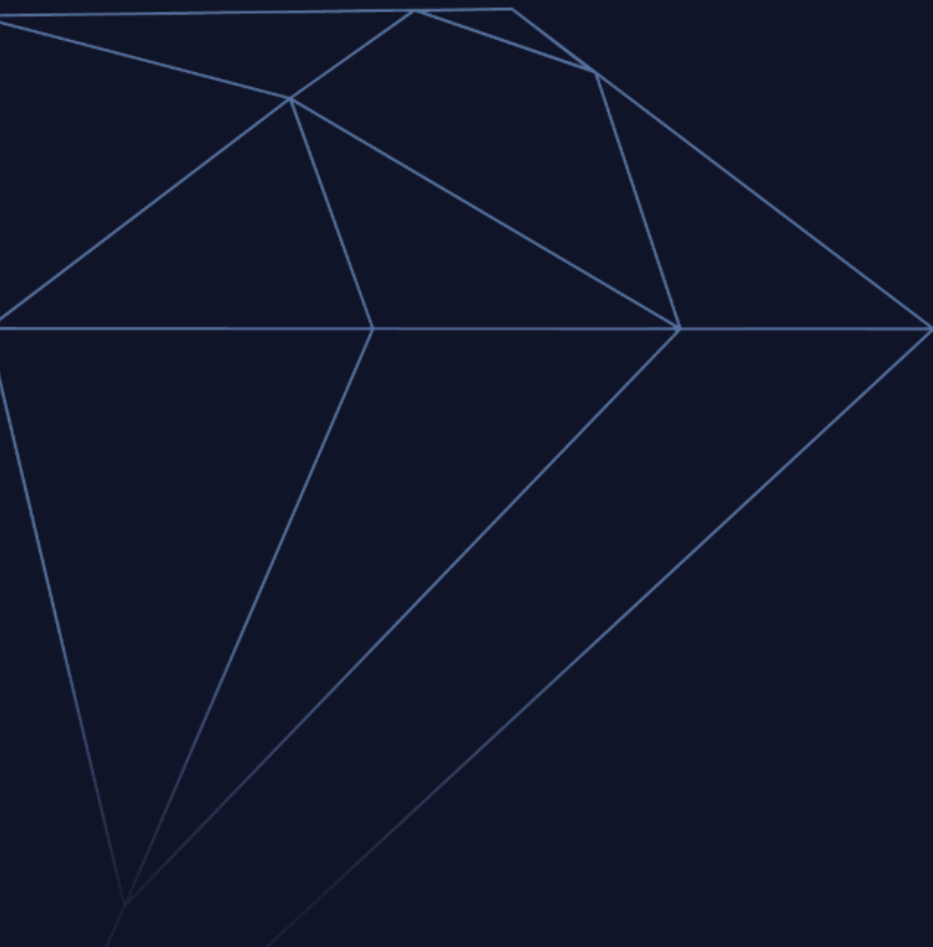


SUSTAINABILITY REPORT



RICHOLD

ABOUT THIS REPORT

The scope of this annual report covers a 12-month reporting cycle, from 01/02/2025 until 31/01/2026. 2025 constitutes the Group's baseline year for sustainability reporting. As our reporting framework matures, additional KPIs and disclosures may be progressively added in future editions to reflect enhanced data collection and evolving stakeholder expectations.

This report focuses on RICHOLD's operations in Switzerland (RICHOLD SA), Sri Lanka (Nisol Diamonds Ltd) and India (Ujas Diamonds Pvt. Ltd.). This report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), developed under the European Sustainability Reporting Standards (ESRS) framework.

This 2025 Sustainability Report was reviewed and approved by the Board of Directors of RICHOLD S.A.

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From the Board

Geneva - June 2026

At RICHOLD, our journey has always been guided by a long-term vision built on integrity, excellence, and responsibility. From the very beginning, these principles shaped the way we source, operate, and build lasting relationships across the industry. As expectations around sustainability continue to evolve, we remain committed to preserving these values while preparing the company for the future.

In a proactive effort to anticipate growing customer demands for sustainability and accountability, RICHOLD embraced the Responsible Jewellery Council (RJC) requirements as early as October 2008. Since then, we have continuously strengthened our commitment to ethical business practices, responsible sourcing, compliance, and transparency throughout our operations while also taking meaningful steps to address the evolving challenges facing our industry and society.

This year, we continued to strengthen the foundations of our governance, ethics and compliance culture across our three operating geographies (Switzerland, Sri Lanka and India) and across our commercial presence in several locations.

While our 2024 report focused primarily on headquarters operations, this 2025 edition deliberately extends our reporting perimeter to our two entities in India and Sri Lanka. This broadening reflects a Group-wide approach to sustainability, supported by a strengthened ESG coordination structure, harmonized dashboards across entities, and a common reporting methodology applied from Geneva to our manufacturing sites. Among the key milestones achieved during the year were:

- ◇ **Strengthening Due Diligence:** We successfully achieved our 5th consecutive RJC re-certification with zero non-conformances, supported by the deployment of an interactive digital platform for supplier risk assessment and monitoring.
- ◇ **Certified Carbon Baseline:** We completed our first comprehensive GHG assessment (3,091 tCO₂e) across all three entities. The assessment methodology and results were independently certified by ISOQAR.
- ◇ **Digital Responsibility:** Beyond system upgrades, a Big Four independent audit confirmed the integrity and reliability of our traceability data, reinforcing confidence in our Digital Chain of Trust.

These achievements provide a strong foundation for the next phase of our sustainability journey. Our key focus for 2026 will be twofold. On climate, we will translate our newly established carbon baseline into a quantified reduction roadmap aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway. On the social front, we will strengthen the monitoring and reporting of our sustainability performance, launch a formal Living Wage Roadmap and pursue the Global Living Wage Employer certification pathway.

As RICHOLD enters a new chapter in its development, we are pleased to announce that Yoav HOVEV has joined the company's executive leadership. This step marks an important milestone in RICHOLD's long-term succession and governance strategy, combining continuity in family leadership with the expertise and perspective required for the future. With a background in engineering, high-tech and business transformation, Yoav has already played an active role in advancing RICHOLD's digital infrastructure, traceability systems and responsible business approach. He is taking on a broader role in shaping the company's strategic direction and driving its continued development. This evolution in RICHOLD's leadership strengthens continuity between generations while preserving the entrepreneurial spirit, family values and trusted relationships that have guided the company's growth. It also reinforces RICHOLD's ability to respond to the challenges and opportunities in the future.

