



TIFFANY & CO.

2025  
Sustainability  
Report



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# Introduction

Inspired by our love for the planet and a better tomorrow, at Tiffany & Co. we put sustainability at the heart of everything we do.



With a 189-year heritage, it is our responsibility to be the leader of sustainable luxury. As aligned to LVMH's LIFE 360 environment goals and 2025 CSR Roadmap, 2025 marked a year of significant wins for Tiffany & Co. across our pillars of Traceability & Craft; Climate; Conservation and Diversity, Equity, Inclusion & Belonging.

Leading with creativity, curiosity, purpose and innovation, Tiffany & Co. aims to embed sustainability practices across all areas of the brand. From responsibly sourcing materials to reducing our carbon footprint, supporting ocean conservation and fostering an inclusive culture, we strive to create a positive impact on the environment and on the communities we serve.

Explore our journey toward a more sustainable future as we highlight our 2025 achievements and what inspires our love for the planet and a better tomorrow.\*

\*The content of this Sustainability Report is focused on Fiscal Year 2025 (January 1, 2025–December 31, 2025).



“As a brand with a nearly 190-year legacy, we are proud to lead sustainable luxury with purpose and innovation. Sustainability is embedded in everything we do—from responsibly sourcing materials, supporting ocean conservation and fostering an inclusive culture. Guided by our values of creativity, craftsmanship and joy, we continue to shape a more beautiful and responsible future.”

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Anthony Ledru, President and Chief Executive Officer

