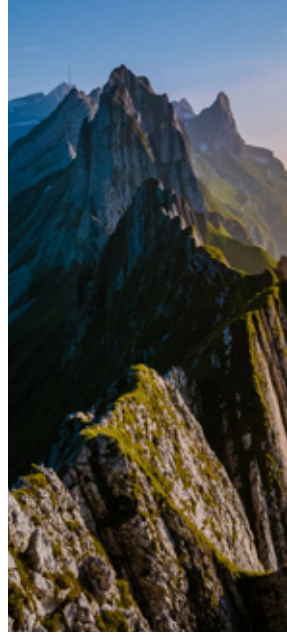


Responsible Jewellery Council (RJC)

The RJC’s mission is to promote and certify best practices in the precious metal, diamond and coloured gemstone supply chains, from mining to retail. We became member in 2010 and were certified in 2012, meaning that our entities (manufactures, subsidiaries and boutiques) must comply with 27 provisions covering business ethics, environmental management, social aspects, supply chain due diligence and product disclosure.

KEY
SUSTAINABLE
MILESTONES

For nearly 50 years we have been making a difference, from pioneering early concepts of circularity and reusing gold scraps in our in-house foundry, to creating watches and jewellery using precious metals and gemstones that we endeavour to source through more ethical and transparent supply chains. We are proud that these actions have long underpinned our sustainability strategy. Today, we continue to challenge the boundaries of what is possible, driving progress at the intersection of sustainability and the luxury sector.

		  		 		 	 	 		 	 		
1978	1980	2010	2012	2013	2014	2017	2018	2019	2020	2021	2022	2023	2024
Opened our own in-house foundry allowing us to reprocess and reuse reuso golds scraps, to make our own gold alloys.	Opened the first of three Chopard training departments dedicated to teaching watch and jewellery making skills.	Signed a three-year partnership with the WWF to support the ‘Tigers Alive Initiative’ , a conservation project to protect tigers from extinction. Joined the RJC , a non-profit organisation promoting responsible business conduct from ‘mine to retail’.	Awarded our first RJC certification and launched our Sustainable Development roadmap.	Unveiled our multi-year commitment Journey to Sustainable Luxury. Joined the Alliance for Responsible Mining (ARM) . Launched our Green Carpet Collection, made from Fairmined-certified gold, and diamonds sourced from RJC-certified suppliers.	Crafted the Cannes Film Festival Palme d’Or award using Fairmined certified gold .	Joined the Swiss Better Gold Association .	Committed to using 100% Ethical gold . 100% of the gold we use is certified Fairmined or RJC Chain of Custody (CoC) , accredited by Swiss Better Gold.	Joined the Coloured Gemstones Working Group (CGWG) .	Partnered with the Swiss Better Gold to source gold from Colombian artisanal gold panners the Barequeros , one of the most environmentally-conscious gold mining operations in the world.	Launched of the Alpine Eagle Foundation .	Committed to the Science Based Targets initiative (SBTi) , as a step towards becoming carbon neutral by 2050.	Launched Lucent Steel™ watches , with a recycling rate of at least 80% and local circular loop manufacturing. Became the first luxury Maison to join the Climate Group - SteelZero and commit to use only carbon-neutral steel by 2050.	Launched of the Precious Territories environmental commitment programme.

OUR SUSTAINABILITY STRATEGY

Our sustainability strategy defines our ambitions and ensures that we remain a Maison at the forefront of shaping a more sustainable luxury sector. At Chopard, sustainability is a driving force throughout the company, engaging all our internal departments and uniting artisans, managers, technical experts and partners around a shared commitment.

We take an artisan’s approach to tackling the environmental, social and societal challenges facing the jewellery and watchmaking industries. Our message is one of commitment, humility, and ambition — reflecting a decade of dedicated efforts to transform our practices. Step-by-step, along with our partners, we are creating new products and services and envisioning innovative solutions, guided by a roadmap **built around three core pillars of commitment:**



OUR TARGETS

ECO-DESIGNING OUR PRODUCTS ESRS E1 / E5	ENSURING MORE RESPONSIBLE SOURCING ESRS E2 / E3 / E4 / E5 ESRS S3 ESRS G1	REDUCING OUR CARBON FOOTPRINT ESRS E1	WORKING WITH THE INDUSTRY ESRS E1 ESRS S2 / S3	PRECIOUS TERRITORIES ESRS E4
2025 – 2030 Apply eco-design methodology and pilot projects for Watches, Jewellery and Accessories. Conduct Life Cycle Assessment (LCA) on all Watch & Jewellery (W&J) and accessories best-sellers and on boutique New Concept.	2025 – 2030 100% of our significant suppliers are certified or in process of being certified against internationally recognised ESG standards. Lucent Steel to contain 90% recycled content. 100% of our diamond traders source directly from RJC-certified or equivalent cutting centers, with full digital traceability to the rough stone. For watch leather straps and accessories: 100% of declared bovine origins (farms) are located in Europe. 100% of tanneries will be certified against Leather Working Group (LWG) or an equivalent standard.	2025 – 2030 Scope 1 & 2: reduce absolute GHG emissions to 55%. Scope 2: increase active annual sourcing of renewable electricity from 85% in 2023 to 100%. Scope 3: reduce absolute GHG emissions from employee commuting by 25%. Scope 3: 80% of our suppliers by emissions, covering purchased goods and services, will have science-based targets.	2025 – 2030 Maintain a minimum threshold of 70% of our global gold supply from accredited artisanal mines through our partnership with the Swiss Better Gold. In alignment with the Climate Group's SteelZero, procure at least 50% of our steel from steelmakers who have set both near-term and long-term science-based emissions reduction targets.	2025 – 2030 Protect and regenerate ecosystems and biodiversity linked to our upstream supply chain risks. Contribute to the protection of Alpine ecosystems, through our the Alpine Eagle Foundation.

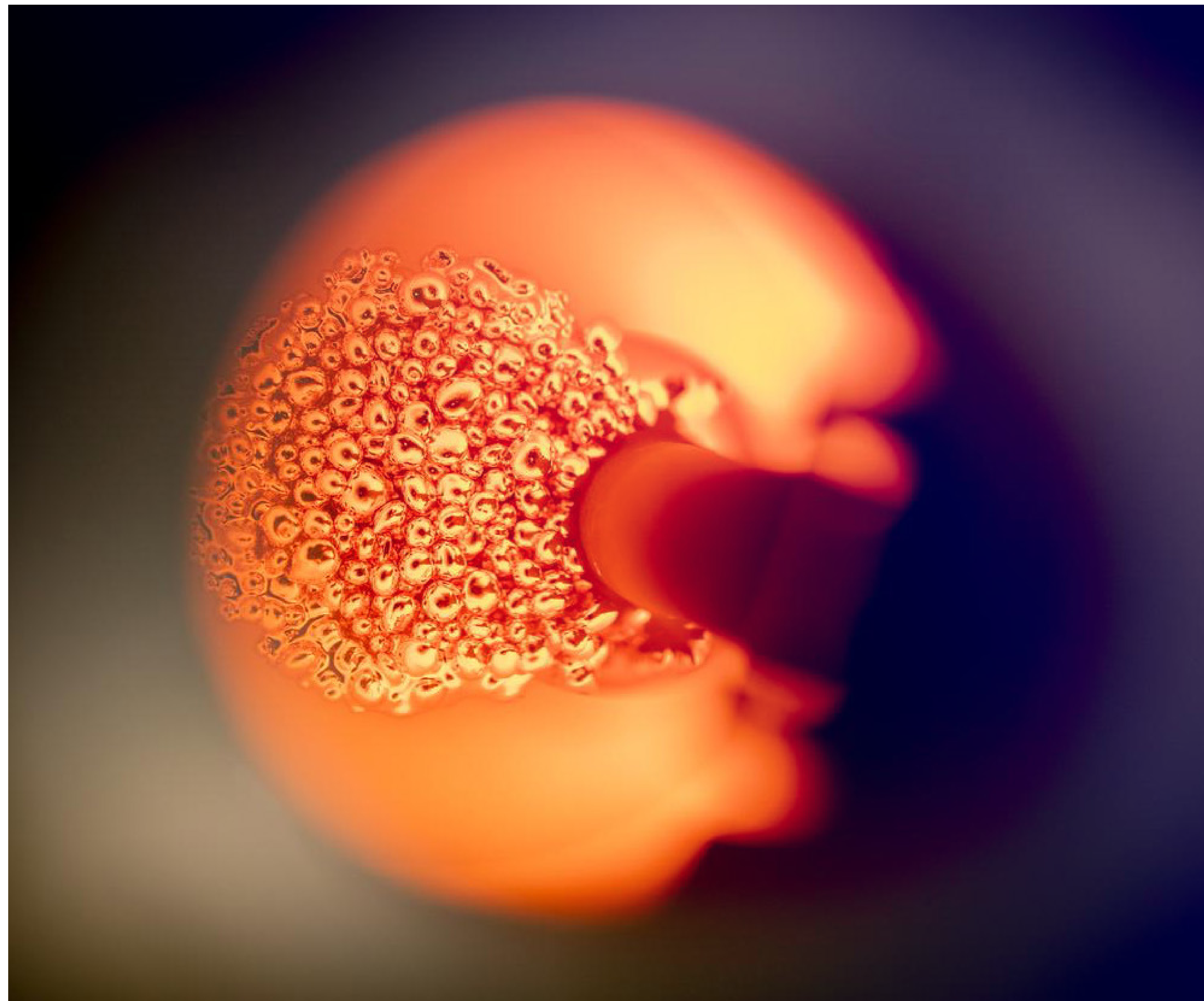
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RETHINKING *Our Products*

2024 marked a turning point in the climate crisis: the world experienced its hottest year on record, with global warming exceeding the critical threshold of 1.5°C for the first time and an unprecedented series of climate-related disasters.

It invites us to reconsider our relationship with luxury—one that embraces transparency, traceability of materials, ethical working conditions, responsible breeding and extraction practices, as well as the integration of recycled materials, enhanced repairability, and a deeper alignment between sustainability and luxury values.

We have a responsibility to act — not only out of ethical conviction, but also to meet the expectations of our stakeholders. Our philosophy has always been to craft exceptional products that are both aesthetically refined and sustainably made. Today, guided by our pioneering spirit, we are pushing further to reduce our impact and reimagine the way we create.



ECO-DESIGNING OUR PRODUCTS

ESRS E1 / ESRS E5

We are committed to innovating and designing products that minimise their impact on both people and the environment throughout their lifecycle; this is the essence of eco-design.

BRINGING ECO-DESIGN INTO OUR WORKSHOPS

Resources are currently being extracted by businesses at a rate 1.75 times faster than nature can replenish them.

The most effective way to mitigate future impacts is to intervene as early as possible in the design phase of a product or service.

For this reason, we have embedded eco-design principles into our creative processes and are applying the Life Cycle Assessment (LCA) methodology to the materials used in our boutiques and selected creations.

By 2027, we aim to conduct LCAs on our Boutique New Concept, as well as on all best-selling watches, jewellery, and accessories.

Our approach seeks to introduce cyclical, multi-criteria thinking into product development, taking into account the impact of the materials we use and their sourcing.

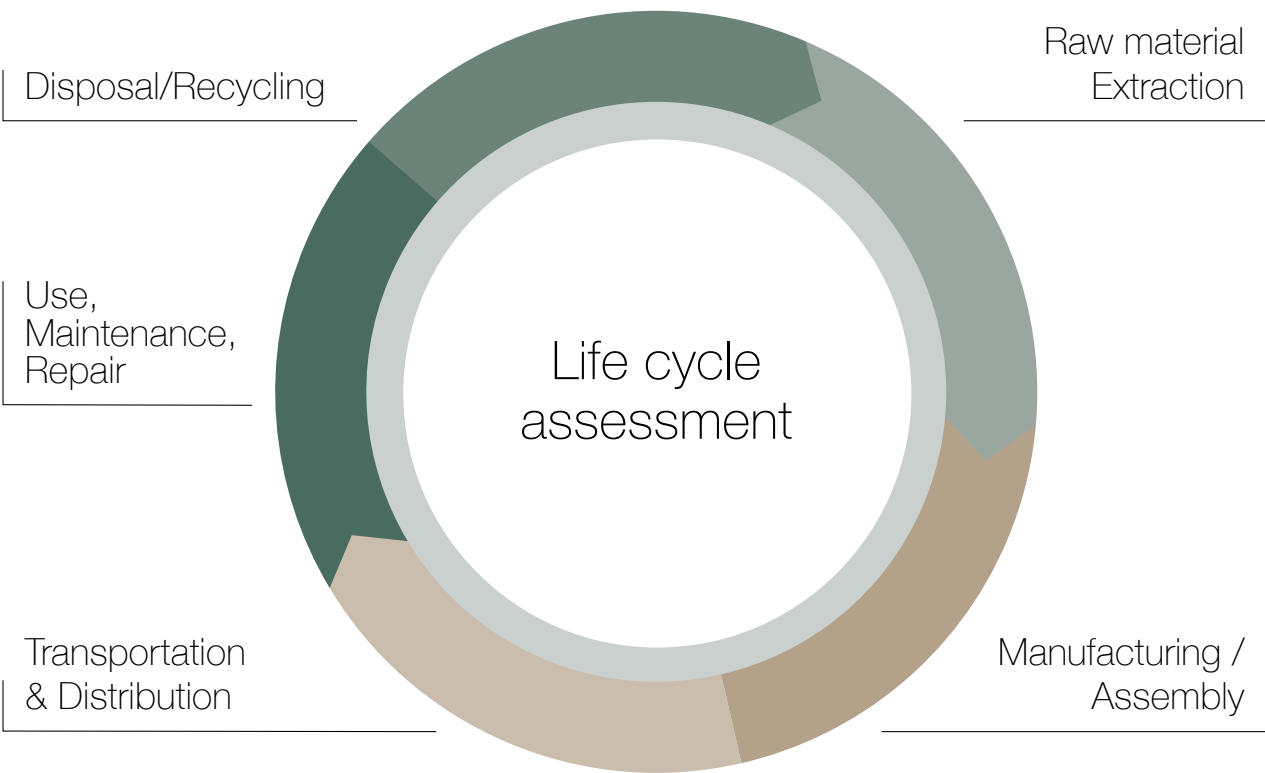
It also focuses on optimising production in terms of energy efficiency and material circularity, while considering distribution, usage, and end-of-life aspects of the product.