We believe sustainability is not a destination, but a continuous process of improvement, adaptation, and accountability. We recognize that this journey is still evolving, that important challenges remain, and that there is still significant work ahead for us as a company. While we do not claim to be perfect, we are committed to progressing step by step through concrete actions, greater transparency, and continuous learning. By anticipating future expectations and acting responsibly today, we aim to continue building trust with our employees, partners, clients, and communities for generations to come.

We are pleased to share this Sustainability Report 2025 and thank everyone who contributes every day to advancing this collective commitment.

Maurice Dabbah
CEO & CHAIRMAN
RICHOLD SA

About RICHOLD

Natural diamonds. Precision crafted. Responsibly manufactured.

Founded in Geneva more than 60 years ago, RICHOLD is an internationally integrated diamond manufacturer specialized exclusively in natural diamonds — from round to fancy shapes, and from standard to custom cut.

From sourcing and selection through cutting, polishing, and final delivery, the Group combines advanced manufacturing capabilities with traditional craftsmanship and uncompromising operational standards to serve leading watch, jewellery and luxury brands worldwide.

Every order is calibrated to each client's own specifications, never a standardised offer. The same flexibility applies to delivery timelines, with the ability to accommodate even the most urgent requests.

Throughout its development, the Group has remained guided by four core values that continue to shape its culture, long-term vision and relationships with partners worldwide.

OUR CORE VALUES

Integrity

Acting with honesty, ethics and responsibility.

Quality

Delivering excellence in both diamonds quality and customer service.

Precision

Combining expertise and technology for maximum brilliance.

Consistency

Ensuring reliability and long-term performance.

RESPONSIBLE BUSINESS COMMITMENT

RICHOLD places ethical conduct, transparency and responsible sourcing, at the core of its activities.

Anticipating growing industry expectations regarding accountability and traceability, the Group obtained its 5th Responsible Jewellery Council Code of Practices (COP 2019) three-year certification in 2025.

ABOUT RICHOLD

A Global Operating Model

From Geneva to key diamond hubs across Europe, Asia and Africa, RICHOLD's operations span an international network including Geneva, Antwerp, Mumbai, Tel Aviv, and Colombo (Sri Lanka), supported by advanced manufacturing facilities and specialized diamond expertise.

As a trusted partner to watch & jewellery brands and luxury groups, RICHOLD combines precision manufacturing, strict sourcing standards and integrated supply-chain capabilities to consistently deliver high-quality natural diamonds. RICHOLD's global presence is organised around six complementary competencies that together cover the natural diamond value chain.

SIX COMPLEMENTARY COMPETENCIES

1 SOURCING — ROUGH AND CUT DIAMONDS

Sourcing is built on two complementary channels: rough diamonds, procured through long-standing relationships with trusted partners, and polished diamonds, sourced through a network of partners in Antwerp, Mumbai, and Tel Aviv to complement internal manufacturing capacity. Both are governed by the same rigorous due diligence and responsible sourcing framework.

2 BESPOKE SELECTION & SORTING

Every stone — rough or polished — undergoes a rigorous selection and sorting process evaluating shape, size, clarity, and colour, then categorizing stones according to each client's requirements. This expertise is concentrated across operations in India, Sri Lanka, Belgium, and Switzerland.

3 MANUFACTURING — CUTTING AND POLISHING

Manufacturing takes place in our Sri Lanka facility or in partners' premises, where highly skilled professionals transform rough material into finished diamonds, combining traditional techniques with advanced equipment for both standard ranges and custom-cut orders.

4 QUALITY CONTROL

Quality control is treated as a discipline in its own, applied at each stage rather than only at the end. Trained inspectors in Sri Lanka and India verify each parcel, as well as prior to shipment from our Geneva quality control office. No diamond leaves a site without passing this control.

5 COMPLIANCE & TRACEABILITY

Overseen from Geneva and implemented through local ESG structures at each site. From Group-level governance to the unique QR code on each invoice, this framework ensures supplier due diligence, end-to-end traceability and alignment with RJC, AML and sanctions frameworks and the World Diamond Council (WDC).

COMPANY HISTORY

1962

Registration of RICHOLD SA in Geneva, Switzerland.

1976

Specialization in small diamonds for the Swiss watch industry.

1994

Opening of first manufacturing facility in Sri Lanka.

2008

Join the Responsible Jewellery Council (RJC) as a member.



COMPETENCIES BY ENTITY

LOCATION · WEST TO EAST

AREA OF EXPERTISE

ANTWERP — BELGIUM

Integrity Control Office



GENEVA — SWITZERLAND

Headquarters



TEL AVIV — ISRAEL

Integrity Control Office



SRI LANKA

Manufacturing Facility



MUMBAI — INDIA

Integrity Control Office



6 COMMERCIAL & LOGISTICS

Commercial activities are deployed close to the world's leading watch, jewellery and luxury brands through our Geneva HQ. Logistics ensures selected and inspected diamonds reach clients securely and on time, including the most urgent requests, supported by integrated tracking systems.



Integrated International Structure

At RICHOLD, corporate governance is built around long-term stewardship, operational discipline, and responsible decision-making. As a family-owned international diamond group, the Company maintains a governance structure designed to support transparency, accountability, operational coordination, and sustainable value creation across all its activities.

The Group operates through an integrated international structure combining sourcing, manufacturing, trading, and distribution activities across multiple jurisdictions.

This organization enables close operational oversight, consistent quality standards, and coordinated implementation of responsible sourcing and ESG initiatives throughout the value chain.

In 2025, RICHOLD's governance framework continued to evolve through the strengthening of its ESG coordination structure and the creation of a dedicated Sustainability Board, reinforcing the integration of sustainability considerations into strategic and operational decision-making processes.

GROUP STRUCTURE



The Group also maintains certain administrative or dormant legal entities not represented in this simplified operational structure.

STANDARDS & INITIATIVES WE FOLLOW

We are committed to upholding globally recognized standards to ensure integrity, transparency and accountability across our diamond supply chain.

◆ KPCS COMPLIANCE

We adhere to the Kimberley Process Certification Scheme (KPCS), ensuring that all diamonds are purchased from legitimate sources not involved in funding conflict and comply with the strict ethical requirements of the KPCS System of Warranties (SoW).

◆ OECD DUE DILIGENCE

RICHOLD aligns its due diligence processes with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs).

◆ WDC MEMBERSHIP

RICHOLD is a member of the World Diamond Council (WDC) and implements the WDC System of Warranties (SoW).

◆ RJC CERTIFICATION

RICHOLD holds certification from the Responsible Jewellery Council (RJC), demonstrating our commitment to internationally recognized standards for ethics, human rights, labor practices and responsible business conduct within the jewellery and diamond industry.

