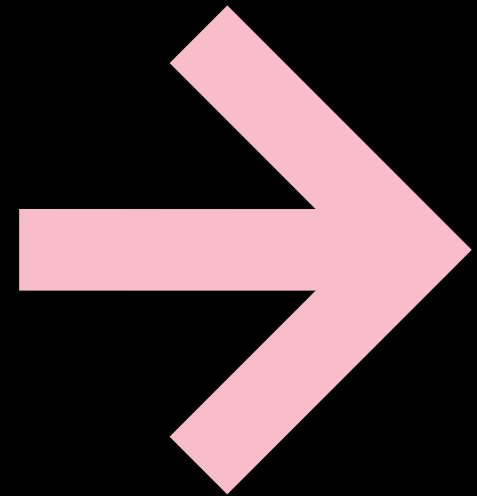


**PANDORA
GRI AND SASB
INDEX TABLES**

2022

GRI INDEX TABLE



GRI INDEX TABLE

GRI is an independent, international organisation that provides widely used standards for corporate sustainability reporting. The following GRI index table indicates alignment with the GRI Standard (Core option) with Pandora’s Sustainability Report 2022.

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
2-1	Organisation details	Cover page Sustainability governance, pages 36-38 Materiality and sustainability strategy, pages 8-10 Low-carbon business, pages 12-15 Circular innovation, pages 17-19 Inclusion and diversity, pages 21-23 Sustainability data, pages 52-60	More details in the Corporate governance section of Pandora’s Annual Report 2022, pages 35-38.
2-2	Entities included in the organisation’s sustainability reporting	See notes	See Parent company financial statements in the Annual Report 2022, page 96, which provides an overview with all the companies in Pandora Group.

GRI #	GRI disclosure name	Section(s)	Notes / omissions
2-3	Reporting period, frequency and contact point	About this report, page 51	
2-4	Restatements of information	Not applicable	
2-5	External Limited Assurance	Independent auditor’s limited assurance report, pages 62-63	

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
2-6	Activities, value chain and other business relationships	<p>Our business model, page 7</p> <p>Sustainability at a glance, page 6</p> <p>Low-carbon business, pages 12-15</p> <p>Circular innovation, pages 17-19</p> <p>Responsible sourcing, pages 31-33</p> <p>Health and safety, page 34</p> <p>Stakeholder engagement, pages 48-49</p>	<p>More details in the Executive Summary section of Pandora's Annual Report 2022, pages 7-9.</p>
2-7	Employees	<p>Inclusion and diversity, pages 21-23</p> <p>Sustainability data, pages 52-60</p> <p>Total number of employees, and a breakdown of this total by region and gender, see Pandora GRI and SASB index table 2022, page 11</p>	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> · Data on employees by type of employment contract (permanent and temporary), by gender · Data on employees by type of employment contract (permanent and temporary), by region · Total number of employees by employment type (full-time and part-time), by gender <p>Pandora strives to improve global people data scope and quality in the following year(s).</p>

GRI #	GRI disclosure name	Section(s)	Notes / omissions
2-8	Workers who are not employees	<p>Inclusion and diversity, pages 21-23</p> <p>Human rights, pages 26-30</p> <p>Sustainability data, pages 52-60</p>	
2-9	Governance structure and composition	<p>Sustainability governance, pages 36-38</p> <p>Stakeholder engagement, pages 48-49</p>	<p>More details about committees can be found in the Corporate governance section of Pandora's Annual Report 2022, pages 35-38.</p>
2-22	Statement on sustainable development strategy	Letter from our CEO and our Chair of the Board, page 5	