This upstream design strategy enables us to strike the optimal balance between the various competing dimensions of design — namely environmental, technical, and economic requirements.

While our long-term ambition is to embed eco-design across all product development, we recognise that targeting our best-selling products allows us to achieve the greatest initial impact. For example, by completing the Life Cycle Assessment (LCA) of our Ice Cube jewellery collection, we were able to identify environmental hotspots and plan targeted actions to reduce impact along the value chain.

We are also advancing several pilot projects, including the eco-design of our corporate packaging and the construction and renovation of our boutiques.

Training our teams in the principles of eco-design and the circular economy is essential. We collaborated with eco-design experts specialising in areas such as resource efficiency and circularity to deliver a workshop for departments across the business — from Marketing to R&D. In addition, we offer e-learning modules on eco-design and the circular economy to our R&D and product development teams.



QUESTIONS TO Xavier

Customer Service Group Director at Chopard



What's the Chopard thinking on repairs?

Our philosophy is that a **Chopard product never dies**; we are always able to repair it, to fix it, or to transform it. Luxury products such as a Chopard watch or piece of jewellery are the type of items that are passed on through the family, which is why we carry out over **70,000 repairs a year**, from **re-sizing**, to **general maintenance**, such as **cleaning** and **polishing**.

Where are the repairs carried out?

We have **45 global service centres** as part of our strategy to carry out repairs locally, rather than sending everything back to Geneva. This speeds up the service but more importantly, it avoids unnecessary emissions caused by shipping.

Is this commitment to repairs a big challenge?

The service centres are regularly repairing watches that were last manufactured over 40 years ago. But thanks to a policy of over-producing some of the intricate movements and mechanisms, we can ensure there is usually a sufficient stock. Of course, if we do run out of a particular component, we have skilled craftspeople who can **make the necessary piece from scratch**.



Focus

REDUCING THE IMPACT OF RETAIL

For several years, we have been introducing new sustainable initiatives to many of our Boutiques. Led by internal architecture teams in our main subsidiaries, we are now formalizing this journey by introducing eco-design principles to all our Boutiques and showcases in all geographies, from the US to Europe and Asia.

Local sourcing

Natural stone facades and oak parquet flooring are both key design features in our Boutiques. For sustainability reasons, instead of shipping the materials all over the world, we aim to source on a more local basis and cut the high CO₂ emissions involved in their transportation.

We are also assessing the way in which any remaining materials are transported. Switching from air freight to sea freight

can reduce emissions by up to 80%, while also lowering financial costs. We aim to minimise air transport and optimise the mix of sea, road and rail shipping.

Alternative materials sourcing

We have run through all the materials used in our Boutiques with environmental experts (DSS+), to identify the best sustainable options. For instance, we have used brass fixtures and fittings, in our Boutiques. Brass is an alloy of copper and zinc and has a large carbon footprint, both its extraction and its production. To reduce these emissions associated with brass fitting and fixtures in our Boutiques, we are using alternative such as recycled brass, as well as adding a bronze finish to materials such as steel and wood. Additionally, for wall cladding,

we are also investigating ways to replace synthetic leather, another material that causes high CO₂ emissions during production.

Energy efficient

We have been using LED lighting across all our stores for many years. As well as being 80% more efficient, it has a much longer lifespan and produces much less heat, which means less energy is needed for in-store cooling. We have also introduced a more ecological refrigerant (R-32) in our cooling system, with a greenhouse warming potential (GWP) that is three times lower than the coolant we previously used (R-410-A). It is also easier to recycle and can lead to a 10% reduction in energy consumption.



80%
of our boutiques
run on renewable
energy



Chopard boutique,
KaDeWe, Berlin

Chopard boutique Vendôme,
Paris

ENSURING MORE RESPONSIBLE SOURCING

ESRS E2 / ESRS E3 / ESRS E4 / ESRS E5 / ESRS S3 / ESRS G1

Responsible sourcing is a complex challenge in the luxury sector, where materials such as precious metals, diamonds, and coloured gemstones are sourced through global supply chains. At Chopard, we define responsible sourcing as procurement that seeks to maximise positive environmental, social, and economic impacts across the entire lifecycle, while minimising adverse effects—particularly those related to human rights and environmental risks.

We view responsible sourcing as a powerful lever for addressing global challenges within our supply chains, including climate change, biodiversity loss, deforestation, human rights concerns, and poverty. It also enables us to respond to day-to-day operational challenges and unlock opportunities for long-term business growth through enduring partnerships and enhanced business continuity.

2024

57% of our significant suppliers are certified, or in the process of being certified against internationally recognised ESG standards.

80% of recycled content in our Lucent Steel in 2024. Sourced from facilities within **1,000 km** of our Swiss manufacture sites.

100% of our loose diamond suppliers have been audited by a third-party firm for traceability.

For watch leather straps and accessories:

74% of declared bovine origins (farms) are located in Europe.

85% of tanneries are certified against LWG.

100% of alligator farms are certified against **animal welfare standards** and are of **US origin**.

OBJECTIVES

2025 – 2030

100% of our significant suppliers are certified, or in process of being certified against internationally recognised ESG standards.

Lucent Steel to contain **90%** recycled content.

100% of our diamond traders source directly from RJC-certified or equivalent cutting centers, with full digital traceability to the rough stone.

For watch leather straps and accessories:

100% of declared bovine origins (farms) are located in Europe.

100% of tanneries are certified against **LWG** or an equivalent standard.

SHINING A LIGHT ON MORE RESPONSIBLE SOURCING

As part of our sustainability strategy, we have implemented a **Responsible Sourcing Programme** (RSP) with a core commitment to enhancing traceability, transparency and impact across our supply chain. The RSP is structured around three key pillars:

1/ Know the Supply Chain

In an industry with complex supply chains, such as jewellery and watchmaking, it is essential to identify, prevent and mitigate human rights and environmental risks from the ground up. Risk areas must be thoroughly screened to ensure responsible practices throughout the value chain.

To carry out this risk assessment, we have aligned our **Supply Chain Due Diligence System** with the OECD’s five-step Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our system addresses three key categories of risk within our value chain, each with the potential to negatively impact communities, indigenous peoples, employees, and biodiversity:

- Conflict-affected and high-risk areas
- Human Rights & Labour topics
- Environment

This five-step framework enables us to evaluate suppliers using a risk-based approach, allowing us to focus on priority issues and respond more effectively to potential adverse impacts.

In 2023, we introduced a tailored made online **Supplier Management Platform** (more p. 37) designed to streamline due diligence across our supply chain. This platform enables us

to record and monitor all supply chain data, assess performance and compliance, and track risks using specific indicators displayed on a central dashboard. It is a crucial tool in our ongoing efforts to strengthen our sourcing strategy and improve our systems.

2/ Shape the Supply Chain

We work closely with our suppliers to help them continuously improve their sustainability performance and shape the materials and services they provide. This collaboration helps to minimise the social and environmental footprint of our operations.

We ask all our suppliers to comply with several principles, such as our **Code of Conduct for Suppliers**. Significant suppliers are also required to undergo regular third-party audits,

such as SMETA assessments or certification schemes like RJC or Leather Working Group (LWG).

We support our suppliers in improving their practices by offering guidance and access to specialist tools and consultants. At the same time, we actively seek to challenge and diversify our supplier base, exploring opportunities to work with companies that share our commitment to quality, innovation and sustainability.

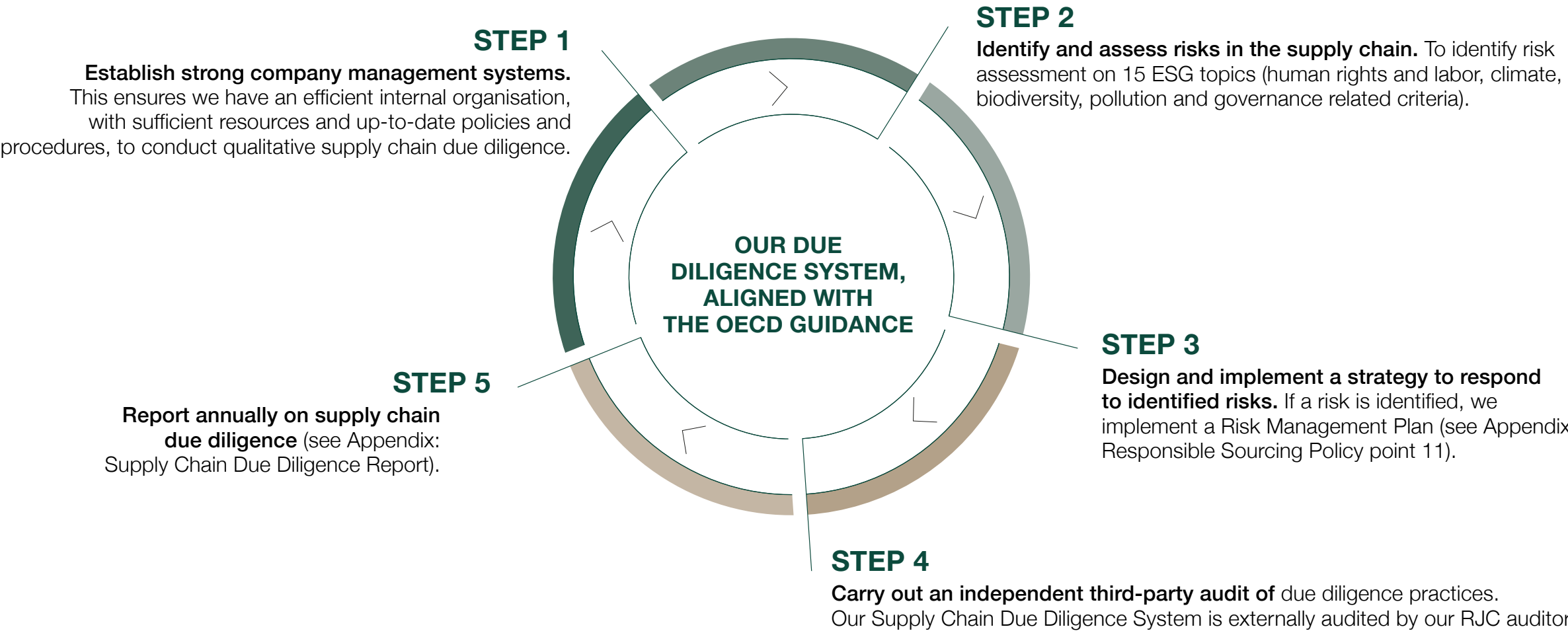
3/ Drive Impact in the Supply Chain

By driving impact within our supply chain, we aim to improve **social outcomes in mining communities**. This approach is a core element of our sustainability strategy, which seeks not only to manage risks but

also to create long-term value for the people working across our supply chains.

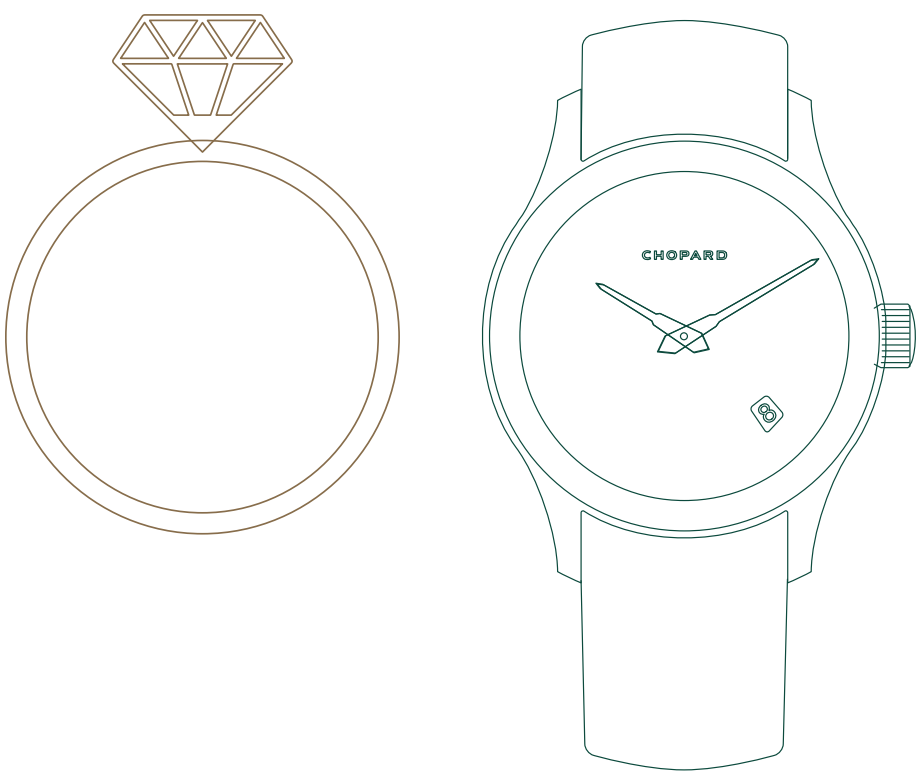
Our efforts to address environmental impacts in extractive areas are covered under our Precious Territories programme. Through this initiative, we support organisations working to preserve endangered natural landscapes, wildlife, and ecosystems—recognising that protecting nature and reversing biodiversity loss is one of the most pressing challenges of our time.

Partnerships with specialist organisations and industry associations are essential to developing scalable solutions and tackling systemic challenges. These collaborations enable us to contribute meaningfully to industry-wide progress (see Partnership section p. 31).



WHERE WE SOURCE OUR MATERIALS

We are dedicated to establishing transparent, certified, and locally anchored supply chains wherever feasible. Our sourcing strategy prioritises materials with a high recycled content, and we actively engage with artisanal mining communities that contribute to our supply of precious materials.



At present, we are undertaking a comprehensive mapping of our titanium, brass, and copper supply chains, with a view to increasing the proportion of recycled content wherever practicable.