# Key Pillars



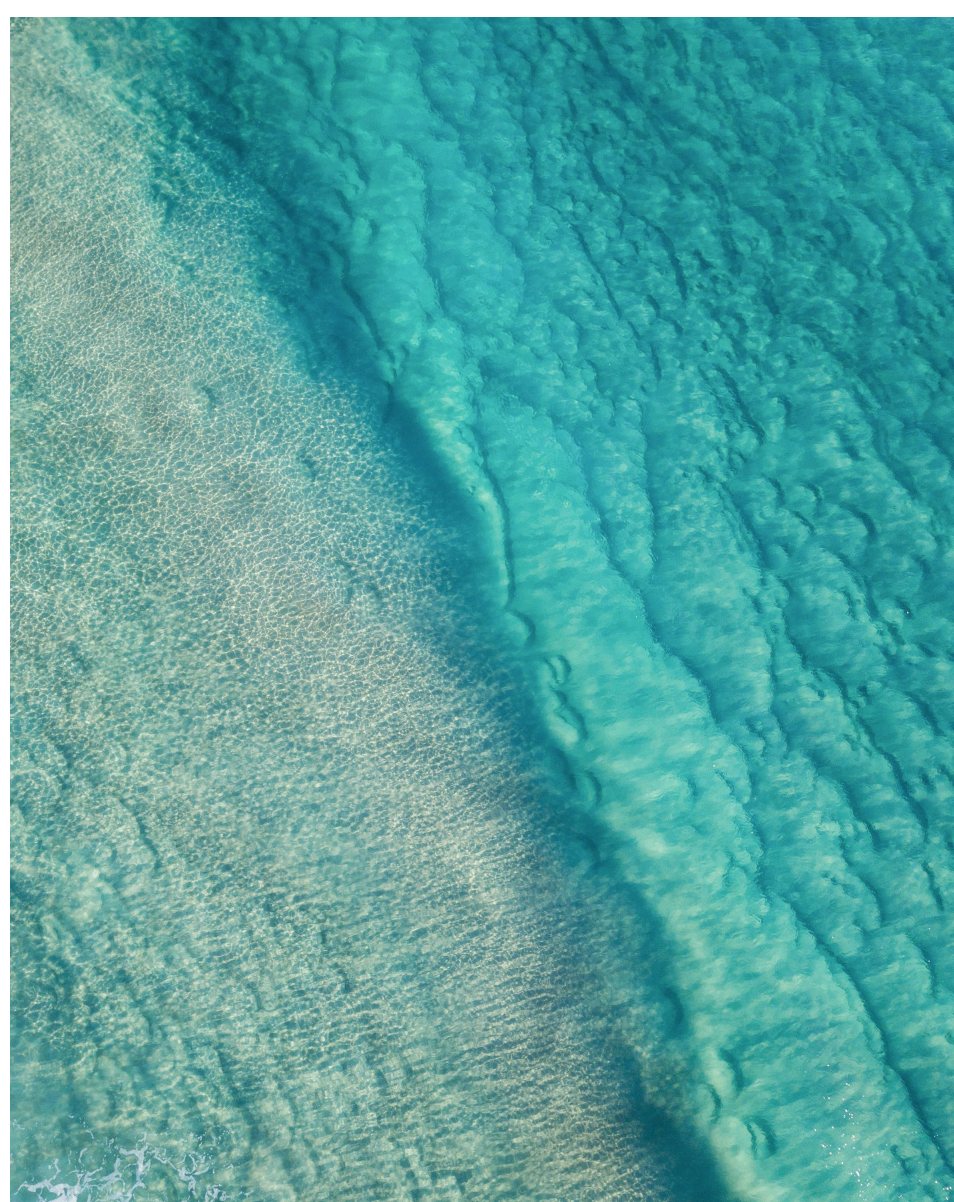
## Traceability & Craft

Setting the standard for sustainable luxury



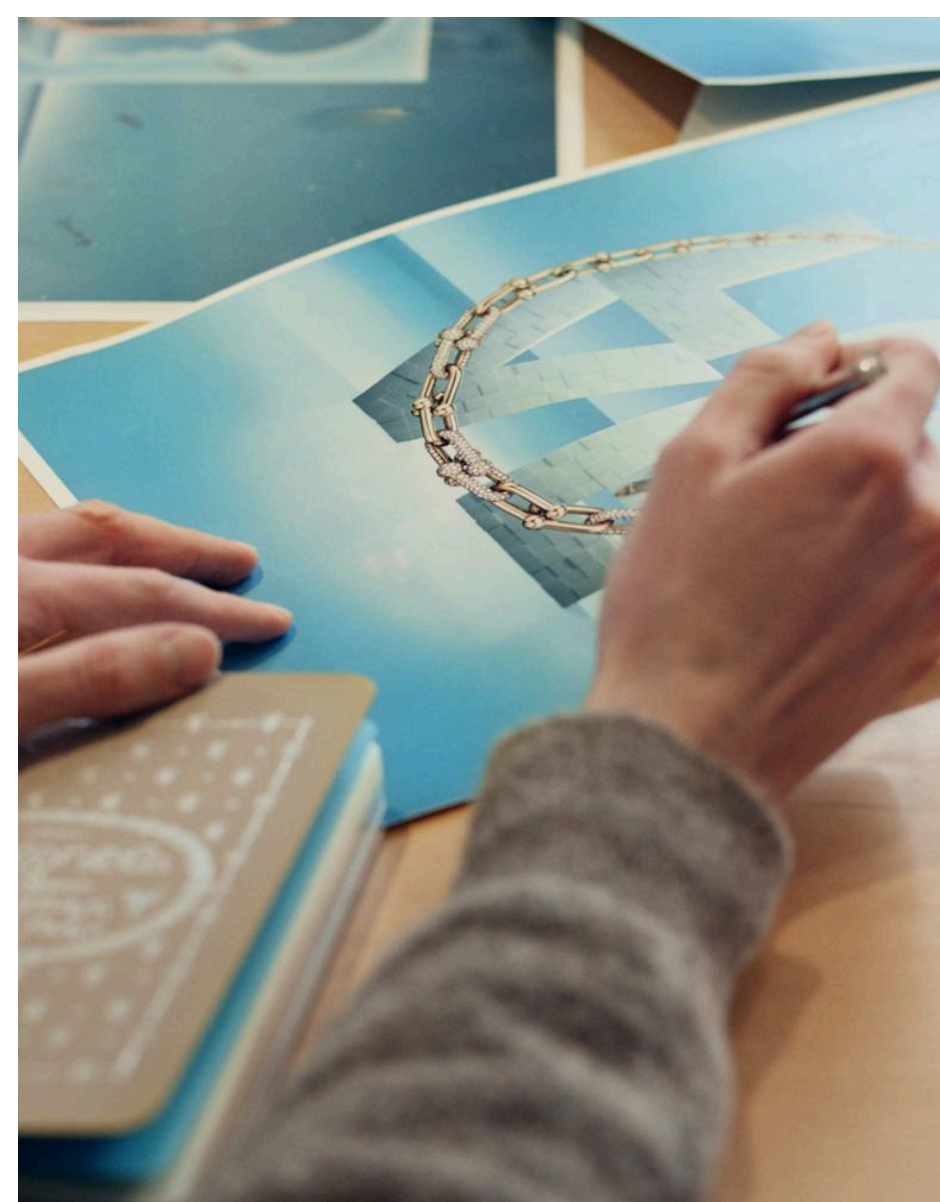
## Climate

Taking bold action on climate change throughout our operations and supply chain



## Conservation

Protecting the oceans to provide a vibrant future for generations to come



## Diversity, Equity, Inclusion & Belonging

Crafting a culture in which everyone can thrive

# Traceability & Craft



Setting the standard  
for sustainable luxury.

Since our founding in 1837, Tiffany & Co. has sought to bring the extraordinary and the exceptional to our clients. We aim to set the standard for diamonds, colored gemstones and metals by responsibly sourcing high-quality raw materials, encouraging supplier responsibility and engaging skilled craftspeople to create beautiful long-lasting products that can be passed from generation to generation.

# Traceability & Certifications: Diamonds and Colored Gemstones



In 2025, Tiffany & Co. successfully maintained 99.99% traceability of newly sourced, individually registered diamonds to mine of origin or a supplier's set of approved mines. 100% of our diamond suppliers have achieved Responsible Jewellery Council certification.

**99.99%**

traceability of newly sourced, individually registered diamonds to mine of origin or a supplier's set of approved mines.

**0.04%**

of the world's gem-grade diamonds are accepted at Tiffany.

This complements the Maison's commitments to quality: we only accept 0.04% of the world's gem-grade diamonds. Tiffany leads the industry by offering all round brilliant diamonds in a triple excellent cut—the highest standard for diamond cut, polish and symmetry.



**100% of our colored gemstones suppliers comply with Tiffany's rigorous, industry-leading Source Warranty Protocol to ensure responsible and transparent sourcing.**

We ensure every exceptional quality colored gemstone, over 60 varieties, reflects our unwavering commitment to responsible sourcing and unparalleled beauty. Tiffany & Co. is a founding member of the Coloured Gemstones Working Group (CGWG), an organization of industry stakeholders committed to improving mining practices, standards and traceability in colored gemstone sourcing.



## Laurelton Joins Aura



Laurelton Diamonds, Tiffany & Co.'s wholly owned subsidiary group that sources, cuts and polishes high-quality diamonds, proudly joined the Aura Blockchain Consortium in 2025. Co-founded by LVMH, the Aura Blockchain Consortium is a leading association that develops blockchain technology solutions that enable enhanced transparency and traceability in the luxury industry.

Laurelton's membership underscores Tiffany & Co.'s significant role in advancing diamond traceability within the LVMH Watches & Jewelry Division. Through the Aura Blockchain, Laurelton leverages cutting-edge technology to advance end-to-end traceability. Blockchain represents the next frontier in diamond supply chain transparency and elevates Tiffany & Co.'s industry-leading Diamond Craft Journey.

## Tiffany Joins the Swiss Better Gold Association

Tiffany & Co. has a long-standing history of supporting industry leaders in advancing responsible mining practices. From being a founding member of the Initiative for Responsible Mining Assurance (IRMA) to adopting the Kimberley Process, the House has shaped industry standards for ethical practices across our value chain.