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
2-23	Policy commitments	Low-carbon business, pages 12-15 Inclusion and diversity, pages 21-23 Responsible sourcing, pages 31-33 Business ethics, pages 39-41 Sustainability governance, pages 36-38	We use a precautionary approach, meaning we strive to protect the environment even in the absence of scientific certainty or regulatory requirements.
2-27	Compliance with laws and regulations	Business ethics, pages 41-43	We are not familiar with, nor have we identified, that Pandora has received any fines, non-monetary sanctions, or been in non-compliance with environmental laws and/or regulations with voluntary codes in 2022.
2-28	Membership associations	Stakeholder engagement, pages 48-49	
2-29	Approach to stakeholder engagement	Materiality and sustainability strategy, pages 8-10 Stakeholder engagement, pages 48-49	
2-30	Collective bargaining agreements	Human rights, pages 26-30 Sustainability data, pages 52-60	

GRI #	GRI disclosure name	Section(s)	Notes / omissions
3-1	Process to determine material topics	Materiality and sustainability strategy, pages 8-10 About this report, page 51	
3-2	List of material topics	Materiality and sustainability strategy, pages 8-10	
3-3	Management of material topics	Materiality and sustainability strategy, pages 8-10	
102-56	External assurance	Independent auditor's limited assurance report, pages 62-63	



GRI MANAGEMENT APPROACH

GRI #	GRI disclosure name	Section(s)	Notes / omissions
103-1	Explanation of the material topic and its boundary	Materiality and sustainability strategy, pages 8-10	Our material topics are displayed on page 8 of Pandora's Sustainability Report 2022. Each material topic is described in its corresponding section of the Sustainability Report.
103-2	The management approach and its components	See notes	Each material topic's management approach is described in its corresponding section of Pandora's Sustainability Report 2022.
103-3	Evaluation of the management approach	See notes	An evaluation of each material topic is described in its corresponding section of Pandora's Sustainability Report 2022.

GRI ECONOMIC STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
205-3	Confirmed incidents of corruption and actions taken	Business ethics, pages 41-43	We are not familiar with, nor have we identified, that Pandora has received any fines, non-monetary sanctions, or been in non-compliance with environmental laws and/or regulations with voluntary codes in 2022.
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Business ethics, pages 41-43	We are not familiar with, nor have we identified, that Pandora has received any fines, non-monetary sanctions, or been in non-compliance with environmental laws and/or regulations with voluntary codes in 2022.
207-1	Approach to tax	Business ethics, pages 41-43	More details about our approach to tax can be found in the Results of the year section of Pandora's Annual Report 2022, pages 64-67.

GRI ENVIRONMENTAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
301-2	Recycled input materials used	Circular innovation, pages 17-19 Sustainability data, pages 52-60	
302-1	Energy consumption within the organisation	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
302-4	Reduction of energy consumption	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
303-1	Interactions with water as a shared resource	Sustainability data, pages 52-60	
303-5	Water consumption	Low-carbon business, pages 12-15 Circular innovation, pages 17-19 Sustainability data, pages 52-60	The following data is not available for reporting purposes: · Water consumption from offices and retail stores as we are currently working to acquire it.
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Low-carbon business, pages 12-15	The following data is not available for reporting purposes: · Sites next to high biodiversity areas for offices and retail stores.

GRI #	GRI disclosure name	Section(s)	Notes / omissions
305-1	Direct (Scope 1) GHG emissions	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
305-2	Energy indirect (Scope 2) GHG emissions	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
305-3	Other indirect (Scope 3) GHG emissions	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
305-5	Reduction of GHG emissions	Low-carbon business, pages 12-15 Sustainability data, pages 52-60	
306-1	Waste generation and significant waste-related impacts	Circular innovation, pages 17-19	
306-2	Management of significant waste-related impacts	Low-carbon business, pages 12-15 Circular innovation, pages 17-19	
306-3	Waste generated	Circular innovation, pages 17-19 Sustainability data, pages 52-60	The following data is not available for reporting purposes: · Waste generated from offices, retail stores and distribution centres as we are currently working to acquire it.