Coloured Gemstones
Sourced from RJC-certified suppliers
(46% in 2023)

52%



Diamonds
Sourced from RJC certified suppliers
(87% in 2023)

94%



Fine Palladium & Silver
Sourced from RJC Chain of Custody (CoC) certified materials
Source types: pre-consumer and post-consumer palladium and silver, refined in Switzerland, Germany and Italy

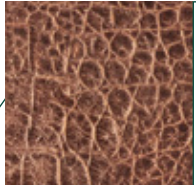
100%



Fine gold
Sourced from artisanal and small-scale mines accredited by the Swiss Better Gold in Colombia and Peru

100%



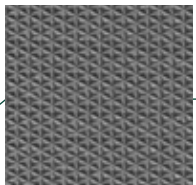


100%

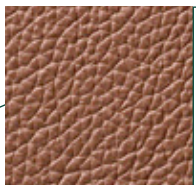
Alligator Leather
Sourced from farms in the USA certified for high animal welfare standards

97,5%

processed in Leather Working Group (LWG) certified tanneries



Rubber
Synthetic origin, manufactured in Switzerland and the European Union

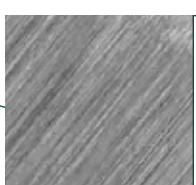


85%

Bovine Leather
Sourced from LWG-certified tanneries (85% in 2023)

82%

of declared bovine origins are from European farms



80%

Lucent Steel™
Recycled content sourced within 1,000km from the manufacturing sites
Origin of scraps and steelmaking: Switzerland, France, Italy, Germany, Austria



Fine platinum
Sourced either from accredited artisanal miners “barequeros”, or from RJC CoC certified sources



100%

Sapphire Crystal
Swiss made

SUSTAINABLY MINED AND ETHICALLY-SOURCED

Globally, gemstones and precious metals are mined across more than 50 countries. Today, approximately **20% of gold, and approximately 80% of coloured gemstones are sourced from artisanal and small-scale miners (ASM)**. ASM provides employment and income for over 44 million workers globally, supporting around 100 million people, including families and service providers.

The cutting and polishing industry is largely made up of small and family-run businesses, and our sector plays a vital economic role in many developing countries, supporting thousands of livelihoods across the globe.

This is why it is so important for us to acknowledge our responsibilities and continue supporting ASM communities — a commitment we have upheld for over a decade, particularly in the context of responsible gold sourcing.

The potential impact is significant: from introducing improved technical assistance methods, to implementing social impact initiatives that benefit local communities. Our efforts also extend to environmental stewardship, including the prevention of environmental incidents, reforestation programmes, and support for the transition to renewable energy sources.

Impact is a cornerstone of our sustainability strategy. However, sourcing from ASMs also delivers additional benefits, notably the full traceability of our raw materials. By ensuring the authenticity of precious materials and verifying that they do not originate from dubious or illegal sources, we offer our consumers clear visibility into the provenance of our material. This transparency strengthens trust and reinforces integrity across our entire supply chain.

100%
of our fine gold
**sourced from
accredited artisanal
mines** through the
Swiss Better Gold
partnership in 2024.



Barequera, Chocó,
Colombia



Chopard Ethical Fine gold 999.9,
Gold Foundry, Meyrin

ZOOM ON ETHICAL GOLD

Since July 2018, all our workshops have exclusively used **100% ethical gold**, meeting the highest international environmental and social standards. In 2024, our ethical gold was sourced only from artisanal and small-scale mines accredited by **Swiss Better Gold initiative**. This programme has been supporting lower-impact extraction methods and improving the living and working conditions of over 5,000 miners and gold panners in Peru and Colombia since 2017.

SBG SWISSBETTERGOLD

“*Artisanal gold is a very complex sector but we're proud to be able to say that despite the challenges, the majority of our gold is now mined this way. It's has also been great to see the impact that we have had on small mining communities in Colombia and Peru, and the real difference that a business like Chopard can have by taking a responsible approach to how it sources its raw materials.*”

Ruben

Lead Buyer at Chopard



Accredited ASM gold is a vital component of our sourcing strategy, as it enables full traceability while also delivering positive socio-economic and environmental benefits. We do not source from large-scale industrial mines.

Barequera,
Chocó,
Colombia



3 QUESTIONS TO
Theo

Chopard's Manufacturing Manager



What's the history of the foundry?

In 1978, Chopard had the vision to become **one of the first watch and jewellery manufacturers** to build its own foundry - it's our little jewel.

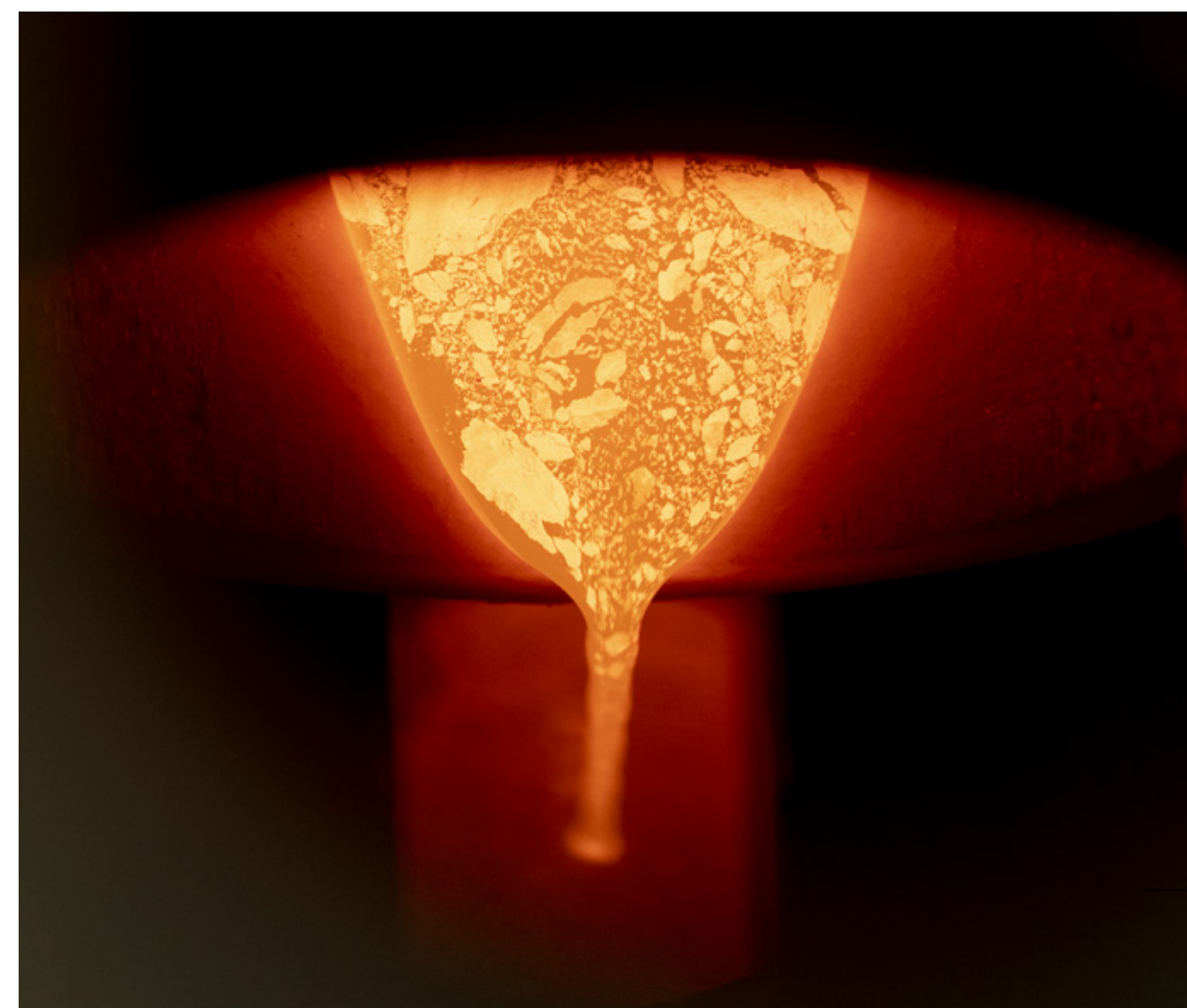
What benefits has it brought to the business?

Because we are such a **vertically-integrated business**, and we carry out our own manufacturing, we do create scraps. The foundry has helped us deal with this, and we now remelt over **80% of our gold scraps**, in a closed loop. We also create our own gold alloys in-house, to several different grades.

Are their benefits to the environment, too?

Thanks to **direct in-house reprocessing of our scraps**, we retain traceability of our alloys. We also avoid electro-chemical reprocessing in a refinery, which means using less energy and eliminating the use of chemicals. We have also cut the emissions linked to having to transport the materials.

Together, all these factors mean that we pay more attention to our social and environmental footprint, ensuring that our actions and decisions contribute to a higher level of responsible development along all steps of the supply chain.



Smelting of Ethical
gold Alloy in-house

IMPACTING LOCAL COMMUNITIES

ESRS S2 / ESRS S3

The extraction of raw materials carries a range of operational and regulatory risks, from social concerns such as forced labour and land appropriation, to environmental impacts including soil degradation and deforestation.

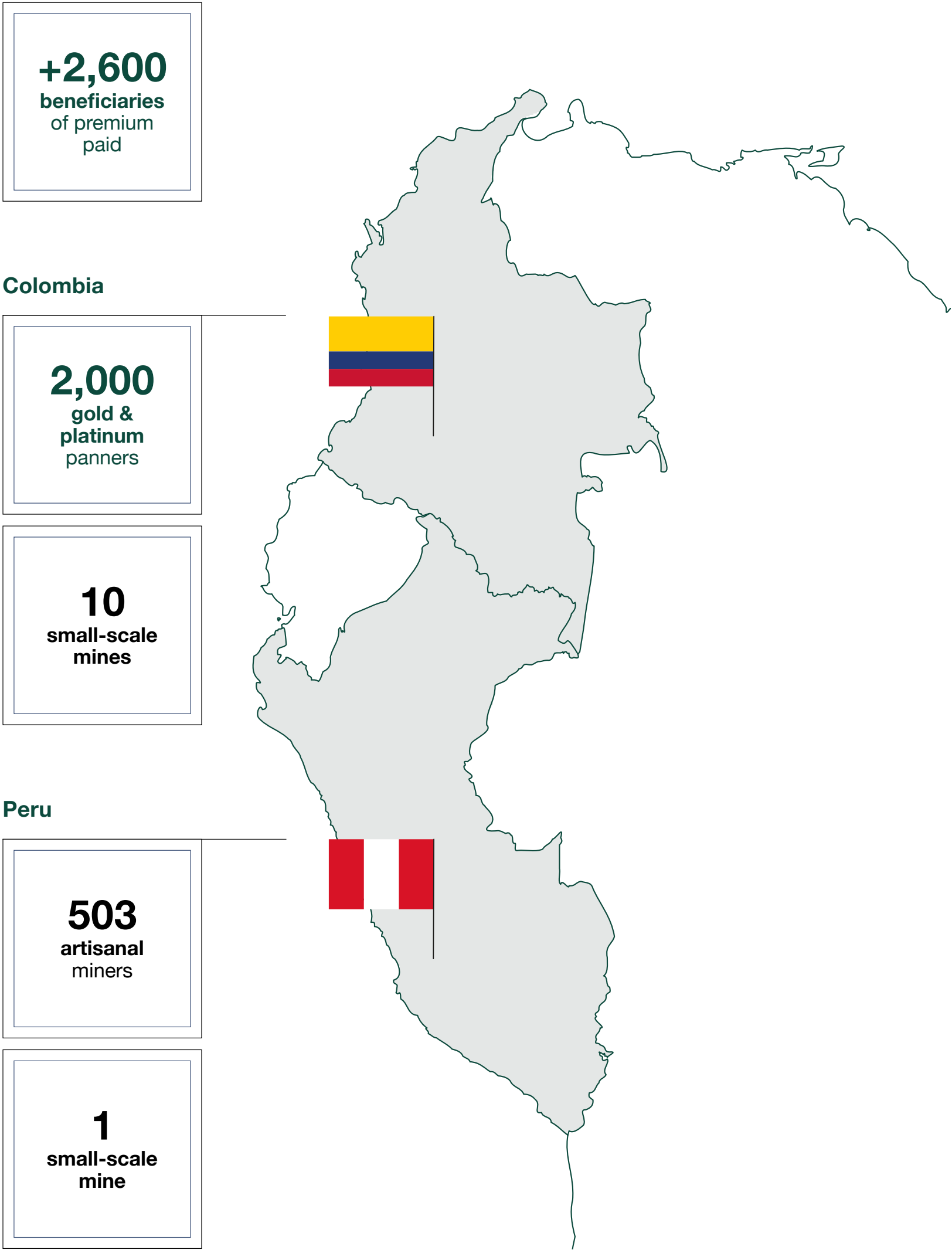
Bringing Social and Economic Benefits to Mining Communities

A key objective for 2024 is to continue generating positive impact within ASM mining communities, helping them address local challenges related to water access, education, and energy. The Swiss Better Gold premium we pay provides additional support for the energy transition, infrastructure development, and the creation of alternative economic opportunities alongside mining activities. To achieve this, we collaborate closely with international organisations such as Swiss Better Gold, which is committed to helping gold miners adopt more socially and environmentally responsible practices.

Supporting Colombia’s Gold Panners

Subsistence mining in Colombia is carried out by men and women using traditional alluvial techniques and manual tools such as sluices and pans. By law, these miners—known locally as barequeros—must not use machinery or chemicals, resulting in minimal environmental impact.

Since 2019, we have supported a local initiative aimed at improving the working conditions of more than 900 barequeros in the department of El Chocó—Colombia’s second-largest gold-producing region and one of its poorest. This flagship project ensures that barequeros receive a fair income, along with a premium for each gram of gold sold. They also benefit from training in occupational health and safety, basic environmental protection, and gender rights. In the past year alone, we distributed over 400 personal protection kits.



Focus

BOOSTING THE SUPPLY OF CLEAN WATER

In 2024, the Rainwater Harvesting and Water Purification project improved the life of 63 barequeros and their families by providing equipment to purify water and make it adequate for human consumption. This initiative secures reliable access to safe drinking water, leading to better health outcomes, reduced bottled water expenses, and less plastic waste. By supplying them with a 250-litre water tank, complete with clay filter, this is helping to relieve some of this pressure by producing drinking water from rainwater and other water sources such as rivers. The project established a proven, replicable model that can extend health, economic, environmental, and social benefits to other vulnerable communities in the Swiss Better Gold supply chain.