◆ GIA CERTIFICATION

Our diamonds above 0.30 cts are graded and certified by internationally recognized gemmological laboratories such as GIA (Gemmological Institute of America), ensuring the highest standards of quality, authenticity and transparency for our customers.

Commitment to Responsible Excellence

SUPPORTING THE UNITED NATIONS SDGS

As part of our long-term sustainability vision, RICHOLD supports the principles of the United Nations Sustainable Development Goals (UN SDGs), particularly those related to responsible consumption and production, decent work, industry innovation, climate action and strong partnerships across the global value chain.



Double Materiality Assessment

UNDERSTANDING OUR ESG PRIORITIES

At RICHOLD, we are committed to identifying and addressing the ESG topics that matter most to our business and our stakeholders. Our double materiality assessment (DMA) helps us understand both the external impact we have on society and the environment, and the impact ESG issues may have on our ability to create long-term value.

DMA METHODOLOGY

This double materiality assessment was developed internally as a structured first step to identify and prioritise the ESG topics most relevant to RICHOLD and its stakeholders. The assessment drew on analysis of operational activities, industry requirements, regulatory expectations (including VSME and CSRD developments), and the RICHOLD's ESG management system including Code of Practice (COP) library. Formal stakeholder consultation has not yet been conducted.

The matrix will serve as a foundation for the continuous development of RICHOLD's sustainability strategy and future stakeholder engagement initiatives. Beyond informing the sustainability roadmap, the findings of the assessment also contribute to the Group's broader risk management processes by helping identify, assess and monitor material ESG-related risks and opportunities.

Note: as a non-listed SME, RICHOLD is not required to conduct a double materiality assessment under the VSME standard; this assessment reflects voluntary good practice.

RISK MANAGEMENT

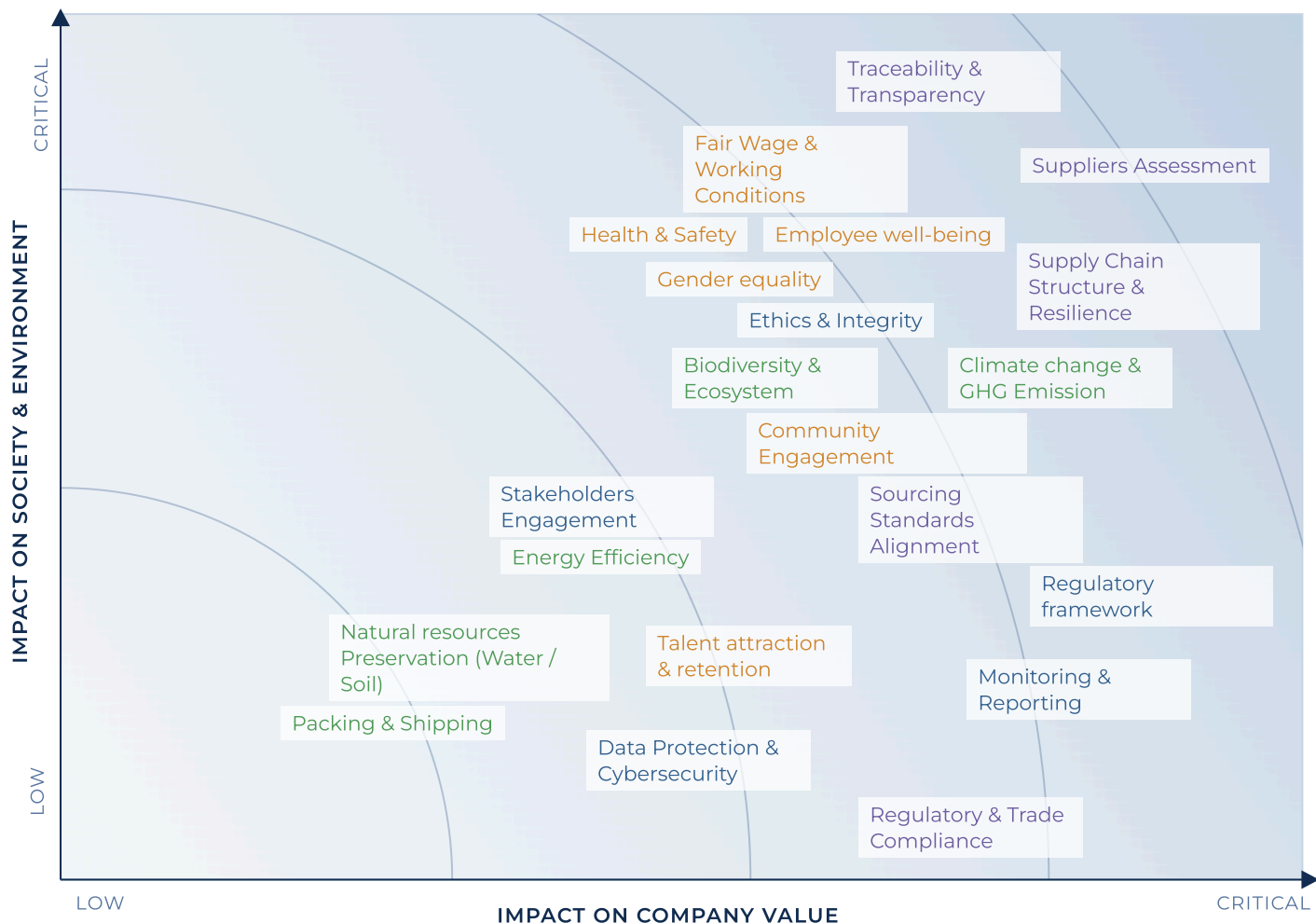
To support a structured approach to risk management, RICHOLD has formalized a comprehensive Group Risk Register covering a broad range of strategic, operational, financial, compliance, legal, reputational and sustainability-related risks.

This register is not limited to ESG topics. It forms part of a broader enterprise risk management exercise designed to identify, assess, monitor and mitigate risks across the Group's activities and value chain. The register is supported by existing controls, supplier assessments, certifications, audits and compliance reviews.

Each risk is documented within a structured framework that includes an assessment of likelihood and potential impact, existing controls, mitigation measures, monitoring mechanisms and designated risk owners, ensuring clear accountability for risk management across the Group.

The Double Materiality Assessment contributes to this process by providing an ESG-specific lens on impacts, risks, and opportunities. Material sustainability topics identified through the DMA are considered alongside other business risks and help inform relevant mitigation measures, governance discussions, and continuous improvement priorities.