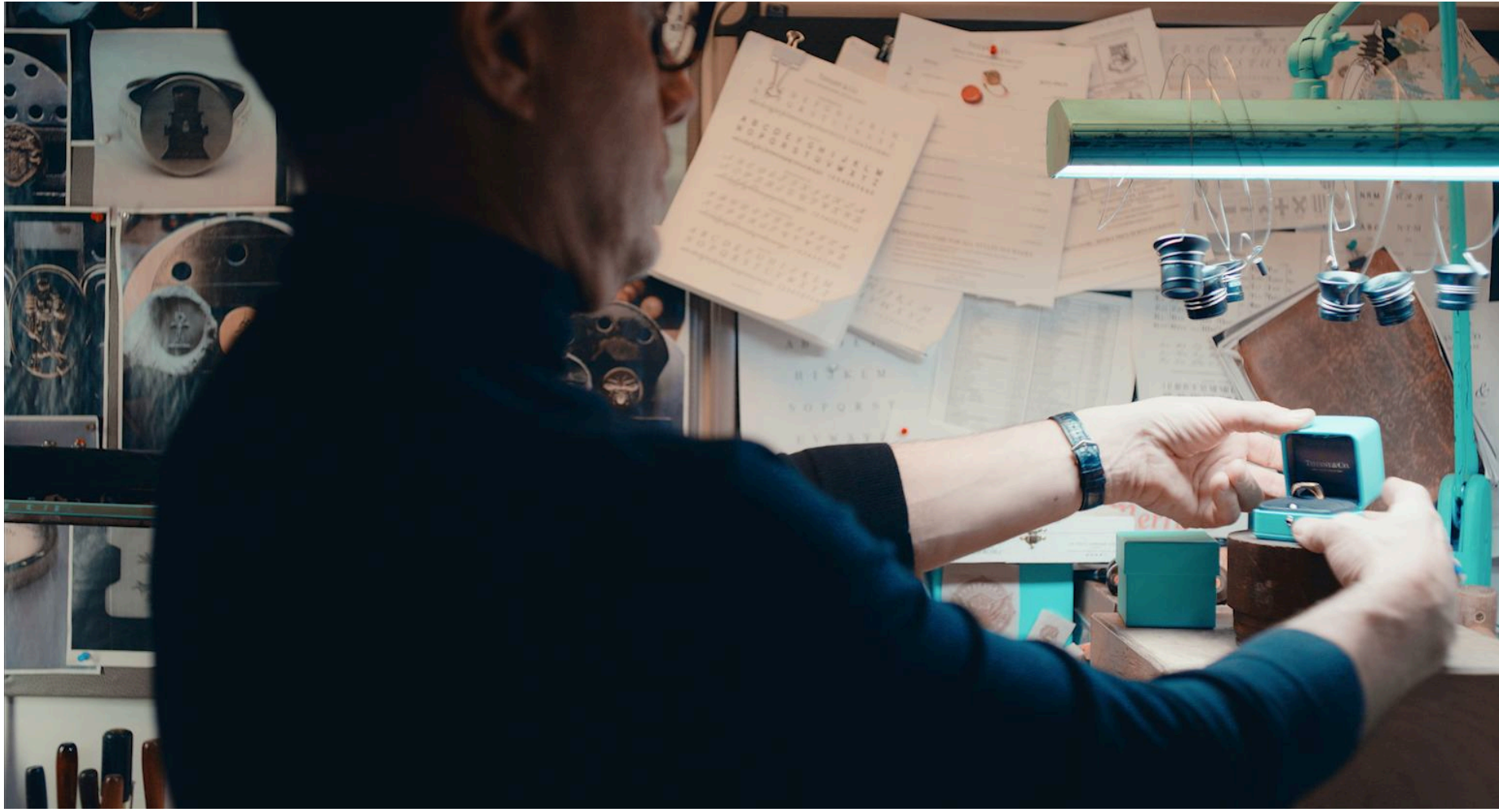


In December 2025, Tiffany & Co. continued this legacy with a Swiss Better Gold Association membership.

The Swiss Better Gold Association is a nonprofit organization that supports the creation of responsible gold value chains, from mine to market, to ensure traceability and transparency in the global gold trade. Through this membership, Tiffany & Co. provides financial support for initiatives intended to provide technical assistance, strengthen mining safety, and improve community living conditions for artisanal and small-scale miners (ASM).



## Craft: Métiers d'Excellence Program Expands to Japan



Launched in September 2022, Tiffany & Co. pioneered the introduction of LVMH's Métiers d'Excellence (ME) program to the United States. The inaugural cohort in New York provided apprentices with a robust foundation in luxury craftsmanship through a partnership with the Fashion Institute of Technology. Following this success, the program expanded to Rhode Island, collaborating with the renowned Rhode Island School of Design to further cultivate emerging talent.

In 2025, the ME program launched in Tiffany & Co. Japan with a workshop including hand engravers from our Tiffany Service Center in Tatsumi, where we shared Tiffany's legacy artistry behind hand engraving. This initiative reflects the growing momentum to share our savoir faire and mentorship with the next generation on a global scale. Graduates from these programs are integral to Tiffany's operations, contributing their highly refined skills to the creation of products with significant complexity, epitomizing the unrivaled craftsmanship for which Tiffany is known.



## Tiffany & Co.'s Commitment to Human Rights

Tiffany & Co. is committed to respecting human rights and supporting the protection of the environment across our global operations and supply chain. This respect is embedded in our culture and values, and it shapes how we operate and how we engage with our employees, customers, suppliers and communities.



Tiffany & Co.'s approach to responsible sourcing centers on ethical, lawful and transparent procurement that supports human rights, strong labor standards and environmental protection across the supply chain. Tiffany's Social and Environmental Accountability Program (SEA Program) aims to embed responsible sourcing expectations across our supplier base, including key partners involved in the production of finished goods, components, raw and processed materials, packaging and select service providers, through strengthening policies and standards, monitoring and continuous improvement.

In 2025, Tiffany & Co. completed a full value-chain Human Rights and Environmental Risk Assessment to identify and prioritize salient risks, informing a new Human Rights Policy.



# Climate

Taking bold action  
on climate change  
throughout  
our operations and  
supply chain.



Tiffany & Co. is dedicated to supporting the protection of the natural world by taking bold action on climate change and strengthening our commitment to help protect the planet. We have pledged to significantly reduce greenhouse gas (GHG) emissions across our full value chain—from the sourcing of our precious raw materials and engagement with our suppliers to the production of our jewelry and interactions with our clients.

# Climate Target

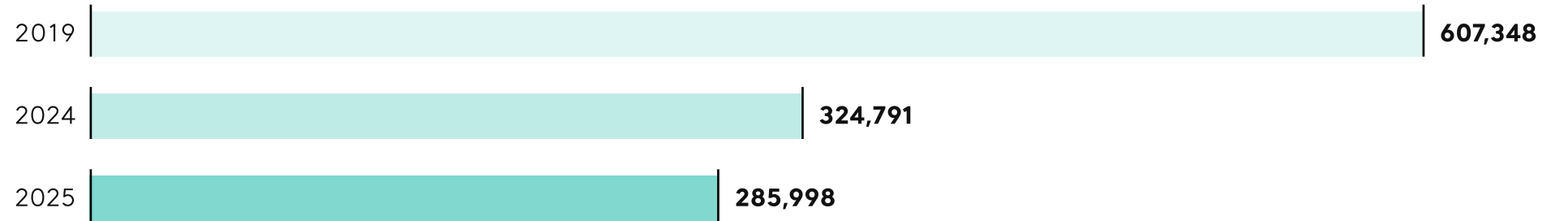
In 2023, Tiffany & Co. became the first luxury jeweler to receive approval from the Science Based Targets initiative (SBTi) on its 2040 net-zero emissions target and has set a 2030 near-term GHG reduction target across Scope 1, 2 and 3.