ZOOM ON LUCENT STEEL™

Lucent Steel™: Advancing Circularity and Reducing Emissions

Steel is our most utilised raw material, with annual purchases ranging between 25 and 30 tonnes. Increasing the proportion of recycled steel in our supply made both financial and environmental sense. In 2019, following over four years of research and development, we introduced Lucent Steel™.

Since 2023, all our watches—including bracelets and cases—have been crafted from Lucent Steel™, which contains a minimum of 80% recycled content. Achieving this technically demanding composition nearly doubles the average recycled content found in conventional stainless steel.

Lucent Steel™ is produced using high-quality scraps from the watchmaking industry, combined with premium-grade steel sourced

from the medical, aerospace, and automotive sectors. This approach allows us to reduce our environmental footprint without compromising on quality.

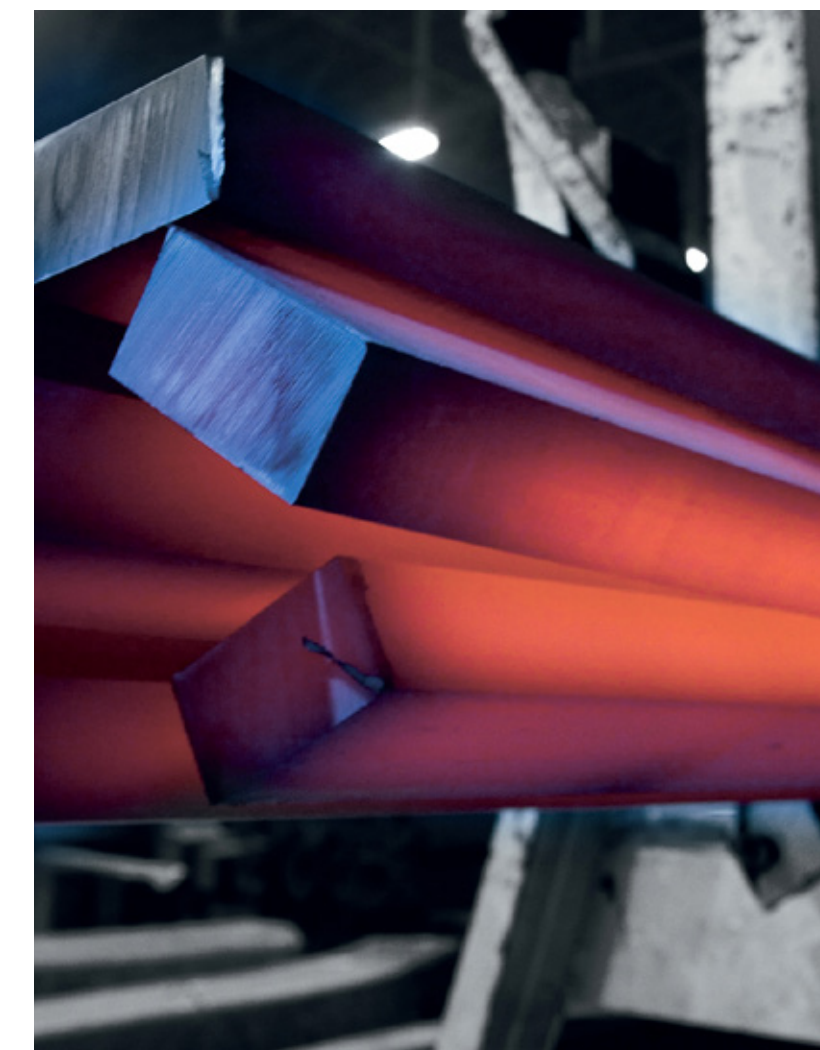
Lucent Steel™ offers a range of superior properties:

- **Purity and Luminescence:** Fewer impurities than conventional steel, resulting in a refined finish.
- **Biocompatibility:** Anti-allergenic composition with properties comparable to surgical steel.
- **Ultra-Resistance:** Unique hardness that makes it 50% more resistant to abrasion than standard steel.

This initiative is significantly reducing the greenhouse gas (GHG) emissions associated with our steel production. According to the International **Stainless Steel Forum** (ISS), switching from

conventional steel to steel with 80% recycled content can reduce emissions by approximately 30%. At a 90% recycled rate, this reduction increases to around 40%. While our initial target was to reach 90% recycled content by 2025, this has been extended to 2028 to allow suppliers sufficient time to source high-quality scrap material.

To further minimise our environmental impact, we source steel from facilities located within 1,000 km of our Swiss manufacturing site, reducing transport-related emissions. Additionally, we recycle between 12 and 15 tonnes of our own steel scrap annually, reinforcing our commitment to circularity.



Alpine Eagle watch.

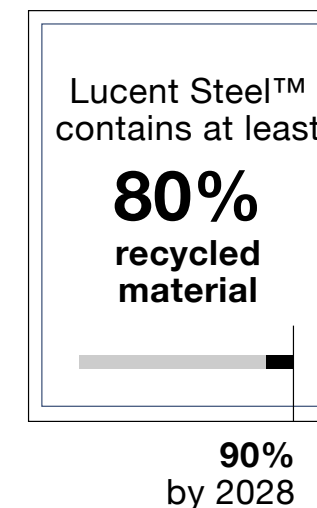
“

The challenges of sourcing steel are totally different to those we have encountered with gold. While gold led us to focus on the working conditions of artisanal miners, steel has been an opportunity for us to tackle the impact of our products in terms of carbon footprint.

”

Caroline

Co-President of Chopard



Three exceptional D-flawless diamonds cut from the Queen of Kalahari, a 342-carat rough diamond of absolute purity.



MORE RESPONSIBLE GEMSTONE SOURCING

We are committed to ensuring that all our direct suppliers of coloured gemstones are certified under the RJC Code of Practices by 2027. This internationally recognised standard promotes ethical, social, human rights, and environmental best practices throughout the jewellery supply chain—from mine to retail.

To further mitigate risks, we conduct audits at cutting and polishing facilities for coloured gemstones, as well as at selected medium-scale mining operations.

Our Maison is fully aligned with the Kimberley Process Certification Scheme and complies with the World Diamond Council's System of Warranties for polished

diamonds. Both initiatives aim to eliminate the trade in diamonds that finance conflict. To enhance supply chain transparency, we engage with suppliers through detailed questionnaires, interviews, and on-site visits. We also mandate external auditors to verify the traceability of both diamonds and selected coloured gemstones back to their mine of origin. In parallel, we are exploring new technology-based traceability solutions.

As of today, 94% of our diamonds and 52% of our coloured gemstones are sourced from RJC-certified suppliers.



REDUCING OUR CARBON FOOTPRINT

ESRS E1

To align with the Paris Agreement, global temperature rise must be limited to 1.5°C. This requires a 45% reduction in emissions by 2030 and the achievement of Net Zero by 2050.

OUR NEXT STEPS TOWARDS NET ZERO

The private sector, as the largest contributor to greenhouse gas emissions (GHG), is facing increasing pressure from regulators, investors and the public to address its role in the climate crisis.

As part of our climate journey, we have committed to the **Science Based Targets initiative** (SBTi), which guides companies in transitioning to a low-carbon economy by helping define the pace of emissions reductions needed to meet the 2050 net-zero goal.

Our near-term targets have been officially validated by the SBTi in 2024.

Since 2021, we have been measuring our Scope 1, 2 and 3 carbon emissions in accordance with the widely recognised **Greenhouse Gas Protocol**. These measurements encompass our entire value chain, our production sites in Switzerland and Germany, as well as our international distribution subsidiaries and retail stores.

2024

Scope 1 & 2, reductions of 40% GHG emissions in our Swiss buildings since 2014.

Scope 2: 85% of the electricity purchased by the company comes from **renewable sources**.

OBJECTIVES

2025 – 2030

Scope 1 & 2: reduce absolute GHG emissions to **55%**.

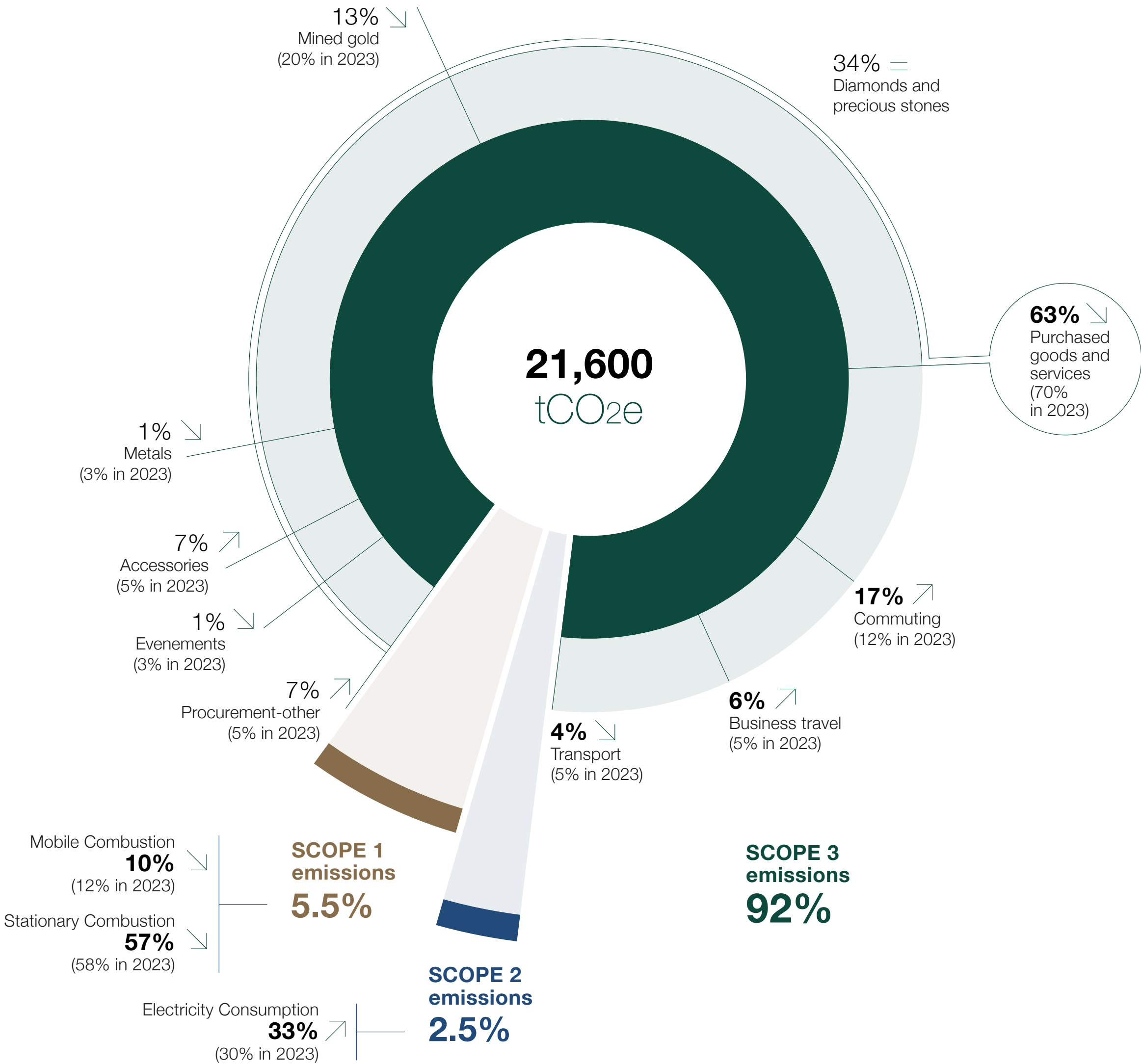
Scope 2: increase active annual sourcing of renewable electricity from **85%** in 2023 to **100%** by 2030.

Scope 3: reduce absolute GHG emissions from employee commuting by **25%**.

Scope 3: 80% of our suppliers by emissions, from Purchased Goods and Services, have science-based targets.

CARBON ACCOUNTING 2024

Our latest review shows that our total carbon footprint in 2024 had reduced year-on-year by 2%, to 21,600 CO₂e.



The Greenhouse Gas Protocol (GHG Protocol) divides emissions into three scopes:

SCOPE 1 - direct emissions from sources owned or controlled by a company, such as fossil fuels used on production sites and emissions from our vehicles.

SCOPE 2 - indirect emissions from purchased electricity, steam, heat, and cooling.

SCOPE 3 - all other emissions associated with a company's activities, such as purchasing raw materials, business travel and employee commuting.

OUR GHG EMISSIONS

Our Scope 1 and 2 emissions are primarily driven by the consumption of natural gas, heating oil, and energy-intensive subsidiaries.

Scope 3 emissions continue to account for **92% of our total emissions in 2024**. These are almost entirely linked to purchased goods and services — notably diamonds, precious stones, and mined gold. Following the reduction in diamond purchases using existing stock, our overall emissions decreased by 2% in 2024. This slight decrease is also due to improved data collection on employee commuting in Meyrin and the fact that emissions from business travel have not increased since 2023.

Our Scope 3 emissions is made up of:

- 63% Purchased goods and services
- 17% Employee Commuting
- 6% Business travel
- 14% Other

Working with SBTi we have developed a 2030 Carbon Plan which includes targets to reduce:

- **Scope 1 & 2:** reduce absolute GHG emissions 55% by 2030 (from a 2022 base year)
- **Scope 2:** increase active annual sourcing of renewable electricity from 85 % in 2023 to 100% by 2030

— **Scope 3:** reduce absolute GHG emissions from employee commuting 25% by 2030

— **Scope 3:** 80% of our suppliers by emissions, from Purchased Goods and Services have science-based targets by 2028

To reduce our Scope 1 and 2 emissions, we are exploring a range of measures, including transitioning to renewable electricity sources and rethinking how we heat our facilities. This includes the adoption of innovative technologies such as heat pumps, geothermal systems, and district heating networks.

Since 2014, our Meyrin site has reduced its natural gas consumption by one million kWh, resulting in a significant decrease in emissions. We are also working to enhance operational efficiency — for example, by **optimising electricity** use along production lines and developing new methods to recover and reuse waste heat.

Our sites and subsidiaries are progressively switching to **renewable electricity**, while we continue to expand our on-site generation capacity through the installation of solar panels — both of which are contributing to a reduction in emissions.