MATERIALITY MATRIX



MATERIAL TOPICS

RESPONSIBLE SOURCING	SOCIAL	ENVIRONMENTAL	GOVERNANCE
- Traceability & Transparency - Suppliers Assessment - Supply Chain Structure & Resilience - Regulatory & Trade Compliance - Sourcing Standards Alignment	- Fair Wage & Working Conditions - Health & Safety - Community Engagement - Employee well-being - Talent attraction & retention - Gender equality	- Climate change & GHG Emission - Biodiversity & Ecosystem - Natural resources Preservation (Water / Soil) - Energy Efficiency - Packing & Shipping	- Regulatory framework - Data Protection & Cybersecurity - Ethics & Integrity - Stakeholders Engagement - Monitoring & Reporting

Our Sustainability Roadmap

OUR AMBITION

To become a leading sustainability innovator and contribute to shaping a more transparent, responsible and sustainable future for the diamond and jewellery industry.

This roadmap represents the first time RICHOLD has formalized its sustainability commitments into a comprehensive ESG strategy structured around clear priorities and long-term objectives.

Built on the company's core values of integrity, precision and responsibility, the roadmap defines the key environmental, social and governance topics that will

guide RICHOLD's future development across its operations and supply chain.

Through this framework, RICHOLD aims to strengthen responsible sourcing practices, support environmental stewardship and foster inclusive workplaces and communities while continuously improving traceability and stakeholder engagement.

KEY OBJECTIVES

01 Strengthen transparency & traceability

02 Engage stakeholders across our value chain

03 Drive measurable progress & continuous improvement

04 Integrate environmental measures into our business practices

05 Support positive social impact across our business and value chain

RICHOLD's sustainability approach is structured around four pillars that together reflect our commitment to responsible business across governance, integrity, environment and people.



PILLAR 1

Building Trust and Resilience through Governance

Building strong governance foundations, ethical culture and financial resilience to support long-term, responsible growth.



PILLAR 2

Delivering with Integrity from Mine to Market

Ensuring conflict-free, traceable and ethically sourced diamonds through rigorous due diligence, digital traceability and enhanced sourcing transparency.



PILLAR 3

Acting for a Thriving Planet

Measuring and reducing our environmental footprint through climate assessment, energy management and responsible resource use.



PILLAR 4

Fostering Inclusive Workplaces and Communities

Creating safe, diverse and fair workplaces and contributing positively to the communities where we operate.



GROUP HEADQUARTERS

RICHOLD — Headquarters in Geneva, Switzerland

01

PILLAR ONE

BUILDING TRUST AND RESILIENCE THROUGH GOVERNANCE

Strong governance is the foundation of RICHOLD's sustainability ambition. From our international group structure and financial stewardship to our ESG governance bodies, responsible certifications and materiality framework, we uphold clear accountability and transparency at every level of the organization.

1.1 Business Governance

1.2 Sustainability Governance

1.3 ESG Management System & Due Diligence

1.4 Information Governance

Long Term Resilience & Accountability

RICHOLD's governance framework is guided by clear principles that support responsible decision-making, operational resilience and long-term value creation. This section presents the Group's governance foundations and the financial philosophy that supports its sustainable growth strategy.

GOVERNANCE FOUNDATIONS

RICHOLD's governance framework is anchored in four core principles that promote resilience, accountability and long-term value creation across the Group.

LONG-TERM VISION Decisions guided by sustainability, continuity and resilience.	OPERATIONAL CONTROL Integrated oversight across sourcing, manufacturing and distribution.	ACCOUNTABILITY Clear governance responsibilities and centralized coordination.	RESPONSIBLE GROWTH Balanced development aligned with ethical and sustainability commitments.
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FINANCIAL PHILOSOPHY

Since its foundation, RICHOLD has maintained a disciplined financial approach, operating without debt or financial liabilities. This model, which remains uncommon within the diamond industry, reflects a deliberate commitment to stability, responsible growth and long-term value creation. By preserving a strong balance sheet and maintaining available liquidity, RICHOLD retains the flexibility to adapt to changing market conditions, invest in strategic initiatives, and seize growth opportunities when they arise.

THIS APPROACH STRENGTHENS THE GROUP'S ABILITY TO	
◇ Navigate market cycles and economic uncertainty	◇ Maintain long-term partnerships and stakeholder confidence
◇ Support operational continuity and business resilience	◇ Invest responsibly in innovation, sustainability and future growth
◇ Respond rapidly to emerging opportunities and changing market dynamics	

Financial discipline remains a key enabler of RICHOLD's long-term strategy, supporting both sustainable development and the agility required to operate in an evolving global environment.

For a safe, responsible and sustainable future

Embedding sustainability into its governance framework enables RICHOLD to drive long-term resilience, transparency and responsible growth across the Group. To support the effective implementation of its ESG commitments, the Group has established dedicated oversight bodies, clear reporting mechanisms, and decision-making processes that integrate sustainability into strategic and operational management.

This section presents RICHOLD's sustainability governance structure, reporting framework, and future governance ambitions.

ESG GOVERNANCE STRUCTURE AND REPORTING FRAMEWORK



For a safe, responsible and sustainable future

RICHOLD's sustainability governance structure combines strategic oversight, operational coordination and local implementation through four complementary components: the Head of Sustainability, ESG Project Leaders, HSE Committees and the Sustainability Board.

Head of Sustainability

Reporting directly to Senior Management, the Head of Sustainability leads the Group's ESG agenda and serves as the central point of coordination for sustainability activities.

MISSION

To drive the implementation of RICHOLD's sustainability strategy and ensure effective coordination between all ESG stakeholders across the Group.

KEY RESPONSIBILITIES

- ◆ Leads the ESG strategy and roadmap
- ◆ Coordinates sustainability initiatives across entities
- ◆ Integrates local ESG project leaders into a common framework
- ◆ Monitors progress and reporting
- ◆ Ensures alignment with Group priorities and objectives

The Head of Sustainability works closely with local ESG project leaders, who are responsible for implementing sustainability initiatives within their respective entities while ensuring consistency of standards, reporting, and performance across the Group.

ESG Project Leader

Embedded within each entity, the ESG Project Leader is responsible for driving sustainability initiatives locally. This role is held alongside other responsibilities as part of a broader function.

MISSION

To implement RICHOLD's sustainability strategy at entity level and ensure consistent ESG practices on the ground.

