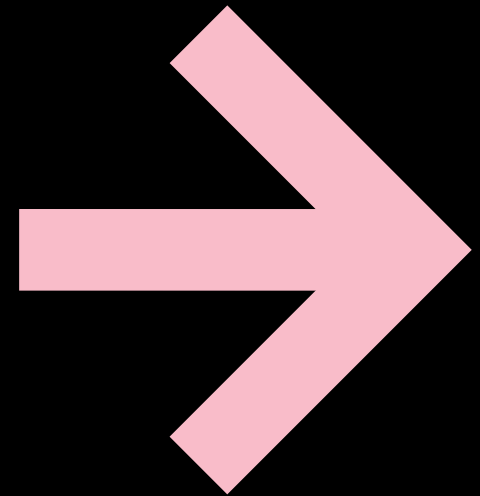


**PANDORA
GRI AND SASB
INDEX TABLES**

2021

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 of the GRI Standard (Core option) with Pandora's Sustainability Report 2021.

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-1	Name of the organisation	Cover page	
102-2	Activities, brands, products, and services	About Pandora, page 5 Our business model, page 7 Responsible sourcing, pages 26-28 Stakeholder engagement, pages 40-42	
102-3	Location of the organisation's headquarters	Sustainability governance, pages 38-39	
102-4	Location of operations	Sustainability strategy and materiality, pages 8-10 Low-carbon business, pages 12-15 Circular innovation, pages 16-19 Inclusive, diverse and fair culture, pages 20-24 Addressing Impacts from crafting and distribution, pages 29-31 Sustainability data, pages 46-50	


GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-5	Ownership and legal form	Sustainability governance, pages 38-39	More details in the 'Corporate governance' section of Pandora's Annual Report 2021 ,  pages 34-43
102-6	Markets served	About Pandora, page 5 Sustainability in retail and sales, pages 32-33	More details in the 'Executive summary' section of Pandora's Annual Report 2021 ,  pages 7-8
102-7	Scale of the organisation	About Pandora, page 5 Highlights 2021, page 6 Inclusive, diverse and fair culture, pages 20-24 Addressing Impacts from crafting and distribution, pages 29-31 Sustainability data, pages 46-50	More details in the 'Executive summary' section of Pandora's Annual Report 2021 ,  pages 7-8

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-8	Information on employees and other workers	Inclusive, fair and diverse culture, pages 20-24 Sustainability in retail and sales, pages 32-33 Sustainability data, pages 46-50	The following data is not available for reporting purposes: <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 is continuously working on improving global people data. A number of areas will be in scope of a 2022 review.</p>
102-9	Supply chain description	Our business model, page 7 Circular innovation, pages 16-19 Addressing Impacts from crafting and distribution, pages 29-31	
102-10	Significant changes to the organisation and its supply chain	Circular innovation, pages 16-19 Responsible sourcing, pages 26-28	

GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-11	Precautionary Principle or approach	Low-carbon business, pages 12-15 Inclusive, diverse and fair culture, pages 20-24 Responsible sourcing, pages 26-28	We use a precautionary approach, meaning we strive to protect the environment even in the absence of scientific certainty or regulatory requirements.
102-12	External initiatives	Inclusive and fair culture, pages 20-24 Stakeholder engagement, pages 40-42	
102-13	Membership of associations	Stakeholder engagement, pages 40-42	
102-14	Statement from senior decision-maker	A message from our CEO, page 4	
102-16	Values, principles, standards, and norms of behaviour	Inclusive, diverse and fair culture, pages 20-24 Addressing impacts from crafting and distribution, pages 29-31 Ensuring sound business practices, pages 35-36	
102-18	Governance structure	Sustainability governance, pages 38-39	More details about committees can be found in the 'Corporate governance' section of Pandora's Annual Report 2021 , pages 34-41.
102-40	List of stakeholder groups	Stakeholder engagement, pages 40-42	