To address Scope 3 emissions, we are examining our supply chain and identifying opportunities to optimise the sourcing of precious metals and stones. We are currently assessing how existing stones can be recycled through re-cutting and redesign. Additional measures to reduce our carbon footprint include accelerating circularity and eco-design initiatives, and increasing the proportion of recycled content in the materials and products we source.

At the same time, we are actively engaging with our key suppliers to support them in setting and pursuing their own science-based climate targets.

We are also advancing our internal company mobility plan to mitigate the environmental impact of commuting, supported by a range of incentive measures. Electric vehicle charging points have been installed at our head office and manufacturing sites, and we actively support the Bike to Work initiative.

To further reduce emissions, we are transitioning our vehicle fleet to a mix of electric and hybrid options, while promoting selective business travel. In addition, we regularly hold employee training sessions on climate change through the AXA Climate School programme, helping to build awareness and foster a culture of sustainability across the organisation.

Fleurier Ebauches,
Fleurier, Switzerland



REDUCING THE IMPACTS OF OUR MANUFACTURING PROCESSES

ESRS E2 / ESRS E3 / ESRS E5

Our resource management policies are aligned with the principles of the circular economy, aiming to keep products and materials in use for as long as possible.

Water: we are actively reducing consumption by implementing closed-loop systems at our sites. In 2019, we installed such a system to cool machinery at our manufacturing facility in Meyrin, resulting in a 53% reduction in water usage. We also apply a risk-based approach to nature-related impacts, including water use across our supply chain.

Chemicals: production processes across our value chain require a significant number of chemicals, which may pose risks to human health and the environment. Our current programme focuses on reducing the number of chemical products in use, screening all new substances against environmental, health and safety (EHS) criteria and, wherever possible, substituting them with less hazardous alternatives.

Metals: 100% of our metal scraps are recycled and 80% of our manufacturing gold scraps are reprocessed in our internal foundry — reinforcing our commitment to circularity and reducing waste.

Waste: our waste reduction strategy is guided by the principles of Reduce, Reuse, Recycle.

We have developed a comprehensive network of recycling streams, enabling the collection and reuse of nearly 30 different materials. In 2023, 83% of our total waste was successfully recycled.

Our shopping bags, gift wrap, and catalogues are made from certified materials, comprising 70% recycled content and 30% controlled wood.

We are continually seeking materials with a lower environmental impact. For example, our walnut presentation boxes are crafted using water-based varnishes and adhesives, recycled paper and cardboard, and stainless-steel hinges and fastenings — all of which are infinitely recyclable.



Gold 750 Bar after Casting



Casting



Die cutting of watch case in stamping workshop

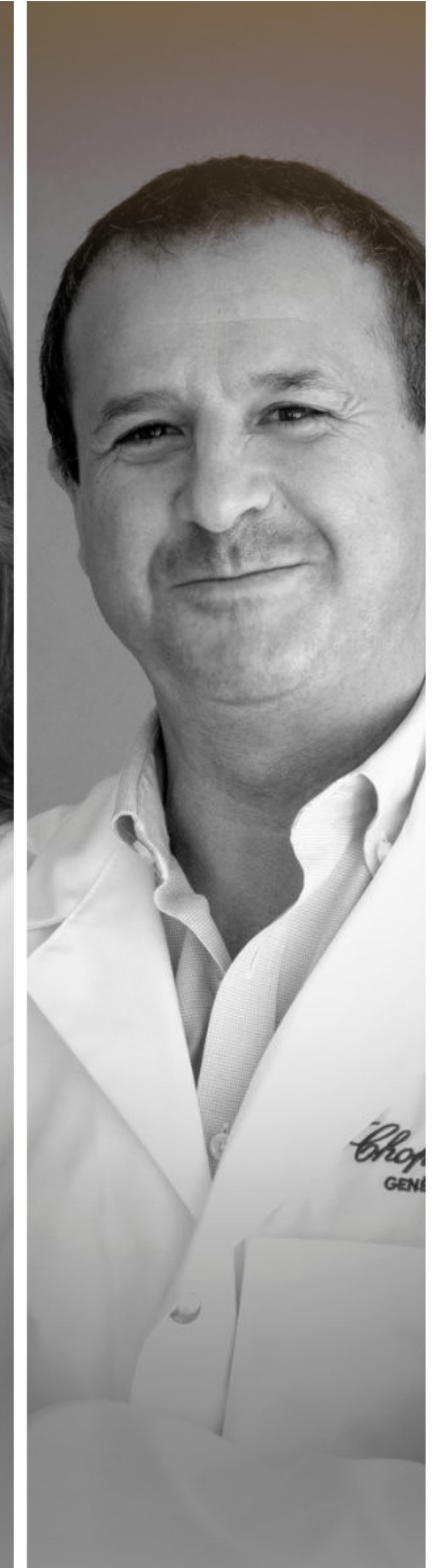
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ENGAGING *Our People*

Our people are the heartbeat of our Maison. We are driving change internally by engaging our employees and ensuring they have access to opportunities for learning and developing their talents within an inclusive, safe, and supportive environment.

Training and professional development remain a top priority: while we preserve and pass on centuries-old craftsmanship to new generations, we also equip our teams with the knowledge and skills needed to contribute to collective progress, from sustainability to diversity and operational excellence.

By nurturing both traditional know-how and modern expertise, we foster a workplace where craftsmanship, care, and human potential flourish together, shaping a vibrant and sustainable future for our Maison.



TRAINING AND SKILLS DEVELOPMENT

ESRS S1

Chopard is an independent and vertically integrated Maison, overseeing the entire manufacturing process – from design to distribution. This involves over 50 distinct crafts practiced across three manufacturing sites, underscoring our strong commitment to in-house training and the preservation of artisanal know-how.

KEEPING TRADITIONAL SKILLS ALIVE

We established our **first in-house luxury Jewellery training department in 1980**, followed by a dedicated watchmaking training department in Meyrin in 1989, and later in Fleurier, Switzerland, in 2006. Today, our comprehensive apprenticeships offer a solid grounding to around **45 apprentices in jewellery**, watchmaking, micromechanics and surface finishing.

Our training policy involves fostering the **transmission of know-how** – or savoir-faire - by sharing knowledge between different generations in our teams. Once they have completed their formal training, they begin working alongside skilled, experienced artisans, who pass on their knowledge and help to keep the traditional skills alive. The rarity of the skills often means this type of training is the only source of knowledge available in these fields.



+40
apprentices trained
each year in our three
training departments

+50
crafts and professions
within the Maison



“

It is so important to keep the ancient, traditional skills alive and we believe the best way to do this is for our apprentices to learn from master craftspeople. Of course, technology has a role to play, but at the same time, we mustn't lose the know-how needed to make things by hand.”

Céline

Training Manager



focus

ADDING SUSTAINABILITY TO THE TRAINING MIX

Transforming our Maison to meet the challenges facing society and our industry is a team effort. That's why everyone at Chopard is trained in operational and managerial skills, including corporate sustainability and health and safety at work.

We have also launched an e-learning programme called “Together for Sustainability Luxury”. In line with RJC principles, it covers topics such as the low-carbon transition, the circular economy (based on AXA Climate School contents) as well as diversity and inclusion.

We also organize working groups and regular conferences focused on sustainability topics. In 2024, these included seminars led by sustainable communication agency Sidiese and responsible purchasing consultancy BuyYouWay.

Participants worked in small groups on responsible sourcing programmes. Those sessions aim to identify potential obstacles and levers for action, and to foster collaboration between the purchasing and sustainability departments around a shared vision for sustainable sourcing.

}

QUESTIONS TO Emma Berno

Apprentice awarded in 2023 prize for the highest grade in practical work by Union des fabricants d'horlogerie de Genève, Vaud et Valais (UFGVV)

What made you choose a career in watchmaking?

I love the idea of making beautiful objects with my hands, and creating something that someone is going to love and enjoy. The level of meticulousness, precision and quality that my work requires really appeals to me, along with the fact that I'm practicing one of the world's oldest professions.

Do you think it's important to perpetuate traditional know-how?

Definitely – when you know how to use traditional techniques, you will always be able to handle modern tools. During my watchmaker's apprenticeship I learnt to pivot, for instance, which is a traditional turning technique, and one of the watchmaking skills listed as a UNESCO World Heritage. It's a great source of pride that we're helping to safeguard such ancient skills.

What did you most appreciate about your first few months at Chopard?

I was put at ease from day one and there was a real emphasis on quality over quantity, and that the speed I worked at would increase with experience. As a family-run business, people are at the heart of Chopard and employees are listened to. Doors are always open, and there are plenty of opportunities to talk through issues with managers and colleagues.

LOOKING AFTER OUR PEOPLE

ESRS S1

We believe that a workforce that reflects peoples' diversity – in terms of cultural background, gender, age and experience – is a valuable asset that must be nurtured and respected. We are committed to fostering a workplace culture where everyone is treated fairly and equally, and where each individual is recognised for their contribution. We also strive to attract, develop, and retain a diverse workforce. These commitments are outlined in greater detail in our Diversity and Inclusion Policy.

WORKING AT CHOPARD

We recruit people based on skills and experience, ensuring equal opportunity for all candidates. Our flat hierarchy and management structure offer employees a wide range of opportunities to move across different areas of the business. We are also committed to maintaining and improving gender balance at all levels of the organisation.

“

Our inclusion strategy involves treating everyone equally, as well as making everyone feel valued and respected. We believe this is an important way of unlocking the potential of our people.

”

Emilie

Chopard HR Manager



LEARNING AT CHOPARD

Internal staff training has steadily developed since 2019, with sessions focused on soft skills, such as delegation and conducting performance appraisals. A dedicated training catalogue is available covering topics including diversity and inclusion, with selected modules offered in five different languages. In 2024, we introduced new sessions on diversity and inclusion, alongside additional training on tackling discrimination. These are available on our e-learning platform Peopleforce and are mandatory to all employees worldwide. We also host regular Lunch & Learn sessions, facilitated by an external coach, covering a range of topics including stress management, public speaking and handling difficult conversations.

DEVELOPING AT CHOPARD

We have introduced a range of work-life balance initiatives designed to support emotional wellbeing, social connectivity, and a positive mindset in everyday life. Employees benefit from a variety of perks, including discounts on sporting activities and preferential rates for leisure experiences — from dining out to yoga classes and gym sessions.

We also prioritise emotional health. Our Code of Conduct includes a policy on the protection of personal integrity, and in Switzerland, an anonymous hotline is available for colleagues seeking support with work-related or personal concerns. Additionally, we offer a package of wellbeing services through occupational health specialist MOVIS, aimed at helping employees achieve a healthy work-life balance.

Social connection is equally important. Onboarding sessions in Meyrin are designed to help new employees meet their colleagues and learn more about different departments and professions across Chopard.



A picture is worth a thousand words

To celebrate International Day of Happiness, we ran a competition inviting teams from across the Group to submit a picture in one of three categories – happy, funny and creative. The contest tapped into the Chopard ethos of happiness and our positioning as the Maison of *Joie de Vivre*.



Rodeline, a polisher, is one of the numerous Artisans seeking perfection in Chopard workshops.



Chopard's apprenticeship workshops in Fleurier and Geneva.

3

ACTING *Collectively*

The world continues to face an evolving landscape of risks and opportunities — challenges we believe are best addressed collectively.

At Chopard, this means forging partnerships and alliances with industry peers, international organisations, and NGOs to help shape a more responsible and sustainable luxury sector.

Through these collaborations, we support artisanal mining communities, promote ethical sourcing of gold and gemstones, advocate for net-zero steel, advance eco-design in watchmaking, and contribute to the protection of endangered landscapes and biodiversity.

By working together, sharing knowledge, and setting ambitious targets, we amplify our positive social and environmental impact — demonstrating that sustainability is a shared responsibility, essential to the future of our industry.



WORKING WITH THE INDUSTRY

ESRS E1 / ESRS S2 / ESRS S3

We believe that a collective approach is the most effective way to achieve our strategic objectives and develop global solutions for the watch and jewellery industry — and the luxury sector more broadly. We are actively collaborating with our peers to identify the most responsible ways to use resources and reduce environmental and social impacts on a global scale.

HOW PARTNERSHIPS ARE CREATING MORE SUSTAINABLE LUXURY

Our priorities include creating a more transparent and responsible supply chain for coloured gemstones, supporting artisanal mining practices that deliver positive impacts for local communities, driving demand for decarbonised steel, and collaborating on new sustainable initiatives across the wider watchmaking industry.



Responsible Jewellery Council (RJC)

Bringing together over 1800 companies, the RJC is the leading not-for-profit organisation for the development of standards in the watch and jewellery making industry. We have been members since 2010, and RJC Code of Practice-certified since 2012. The RJC's mission is to promote and enforce ethical, social and environmentally responsible practices along the precious metal and gemstone supply chain.

Our membership enables us to ensure that our activities comply with the requirements of the RJC Code of Practices, which includes provisions on respecting human rights and labour laws. We actively promote RJC certification among our suppliers, encouraging them to adopt responsible practices and align with internationally recognised standards.

“

Chopard have been pioneers in the sustainable watch and jewellery space from the beginning and early members of the RJC since 2010. I remember admiring the Green Carpet Collection in 2013 and Caroline Scheufele's commitment to ethical mining and Fairmined gold at a time when few global brands were taking that step publicly. As the call to action becomes more urgent with climate change and Gen Z buying patterns shifting, your certification is now more valuable than ever.

”

Melanie Grant

Executive Director,
Responsible Jewellery Council

“

Swiss Better Gold has been collaborating with Chopard for the last seven years, helping to connect them to the origin of the gold they use in their creations. Making these links is our “raison d'être” because knowing the exact location and name of the mine where the gold has come from, and to be able to put a name to the miners who extract it, is incredibly important. It helps to build bonds and shows a true commitment and responsibility to those communities. It is also fantastic for the miners, who are no longer anonymous but instead suppliers to a luxury Swiss watch and jewellery brand.

”

Diana Culillas

CEO, Swiss Better Gold Association

SBG SWISSBETTERGOLD

Swiss Better Gold

Since 2017, our partnership with Swiss Better Gold has ensured full traceability of gold from mine to manufacture, while also delivering meaningful socio-economic and environmental benefits. As a proud member of the Swiss Better Gold Association, we actively support artisanal and small-scale mining communities in Peru and Colombia. All the gold we source complies with the criteria required to be classified as Step 2 on the Swiss Better Gold Continuous Improvement Escalator.