KEY RESPONSIBILITIES

- ◆ Implements local sustainability initiatives in line with Group strategy
- ◆ Coordinates with the Head of Sustainability to report on progress
- ◆ Engages local teams and raises awareness on ESG matters
- ◆ Collects and tracks sustainability data within the entity

HSE Committee

Each entity (Switzerland, Sri Lanka, and India) has its own HSE Committee, meeting regularly to oversee and strengthen workplace health, safety, and environmental management across the Group.

MISSION

To promote a safe, healthy, and responsible working environment while supporting the implementation of health, safety, and environmental standards throughout the organization.

KEY RESPONSIBILITIES

- ◇ Supports the implementation of HSE policies and procedures
- ◇ Monitors workplace risks and preventive measures
- ◇ Promotes employee awareness and safety culture
- ◇ Oversees health and safety training initiatives
- ◇ Contributes to the Group's broader sustainability objectives

As part of the strengthened ESG governance framework introduced in 2025, the HSE Committee works in coordination with the Sustainability Board to ensure alignment between health, safety, environmental, and social priorities across the Group.

Sustainability Board

To further strengthen sustainability governance, RICHOLD established a Sustainability Board in 2025 as the Group's highest ESG oversight body. Meeting bi-annually, the Board brings together key representatives from across the Group, including the Head of Sustainability, CSR representatives from UJAS and NISOL, the Chief Financial Officer, the Chief Technology Officer, and a shareholder representative of RICHOLD SA.

MISSION

To provide strategic oversight and ensure that sustainability considerations are fully integrated into the Group's business strategy, governance, and decision-making processes.

KEY RESPONSIBILITIES

- ◇ Provides strategic guidance on ESG priorities
- ◇ Reviews sustainability performance and progress
- ◇ Oversees the implementation of ESG objectives
- ◇ Strengthens cross-functional collaboration and accountability
- ◇ Ensures alignment of sustainability initiatives across the Group
- ◇ Supports the integration of sustainability into key business decisions

The Sustainability Board serves as the central governance platform for coordinating sustainability efforts and reinforcing long-term value creation for all stakeholders.

Voluntary adoption of the VSME standard

As a Swiss-based SME with operations in Switzerland, Sri Lanka and India, RICHOLD S.A. is not subject to the Corporate Sustainability Reporting Directive (CSRD). The Group has nonetheless voluntarily adopted the VSME framework to structure its sustainability disclosures, in recognition of growing customer and stakeholder expectations for transparent ESG reporting, and as part of its commitment to continuous improvement. RICHOLD is among the early adopters of the VSME standard in its sector, supporting industry-wide progress towards more consistent and comparable sustainability disclosure.

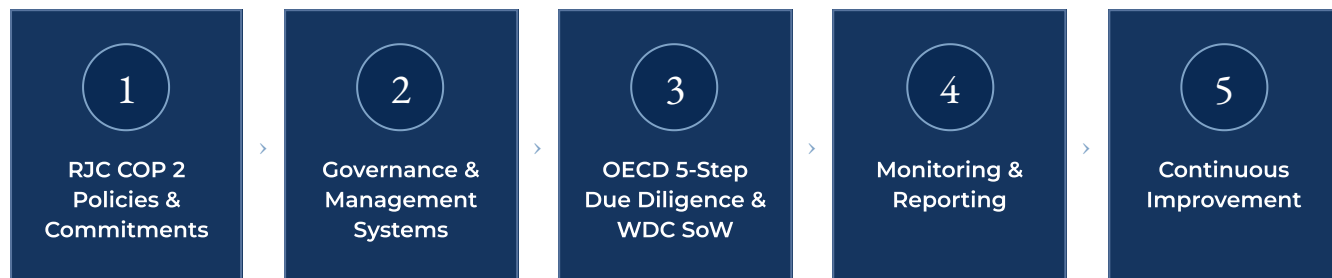
This report is prepared in accordance with the VSME Basic module, with selected disclosures from the Comprehensive module where data availability and materiality permit. Certain indicators are reported on a best-effort basis as RICHOLD continues to strengthen its data collection systems. Where specific indicators cannot be disclosed for operational or confidentiality reasons, this is noted in the relevant sections.

This commitment to structured, voluntary disclosure reflects RICHOLD's long-term vision of transparency and positions the Group as an early adopter of international best practices for SME sustainability reporting.



Embedding responsible business practices across the group

RICHOLD's responsible sourcing governance integrates policies, oversight and due diligence into a continuous improvement cycle, anchored in RJC and OECD-aligned practices.



RICHOLD's ESG management system translates sustainability commitments into policies, procedures, controls and due diligence processes. Together, these mechanisms support the management of ESG, compliance, and supply-chain risks across the Group. This section presents the Group's management systems, due diligence framework, and compliance processes.

MANAGEMENT SYSTEMS & POLICIES

RICHOLD maintains a framework of policies and management systems designed to embed responsible business practices throughout its operations and supply chain. These policies define the Group's commitments in areas including:

- ◇ Business ethics and integrity
- ◇ Human rights and labour practices
- ◇ Legal and regulatory compliance
- ◇ Responsible sourcing
- ◇ Health, safety and environmental management
- ◇ Data protection and information security

To ensure effective implementation, responsibilities are clearly assigned within the governance structure. The Sustainability Board provides strategic oversight, the Head of Sustainability coordinates implementation across the Group, and local ESG project leaders support execution and monitoring at entity level.

The Group's management systems are designed to

- ◇ Integrate sustainability commitments into operational activities
- ◇ Support awareness, training and accountability
- ◇ Identify and address risks through corrective actions where necessary
- ◇ Communicate policies and expectations to relevant employees and stakeholders
- ◇ Monitor compliance and performance
- ◇ Drive continuous improvement through periodic review and oversight

This governance approach supports the effective implementation of RICHOLD's sustainability commitments and reinforces accountability throughout the organization.

Responsible sourcing governance framework

RICHOLD's responsible sourcing framework is aligned with internationally recognized industry standards and due diligence practices designed to promote traceability and responsible business conduct throughout the supply chain.

WORLD DIAMOND COUNCIL — SYSTEM OF WARRANTIES (SOW)

As part of its responsible sourcing framework, RICHOLD supports and implements the World Diamond Council (WDC) System of Warranties (SoW) for diamonds. The SoW extends the assurances provided by the Kimberley Process Certification Scheme by requiring warranties to accompany diamond transactions throughout the supply chain.

Through the implementation of the SoW, RICHOLD seeks to provide assurance that diamonds purchased

and sold by the Group are sourced from legitimate supply chains and are not associated with conflict financing, serious human rights abuses or other unacceptable practices. The Group expects relevant suppliers to support equivalent responsible sourcing commitments and maintains processes designed to verify compliance with applicable sourcing requirements.

