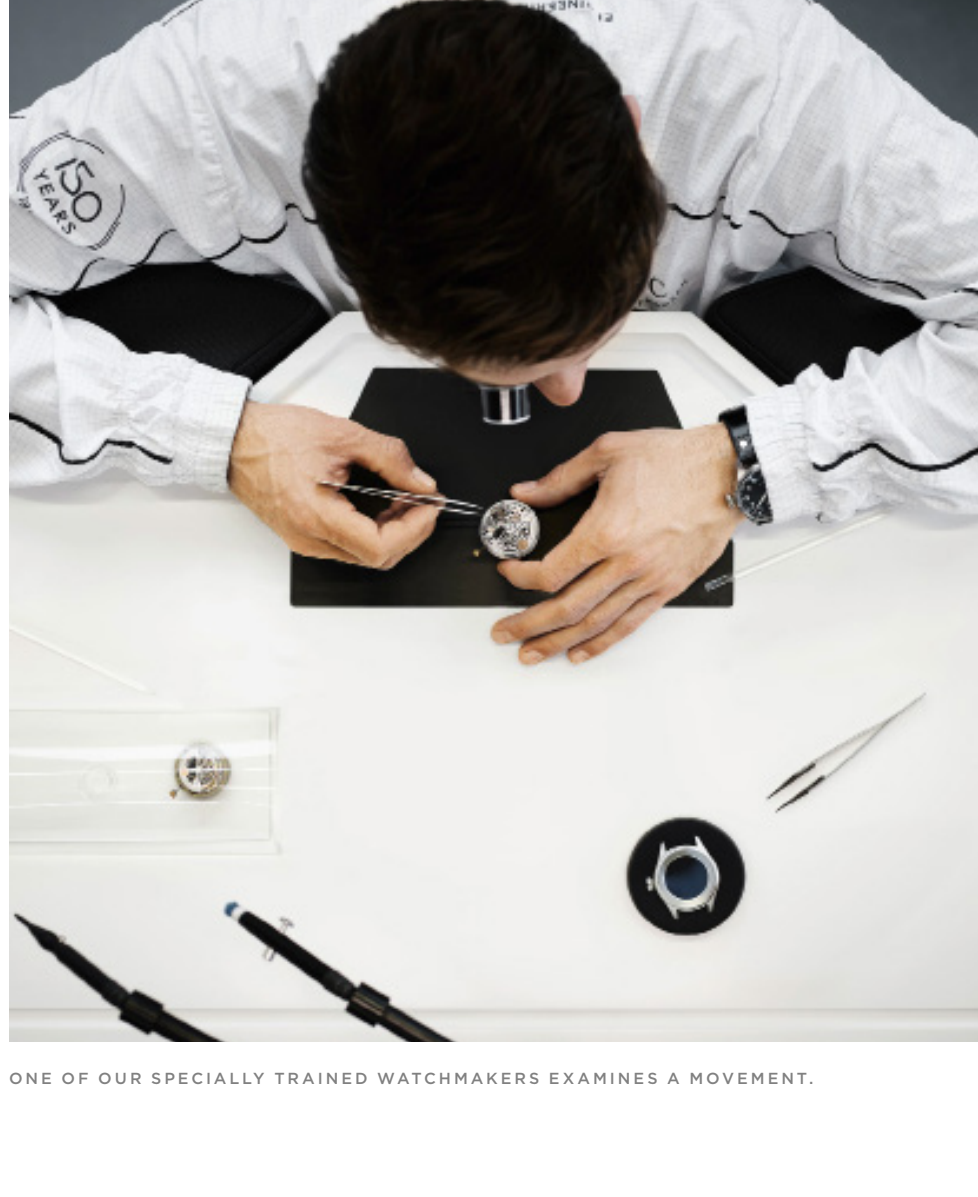


IWC'S 2022 TARGETS ARE:

Progress Report November 2021



ONE OF OUR SPECIALLY TRAINED WATCHMAKERS EXAMINES A MOVEMENT.

Achieve RJC chain of custody certification of watch components.

BECAUSE WE CARE ABOUT WHAT YOU WEAR - DOWN TO THE SMALLEST DETAIL.

100%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

To ensure we are working with trusted suppliers and that our watch components can be traced to their origins.

HOW DID WE REACH THIS TARGET?

We were audited to the stringent Chain of Custody (CoC) standard by the Responsible Jewelry Council, and we only source our materials from suppliers who have achieved the same certification.

Purchase 100% renewable energy globally.

BECAUSE THE ONLY ACCEPTABLE ENERGY REGENERATES NATURALLY.