Our Head of Sustainability serves on the board of directors of the Swiss Better Gold Association, enabling us to contribute to the strategic development of the organisation and to advocate for responsible ASM gold across the industry.

We pay a premium of USD 1,350 per kilogram for the gold we purchase. This premium supports technical assistance for miners and funds a variety of economic and community development projects aimed at improving living and working conditions in mining communities.

In 2024, over 2,600 people directly benefited from initiatives financed through the Chopard premium.

2024

100% of our fine gold is sourced from accredited artisanal mines through the **Swiss Better Gold** partnership.

OBJECTIVES

2025 – 2030

Maintain a minimum threshold of **70%** of our global gold supply from accredited artisanal mines through our partnership with the **Swiss Better Gold**.

Climate Group SteelZero
building the demand for a net-zero steel.

In alignment with the **Climate Group's SteelZero**, procure at least **50%** of our steel from steelmakers who have set both near-term and long-term science-based emissions reduction targets.



“

Industry collaboration is part of our sustainability strategy. Not only are we proud of demonstrating responsible practices through RJC certification but also, thanks to the CGWG, supporting continuous improvement in our gemstones supply chain. ”

Isabelle
Corporate Sustainability Specialist



THE COLOURED GEMSTONES WORKING GROUP

The Coloured Gemstones Working Group (CGWG)

As a member since 2019, we are part of a collaborative group that brings together luxury brands and mining companies to promote the responsible sourcing of coloured gemstones. The group offers educational programmes, training, and management resources, alongside expert guidance, to support businesses across the supply chain in demonstrating their commitment to sustainability. This initiative fosters a more responsible and transparent gemstone industry.

°CLIMATE GROUP STEELZERO

Climate Group - SteelZero

In 2023, we became the first luxury Maison to join SteelZero, a global initiative bringing together forward-looking organisations from diverse sectors to accelerate the transition to a net zero steel industry. SteelZero harnesses the purchasing power and influence of its members to send a powerful demand signal to steel producers, investors and policymakers to speed up widespread production of net zero steel.

AQC

ASSOCIATION POUR L'ASSURANCE QUALITÉ
DES FABRICANTS DE BRACELETS CUIR

Association pour l'Assurance Qualité des Fabricants de Bracelets Cuir (AQC)

The AQC works with stakeholders across the leather bracelet value chain, including watch brands, tanneries and alligator farms. We work closely with the association on traceability and sustainability related issues.

We Watchmaking Ecodesign

WE Watchmaking Ecodesign

In 2024, Chopard co-founded the consortium WE Watchmaking Ecodesign, an initiative dedicated to advancing environmental knowledge tailored to the Swiss watchmaking industry. The consortium aims to ensure consistent and measurable progress by co-developing standardised methodologies that harmonise life cycle assessment practices, improve resource efficiency, optimise material use, and embed sustainable principles throughout the value chain.

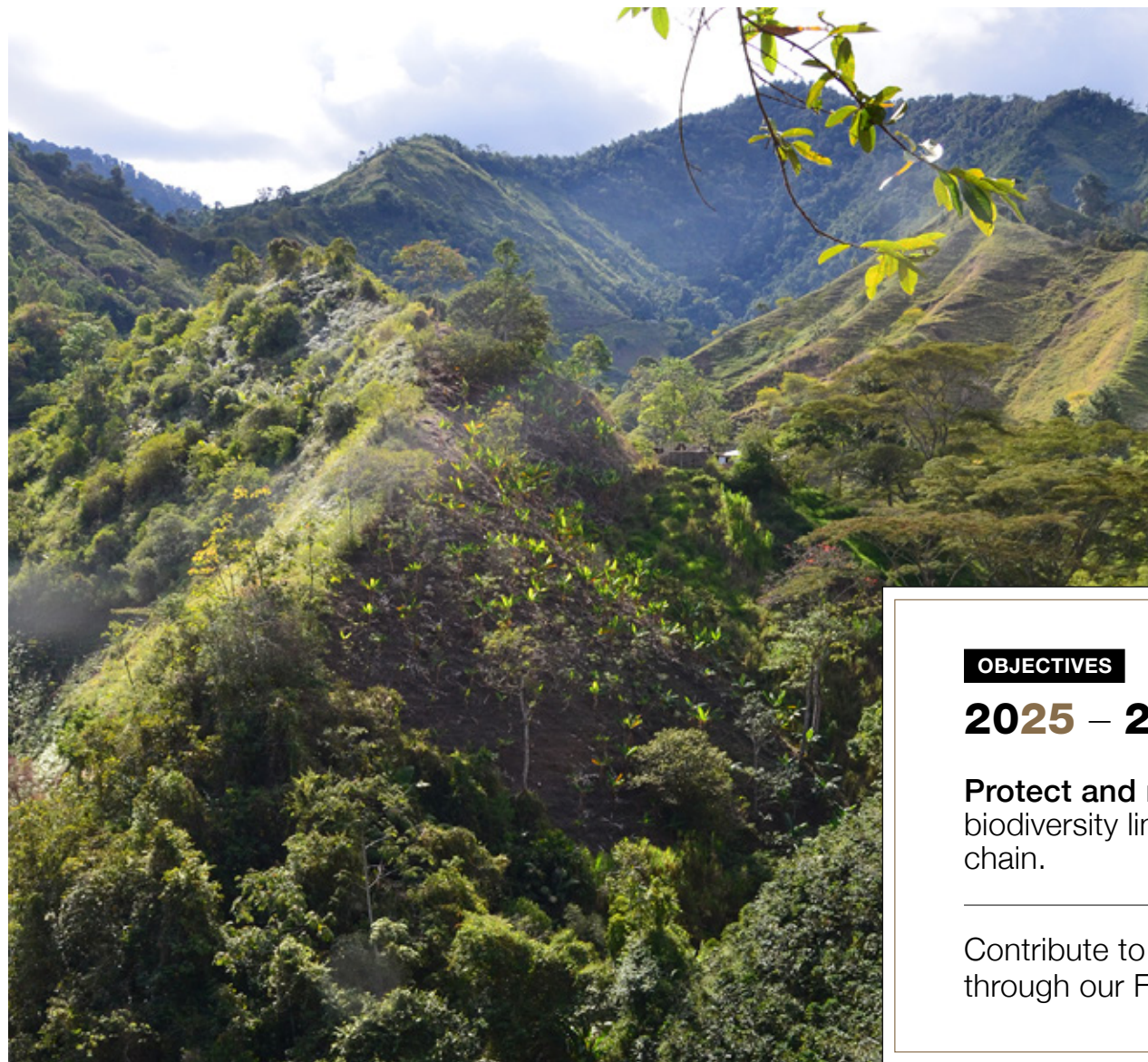


PRECIOUS TERRITORIES

ESRS E4

Our Precious Territories programme is focused on preserving the beauty of the world and the precious natural landscapes where we operate. From the stunning mountains surrounding our home in the Swiss Alps to countries thousands of kilometers away where our gemstones and metals are sourced, we are actively addressing our environmental impacts and responsibilities.

We support people and organisations working to protect endangered natural landscapes, wildlife, and ecosystems, recognising that safeguarding nature and reversing biodiversity loss is among the most pressing challenges of our time. Some of our projects are ‘upstream’, at the sites of raw material extraction, while others are ‘downstream’, linked to manufacturing and product use. Both contribute to the restoration and regeneration of ecosystems, landscapes, and biodiversity.



OBJECTIVES

2025 – 2030

Protect and regenerate ecosystems and biodiversity linked to risks in our upstream supply chain.

Contribute to the protection of **Alpine ecosystems**, through our Foundation Alpine Eagle.

TACKLING OUR UPSTREAM IMPACTS

Reducing environmental risk at Busiraco & Rincón

This mining operation is in Huila, Colombia. Mining activities along riverbanks can lead to erosion, water pollution, and biodiversity loss. Sediments and chemicals contaminate rivers, harming ecosystems and local communities, while destabilising riverbanks and increasing the risk of flooding and long-term environmental degradation.

To help restore and protect these fragile ecosystems, we supported the construction of a tree nursery with native species through the Swiss Better Gold premium. By reforesting riverbanks with active involvement from the local community, the project contributes to biodiversity conservation, strengthens natural water sources, and fosters greater environmental awareness at the local level.

Helping to restore the landscape in Antioquia

At Tenerife, a mining site in Antioquia, Colombia, our contribution through the Swiss Better Gold premium is supporting the regeneration of the landscape through the planting of 30,000 native trees. These species have been carefully selected for their effectiveness in promoting soil recovery and will be planted across 28 hectares to help mitigate the environmental impact of mining activities.

Previous successful reforestation projects in the area have equipped mine personnel with the necessary skills to manage the process, ensuring long-term sustainability and stewardship of the restored ecosystem.

PROTECTING ALPINE WILDERNESS

The Alpine Eagle Foundation

Founded in 2021 by Chopard Co-President Karl-Friedrich Scheufele, the Alpine Eagle Foundation is dedicated to protecting the environment and biodiversity of the Alps by raising awareness, mobilising support, and taking action on behalf of the life it shelters. In collaboration with Les Aigles du Léman project, 21 white-tailed eagles have already been reintroduced, with plans to release over 80 more by the end of the decade. Most will be released in France and Switzerland, particularly around the shores of Lake Geneva, where the species was last seen more than 130 years ago.

The Foundation is also working in partnership with the Chair of Conservation Biology at the University of Bern on research to protect another iconic Alpine species—the golden eagle. This project aims to mitigate the risk of collisions with wind turbine blades, which are increasingly being installed at higher altitudes.



In 2024, the Foundation supported BirdLife International during an event and auction held in Tokyo to fund research on endangered bird species. Additional funds were allocated to BirdLife Switzerland to support the Grand Marais project, which focuses on protecting endangered farmland and wetland birds.

<https://www.alpineeaglefoundation.org/>



APPENDIX



OUR IMPACTS, RISKS AND OPPORTUNITIES (IROS)

ISSUE		IRO	DESCRIPTION
ENVIRONMENT	E1 - Climate change adaptation	Negative impact	Degradation of new so-called virgin territories through exploitation for extraction
	E1 - Climate change adaptation	Risk	Increase in raw material procurement costs linked to extreme weather events
	E1 -Climate change mitigation	Negative impact	Increase in GHG emissions into the atmosphere across the entire value chain
	E1 - Climate change mitigation	Risk	Increased costs associated with compliance
	E1 - Climate change mitigation	Opportunity	Innovation towards certain products with less climate impact
	E1 - Energy consumption across the value chain	Negative impact	Energy consumption throughout the value chain requiring the destruction of ecosystems for the extraction of materials needed for energy production, contributing to global warming and the depletion of fossil fuel sources
	E1 - Energy consumption across the value chain	Risk	Dependence on non-renewable energy sources, exposing the extraction, production and distribution stages to risks of energy scarcity and cost volatility
	E1 - Energy consumption across the value chain	Opportunity	Transition to renewable energy for extraction and production sites, enabling the reduction of the supply chain's carbon footprint
	E2 - Water, air and soil pollution	Negative impact	Water pollution from gold mining
	E2 - Water, air and soil pollution	Risk	Cost of regulatory compensation paid to states or communities for potential damages caused by water, air, and soil pollution
	E2 - Water, air and soil pollution	Risk	Inability to produce if substances of concern are present
	E3 - Water consumption	Negative impact	Contributing to water resource depletion in the production process
	E3 - Water consumption	Risk	Decline in turnover linked to the company's reputation in the event of scandals arising from irresponsible water resource management
	E3 - Water withdrawals	Negative impact	Contribution to the depletion of water resources during mining operations
	E3 - Water withdrawals	Negative impact	Contribution to water resource depletion during mining in areas of high water stress
	E3 - Water withdrawals	Risk	Regulatory risk related to water restrictions based on resource availability
	E4 - Protection of biodiversity and ecosystems	Negative impact	Land use leading to habitat fragmentation and species loss
	E5 - Extraction of mineral raw materials	Negative impact	Use of virgin raw materials leading to changes in soil composition, depletion of raw material availability and deforestation
	E5 - Extraction of mineral raw materials	Risk	Scarcity of resources (stones, etc.) leading to an increase in the price of raw materials
	E5 - Extraction of mineral raw materials	Opportunity	Improved traceability and transparency, helping to attract environmentally conscious customers
	E5 - Extraction of mineral raw materials	Opportunity	Business development through innovation towards products that incorporate circularity requirements and enable new types of consumers to be reached
	E5 - Sustainable packaging and waste management	Negative impact	Production of packaging and waste, and consumption of raw materials
	E5 - Sustainable packaging and waste management	Positive impact	Contributing to the emergence of new consumption patterns (reuse, recycling, second-hand)
	E5 - Sustainable packaging and waste management	Opportunity	Development of eco-designed and recyclable packaging, strengthening brand image and meeting the growing expectations of customers regarding sustainability
	SOCIAL	S1 - Employee health & safety and working conditions	Negative impact
S1 - Employee health & safety and working conditions		Risk	Loss of productivity due to poor working conditions and/or health and safety accidents at work
S1 - Equal treatment and opportunities for employees		Negative impact	Contributing to rising discrimination, thereby hindering career development
S1 - Equal treatment and opportunities for employees		Risk	Lack of innovation and creativity due to the absence of diversity within the company
S1 - Employee training and development		Positive impact	Better employability in the labour market linked to the transfer of skills
S1 - Employee training and development		Opportunity	Competitive advantage linked to the promotion and transmission of craftsmanship and skills development
S1 - Data privacy of employees		Risk	Costs related to cybersecurity attacks and data breaches
S2 - Health & safety in the value chain		Negative impact	Undermining the moral and financial integrity of employees' private lives
S2 - Health & safety in the value chain		Negative impact	Deterioration in the health and safety of workers in the extraction of other raw materials
S2 - Health & safety in the value chain		Risk	Compliance costs
S2 - Equal treatment and opportunities in the value chain		Negative impact	Lack of employability due to lack of training
S2 - Equal treatment and opportunities in the value chain		Risk	Decline in turnover linked to damage to the company's image and reputation if it becomes involved in scandals following discrimination or wage inequality
S2 - Fair labour practices in the value chain		Negative impact	Deterioration in workers' health and safety linked to forced labour and poor living conditions for workers in the value chain (impact on physical and mental health)
S2 - Fair labour practices in the value chain		Negative impact	Forced child labour or poor living conditions for young workers leading to a deterioration in health and safety (impact on physical and mental health)
S2 - Fair labour practices in the value chain		Risk	Compliance costs
S3 - Human rights and community relations		Negative impact	Habitat destruction and forced displacement associated with the establishment of new mining areas
S3 - Human rights and community relations		Negative impact	Decline in community health and quality of life resulting from air, soil, and water pollution, combined with pressures on resource availability.
S3 - Human rights and community relations		Risk	Disruption of the supply chain due to conflicts between the local community and the mining producer
S4 -Transparency on material sourcing		Negative impact	Inability to encourage consumers to make more responsible choices due to a lack of transparency regarding product origin
S4 - Transparency on material sourcing		Risk	Compliance costs associated with regulatory changes and transparency requirements necessitating the use of new ingredients in the composition
S4 - Consumers health and safety		Negative impact	Harm to consumer health resulting from manufacturing deficiencies
S4 - Consumers health and safety		Risk	Decline in turnover linked to damage to the company's image and reputation if scandals have a negative impact on customers' health
S4 - Respect for the diversity of consumers		Negative impact	Harm to the client's moral integrity if they do not feel represented in communication or welcomed during the purchasing process
S4 - Respect for the diversity of consumers		Opportunity	Expand the customer base by adopting an inclusive approach that values diversity in communications and customer experience
GOVERNANCE		G1 - Animal welfare	Risk
	G1 - Animal welfare	Opportunity	Innovation towards products incorporating non-animal raw materials
	G1 -Business ethics and supply chain management	Positive impact	Contributing to the sector's positive progress on environmental and social issues
	G1 - Business ethics and supply chain management	Negative impact	Financial dependence on the supplier
	G1 - Business ethics and supply chain management	Risk	Damage to the company's reputation in the event of controversy over sourcing practices, amplified by the media and NGOs, leading to a decline in turnover
	G1 - Business ethics and supply chain management	Opportunity	Innovative capacity linked to long-term relationships
	G1 - Business ethics and supply chain management	Risk	Decline in turnover linked to damage to the company's reputation in the event of criticism from NGOs for breaches of ethical principles (particularly corruption and money laundering) and transparency