OECD FIVE-STEP DUE DILIGENCE FRAMEWORK

As part of its responsible sourcing program, RICHOLD applies a risk-based due diligence approach aligned with the OECD Due Diligence Guidance. The Group's due diligence process follows the OECD's five-step framework:



Oversight of the due diligence framework is provided through RICHOLD's sustainability governance structure, ensuring that responsible sourcing considerations remain integrated into strategic decision-making and continuous improvement initiatives across the Group.

Protecting the digital chain of trust with our clients

Reliable sourcing information, client confidence, and business continuity depend on the integrity, security, and confidentiality of data. As digital systems become increasingly central to its operations, RICHOLD maintains an information governance framework designed to protect information throughout its lifecycle and support its digital chain of trust.

This section outlines the Group's approach to cybersecurity, data governance, and the responsible use of artificial intelligence, as well as future initiatives to strengthen digital capabilities and awareness.

CYBERSECURITY

The trust placed in RICHOLD depends on the integrity, security and confidentiality of its data and systems. To protect this digital chain of trust, the Group maintains a cybersecurity framework built around four complementary pillars: integrity, security, confidentiality and continuous improvement.

INTEGRITY

RICHOLD implements recurring data validation controls, audit trails and system checks to ensure that traceability information remains accurate, complete and reliable throughout its lifecycle. Regular backup and recovery procedures support data resilience and business continuity. In 2024–2025, an independent six-month audit conducted by a leading Big Four professional services firm confirmed the robustness, governance and reliability of the data underpinning RICHOLD's traceability systems.

SECURITY

The Group maintains industry-leading cybersecurity controls designed to protect systems and information assets against unauthorized access, cyber threats and operational disruption. These measures include secure infrastructure, network monitoring, role-based access controls, multi-factor authentication, disaster recovery procedures and periodic third-party security assessments. Through close collaboration with specialized technology and cybersecurity partners, RICHOLD seeks to maintain a resilient and continuously evolving security posture aligned with emerging threats and industry best practices.

CONFIDENTIALITY

Protecting client, supplier and employee information is a fundamental responsibility. Access to sensitive information is restricted according to business needs and supported by access management protocols, data protection procedures and compliance with applicable privacy requirements, including GDPR principles where relevant.

CONTINUOUS IMPROVEMENT

Cybersecurity and digital governance are continuously reviewed to address evolving threats and technological developments. RICHOLD works closely with specialized infrastructure and cybersecurity partners, including Darest, to strengthen system resilience, validate security controls and support the ongoing improvement of its digital environment.

Data & AI Governance

ROBUST DATA GOVERNANCE

RICHOLD manages a wide range of business-critical information, including traceability records, supplier data, client information, compliance documentation and employee data. The credibility of provenance and traceability of information depends on the quality, accuracy, and integrity of this data. Effective data governance is therefore essential to ensure that information remains reliable, protected, and appropriately managed throughout its lifecycle.

Data governance measures include validation controls, access management protocols, audit trails, and data quality reviews intended to preserve the integrity of

records and reduce the risk of unauthorized modification.

The Group is also committed to handling personal information responsibly and in accordance with applicable data protection requirements, including and not limited to the principles of the General Data Protection Regulation (GDPR) where relevant. Personal data collected through operational activities, client interactions and internal processes is managed through policies and procedures designed to ensure confidentiality, appropriate use and controlled access.

AI GOVERNANCE & RESPONSIBLE USE

RICHOLD uses artificial intelligence and digital tools to support data analysis, operational efficiency, and due diligence activities. The Group seeks to deploy these technologies responsibly, transparently, and with appropriate safeguards.

AI-generated assessments, risk indicators, and recommendations are intended to support decision-making processes and do not replace human

judgment. Final decisions relating to sourcing, compliance, and risk management remain subject to human review and oversight.

RICHOLD continues to monitor emerging regulatory developments, including the European Union Artificial Intelligence Act, and seeks to progressively strengthen its governance framework for the responsible use of AI.

2025 KPI SUMMARY — GOVERNANCE & ETHICS

Indicator	Unit	Switzerland RSA	India UJAS	Sri Lanka NISOL	Group
Formalized CSR policy	Yes/No	Yes	Group level	Yes	Yes
ESG team	Role	Head of ESG	ESG Project Leader	ESG Project Leader	—
ESG reporting in place	Yes/No	Yes	Yes	Yes	Yes
Ethics Policy / Code of Conduct in place	Yes/No	Yes	Yes	Yes	Yes
Employees who signed the Ethics Charter	%	100%	100%	100%	100%
Convictions / fines for corruption or bribery	Number	0	0	0	0

Scope: RICHOLD SA (Switzerland), UJAS (India), NISOL (Sri Lanka). Reporting year 2025. Indicators aligned with the VSME Basic module (B2 — practices, policies & future initiatives; B11 — corruption & bribery).

As RICHOLD continues to strengthen its sustainability journey, the Group has identified a set of governance initiatives to be progressively developed over the coming years, reinforcing accountability, oversight and responsible practices across the organization.

2026

CAPABILITY BUILDING

◆ AI Awareness & Training

RICHOLD plans to expand AI awareness and training programs for employees from 2026 onwards, supporting the safe, ethical and effective use of AI technologies across the organization.

2028 – 2030

GOVERNANCE & OVERSIGHT

◆ Sustainability Advisory Board

The Group is exploring the establishment of an independent Sustainability Advisory Board, bringing together representatives from civil society, academia, industry and sustainability experts. It would provide a forum for transparent dialogue on the Group's progress, challenges and priorities. By engaging trusted external “critical friends”, RICHOLD aims to gain independent perspectives, challenge its thinking, support continuous improvement and help shape the future direction of its ESG strategy.

◆ Compliance Committee

To further strengthen its compliance and due diligence framework, RICHOLD is exploring the establishment of a Compliance Committee. Bringing together shareholder representatives, the Chief Financial Officer (CFO), the Chief Technology Officer (CTO) and the Head of Sustainability, it would provide cross-functional oversight of compliance, risk management, responsible sourcing and sustainability matters — complementing the strategic role of the Sustainability Board.



Lot information and movement being documented in the ERP based-Traceability System

02

PILLAR TWO

DELIVERING WITH INTEGRITY FROM MINE TO MARKET

Integrity guides every step of our value chain. From responsible sourcing to product authenticity, digital traceability, and respect for people, we uphold the highest standards to build trust and create lasting value.