GENERAL DISCLOSURES

GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-41	Collective bargaining agreements	Inclusive, diverse and fair culture, pages 20-24 Sustainability data, pages 46-50	
102-42	Identifying and selecting stakeholders	Stakeholder engagement, pages 40-42	
102-43	Approach to stakeholder engagement	Stakeholder engagement, pages 40-42	
102-44	Key topics and concerns raised	Sustainability strategy and materiality, pages 8-10 Stakeholder engagement, pages 40-42	
102-45	Entities included in the consolidated financial statements	See notes	See 'Companies in the Pandora Group' in the Pandora's Annual Report 2021 ,  page 92, which shows information about the Group entities at 31 December 2021.
102-46	Defining report content and topic boundaries	Sustainability strategy and materiality, pages 8-10 About this report, page 45	
102-47	List of material topics	Sustainability strategy and materiality, pages 8-10	
102-48	Restatements of information	Not applicable	

GRI #	GRI disclosure name	Section(s)	Notes / omissions
102-49	Changes in reporting	Not applicable	In 2021, we changed our HR data system, therefore, we are not ready to report HR data as extensively as we have done in the past.
102-50	Reporting period	About this report, page 45	
102-51	Date of most recent report	About this report, page 45	
102-52	Reporting cycle	About this report, page 45	
102-53	Contact point for questions regarding the report	About this report, page 45	
102-54	Claims of reporting in accordance with the GRI Standards	About this report, page 45	
102-55	GRI content index	See notes	This table comprises our GRI content index.
102-56	External assurance	Independent auditor's report, pages 51-52	



GRI MANAGEMENT APPROACH

GRI #	GRI disclosure name	Section(s)	Notes / omissions
103-1	Explanation of the material topic and its Boundary	Sustainability strategy and materiality, pages 8-10	Our material topics are displayed on page 10 of Pandora's Sustainability Report 2021. Each material topic is described in its corresponding section of the 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 2021.
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 2021.

GRI ECONOMIC STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
205-3	Confirmed incidents of corruption and actions taken	Ensuring sound business practices, pages 35-36	We are not familiar with, nor have we identified any incidents of corruption committed by Pandora.
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Ensuring sound business practices, pages 35-36	We are not familiar with legal actions levied against Pandora relating to anti-competitive behaviour, anti-trust or monopoly practices.
207-1	Approach to tax	Ensuring sound business practices, pages 35-36	More details about approach to tax can be found in the 'Results for the year' section of Pandora's Annual Report 2021 , page 108 .

GRI ENVIRONMENTAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
301-2	Recycled input materials used	Circular innovation, pages 16-19 Addressing impacts from crafting and distribution, pages 29-31 Sustainability data, pages 46-50	
302-1	Energy consumption within the organisation	Sustainability data, pages 46-50	
302-4	Reduction of energy consumption	Low-carbon business, pages 12-15 Sustainability data, pages 46-50	The following description is not available for reporting purposes: · Energy reductions at offices and retail stores
303-1	Interactions with water as a shared resource	Addressing impacts from crafting and distribution, pages 29-31	
303-5	Water consumption	Addressing impacts from crafting and distribution, pages 29-31 Sustainability data, pages 46-50	The following data is not available for reporting purposes: · Water consumption from offices, retail stores and distribution centres 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	Addressing impacts from crafting and distribution, pages 29-31	The following data is not available for reporting purposes: · Sites next to high biodiversity areas for offices and retail stores
305-1	Direct (Scope 1) GHG emissions	Sustainability data, pages 46-50	