VALUE CHAIN				TIME HORIZON	IMPACT
Upstream	Operations	Downstream B2B (distributors)	Downstream B2C (clients)		
x				Long-term	Real
x				Medium-term	Real
x	x	x	x	Short-term	Real
x	x	x		Short-term	Real
	x	x	x	Short-term	Real
x	x	x	x	Short-term	Real
x	x	x	x	Medium-term	Real
x	x			Short-term	Real
x				Short-term	Real
x				Long-term	Potential
	x			Short-term	Real
	x			Long-term	Real
x	x			Medium-term	Potential
x				Medium-term	Real
x				Short-term	Real
x				Medium-term	Real
x				Long-term	Real
x				Medium-term	Real
x				Short-term	Real
x		x	x	Short-term	Real
x	x			Short-term	Real
		x	x	Short-term	Real
			x	Medium-term	Potential
	x	x	x	Short-term	Real
	x			Long-term	Potential
	x			Long-term	Potential
	x	x		Long-term	Potential
	x			Long-term	Potential
	x			Medium-term	Real
	x			Medium-term	Real
	x			Short-term	Potential
	x	x		Long-term	Potential
x				Medium-term	Real
x				Short-term	Potential
x				Long-term	Potential
x	x	x		Medium-term	Potential
x				Medium-term	Potential
x				Medium-term	Potential
x				Medium-term	Potential
x				Medium-term	Potential
x				Medium-term	Potential
x				Short-term	Real
x				Short-term	Potential
			x	Medium-term	Potential
		x	x	Medium-term	Potential
			x	Long-term	Potential
		x	x	Short-term	Potential
			x	Short-term	Potential
		x	x	Short-term	Potential
x				Short-term	Potential
	x			Medium-term	Real
x		x		Medium-term	Real
x	x			Short-term	Real
x	x			Medium-term	Potential
x				Long-term	Potential
	x			Medium-term	Potential

RESPONSIBLE SOURCING POLICY

I. INTRODUCTION

Le petit-fils de L. U. Chopard & Cie SA (hereafter “**Chopard**”), based in Geneva (Switzerland), a Swiss family-run company and leading manufacturer of luxury watches and jewellery sold worldwide, is committed to a responsible approach to its business activities.

Recognising that risks of significant adverse impacts may be associated with the extraction, trade, handling and export of minerals from conflict-affected and high-risk areas, and acknowledging its responsibility to respect human rights, Chopard has committed to implementing its *Responsible Sourcing Policy* (hereinafter “**Responsible Sourcing Policy**”) throughout its supply chains.

The Responsible Sourcing Policy sets forth Chopard’s commitments and strategy to avoid contributing to conflict or to any abuses when sourcing minerals from high-risks areas and is addressed to all Chopard stakeholders worldwide.

The Responsible Sourcing Policy is consistent with the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* (hereinafter “**OECD Guidance**”) and is applicable to all minerals sourced by Chopard.

II. CHOPARD’S COMMITMENTS

RESPONSIBLE SOURCING

1. Chopard commits to respecting human rights, avoiding contributing to the financing of conflict and complying with all relevant UN resolutions and laws, including sanctions.
2. Chopard will neither tolerate nor profit from, contribute to, assist or facilitate the commission of serious abuses associated with the extraction, transport or trade of minerals from conflict-affected and high-risk areas:
 - any forms of torture, cruel, inhuman and degrading treatment;
 - any forms of forced or compulsory labour;
 - the worst forms of child labour;
 - other gross human rights violations and abuses such as widespread violence;
 - war crimes, violations of international humanitarian law, crimes against humanity and/or
 - genocide.

3. Chopard will not tolerate any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling or export of minerals, including:
 - illegally controlled mine sites or otherwise controlled transportation routes;
 - illegally taxed or extorted money or minerals at points of access to mine sites, along transportation routes or at points where minerals are traded; and/or
 - illegally taxed or extorted intermediaries, export companies or international traders.

4. Public or private security forces: Chopard will engage with public or private security forces in accordance with the *Voluntary Principles on Security & Human Rights* (a multi-stakeholder initiative composed of governments, key international non-governmental organizations, and companies). Chopard will not provide direct or indirect support to public or private security forces that commit abuses described in *paragraph 2* of this Responsible Sourcing Policy or that act illegally as described in *paragraph 3*.

5. Bribery and fraudulent misrepresentation of the origin of minerals: Chopard will not offer, promise, give or demand bribes and will resist the solicitation of bribes to conceal or disguise the origin of minerals or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of minerals.

6. Money laundering: Chopard will support and contribute to efforts to eliminate money laundering where it identifies a reasonable risk resulting from or connected to the extraction, trade, handling, transport or export of minerals derived from the illegal taxation or extortion of minerals at points of access to mine sites, along transportation routes or at points where minerals are traded by upstream suppliers.

RISK MANAGEMENT STRATEGY

7. To implement these commitments, Chopard conducts an effective and comprehensive risk-based due diligence process, which includes *Know your Counterparts (KYC)* checks to identify its upstream and downstream partners, as well as all activities recommended by the OECD Guidance, as reflected in the *OECD five-step framework*.
8. *As a certified member of the RJC, Chopard is audited every 3 years by an independent third-party against the RJC Code of Practices (COP)*, notably with respect to its human rights risk due diligence process.

9. Chopard only buys or sells diamonds that are fully compliant with the *Kimberley Process Certification Scheme and the World Diamond Council System of Warranties*. As mentioned in Chapter 1, Chopard applies international sanctions.

10. Chopard only buys precious metals from refiners certified against the following international standards:
 - a. *RJC Code of Practices (COP)*; and
 - b. *RJC (Chain-of-Custody)*

11. Chopard commits to using its influence to prevent abuses within its supply chains. The following consequences will apply where Chopard identifies a reasonable risk that a supplier is associated with one or more of the following risks:
 - *Serious abuses associated with the extraction, trade and transport of minerals identified in paragraph 2 of this Responsible Sourcing Policy*: Immediate suspension or disengagement.
 - *Direct or indirect support to non-state armed groups as described in paragraph 3 of this Responsible Sourcing Policy*: Immediate suspension or disengagement.
 - *Direct or indirect support to public or private security forces who illegally control mine sites, transport routes and upstream actors (including illegal taxation)*: Temporary suspension, followed by implementation of measurable mitigative actions and monitoring.

- Suspension or disengagement if mitigation measures implemented are ineffective within reasonable timescales.
 - *Money laundering, bribery and fraudulent misrepresentation of the origin of minerals and non- payment of taxes, fees and royalties to governments*: Temporary suspension, followed by implementation of measurable mitigative actions and monitoring.Suspension or disengagement if mitigation measures implemented are ineffective within reasonable timescales.

SUPPLIERS’ AND STAKEHOLDERS’ ENGAGEMENT

12. The Responsible Sourcing Commitments described in this Responsible Sourcing Policy are reflected in Chopard’s Code of Conduct for Suppliers, which requires all suppliers, dealers, agents, subcontractors and all business partners in general to adopt similar responsible sourcing practices and to comply with Chopard’s own principles and values.

13. Chopard seeks to establish long-term relationships, as appropriate, in accordance with the risk management strategy described in *paragraph 11* of this Responsible Sourcing Policy.

14. Chopard commits to building capacity within its supply chains, including through training and dialogue, and to upholding the

continuous improvement of suppliers’ due diligence and sourcing practices.

15. Chopard commits to supporting the formalisation, development and promotion of responsible sourcing practices within artisanal and small-scale mining (ASM) communities. Chopard exclusively purchases ASM gold from mines that are part of the *Swiss Better Gold Association* (SBGA) system, *Fairmined* or *Fairtrade* certification schemes.

16. Chopard has a grievance mechanism, which allows all stakeholders to voice concerns regarding the circumstances of mineral extraction, trade, handling and export associated with potential risks, described in *paragraphs 1-6* of this Responsible Sourcing Policy, detailed in the *Code of Conduct for Suppliers* and available on Chopard’s webpage Alert line (Stakeholder Grievance Mechanism Procedure | Chopard®).

III. IMPLEMENTATION AND ENFORCEMENT

Chopard’s Head of Corporate Sustainability, in close collaboration with the Chopard Purchasing Department, is responsible for implementing the Responsible Sourcing Policy, overseeing due diligence, collecting and investigating grievances, and reporting.

Chopard commits to communicating this Responsible Sourcing Policy to all its suppliers and external stakeholders through its Sustainability Report. The policy statement is included in its supplier contracts and agreements.

Any questions, comments or complaints related to the above-mentioned topics and risks (Annex II of the OECD Guidance points 2-6) may be addressed (anonymously if necessary) to *Chopard’s Head of Corporate Sustainability* at the following address: rue de Veyrot 8, 1217 Meyrin 1, Switzerland, or via email to : sustainability@chopard.ch

SUPPLY CHAIN DUE DILIGENCE REPORT

Our Responsible Sourcing Programme strives to achieve the best sustainability practices in our supply chain. “Know your Supply Chain” is one of our three pillars which includes the due diligence system.

In an industry with complex supply chains such as the jewellery and watchmaking industry, risk areas need to be screened from the bottom up to identify, prevent, and mitigate any negative human rights and environmental impacts in the supply chains.

For this purpose, we have designed our Supply Chain Due Diligence System in alignment with OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, (hereinafter, ‘the OECD Guidance’). We perform supplier due diligence, assess their sustainability performance, and support them in driving continuous improvement towards compliance requirements.

Our five-steps due diligence system is implemented to evaluate our suppliers on a risk-based approach covering the following three main categories of risks:

- Business ethics (*financing conflict, corruption, money laundering*)
- Human Rights (*Child & forced labour, Labour conditions, Community Impact, Indigenous rights*)
- Environment (*Climate Change, Biodiversity, Pollution*)

In accordance with the implementation of the OECD Guidance, Chopard’s policy has evolved to a risk-based approach to responsible sourcing and consequently does not exclude entire countries from its supply chain unless otherwise required by regulations (e.g., embargo, sanctions, trade restrictions). Depending on the risk type and risk level identified we will request the appropriate preventive or corrective measures from our suppliers (e.g. type of certification, label, audits, action plan) and down the supply chain.

Our due diligence system is structured following 5 steps to fully align with the internationally recognized OECD Guidance.

1: Strong Management System

This first step ensures that we have an efficient internal organisation, sufficient resources, and up-to-date policies, and procedures to conduct a qualitative supply chain due diligence.

Policies
Our **Responsible Sourcing Policy** is publicly available in our Sustainability Report (see appendix p. 38). The Policy is also part of the appendix of the commercial agreements signed with our suppliers of precious metals and precious stones.

Within the framework of this system, our Supplier Code of Conduct places specific responsibilities on all suppliers and sub-suppliers around the world, covering Business Ethics, Human Rights, Labour practices and Environmental protection principles. The **Supplier Code of Conduct** outlines our expectations regarding responsible business practices from all suppliers, and we require all our business partners to adhere to this policy to work with us.

According to the risk related to the product or material, we request to all of our significant suppliers to be certified or audited against an independent third-party auditor. The certification and/or audit scheme must cover the relevant topics in accordance with the material environmental and social issues of the sector.

We ensure that all stakeholders can raise potential concerns about our operations and our supply chain through our grievance mechanism procedure as described on our website ([Alert Line](#)).

Internal Organisation
The system is led by our Head of Corporate Sustainability and overseen by the company’s Chief Financial Officer, member of the board. The Head of Corporate Sustainability works hand in hand with internal transversal committees and departments (purchasing department, precious metals department, metals commit- tee, sustainability, fiability laboratory,...) to conduct the supply chain due diligence.

System of control and transparency
Since the beginning of 2023, we have designed a tailor-made online supplier platform to manage its due diligence supply chain with regards to compliance, risk assessment (ranking), indicators and dashboards. The compliance package documents are uploaded on the supplier’s page and the risk assessment is conducted for each significant supplier on the platform by the sustainability team (evidence, audits reports, link to ESG risk screening tools, articles, etc.). The platform allows us to measure our supply chains’ performance against specific indicators tracked on dashboard to continuously improve our system and sourcing strategy. All documents accompanying the precious goods are scanned and archived on its servers, guaranteeing digital traceability between the supplier’s documents (transfer documents) and its unique receipt numbers.