2.1 Responsible Sourcing & Conflict-free Diamonds

2.2 Supply Chain Due Diligence

2.3 Traceability

2.4 ESG Digitalization & Continuous Monitoring

2.5 End-to-end Product Integrity

2.6 Labour & Human Rights

Our responsible sourcing framework

Expectations around responsible sourcing continue to evolve across the diamond industry, with increasing focus on transparency, traceability, human rights, and ESG performance. RICHOLD's responsible sourcing approach is designed to ensure that diamonds are sourced from legitimate, conflict-free supply chains and handled in accordance with recognised industry standards. The approach is built around three complementary pillars: compliance, traceability and ethical conduct.

OUR THREE PILLARS OF RESPONSIBLE SOURCING

1 Compliance

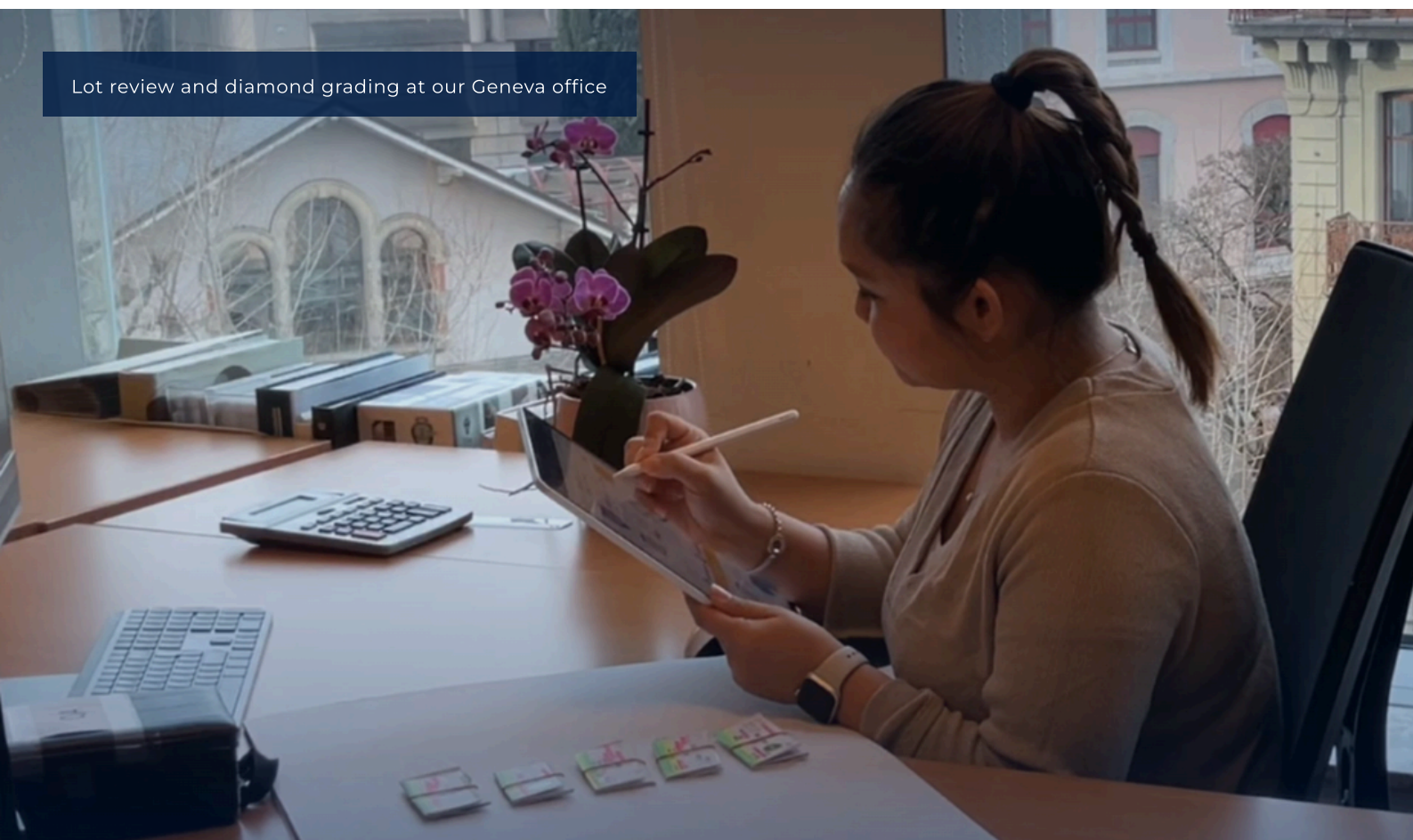
RICHOLD seeks to ensure compliance with applicable regulations and industry standards, including the Kimberley Process Certification Scheme, AML/KYC requirements, sanctions regulations, the RJC Code of Practices, the WDC System of Warranties and associated due diligence requirements.

2 Traceability

The Group maintains systems and controls designed to verify sourcing information and support visibility across the supply chain.

3 Ethical conduct

RICHOLD is committed to conducting business with integrity and respect for people, supporting human rights, labour rights, ethical business practices, environmental awareness and responsible partnerships across its value chain.

A woman with her hair in a ponytail is sitting at a desk in an office, looking at a tablet. On the desk, there are several diamond cards laid out. In the background, there is a window with a view of a building and a potted plant with purple flowers.

Lot review and diamond grading at our Geneva office

Turning principles into practice

In 2025, RICHOLD continued to strengthen the implementation of its due diligence framework across the supply chain. This section outlines how the framework is applied in practice and highlights key results achieved during the reporting period.

OUR DUE DILIGENCE APPROACH

◇ INDUSTRY ALIGNMENT

RICHOLD implements the OECD-aligned due diligence framework described in Section 1.3 and complements it through the WDC System of Warranties and the RJC Code of Practices.

◇ SELECTIVE PARTNER NETWORK

RICHOLD has developed a controlled sourcing model based on a very limited number of carefully selected long-term partners. This approach enables closer collaboration, enhanced visibility and more rigorous due diligence monitoring.

◇ EXTENDED DUE DILIGENCE

All suppliers are subject to risk assessment and screening requirements, including supplier questionnaires, compliance reviews and adherence to the Group's Supplier Code of Conduct.

◇ VERIFIED COMPLIANCE

The Group maintains robust compliance procedures covering AML, KYC and responsible sourcing requirements. These controls are regularly reviewed through client audits, third-party assessments and internal monitoring processes.

◇ LABOUR & HUMAN RIGHTS

Respect for human rights is embedded within RICHOLD's responsible sourcing framework. Labour rights risks are assessed through supplier requirements, audit activities and ongoing monitoring processes.