GRI #	GRI disclosure name	Section(s)	Notes / omissions
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability data, pages 46-50	
305-3	Other indirect (Scope 3) GHG emissions	Sustainability data, pages 46-50	
305-5	Reduction of GHG emissions	Low-carbon business, pages 12-15 Sustainability data, pages 46-50	
306-1	Waste generation and significant waste-related impacts	Addressing impacts from crafting and distribution, pages 29-31	Presented waste data only covers crafting. We are working to increase the completeness of our reporting, having started with the most material areas of waste generation.
306-2	Management of significant waste-related impacts	Circular innovation, pages 16-19 Addressing impacts from crafting and distribution, pages 29-31 Sustainability in retail and sales, pages 32-33	
306-3	Waste generated	Sustainability data, pages 46-50	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 46-50	<p>The following data is not available for reporting purposes:</p> <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	Sustainability data, pages 46-50	<p>The following data is not available for reporting purposes:</p> <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
307-1	Non-compliance with environmental laws and regulation	Ensuring sound business practices, pages 35-36	<p>In July 2021, the U.S. Fish and Wildlife Service issued Pandora a notice of violation alleging that, during the period from January 2015 to April 2020, Pandora failed to complete certain required export documentation and failed to pay certain export fees for the export of jewellery products made with oyster shell (<i>Pinctada Maxima</i>).</p> <p>Pandora and the Fish and Wildlife Service are in the process of resolving the matter. Pandora has agreed to pay USD 640,233 in fines for the violations.</p>





GRI #	GRI disclosure name	Section(s)	Notes / omissions
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible sourcing, pages 26-28	

GRI SOCIAL STANDARDS


GRI #	GRI disclosure name	Section(s)	Notes / omissions
401-1	New employee hires and employee turnover	Inclusive, diverse and fair culture, pages 20-24 Sustainability data, pages 46-50	The following data is not available for reporting purposes: <ul style="list-style-type: none"> · Total number and rate of new employee hired during the reporting period, by gender and age group · Total number and rate of employee turnover during the reporting period, by age group and gender <p>Pandora is continuously working on improving global people data. A number of areas will be in scope of a 2022 review.</p>
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	Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	
403-2	Hazard identification, risk assessment, and incident investigation	Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	


GRI #	GRI disclosure name	Section(s)	Notes / omissions
403-3	Occupational health services	Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	
403-4	Worker participation, consultation, and communication on occupational health and safety	Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	
403-5	Worker training on occupational health and safety	Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	

GRI SOCIAL STANDARDS

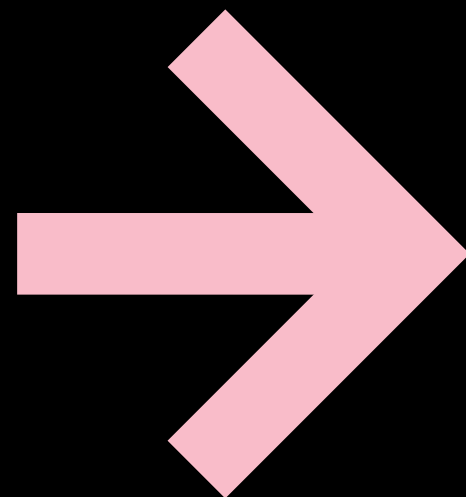
GRI #	GRI disclosure name	Section(s)	Notes / omissions	GRI #	GRI disclosure name	Section(s)	Notes / omissions
403-9	Work-related injuries	Addressing impacts from crafting and distribution, pages 29-31 Sustainability data, pages 46-50	<p>The scope of data for this indicator is only available for our crafting facilities. The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> · The number and rate of fatalities as a result of work-related injury at our offices, retail stores and distribution centres · The total number and rate of high-consequence work-related injuries (excluding fatalities) at our offices, retail stores and distribution centres <p>Pandora is continuously working on improving global people data. A number of areas will be in scope of a 2022 review.</p>	405-1	Diversity of governance bodies and employees	Inclusive, diverse and fair culture, pages 20-24 Sustainability data, pages 46-50	More details in the 'Corporate governance' section of Pandora's Annual Report 2021 , pages 34-43 
				406-1	Incidents of discrimination and corrective actions taken	Ensuring sound business practices, pages 35-36	
				407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Responsible sourcing, pages 26-28 Inclusive, diverse and fair culture, pages 20-24	More details available in our Responsible Sourcing Policy , Supplier Code of Conduct and Human Rights Policy . 
				408-1	Operations and suppliers at significant risk for incidents of child labour	Responsible sourcing, pages 26-28 Inclusive, diverse and fair culture, pages 20-24	More details available in our Responsible Sourcing Policy , Supplier Code of Conduct and Human Rights Policy . 
				409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible sourcing, pages 26-28 Inclusive, diverse and fair culture, pages 20-24	More details available in our Responsible Sourcing Policy , Supplier Code of Conduct and Human Rights Policy . 
404-1	Average hours of training per year per employee	Inclusive, diverse and fair culture, pages 20-24	<p>The following data is not available for reporting purposes:</p> <ul style="list-style-type: none"> · Average hours of training that the organization's employees have undertaken during the reporting period, by gender <p>Pandora is continuously working on improving global people data. A number of areas will be in scope of a 2022 review.</p>	411-1	Incidents of violations involving rights of indigenous peoples	See notes	<p>We do not monitor incidents of violations involving the rights of indigenous peoples. Pandora's operations are not located in high-risk areas.</p> <p>The topic is covered for suppliers in our applied Sedex's SMETA 4 pillar audit system.</p>