In 2025, Tiffany & Co. recalculated our 2019 base year to account for the acquisition of Platinum Invest Group. For additional climate data and SBTi reporting please see the [Impact Reporting 2025 Supplement to Tiffany & Co.'s 2025 Sustainability Report](#).

Tiffany & Co. calculates its annual emissions data with the support of a third-party consulting firm and sustainability software, making every reasonable effort to align to the GHG Protocol methodology and SBTi requirements. Data for calendar year 2025 was collected and reviewed for accuracy and completeness through March 31, 2026. When direct data is not available, Tiffany & Co. leverages established estimation methodologies including industry averages and historical site-specific Tiffany & Co. data. Given variability in data collection timelines and emissions calculation methodology, readers may observe variations in LVMH's reporting of Maison climate impact.

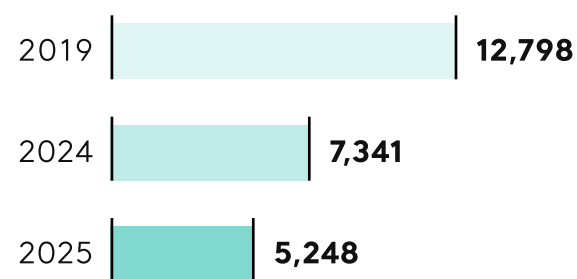
## Scope 1, 2 and 3 (tons CO<sub>2</sub>e)

We have decreased our total market-based GHG emissions by 53% compared to our 2019 baseline.



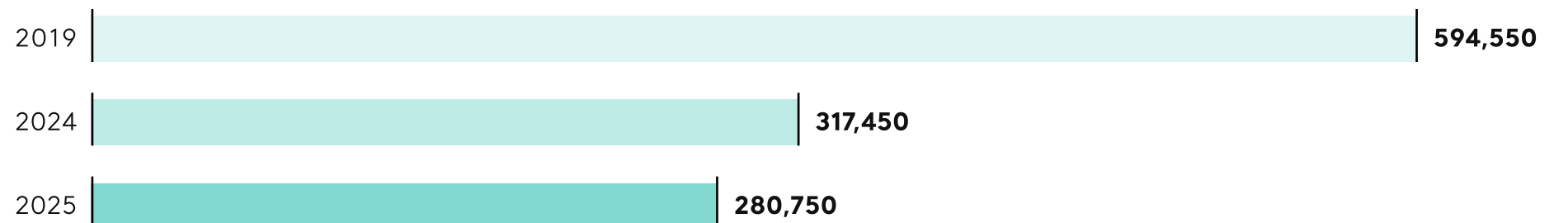
## Scope 1 and 2 (tons CO<sub>2</sub>e)

In 2025, we reduced market-based emissions from our own operations by 59% compared to our 2019 baseline.



## Scope 3 (tons CO<sub>2</sub>e)

In 2025, we reduced Scope 3 emissions from our own value chain by 53% compared to our 2019 baseline.



## Gold Standard Practices in Our Stores



In August 2025, our flagship store in Madrid achieved Leadership in Energy and Environmental Design (LEED) Platinum, the highest level of recognition within the LEED international standard. This marks a pillar of excellence in sustainable building practices and a commitment to creating a better environment for current and future generations.

83

Total number of  
LEED-certified sites

Tiffany & Co. achieved Gold certification at several key stores in 2025, including Miami, Bangkok and Palo Alto, increasing the total number of LEED-certified sites to 83. We are dedicated to ensuring that our retail, manufacturing, distribution and office spaces integrate sustainable building and design principles to minimize our GHG footprint in support of our net-zero goal.

## Advancing Renewable Electricity at Our Manufacturing Sites

In 2025, LVMH hosted the inaugural LVMH LIFE 360 Awards, an internal program for LVMH Maisons to showcase their most innovative initiatives advancing the group's ambitious LIFE 360 environmental strategy. Tiffany & Co. was awarded the first place Gold Award for Climate Scope 1 and 2 for the solar PV installation at our Laurelton Diamond Center in Botswana that has the capacity to support 100% of the facility's annual electricity needs as well as at our jewelry manufacturing site in Lexington, Kentucky, where the system can support one-third of the facility's electricity use.



Building on this success, Tiffany & Co. will launch a new community solar project in Botswana in 2026, aiming to provide over 1,000 people with reliable electricity and fresh water.

## Transporting Our Products Sustainably



Tiffany & Co. is committed to reducing the emissions from the transportation of our products across our supply chain. Our strategy is focused on reducing the total distance traveled and moving toward lower-emission travel options to ensure our clients around the world can receive Tiffany & Co. products with a minimal carbon footprint.

In 2025, we boosted our investment in alternative vehicles across our distribution network, now deploying dedicated electric and hybrid vehicles for 100% of our local deliveries in New York and London made via armored carriers and our own delivery vans. Tiffany & Co. continued its shipment consolidation program following the success in the Northeast and Miami, deploying a new consolidation route in Singapore that handles product replenishments from its Regional Distribution Center, twice-daily store transfers and repair pickups.



## A Green Future for Our Blue Box® Packaging



Tiffany & Co.'s commitment to circularity is reflected in our iconic packaging, where we strive to sustainably source our materials, maximize recycled as well as recyclable content and eliminate plastics. As an iconic symbol of the brand, Tiffany Blue Boxes® are designed with longevity and sustainability in mind.

