

SASB INDEX TABLES 2025


PANDORA

SASB INDEX TABLE

| SASB # | DISCLOSURE NAME | SECTION(S) | PAGES | NOTES / OMISSIONS |
|--|--|--|-------|---|
| Management of chemicals in product | Discussion of processes to maintain compliance with restricted substances regulations | AR25: Environmental impacts of materials | 63-64 | We maintain strict control over the use of chemicals in our manufacturing processes. Wastewater and chemicals-related impacts are controlled and addressed in accordance with the international ISO 14001 (Environmental Management) standard. This includes regular recording of water consumption data and limiting the use of reservoir water resources by recycling. We train employees at our crafting facilities in hazardous chemical spill response and wastewater and hazardous waste control. All wastewater at our crafting facilities is measured for quality and treated through the buildings' wastewater treatment system as well as the treatment system of the industrial estate before it is released back into the local water supply. |
| Management of chemicals in product | Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products | AR25: Environmental impacts of materials | 63-64 | Pandora products contain no hazardous substances, and we maintain a list of restricted substances which all suppliers are required to adhere to, from raw materials to finished goods. This also applies to our consumer packaging. Suppliers must provide proper records as proof, and test certificates are required as compliance evidence. Pandora's active ISO 9001 (Quality Management) certification continuously governs the health and safety impacts of our products. |
| Environmental Impacts in the Supply Chain | Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements | AR25: Workers in the value chain | 85-86 | 100% of Tier 1 product suppliers are expected to meet wastewater requirements, in accordance with the Pandora Supplier Code of Conduct (Section 3.4). In 2020, we adopted the internationally recognised SMETA 4-pillar audit methodology for all third-party audits commissioned by Pandora. The standard includes wastewater discharge practices (Ref: SMETA 4-Pillar; 10B4.2 and 3.4 e-f). |
| Environmental Impacts in the Supply Chain | Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Index Facility Module (Higg FEM) assessment or an equivalent environmental data assessment | AR25: Greenhouse gas emission | 54-60 | Pandora does not sell apparel, footwear, and textile goods. We do currently not request the Higg FEM module of our suppliers and keep therefore no record of their adherence to this framework. The majority of Pandora's jewellery is produced in-house at two LEED gold and ISO 14001 (Environmental Management) certified facilities. Pandora conducts LCA studies for its core materials. |
| | | Global Environmental Policy | 54 | |
| Labour Conditions in the Supply Chain | Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor | Transparency in Supply Chains Statement 2025 | 21 | Our Supplier Code of Conduct outlines Pandora's requirements for supplier performance on business ethics, human rights, working conditions and the environment. It is embedded in all product supplier contracts. In 2025, 19% of high-risk product supplier spend was audited by a third party on our two-year audit cycle. |
| | | AR25: Workers in the value chain | 85-86 | |

SASB INDEX TABLE (CONTINUED)

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| Labour Conditions in the Supply Chain | Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits | Transparency in Supply Chains Statement 2025 | 16 | In 2025, we reported 299 non-conformities. By the end of 2025, 130 of these issues were still in progress, and 130 in progress from previous years. These issues are taking longer than the grace period to close out due to challenges in local operating contexts and loss of documents that cannot be replaced. We will continue working with suppliers to complete remediation in 2025. Sustainability has been continuously integrated into procurement through updated supplier contracts that include requirements for worker representation and grievance mechanisms. Colleagues are supported with guidance, coaching and practical tools to address human rights during supplier visits, with a particular attention to high-risk sectors such as third-party logistics. |
| | | AR25: Workers in the value chain | 85-86 | |
| Labour Conditions in the Supply Chain | Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain | Transparency in Supply Chains Statement 2025 | 16, 17 | Results from our corporate-level human rights impact assessment showed that salient human rights risks in our supply chain include working conditions, forced labour, child labour and freedom of association. The majority of the 299 non-conformities were identified within the following categories: Health and safety, Working hours, Compensation and benefits. |
| | | AR25: Human rights in own operations | 80-84 | |
| Raw Material Sourcing | (1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with the environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities | Transparency in Supply Chains Statement 2025 | 5 | Using only lab-grown diamonds, only man-made stones and 100% recycled silver and gold are identified as key levers to minimise impacts from material sourcing, which is included in the Environmental impacts of mining section. Results from our Double Materiality Assessment further identified mining activities related to key materials, such as copper, as a priority, which is also addressed in this section. In 2025, we reconfirmed the conditions of our Double Materiality Assessment. Our 10 material sustainability matters remain unchanged since 2024 reporting. Read more in Pandora's Annual Report 2025 . ↗ Social supplier performance is outlined in Transparency in Supply Chains statement 2025 . ↗ |
| | | AR25: Environmental impacts of mining | 61-62 | |
| | | AR25: Double materiality assessment | 50-51 | |
| Raw Material Sourcing | (1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard | AR25: Environmental impacts of mining | 61-62 | 2025 marks a circularity milestone. From January, all new jewellery have been crafted using 100% recycled silver and gold. This first full year marks the final step in our transition away from newly mined silver and gold. Our guidelines are to only use suppliers who source/use certified silver and gold and have had their Chain of Custody (CoC) process audited by an external third party. |

PANDÖRA

PANDORA A/S · HAVNEHOLMEN 17-19 · 1561 COPENHAGEN V · DENMARK · CVR NO. 28505116



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