GRI SOCIAL STANDARDS

GRI #	GRI disclosure name	Section(s)	Notes / omissions
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability strategy and materiality, pages 8-10 Inclusive, diverse and fair culture, pages 20-24	A global Human Rights Impact Assessment was conducted in 2020, which covered our entire value chain, including risks in the supply chain.
413-1	Operations with local community engagement, impact assessments, and development programs	Inclusive, diverse and fair culture, pages 20-24	Scope is focused on our crafting facility locations, where we have a long-standing and developed local community engagement programme.
414-1	New suppliers that were screened using social criteria	Responsible sourcing, pages 26-28 Sustainability data, pages 46-50	Scope limited to direct product suppliers. In 2021, we reported on percent of supplier spend audited by a third-party. The audits include social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing, pages 26-28 Sustainability data, page 46-50	Scope limited to direct product suppliers.
415-1	Political contributions	See notes	Pandora's Code of Conduct  outlines that Pandora does not allow the offering or receiving of bribes in any form whether dealing with government officials or business partners.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Addressing impacts from crafting and distribution, pages 29-31	

GRI #	GRI disclosure name	Section(s)	Notes / omissions
417-3	Incidents of non-compliance concerning marketing communication	Sustainability in retail and sales, page 32-33	In 2021, we did not identify any non-compliance issues with marketing or labelling regulations or voluntary codes. Pandora's Responsible Marketing Standard  sets out the applicable principles and standards for Pandora, suppliers and third parties when marketing Pandora jewellery towards consumers.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Ensuring sound business practices, pages 35-36	Pandora had one reported incident in 2021, a stuffing attack affecting 1,061 US customer accounts. The incident was reported to the relevant authorities and customers according to local state legislation. No other substantiated issues related to Pandora's handling of personal data were reported in 2021. In 2021, we updated our Data Privacy Policy ,  which will be publicly available in 2022.
419-1	Non-compliance with laws and regulations in the social and economic area	Ensuring sound business practices, pages xx-xx	We are not familiar with, nor have we identified any fines, non-monetary sanctions, or non-compliance with neither environmental, social, and economic laws and/or regulations with voluntary codes committed to by Pandora in 2021.