**100%**

recycled content used for nearly all corrugated cardboard

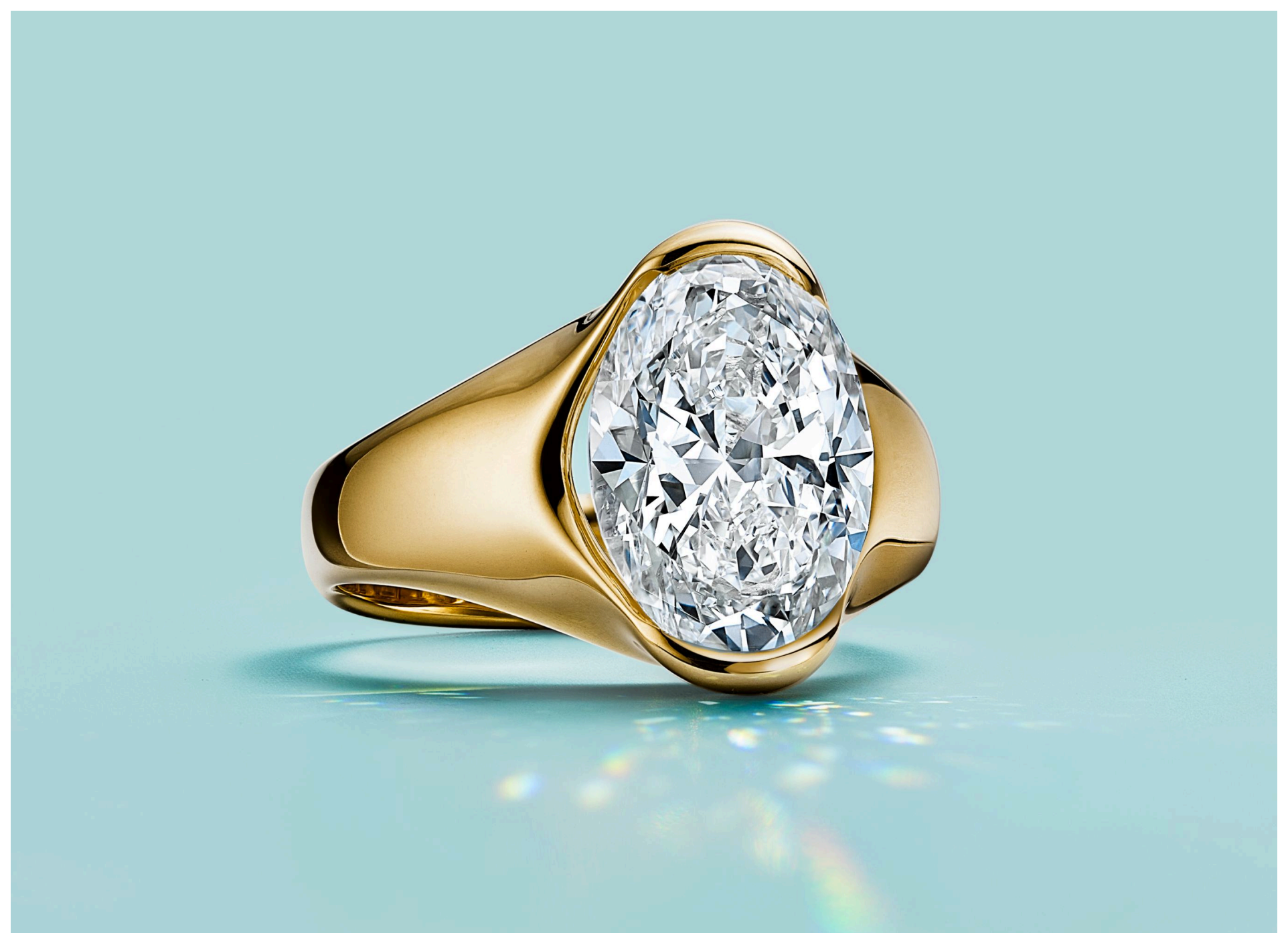
**100%**

recycled paper used in all newly designed Blue Boxes® and bags

Our Blue Boxes®, bags and corrugated materials are 100% FSC®-certified, ensuring that their materials come from responsibly managed forests. In 2025, there was over 81% recycled content across all paper-based packaging, with 100% recycled content used for nearly all corrugated cardboard. Further reflecting our love for the planet in 2025 our Blue Boxes® and bags were redesigned for the next generation of packaging to be crafted with 100% recycled paper. All Tiffany & Co. packaging also contains fully recyclable paper; and our newly designed Tiffany Blue bags are now labeled with recycling instructions for clients.

## Partnership Within Our Supply Chains

Tiffany & Co. partnered with key suppliers to identify impactful emissions reduction initiatives, resulting in 100% of our jewelry finished goods suppliers committing to 100% renewable electricity for their operations by 2030. We are focused on supporting our suppliers on their climate journeys to reduce the emissions associated with the products and services we procure. This is essential in mitigating climate risk within our supply chain and reducing Tiffany & Co.'s supply chain (Scope 3) footprint.



# Conservation



Protecting  
the oceans to provide  
a vibrant future for  
generations to come.

Tiffany & Co. has supported ocean conservation for over 25 years through our philanthropic commitments. We are deeply inspired by the oceans in our materials and design. The House is committed to protecting the ocean to provide a vibrant future for generations to come.

# The Tiffany & Co. Foundation 25th Anniversary



In 2025, The Tiffany & Co. Foundation celebrates 25 years of protecting the world's oceans. Since its first grant to safeguard coral reefs in 2000, the Foundation has supported the protection of more than 15 million square kilometers of ocean—an area twice the size of the contiguous United States—through the creation and expansion of over 50 marine protected areas across the world's five oceans.

As the first luxury brand to celebrate 25 years of sustained environmental philanthropy, Tiffany & Co. continues to honor our enduring commitment to support ocean conservation.

## A Legacy of Conservation

2004

Tiffany stops selling coral jewelry to help preserve ocean life and urges other jewelers to do the same.

2014

The Foundation supports Oceans 5, a global funder collaborative which supports the designation of marine protected areas across the world's five oceans.

2018

The Foundation supports the creation of the groundbreaking 50 Reefs Initiative, identifying the 50 most climate-resilient coral reefs, intended to focus restoration efforts for maximum environmental impact.

2023

The Tiffany & Co. Foundation surpasses its USD \$100 million grantmaking milestone and streamlines its grantmaking focus to ocean conservation.

2025

Tiffany & Co. wins two Silver Cannes Lions Awards for the 1837 Tiffany Blue Conservation campaign, leveraging one of the brand's most recognizable assets as a driver for ocean preservation awareness.

2000

The Tiffany & Co. Foundation is established, and the first grant is awarded in support of marine protection to the Wildlife Conservation Society.

2008

The Too Precious to Wear campaign launches with Foundation support, promoting coral conservation by encouraging the jewelry, fashion and home decorating industries to stop sourcing coral.

2016

The Foundation continues its long-standing commitment to support educating the public about the importance of ocean conservation through support of *Chasing Coral*—an Emmy® Award-winning film that documented the disappearance of the world's coral reefs.