GRI ENVIRONMENTAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
306-4	Waste diverted from disposal	Sustainability data, pages 52-60	The following data is not available for reporting purposes: <ul style="list-style-type: none"> Waste diverted from disposal from offices, retail stores and distribution centres as we are currently working to acquire it.
306-5	Waste directed to disposal	Circular innovation, pages 17-19 Sustainability data, pages 52-60	The following data is not available for reporting purposes: <ul style="list-style-type: none"> Waste directed to disposal from offices, retail stores and distribution centres as we are currently working to acquire it.
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible sourcing, pages 31-33	

GRI SOCIAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
401-1	New employee hires and employee turnover	Inclusion and diversity, pages 21-23 Sustainability data, pages 54-62	The following data is not available for reporting purposes: <ul style="list-style-type: none"> The rate of new employee hires during the reporting period, by gender and age group. Pandora strives to improve global people data scope and quality in the following year(s).
402-1	Minimum notice periods regarding operational changes	See notes	All operational changes are at least implemented by the minimum legal notice in the respective countries.
403-1	Occupational health and safety management system	Health and safety, page 34	
403-2	Hazard identification, risk assessment, and incident investigation	Human rights, pages 26-30 Health and safety, page 34	
403-3	Occupational health services	Health and safety, page 34	
403-4	Worker participation, consultation, and communication on occupational health and safety	Human rights, pages 26-30 Health and safety, page 34	
403-5	Worker training on occupational health and safety	Health and safety, page 34 Human rights, pages 24-30	

GRI SOCIAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
403-9	Work-related injuries	Health and safety, page 34 Sustainability data, pages 52-60	
404-1	Average hours of training per year per employee	Inclusion and diversity, pages 21-23	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> · Average hours of training that the organisation's employees have undertaken during the reporting period, by gender. <p>Gender data on employee training will be included in 2023 after the activation of a system integration between the employee data system (Success Factors) and the Learning Management System (CrossKnowledge).</p>

GRI #	GRI disclosure name	Section(s)	Notes / omissions
405-1	Diversity of governance bodies and employees	Inclusion and diversity, pages 21-23 Sustainability data, pages 52-60	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> · Percentage of individuals within the organisation's governance bodies by age group · Percentage of employees per employee category by gender <p>Sufficient gender and age data is not available for the global organisation due to lack of integrating a data management system. Pandora is making changes to its data management system in the following year(s).</p> <p>Board of Director competencies will be found in Annual report 2022, pages 39 - 40.</p>
406-1	Incidents of discrimination and corrective actions taken	Inclusion and diversity, pages 21-23 Business ethics, pages 41-43	See cases reported to the whistleblower hotline.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible sourcing, pages 31-33	
408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible sourcing, pages 31-33	

GRI SOCIAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible sourcing, pages 31-33	
411-1	Incidents of violations involving rights of indigenous peoples	See notes	We do not monitor incidents of violations involving the rights of indigenous peoples. Pandora's operations are not located in high-risk areas. The topic is covered for suppliers in our applied Sedex's SMETA 4 pillar audit system.
412-1	Operations that have been subject to human rights reviews or impact assessments	Materiality and sustainability strategy, pages 8-10 Human rights, pages 26-30	A global Human Rights Impact Assessment was conducted in 2020, which covered our entire value chain, including risks in the supply chain. In 2022, we collaborated with an expert third-party to conduct a deep-dive assessment of our human rights impacts in Thailand.
413-1	Operations with local community engagement, impact assessments, and development programmes	Inclusion and diversity, pages 21-23 Human rights, pages 26-30	The scope is focused on our crafting facility locations, where we have a long-standing and developed local community engagement programme.

GRI #	GRI disclosure name	Section(s)	Notes / omissions
414-1	New suppliers that were screened using social criteria	Responsible sourcing, pages 31-33 Sustainability data, pages 52-60	Scope limited to direct procurement suppliers. In 2022, we report on % of supplier spend audited by third-party auditor. The audits include social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing, pages 31-33 Sustainability data, pages 52-60	Scope limited to direct procurement suppliers.
415-1	Political contributions	Policies and Standards, page 38 Business ethics, pages 41-43	Pandora's global Anti-bribery and Corruption policy outlines that Pandora does not allow the offering or receiving of bribes in any form when dealing with government officials or business partners.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Circular innovation, pages 17-19	In 2022, there were no major reported incidents of non-compliance concerning the health and safety impacts of products.
417-3	Incidents of non-compliance concerning marketing communication	Responsible marketing, pages 24-25	In 2022, we did not identify any major non-compliance issues with marketing or labelling regulations or voluntary codes.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business ethics, pages 41-43	In 2022, no substantiated issues related to Pandora's handling of personal data were reported.