SASB INDEX TABLE



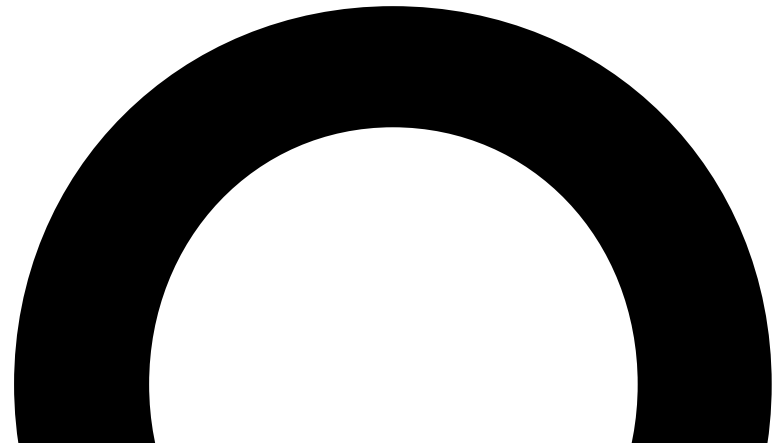
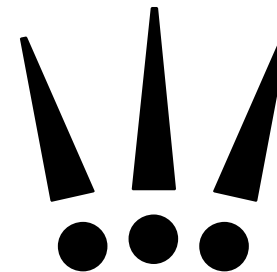
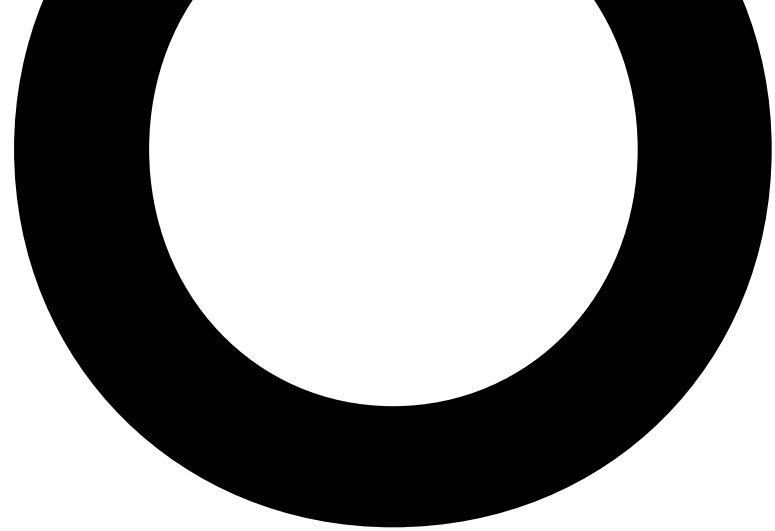
SASB INDEX TABLE

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 2021 and 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 chemicals 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.
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	See notes	100% of Tier 1 product suppliers are expected to meet wastewater requirements, in accordance with the Pandora Supplier Code of Conduct (Section 3.4). We have 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 26-28	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 ISO14001 (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 26-28 Sustainability data, pages 46-50	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 2021, >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 26-28 Sustainability data, pages 46-50	In 2021, the audits identified 207 non-conformances: 48 categorised as minor issues and 159 as major issues. No zero tolerance non-conformances were identified. The majority of non-conformances in 2021 related to areas such as health and safety, environmental management, and compensation and benefits. Within the 159 major issues, 67 have been resolved and closed, 80 are expected to be closed within the grace period and 12 remain outstanding with a time bound corrective action plan in place. Our grace period allows our suppliers 90 days to find a resolution to an issue, before we reaudit and close the case.
Labour Conditions in the Supply Chain	Discussion of greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	Responsible sourcing, pages 26-28	
Raw Material Sourcing	Discussion of environmental and social risks associated with sourcing priority raw materials	Circular innovation, pages 16-19 Responsible sourcing, pages 26-28 Addressing impacts from crafting and distribution, pages 29-31	
Raw Material Sourcing	Percentage of raw materials third-party certified to an environmental and/ or social sustainability standard, by standard	Circular innovation, pages 16-19 Responsible sourcing, pages 26-28	Our Responsible Sourcing Programme is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. 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. To supplement the due diligence process, we will be establishing a validation process for recycled sources of supplied metals.



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