2021

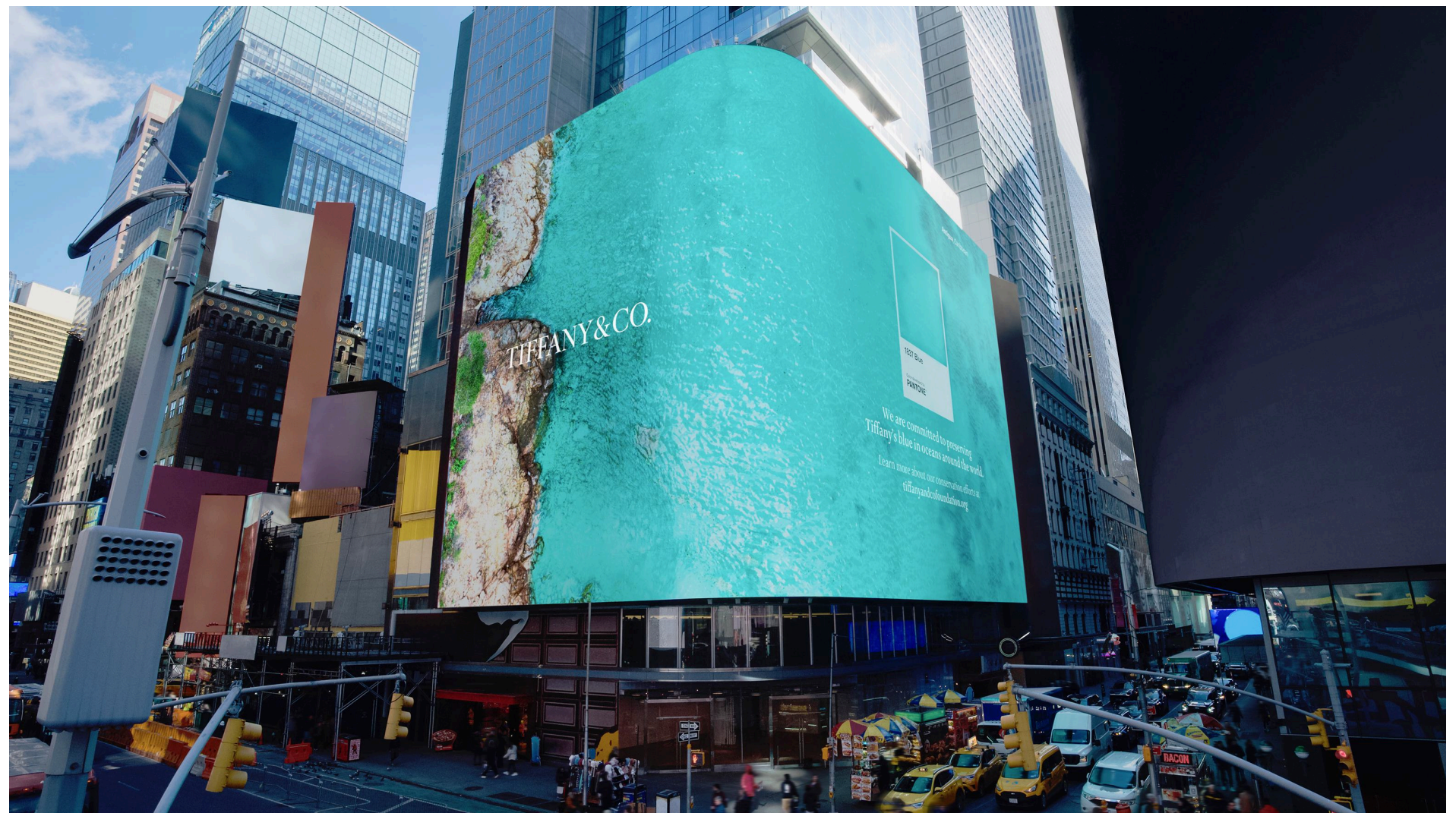
Over USD \$6.5 million is raised in support of The Nature Conservancy from the auction of a Patek Philippe Ref. 5711 Nautilus watch.

2024

The House introduces the *Love For Our Oceans* initiative, pledging to give at least USD \$1 million to The Nature Conservancy to support conserving four billion hectares of ocean by 2030.

## Tiffany & Co. Wins the House's First Cannes Lions Award for Sustainable Luxury and Design

Tiffany & Co. wins the House's first Cannes Lions Award at the 2025 Cannes Lions International Festival of Creativity. Tiffany & Co. received two Silver Lions and five shortlists in the Luxury and Design categories for the 1837 Tiffany Blue Conservation Campaign, created alongside creative agency L&C and in partnership with Pantone®.



The 1837 Tiffany Blue Conservation campaign leverages Tiffany's iconic color to highlight the urgent need to protect marine life. These awards reaffirm Tiffany's commitment to support safeguarding the oceans, grounded in the love for our planet and a better tomorrow.

## Celebrating One Year of the *Love For Our Oceans* Initiative



Tiffany & Co. is proud to announce that we have raised over USD \$1.6 million through the *Love For Our Oceans* initiative in the first year to support The Nature Conservancy and its global ocean conservation efforts. Through the *Love For Our Oceans* initiative, we introduced T Smile by Tiffany cord bracelets crafted with 18k gold and REPREVE® Our Ocean™ recycled polyester, made entirely from ocean-bound plastic bottles.



## Reflecting on a Year of Conservation Impact

Through the contribution, Tiffany has supported the expansion of five marine protected areas in The Bahamas that are essential for preserving biodiversity and supporting local economies. We are also supporting the protection of "Super Reefs" in Belize—climate-resilient coral reefs—with the goal of helping to safeguard critical marine ecosystems and helping to improve the lives of millions who depend on healthy oceans for their livelihoods and well-being.

## Tiffany's *Love For Our Oceans* Initiative Expands to Mainland China

Launched on Earth Day 2025 in Mainland China, Tiffany & Co. is committed to supporting mangrove preservation efforts in Shenzhen in partnership with the Mangrove Conservation Foundation (MCF) through the *Love For Our Oceans* initiative. In celebration of World Mangrove Day, Tiffany & Co. and MCF co-hosted an exclusive conservation experience at the Shenzhen Futian Mangrove Ecological Park to explore the crucial role China's mangrove ecosystem plays in coastal protection, biodiversity conservation and climate change mitigation.

## Engaging Employees in Conservation

From Waikiki to New York, Tiffany & Co. employees across the globe engaged in direct local action to support the protection and restoration of vital ecosystems in our own backyard. In Abu Dhabi, Tiffany employees planted 1,837 mangroves, a nod to the House's founding in 1837, at Jubail Mangrove Park in Abu Dhabi, reflecting our enduring commitment to sustainability and community connection.



In Miami, Tiffany & Co. partnered with Clean Miami Beach for a powerful day of community impact and inter-Maison collaboration. Tiffany & Co. partnered with other LVMH Maisons, including Hublot, Moët & Chandon and Parfums Christian Dior, to help clean the Historic Virginia Key Beach Park, playing a part in protecting marine life and preserving one of South Florida's most iconic natural spaces.

In Singapore, Tiffany joined hands with the Ocean Purpose Project (OPP) for a meaningful beach clean-up initiative, collecting over 140 pounds of ocean-bound pollution, aimed at protecting our marine environment and raising awareness about coastal pollution.