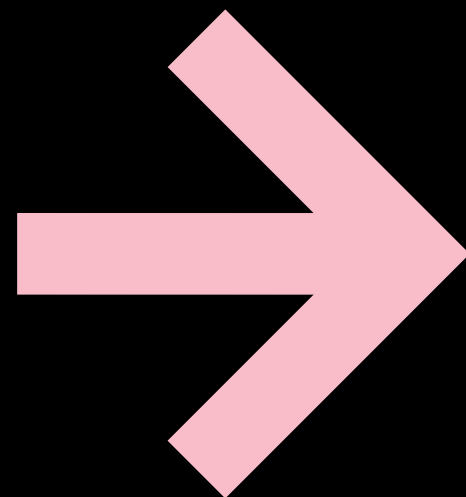


WORKPLACE AND SOCIETY

EMPLOYEES BY REGION FOR 2022

No.	Male	Female	Other	Male, %	Female, %	
North America	5,505	356	5,113	36	93	
Latin and South America	1,459	363	1,094	2	75	
Pacific	809	35	772	2	95	
Asia	15,584	5,848	9,692	44	62	
Europe	10,860	1,086	9,692	109	10	90
Africa	82	11	71	-	13	87
Total	34,299	7,699	26,407	193	23	77

SASB INDEX TABLE



SASB INDEX TABLE

The Sustainability Accounting Standards Board (SASB) is an independent, private-sector standards-setting organisation dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the Standard for the Apparel, Accessories & Footwear industry as defined by SASB’s Sustainable Industry Classification System (SICS) with the location of that information in Pandora’s Sustainability Report 2022 and on our corporate website.

SASB #	SASB disclosure name	Section(s)	Notes / omissions
Management of chemicals in product	Description of processes to maintain compliance with restricted substances regulations	See notes	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	See notes	Pandora products contain no hazardous substances and we maintain a list of restricted substances which all suppliers are required to adhere to. This also applies to our consumer packaging. Suppliers must provide proper records as proof, and test certificates are required as compliance evidence. Pandora’s crafting has an active ISO 9001 (Quality Management) certification.
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	Responsible sourcing, pages 31-33	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).



SASB #	SASB disclosure name	Section(s)	Notes / omissions
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	Responsible sourcing, pages 31-33	Pandora does not sell apparel, footwear, and textile goods. To our knowledge, our product suppliers have not completed the Higg FEM. 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.
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	Responsible sourcing, pages 31-33 Sustainability data, pages 52-60	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 2022, >99% of total product supplier spend were audited by a third-party.
Labour Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	Responsible sourcing, pages 31-33 Sustainability data, pages 52-60	In our Sustainability Report 2021, we reported 207 non-conformances. By the end of 2022, 17 of these issues were still open (14 major and 3 minor), bringing the total number of open issues by year end to 144. 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 2023. No non-conformances remain open from our 2020 audits.
Labour Conditions in the Supply Chain	Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Responsible sourcing, pages 31-33	
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 of business risks and/or opportunities associated with the environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Circular innovation, pages 17-19 Responsible sourcing, pages 31-33	
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	Circular innovation, pages 17-19 Responsible sourcing, pages 31-33	We ensure that all the silver and gold used in making our jewellery comes from certified responsible refiners according to the Responsible Jewellery Council Code of Practices or the London Bullion Market Association Good Delivery Rules. This is confirmed by due diligence on our suppliers.



Pandora A/S
Havneholmen 17-19
1561 Copenhagen V
Denmark
CVR no. 28505116
Phone +45 3672 0044
www.pandoragroup.com