100%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

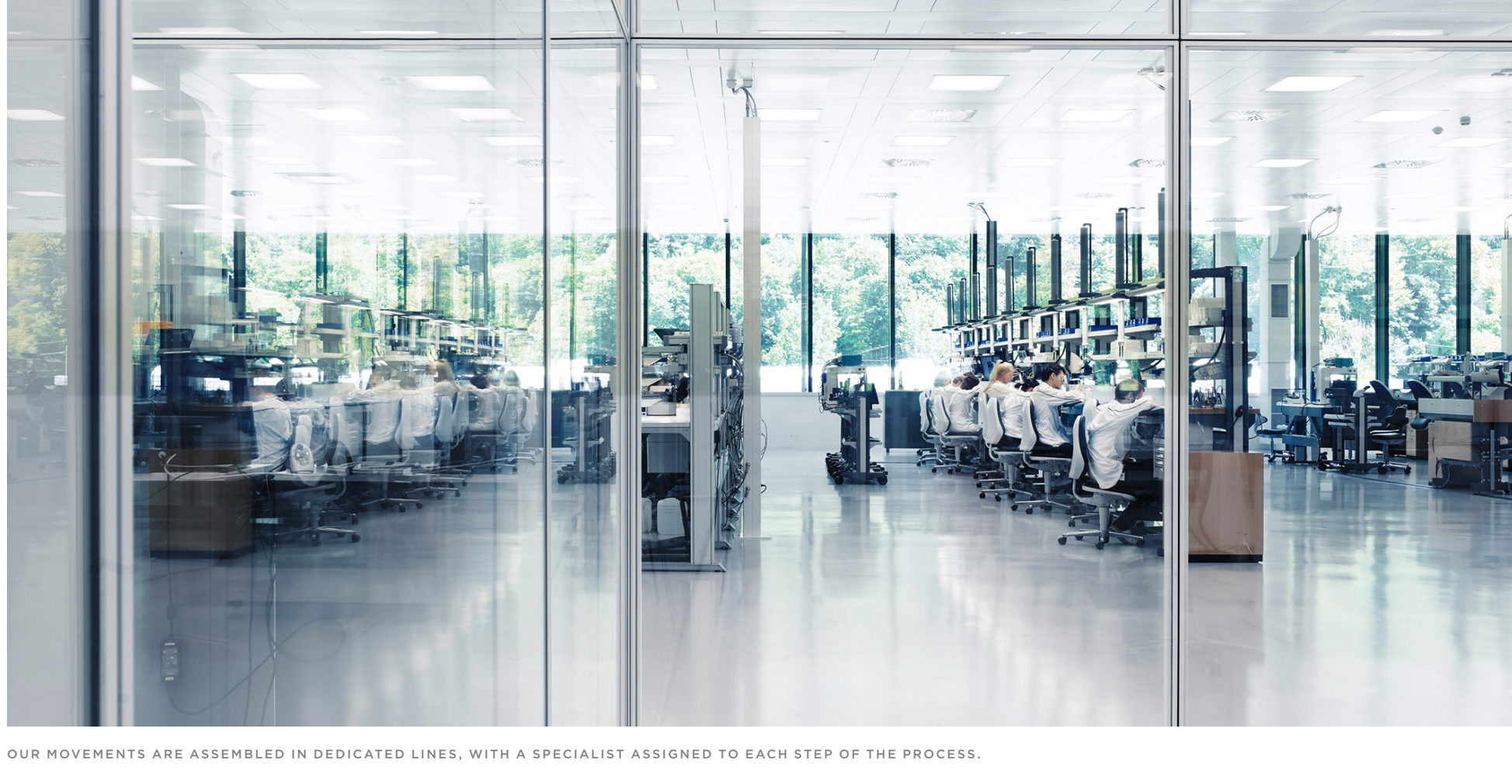
To eliminate the growing number of greenhouse gas emissions and promote renewable energy, thus lessening a cause of climate change and global warming.

HOW DID WE REACH THIS TARGET?

Wherever possible, we have purchased renewable energy directly. In all other cases, we have acquired Energy Attribute Certificates (EAC) issued by South Pole, a social enterprise specializing in developing emission reduction strategies.



THE IWC MANUFAKTURZENTRUM IS POWERED BY 100% RENEWABLE ENERGY.



OUR MOVEMENTS ARE ASSEMBLED IN DEDICATED LINES, WITH A SPECIALIST ASSIGNED TO EACH STEP OF THE PROCESS.

Develop and implement a Green IT strategy.