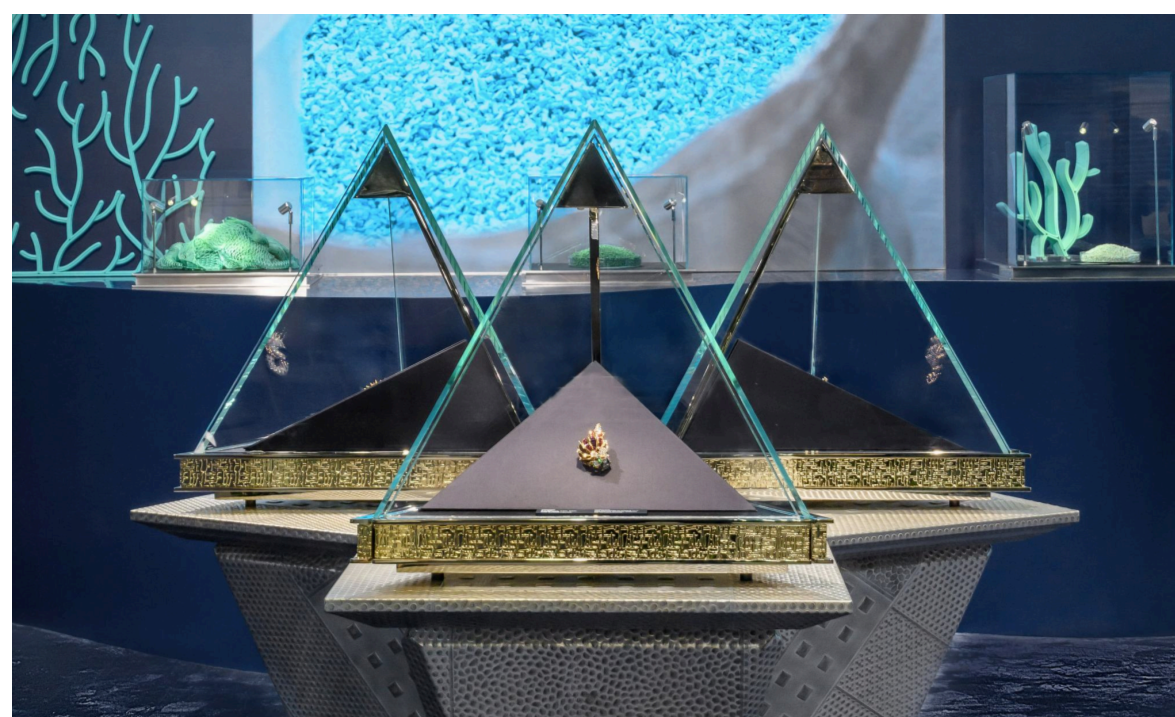
# Championing Conservation and Sustainable Leadership



To underscore our unwavering commitment to conservation and inspire broader industry action, Tiffany & Co. actively participates in key industry events, showcasing our leadership in sustainable practices and advocating for a more environmentally responsible future.

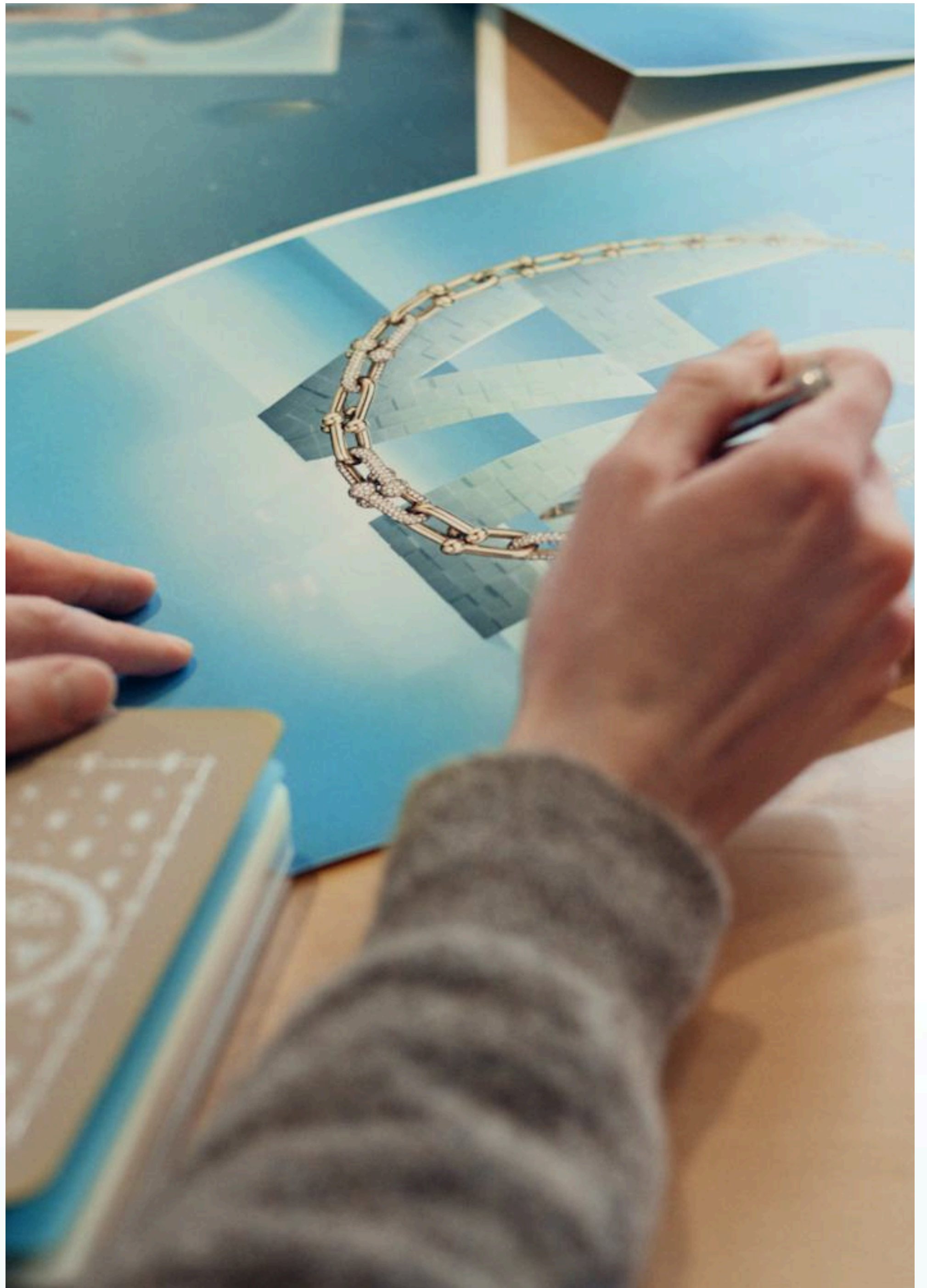
In April 2025, LVMH and its Maisons reaffirmed their environmental ambition and commitments at the ChangeNOW Summit in Paris. Tiffany & Co.'s ocean conservation strategy was highlighted at the summit's first Water Odyssey, a space open to all to showcase sustainable solutions for ocean conservation to build awareness and mobilize the public.

