

WeTHOM

Responsible Development Plan

Horizon 2028



WeTHOM

For us, it's either responsible development or no development.

The WeTHOM plan is built around three main goals to help grow the business in a way that respects people and the environment.

Bringing out the best in our employees

THOM has always been committed to creating a working environment conducive to the skills development, success and wellbeing of our employees, because there's no sustainable company without happy employees...

Developing a responsible business model

The climate emergency has changed the rules of the game... THOM has measured its greenhouse gas emissions across the whole of its value chain and is now fully aware of the impact of its activities on the environment.

THOM has therefore committed to reducing its GHGs. This commitment will have significant consequences for us. We will need to call our strategies and processes into question, since we firmly believe that there is no sustainable company in a world without a future.

Offering sustainable products

It will not be possible to continue our growth, however, if our products and services do not fully satisfy our customers and, in particular, meet their desire to be more responsible in their purchases. We will therefore have to change our business model, our collections and our market by using recycled materials and developing a second-hand offering. There is no sustainable company without fully satisfied customers...

To serve each one of these goals, THOM has set specific targets for 2028, which are detailed in this document.*

* This is an evolving document: what we learn from our experiences and new developments in the science, the methodologies and the stakes at play may cause us to update it annually.



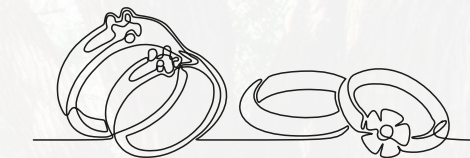
Bringing out the best in our employees

Protecting the wellbeing of all our employees and enabling them to reach their full potential



Developing a responsible business model

Building a value chain that operates with respect for people and the environment



Offering sustainable products

Offering customers high-quality products and services that enable more responsible consumption



Health, safety and wellbeing at work

OUR COMMITMENT

To be a leading employer that gives the work of every employee meaning and constantly seeks to maximise their wellbeing, the pleasure of working in a team, professional fulfilment and work-life balance

OUR GOALS

- **90%** of employees **happy** to work at THOM
- Stronger prevention and training so that **100%** of employees feel **safe**
- Introduction of a **leadership model** that boosts our employees' sense of fulfilment and involvement with the company's goals.
- **Continuous improvement of the way work is organised** at our offices and shops for a better work-life balance for all our employees
- **Creation of a range of services** making everyday life easier and facilitating a good work-life balance for all of our employees

Equal opportunities

OUR COMMITMENT

To guarantee equal opportunities in all situations (recruitment, training, internal movement, promotions, etc.) in line with the Group's values

OUR GOALS

- Gender Equality Index score of **100**
- Proportion of disabled employees within the Group **> 6%**

Skills development

OUR COMMITMENT

To make our training academies leading schools that offer qualifications, that are innovative and capable of improving the skills of all the Group's employees, that promote jewellery and watchmaking expertise and that enable everyone to seize the career opportunities available within the Group

OUR GOALS

- Training courses at the Group's academies for **100%** for our employees
- A professional development plan for **100%** of our employees
- A network of expert jewellery and watch makers in each country

Profit sharing

OUR COMMITMENT

To directly link our employees' work with the company's performance through profit redistribution schemes and employee share ownership

OUR GOALS

- **Pay that provides motivation and is in line with the Group's performance** for all employees
- The possibility for every employee to become a **Group shareholder**

Bringing out the best in our employees

OUR COMMITMENTS

- Health, safety and wellbeing at work
- Equal opportunities
- Skills development
- Profit sharing



Developing a responsible business model

OUR COMMITMENTS

- An ethical and responsible value chain
- Reduction of greenhouse gas emissions
- Eco-design for our sites
- Reduction and recovery of waste

An ethical and responsible value chain

OUR COMMITMENT

To ensure that our whole value chain is ethical and responsible

OUR GOALS

- **Certification from the RJC** (Responsible Jewellery Council)
- **CSR criteria** taken into account in all our calls for tenders

Reduction of greenhouse gas emissions

OUR COMMITMENT

To get commitments from all of our stakeholders, both internal and external, across our entire value chain, in order to reduce our Scope 1, 2 and 3* greenhouse gas emissions by 30% by 2030 and help to limit global warming

OUR GOALS

- **100%** of our suppliers committed to reducing their carbon footprints
- **30%** reduction in greenhouse gas emissions linked to transport
- **40%** reduction in energy consumption at our sites (offices, warehouses and shops) by 2030
- A greater proportion of **low-carbon energy** in our total consumption
- Reduction of the emissions linked to business travel: **no air travel** if the journey can be made by train in less than 5 hours
- Initiatives encouraging our employees to use **eco-friendly means of transport**

*Scope 1: Direct emissions from the Group's vehicles.
 Scope 2: Indirect emissions linked to the Group's energy consumption
 Scope 3: Other indirect emissions linked to the Group's transport and purchases

Eco-design for our sites

OUR COMMITMENT

To apply the principles of eco-design (reduce, reuse, recycle) to all of our sites

OUR GOALS

- **100%** of new and renovated shops conforming to the eco-design criteria
- **100%** of our sites using low-energy lighting

Reduction and recovery of waste

OUR COMMITMENT

To reduce and recover the waste produced by our activity at all of our sites and all of our suppliers' sites

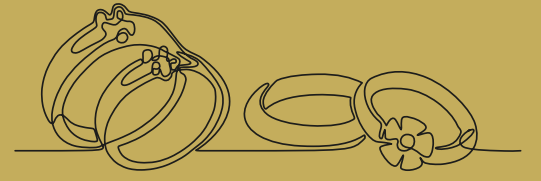
OUR GOALS

- **100%** of the waste produced at our sites recovered through appropriate waste streams
- **100%** of suppliers committed to reducing and recovering their waste
- **No** single-use paper or plastic in our value chain

Offering sustainable products

OUR COMMITMENTS

- **Recycling and second-hand**
- **Longer product lifespans**



Recycling and second-hand

OUR COMMITMENT

To use recycled materials for the production of jewellery and packaging wherever possible, despite their financial impact, and provide a second-hand product offering to contribute to preserving non-renewable resources and to the circularity of the jewellery market

OUR GOALS

- Move toward **100%** recycled gold in our jewellery by 2030
- Use of **alternatives to materials with a high social impact**
- Use **100%** recyclable paper boxes and shopping bags
- Development of a **second-hand** product offering
- **Collection of end-of-life jewellery and watches** at all our shops

Longer product lifespans

OUR COMMITMENT

To continually improve the quality of our products and offer a range of services to lengthen their lifespans

OUR GOALS

- Quality level over **98%** of parts made
- Promotion of the repair and maintenance services **at all our shops**