2: Identify and assess risks in the supply chain

A due diligence on governance, human rights, and environmental risks is systematically conducted on the supply chain of the following materials: Precious Metals (Gold, Platinum, Palladium, Silver), Precious stones (Diamonds and Coloured gemstones), Non-Precious Metals (Steel and Titanium), Leather, Cotton and Wood-related products. Suppliers of products/services based or producing in a country with an “enhanced” or “heightened” diligence response as defined in the UNICEF’s Children’s Rights in the Workplace Index (hereafter “UNICEF index”) are also assessed.

Supply Chain Mapping
The essential first step to identify the risks is to map our supply chains back to the origin of the raw materials. Each year, we trace the above-mentioned materials to their country of origin and, wherever possible, to the specific extraction site (whether mines or farms). To gather this information for precious metals and precious stones, we engage with our suppliers through various means, including, transparency questionnaires, traceability certificates, interviews, and on-site visits by our team. We also mandate external auditors to verify the traceability of our precious stones — such as diamonds and selected coloured gemstones— down to the mine of origin. For our leather strap supply chain, we collaborate with the Swiss-based international Association of leather bracelets manufacturers for the Watch Industry (AQC) which coordinates our supply chain mapping with our bracelets suppliers.

Risk Assessment
The risk assessment process focuses on the three categories outlined in the introduction: Business ethics, Human Rights and Environment. For each category, we use specialised tools to support the assessment, including but not limited to:

- Business ethics our KYC forms, and other screening tools on PEP for instance.
- Human Rights: European Union CAHRA map; international sanctions (UE / UK/ US); NGO reports or media articles; MVO Human Rights; RADAR risk tool (Sedex), etc.
- Environment: Carbon footprint, LCA analysis, Sustainability reports; Integrated Biodiversity Assessment Tool (IBAT); WWF Global Deforestation Fronts; WWF Water Risk Filter; WWF Biodiversity risk filter, IUCN, Animal welfare LWG risk map, etc.

To ensure compliance regarding sanctioned entities and individuals, we closely monitor the international sanctions published by governments and international organisations such as the Council of the EU; Switzerland – State Secretariat for Economic Affairs (SECO); US – OFAC; UK – HM Treasury; United Nations Security Sanctions. For our gold supply chain, we annually assess and record the Supply Chain Due Diligence Reports of all the refiners we are working with.

To ensure compliance regarding sanctioned entities and individuals, we closely monitor the international sanctions published by governments and international organisations such as the Council of the EU; Switzerland – State Secretariat for Economic Affairs (SECO); US – OFAC; UK – HM Treasury; United Nations Security Sanctions. For our gold supply chain, we annually assess and record the Supply Chain Due Diligence Reports of all the refiners we are working with.

Enhanced Due Diligence
During the risk assessment process, certain red flags may be identified—for example, suppliers located in Conflict-Affected and High-Risk Areas (CAHRAs), or operating in regions or with materials subject to international sanctions. The presence of a

red flag does not necessarily confirm a risk, but it does trigger the need for enhanced due diligence. Enhanced due diligence may involve in-depth discussions with the supplier, the provision of additional evidence demonstrating that risks are being prevented or mitigated (such as field reports, roadmap, certification, audits, etc.), and verification of the supplier’s due diligence system through on-the-ground assessments conducted by independent auditors or our own team.

3: Design and implement a strategy to respond to identified risks

Should potential risks be confirmed through scheduled enhanced due diligence activities, a Risk Management Plan will be developed and implemented in collaboration with the supplier and, where appropriate, affected stakeholders. All findings from the supply chain risk assessment are communicated to the Board.

The Risk Management Plan will refer to our Responsible Sourcing Policy (clause 11.) and to the OECD Due Diligence Guidance. Actions will be considered depending on the type and severity of the identified risk , and will be closely monitored and re-evaluated after six months.

In cases where international sanctions apply to a specific origins and materials — such as the G7 sanctions on Russian diamonds— we ceased sourcing stones from this origin in February 2022. These requirements were officially communicated to our suppliers, followed by on-site visits from our team and a traceability audit conducted by an external auditor to ensure our sourcing practices are fully aligned with the sanctions.

4: Carry out independent third-party audit of supply chain due diligence at identified points in the supply chain

Chopard’s supply chain due diligence system was subject to an independent third-party audit during the RJC recertification process in January 2025. The auditor did not observe any non-conformances related to Chopard’s five-step supply chain due diligence system (RJC COP7). The next independent audit of our supply chain due diligence system will take place in January 2028.

5: Report annually on supply chain due diligence

This Supply Chain Due Diligence Report fulfills the reporting expectations of the OECD Guidance and is integrated in our annual Sustainability Report.

SUPPLY CHAIN REGULATIONS AND COMPLIANCE

REPORT ON DUE DILIGENCE AND REPORTING OBLIGATIONS IN RELATION TO MINERALS AND METALS FROM CONFLICT-AFFECTED AREAS AND CHILD LABOR

Since 2023, even though legally exempt from the obligations arising from Articles 964 j-I of the Swiss Code of Obligations (hereinafter “CO”) and the Ordinance on Due Diligence and Transparency in relation to minerals and metals from conflict-affected and high-risk areas and child labor (hereinafter the “Ordinance”) of 3 December 2021, Chopard respects the legal requirements as prescribed by said articles and Ordinance.

This report aims to detail Chopard’s conformity with Article 964j-I CO and the Ordinance: regarding minerals and metals and child labor.

1. Due Diligence and Reporting Obligations in relation to Minerals and Metals

Chopard has implemented rigorous processes to ensure traceability and risk management in its supply chain, in accordance with the OECD Due Diligence Guidance. Chopard’s commitment is based on a double objective:

- strengthening the transparency and traceability of its supplies, and
- ensuring respect for human rights, particularly by ensuring that its activities do not finance armed conflicts or contribute to serious violations of international law.

i. Responsible Sourcing Policy

Chopard has implemented a strict internal responsible sourcing policy, aligned with the principles set out in the OECD Guidance. This policy imposes the following obligations on all direct and indirect suppliers:

- declaration of the origin of the minerals and metals supplied, and
- contractual commitment to the traceability of raw materials.

ii. Risk Assessment Mechanism

Chopard conducts an annual in-depth risk assessment of its supply chain, based on a methodology consistent with the OECD Guidelines. This assessment is based on a comprehensive analysis of the following elements:

- the geographical location of suppliers,
- verification of documents related to the traceability chain of minerals and metals,
- audit of the risk management processes implemented by suppliers.

This assessment allows the identification of potential risk areas and the implementation of necessary corrective measures.

iii. Corrective Actions and Mitigation Measures

In the event that a risk related to human rights or conflict financing is detected in its supply chain, Chopard adopts immediate corrective measures. These measures include:

- suspension of business relations with non-compliant suppliers,
- implementation of a corrective action plan, in collaboration with the suppliers concerned, aimed at strengthening transparency and compliance with international standards.

iv. External Verification, Certification, and Reporting

In accordance with the OECD Guidance, Chopard submits its processes to independent verification. As part of the 2022 certification (RJC COP 7 OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas), an independent auditor confirmed that Chopard fully complies with international due diligence requirements.

Furthermore, the results of these verifications are systematically integrated into Chopard’s continuous risk management improvement process.

Additionally, in accordance with Article 9 para. 3 of the Ordinance, Chopard includes its conclusions on compliance with Articles 964 j-I CO and the Ordinance in its “Sustainability Report” published annually on Chopard’s website.

2. Due Diligence and Reporting Obligations in relation to Child Labor

Chopard conducted an evaluation of its entire supply chain to identify and prevent any risk of child labor. After analyzing the risks associated with its operations, it was concluded that Chopard is not subject to due diligence and reporting obligations regarding child labor for the following reasons:

- Location of Activities: Chopard’s headquarters and production sites are located in Switzerland and Germany, two states that have fully ratified the main conventions of the International Labour Organization (hereafter “ILO”), namely Convention No. 138 on the minimum age and Convention No. 182 on the worst forms of child labor and which apply the United Nations Guiding Principles on Business and Human Rights (hereafter the “United Nations Guiding Principles”). These states have strict national legislation in line with international standards for combating child labor.

- Subcontracting and Suppliers: When Chopard uses subcontracting, it is carried out only in countries that have ratified the ILO conventions and respect the United Nations Guiding Principles, thus ensuring strong protection against any form of child labor. Chopard systematically conducts due diligence on its business partners and suppliers to ensure compliance with these conventions.
- Supply Chain Analysis: Chopard conducted a thorough evaluation of its supply chains, which revealed no indicators or suspicions of child labor. Contractual relationships with its suppliers include explicit clauses prohibiting child labor, and these suppliers are based in jurisdictions that have ratified the ILO conventions, respect the United Nations Guiding Principles and are subject to strict labor law regimes.

Thus, there is no evident use or proven risk of child labor in the supply chain.

In conclusion, Chopard fully complies with legal requirements for combating child labor, and its commitment to responsible practices is reflected in effective preventive measures within its supply chains.

3. Conclusion

Chopard commits to maintaining the highest standards of due diligence and transparency. By adhering to OECD standards and other international regulations, Chopard reaffirms its responsibility to an ethical and responsible supply chain and to respecting human rights throughout its value chain. Chopard will continue its efforts to ensure ongoing compliance with these standards and remains determined to strengthen its practices in human rights, environmental protection, and good governance.

This Report on due diligence and reporting obligations in relation to minerals and metals from conflict-affected areas and child labor fulfills the reporting expectations of Article 964j-I CO and the Ordinance.

RUSSIAN DIAMONDS

Russian Diamonds In 2024, Switzerland and other G7 countries adopted a series of sanctions targeting diamonds originating from or transiting through Russia. These measures, implemented progressively between March and September 2024, prohibit the import, purchase, and transport of diamonds and diamond-containing products of 0.5 carat or more that originate in or come from Russia or any origin if they have transited through Russia. The regulations apply to natural and synthetic diamonds, including those processed in third countries, triggering compliance obligations. Products affected include jewelry, watches, and other items containing diamonds, with detailed customs codes and documentation requirements outlined by the authorities.

CHOPARD’S COMPLIANCE MEASURES

Chopard’s Compliance Measures Chopard has proactively aligned its sourcing practices with these new international requirements. All diamonds and products containing diamonds imported into Switzerland and other jurisdictions are subject to rigorous traceability protocols. Affirmative proof of origin is required for diamonds exceeding 0.5 carat, including Kimberley Certificates, G7 Certificate, invoices stating the exact origin of diamonds, delivery notes, and customs documents. Chopard requires its suppliers to provide signed declarations confirming the non-Russian origin of diamonds, and reserves the right to request supporting documentation at any time. To ensure compliance, Chopard has updated its internal procedures and supplier contracts to reflect the new legal obligations. Specific customs codes are used to identify sanctioned and exempted goods, and all relevant documentation is reviewed during the import process. Chopard boutiques and subsidiaries across Switzerland, the EU, and other G7 countries follow harmonized protocols to maintain consistency and transparency in diamond sourcing.

SUSTAINABLE KEY PERFORMANCE INDICATORS (KPIs)

PILLARS	TOPICS	INDICATORS	KEYS FIGURES 2023	KEYS FIGURES 2024	ESRS
RETHINKING OUR PRODUCTS	RESPONSIBLE SOURCING	■ Significant suppliers certified, or in process of being certified by an internationally recognised sustainability scheme (%) ■ Lucent Steel™ recycled rate from facilities within 1000 km of our Swiss manufacture and contained in all our steel watches, including bracelets and cases (%) ■ Proportion of RJC-certified diamond suppliers in our supply chain (%) ■ Proportion of RJC-certified coloured stone suppliers in our supply chain (%) ■ Proportion of declared bovine origins farms from Europe (%) ■ Proportion of LWG-certified tanneries and cattle leather tanning stages in Chopard's supply chain (%) ■ Proportion of alligator farms certified against animal welfare standards (e.g. ICFA) (%) ■ Proportion of artisanal and small-scale mined (ASM) gold purchased at a premium, relative to overall gold procurement (%)	> 52%	> 57%	ESRS E2 ESRS E3 ESRS E4 ESRS E5 ESRS S3 ESRS G1
	CARBON FOOTPRINT	■ Total CO₂ emissions - GHG protocol (tCO₂e) ■ Scope 2: proportion of the electricity purchased by the company coming from renewable sources (%) ■ Proportion of relevant suppliers that have set science-based targets (i.e. SBTi) (%)	> 22,100 tCO₂e > 89% > 8%	> 21,600 tCO₂e > 84% > 23%	
	ENERGY CONSUMPTION	■ Annual consumption of renewable energy (mWh) ■ Scope 2: Total quantity of electricity purchased (mWh)	> 10,200.91 mWh > 11,440.28 mWh	> 9,503.71 mWh > 11,333.92 mWh	
ENGAGING OUR EMPLOYEES	WORKING CONDITIONS AND WELLBEING	■ Employee retention rate (%) ■ Employees covered by a health and safety system (%)	> 90% > 100%	> 90% > 100%	ESRS S1
	TRAINING AND SKILLS DEVELOPMENT	■ Number of apprentices trained	> +40	> +40	ESRS S1
	DIVERSITY, EQUALITY & INCLUSION	■ Number of female employees ■ Number of male employees ■ Number of women in the first decision-marking body ■ Number of men in the first decision-marking body ■ Proportion of women in executive bodies (%) ■ Proportion of employees by age group < 30 / < 30-50 / > 50 (%)	> 971 > 1,059 > 14 > 26 > 35% > 9% / 57% / 34%	> 930 > 1,026 > 15 > 24 > 39% > 9% / 60% / 31%	ESRS S1
ACTING COLLECTIVELY	PARTNERSHIPS	■ Fine gold sourced from accredited artisanal mines through the Swiss Better Gold partnership ■ Number of direct beneficiaries from local communities	> 64% > 3,029	> 100% > 2,650	ESRS E1 ESRS S2 ESRS S3 ESRS G1
	WORKING WITH THE INDUSTRY	■ Steel from steelmakers who have set both near-term and long-term science-based emissions reduction targets in alignment with the Climate Group's SteelZero		> 50%	

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Chopard