In June 2025, The Tiffany & Co. Foundation had a presence at the UN Ocean Conference in Nice, France—the biggest convening of conservationists, philanthropists and governments—with the goal of preserving and protecting life below water. The Foundation formally signed the Pelagos Consortium commitment, intended to safeguard the waters between France, Monaco and Italy, home to incredible biodiversity including dolphins and whales, launched by Fondation Prince Albert II de Monaco. We are proud to support global conservation experts to help build solutions for the world's toughest environmental challenges related to oceans.



In November 2025, Tiffany & Co. participated in the China International Import Expo in Shanghai, China to demonstrate the House's commitment to ocean conservation and savoir faire alongside seven LVMH Maisons. Over six days, the Expo welcomed almost 30,000 visitors. Underscoring our commitment to ocean conservation, Tiffany & Co. showcased coral-inspired store façades, ocean-inspired jewelry and the *Love For Our Oceans* initiative, highlighting the Maison's long-standing inspiration of oceans in our materials and design and dedication to protecting the natural world.

# Diversity, Equity, Inclusion & Belonging



Crafting a culture in which everyone can thrive.

At Tiffany, we believe in crafting an inclusive environment where each person feels valued and inspired—in our teams, in our craft and in the experiences we deliver together. Diverse perspectives drive creativity, innovation and stronger connections with our clients and communities.

## *My Tiffany*: A Holistic Approach to Employee Well-being



2025 marked the first anniversary of *My Tiffany*, a program rooted in supporting the holistic well-being of our people—emotional, mental, physical and financial. Designed to meet employees where they are and honor what matters most to them, the program came to life through more than 50 activations across more than 10 countries.

From wellness workshops and financial education sessions to mindfulness initiatives and physical fitness programs, *My Tiffany* has become a cornerstone of how we care for our employees, with highlights including a sponsorship of Project Healthy Minds' World Mental Health Festival and an expansion of Thrive Global to Latin American teams.

## *Tiffany Cares*: Empowering Change Through Global Volunteering

Guided by a shared commitment to purpose, Tiffany & Co. supports philanthropic engagement across its global workforce through *Tiffany Cares*. Available in more than 20 countries globally, such as Thailand, Malaysia, Japan, Australia, Chile and Mexico, *Tiffany Cares* empowers employees to support the causes and communities that matter most to them. Through *Tiffany Cares*, all eligible donations are matched dollar for dollar, up to USD \$1,000 (or local equivalent).

In 2025, Tiffany employees volunteered more than 2,400 hours in support of over 500 causes.



In early 2026, Tiffany & Co. further elevated this commitment by increasing its donation from USD \$20 to USD \$25 per hour for every hour volunteered, demonstrating the powerful impact that emerges when purpose, people and community come together.



## Continuing Our Commitment to Gender Equality: Tiffany U.K. Earns EDGE Certification



Tiffany & Co. U.K. earned the prestigious EDGE Certification, a globally recognized standard for diversity, equity and inclusion across gender, race, ethnicity and disability. This milestone reflects a rigorous, data-driven assessment of our policies, practices and workplace culture, underscoring our commitment to fostering an environment where all talent can thrive.

As the second Tiffany region to achieve this recognition, following Tiffany's presence in France, it marks a significant step in our global inclusivity journey. The certification affirms that Tiffany's diversity, equity, inclusion and belonging initiatives are not standalone efforts, but fully integrated across our operations.

## Celebrating Pride: Tiffany & Co.'s Commitment to LGBTQIA+ Inclusion



At Tiffany & Co., our commitment to LGBTQIA+ inclusion is rooted in visibility, meaningful action and a belief in celebrating love in all its facets. In 2025, Pride celebrations expanded across a global stage, with parades and events in cities such as Munich, Toronto and Tokyo, bringing the House's values of authenticity, community and self-expression to life around the globe.

During Pride Month, the House hosted its annual Charity Tennis Tournament at the US Open grounds, sponsored by Tiffany's LGBTQIA+ Employee Resource Group, Prism, with all proceeds benefiting Athlete Ally, a nonprofit advancing LGBTQIA+ inclusion and representation in sports.

Tiffany earned a perfect score of 100 on the Human Rights Campaign's 2025 Corporate Equality Index, highlighting a year-round commitment to ensuring LGBTQIA+ employees feel supported, empowered and a sense of belonging.



## Spotlight on Our Workforce: Disability Inclusion

In 2025, Tiffany & Co. was recognized for the second consecutive year as Disability:IN's Best Place to Work. Tiffany & Co. is committed to advancing disability inclusion through various initiatives. Our People of All Abilities (POAA) program has expanded beyond the U.S. Global Distribution Center to our manufacturing facility in Cumberland, Rhode Island, focusing on employing, developing and retaining individuals with disabilities, including candidates from the TRADES program. Tiffany also launched an e-learning course, "Disability Inclusion at Tiffany," in partnership with the DIAMOND Employee Resource Group, to educate employees on supporting individuals with disabilities.



In 2025, Tiffany advanced disability inclusion globally by actively participating in the LVMH Disability Inclusion Open Day in China, welcoming 15 university students with disabilities to explore careers in luxury retail. Tiffany's HR leadership served as volunteer career guides, sharing insights and reinforcing our commitment to expanding access and representation.

## Tiffany & Co. × CFDA Jewelry Designer Award: Shaping the Future of Jewelry Design



In 2024, we proudly launched the inaugural Tiffany & Co. x CFDA Jewelry Designer Award, an industry first that marked a defining moment for jewelry creation. Jameel Mohammed was honored as the very first recipient, receiving a USD \$50,000 award and a year-long fellowship on our design team with the goal of nurturing emerging talent.

In 2025, Mohammed joined the Maison's design department in New York to immerse himself in the House's savoir faire and craftsmanship. Over the year, he developed an extensive foundation in both traditional and modern jewelry techniques across Tiffany's intricate designs.

More than an award, this partnership demonstrates Tiffany & Co.'s commitment to leading with purpose, creativity and inclusion—setting a new standard for what is possible when opportunity is expanded and diverse voices are elevated.

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