BECAUSE COMPUTERS AND NETWORKS

50%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

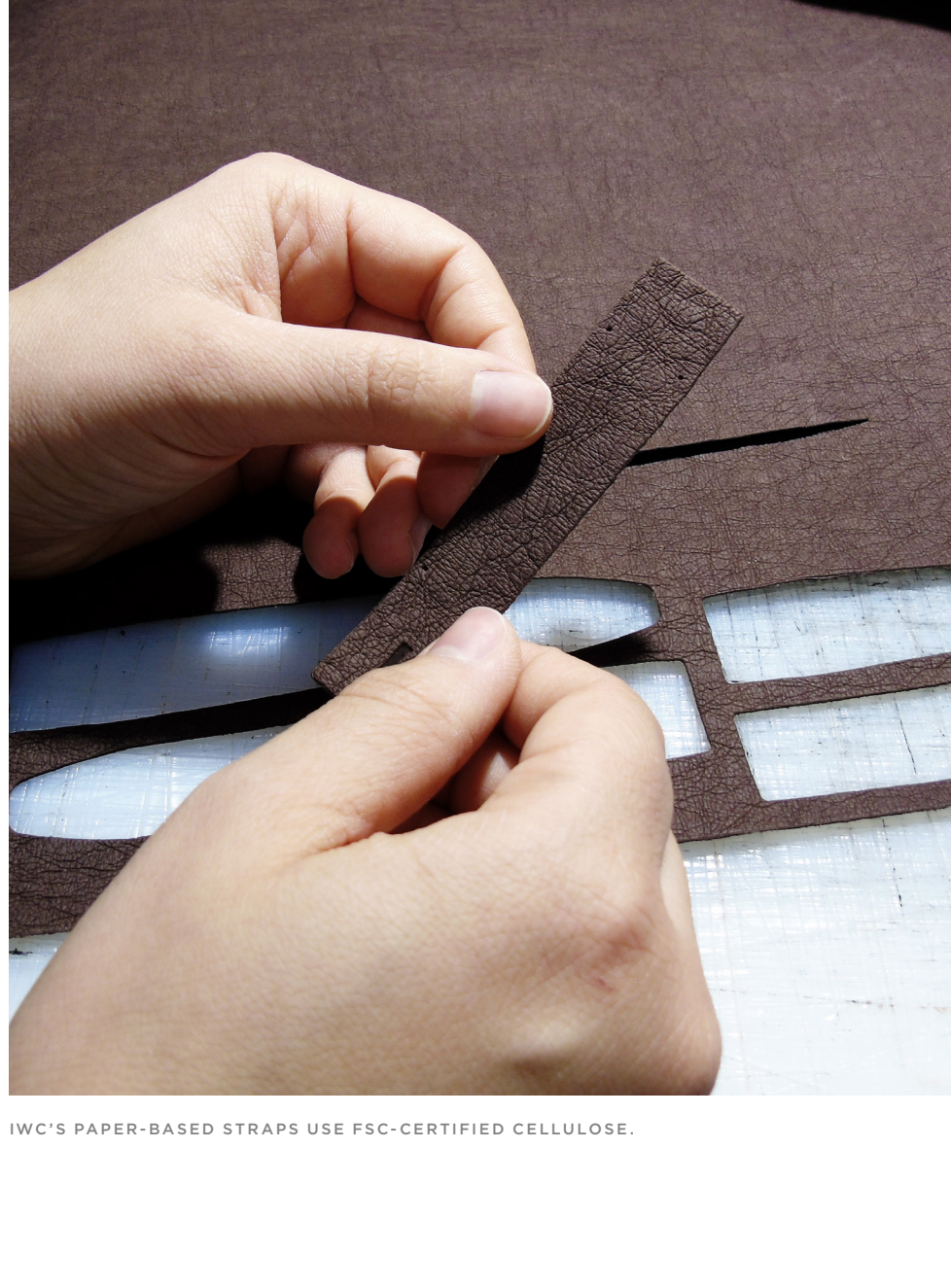
I.T. hardware and use require a huge and growing amount of energy, which generates emissions.

HOW WILL WE REACH THIS TARGET?

Through considered choices in the purchase, use and end-of-life of our I.T., we can improve our environmental impact.

WHY HAVEN'T WE REACHED THIS TARGET YET?

We are currently assessing the scope of our Green IT strategy. To this end, we are exploring different approaches and looking into solutions such as the implementation of Cloud Computing. We are already recycling or donating used laptops.



IWC'S PAPER-BASED STRAPS USE FSC-CERTIFIED CELLULOSE.

Phase out purchase of non-FSC (Forest Stewardship Council) certified forestry products.

BECAUSE INCREASING BIODIVERSITY IS CLOSE TO OUR HEARTS.

50%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

By purchasing FSC-certified forestry products, we can ensure we are not contributing to deforestation or illegal logging practices.

HOW WILL WE REACH THIS TARGET?

IWC will increasingly only purchase from suppliers found in the FSC's database of certified suppliers.

WHY HAVEN'T WE REACHED THIS TARGET YET?

Due to the pandemic, boutique openings in Asia were delayed, and exchanging the furniture in boutiques around the world was challenging. However, we are on track to achieve this target by the end of 2022.

Develop and pilot a blueprint for sustainable events

BECAUSE A SUSTAINABLE EVENT IS A MORE MEMORABLE EXPERIENCE.

60%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

To offer our guests an unforgettable experience but one that is socially responsible and with minimal environmental impact.

HOW WILL WE REACH THIS TARGET?

By adhering to a framework for sustainable events, containing criteria for sourcing and purchasing, energy use and labour, recycling and transport.

WHY HAVEN'T WE REACHED THIS TARGET YET?

We are currently developing a tool that will enable us to calculate the exact emissions generated by an event and training our staff accordingly. As a result, we are confident to reach this target by the end of 2022.



THE FUTURE OF MOBILITY.



EMPLOYEES CELEBRATE THE "GREAT PLACE TO WORK" CERTIFICATION.

"Great Place to Work" certification.

BECAUSE THE IWC FAMILY DESERVES NOTHING BUT A GREAT PLACE TO WORK.

WHY DO WE HAVE THIS TARGET?

To maintain our position as an outstanding, employee-focused company, with a strong culture of trust and one that is committed to constant improvement.

HOW DID WE REACH THIS TARGET?

After carrying out a comprehensive, structured survey of our employees in Switzerland and passing a detailed internal audit of company culture, we successfully renewed our "Great Place to Work" certification.



100%



IWC EMPLOYS A DIVERSE AND MULTINATIONAL WORKFORCE.

Achieve Equal Pay certification.

BECAUSE WE BELIEVE THAT THE SAME WORK SHOULD HAVE EQUAL VALUE.

50%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

IWC wishes to achieve equality in pay and already uses industry benchmarks in this regard. For example, when hiring, we do not ask questions about previous salaries.

HOW WILL WE REACH THIS TARGET?

By supporting legislation that makes equity pay analysis mandatory in Switzerland. Certification will consolidate our commitment towards this goal.

WHY HAVEN'T WE REACHED THIS TARGET YET?

We are currently being audited by PwC's equal salary team. The certification assessment is a long process; we are expecting results and a 100% target achievement by the end of this fiscal year. Solid succession pipeline for management positions in place to ensure that gender equality and equal opportunities are given.



EVERY DAY LAUREUS SPORT FOR GOOD PROGRAMMES IMPACT & EMPOWER YOUNG PEOPLE AROUND THE GLOBE.

Double IWC's annual corporate volunteering hours compared to a 2020 baseline.

BECAUSE WE DON'T STOP DOING GOOD WHEN WE STOP WORKING.

30%

BEG JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

To have a positive impact on the communities in which we live and work, and to give employees the chance to work alongside colleagues from all areas of IWC.

HOW WILL WE REACH THIS TARGET?

Offer a broader and more flexible range of volunteering opportunities, including half-day options and indoor activities.

WHY HAVEN'T WE REACHED THIS TARGET YET?

Planned volunteering activities were cancelled or delayed because of the pandemic. However, as restrictions continue to be eased around the globe, we are on track to initiate small scale volunteering activities beginning next year.

Double the share of women in management positions compared to a 2017 baseline.

BECAUSE WE ARE CONVINCED THAT A DIVERSE TEAM CAN LEAD BETTER.

60%

JUNE 2020 - MAY 2022

WHY DO WE HAVE THIS TARGET?

We are committed to ensuring all employees have an equal chance to thrive and to not perpetuating inequalities from the past.

HOW WILL WE REACH THIS TARGET?

Present a gender-balanced talent pool to the senior management, analyze data on internal moves, scrutinize the percentage of women applying for senior roles.

WHY HAVEN'T WE REACHED THIS TARGET YET?

Due to the low fluctuation rate at the senior management level, only a few positions are opening. In addition, we are taking measures to increase women's interest in technical jobs and encourage them to apply if a woman opens.



IWC STRIVES FOR A DIVERSE MANAGEMENT TEAM.