2025 Results & Key Metrics

2025 HIGHLIGHTS

- ◇ Fifth consecutive RJC re-certification
- ◇ Zero non-conformances identified

A reflection of the robustness and consistency of our responsible business practices.

2025 IN NUMBERS

100%

- ◇ of our partners are RJC-certified or actively engaged in the (re)certification process.
- ◇ of the stones are traced, including meles diamonds.
- ◇ of our partners were assessed via enhanced due diligence questionnaires as part of RICHOLD RJC re-certification.

8

onsite third-party and client audits conducted across multiple jurisdictions.

100+

compliance documents completed, covering AML/KYC, Supplier Code of Conduct, origin declarations and CAHRA exclusion confirmations.

By combining selective partnerships, rigorous due diligence processes and internationally recognized standards, RICHOLD seeks to contribute to a more responsible and resilient diamond value chain.

KPI SUMMARY — SUPPLY CHAIN DUE DILIGENCE

Indicator	Unit	Switzerland RSA	India UJAS	Sri Lanka NISOL
Supplier Code of Conduct in place	Yes/No	Yes	N/A (*)	N/A (*)
% suppliers having signed the CoC	%	100%	N/A (*)	N/A (*)
Supplier materiality / risk assessment	Yes/No	Yes	N/A (*)	N/A (*)
% suppliers evaluated on CSR approach	%	100%	N/A (*)	N/A (*)
Alerts for child / forced labour situations	Number	0	0	0

N/A (*): this indicator is under HQ's responsibility at the Group level.

Strengthened transparency and provenance assurance

Traceability is a core capability of RICHOLD's sourcing and client service model. By maintaining detailed records of the origin, movement and transformation of diamonds throughout their journey, the Group is able to provide clients with reliable provenance information and enhanced transparency.

Building on the deployment of its enhanced Traceability System, RICHOLD continued in 2025 to strengthen the quality, accessibility, and reliability of provenance data. Through a combination of digital tools, verification processes, and employee training, the Group seeks to provide greater visibility across its supply chain and reinforce confidence in the information accompanying its products.

OUR TRACEABILITY FRAMEWORK

RICHOLD's traceability framework combines digital systems, provenance verification processes and supply chain transparency initiatives to provide clients with reliable and verifiable origin information.

◇ END-TO-END TRACEABILITY SYSTEM

Building on ERP systems already in use within the Group, RICHOLD developed a unified Traceability System in 2023 and completed its rollout across all operations in 2024. The system provides end-to-end visibility from purchase to sale.. Every movement of a lot, as well as changes to its characteristics, composition or location, is digitally recorded and linked to its original ("mother") lot where applicable. The system enables the Group to validate provenance information, generate customized client reports and maintain a complete audit trail throughout the product lifecycle.

◇ VERIFIED MINING COUNTRY OF ORIGIN

Verified provenance information is maintained for all diamonds handled by RICHOLD. The Group's provenance verification framework excludes sourcing from CAHRAs and countries subject to international sanctions affecting the diamond trade. Even where melee lots have been mixed or split, RICHOLD can provide detailed origin information, including the percentage breakdown of mining countries represented within a lot.

◇ TRACEABILITY TRAINING

To support the continued enhancement of its Traceability System, RICHOLD delivered targeted training throughout 2025 to employees. New joiners received dedicated onboarding on traceability procedures and provenance verification requirements, while existing teams were trained on new system functionalities. These initiatives help ensure the consistent application of traceability processes and the reliability of provenance information provided to clients.

2025 Progress & Looking Ahead

2025 PROGRESS

In 2025, RICHOLD continued to strengthen the transparency and resilience of its sourcing model by shortening the distance between its operations and mining companies. Since 2024, the number of sourcing partners involved in the supply chain has been reduced by more than half, strengthening direct visibility over provenance information, improving supply chain transparency and facilitating closer engagement with upstream partners.

PILLAR TWO · LOOKING AHEAD

OUR ROADMAP TO 2030

- ◇ RICHOLD intends to continue shortening the distance between its operations and mining companies by working with a smaller number of carefully selected partners. This approach is expected to strengthen direct visibility over provenance information, improves supply chain transparency, and enhances oversight across the value chain.
- ◇ In parallel, the Group aims to progressively raise the bar across its value chain by strengthening requirements relating to compliance, due diligence, and audit practices. Suppliers wishing to maintain long-term business relationships with RICHOLD will be expected to meet standards comparable to those applied within the Group.
- ◇ To support this ambition, RICHOLD plans to join the Sedex platform in 2026 and progressively integrate SMETA-based assessments into its responsible sourcing framework.

These initiatives are intended to further strengthen transparency, accountability, and provenance assurance across RICHOLD's value chain.



Our Digital Chain of Trust

OUR COMMITMENT

Traceability is only as strong as the data that supports it. By combining rigorous provenance verification, advanced traceability systems, strong data governance and robust cybersecurity controls, RICHOLD helps ensure that information remains accurate, secure and trustworthy throughout the value chain. Together, these measures strengthen confidence, transparency and accountability at every step of the journey.

SECURITY & GOVERNANCE

- ◇ **DATA ENCRYPTION**
Data encrypted at rest and in transit.
- ◇ **AUDIT TRAIL**
Complete digital audit trail for every lot.
- ◇ **PROVENANCE VERIFICATION**
100% verification of natural origin and undisclosed treatments.
- ◇ **ACCESS CONTROL**
Role-based access and multi-factor authentication.
- ◇ **DATA INTEGRITY**
Validated, accurate and tamper-proof data throughout.

FROM MINE TO CLIENT — SIX CONNECTED STEPS



Client Confidence · Operational Reliability · Shared Trust

Strengthening transparency and securing every step of the journey.

Enhancing ESG oversight through digital innovation

Digitalization is becoming an important enabler of effective ESG management. This section outlines RICHOLD's efforts to strengthen ESG monitoring through digital tools and highlights the key capabilities supporting supplier engagement, risk assessment and continuous improvement.

STRENGTHENING ESG MONITORING THROUGH DIGITAL TOOLS

As sustainability expectations continue to evolve across the diamond industry, RICHOLD recognizes the importance of strengthening the structure, consistency, and scalability of ESG monitoring across its supply chain.

In 2025, RICHOLD initiated the customization and deployment of an interactive ESG readiness assessment platform designed to guide and support suppliers in their ESG improvement journey. The

platform enhances the collection, organization and analysis of ESG-related information while supporting a more structured and harmonized approach to supplier engagement.

By strengthening its digital capabilities, RICHOLD seeks to enhance the continuous monitoring of ESG risks, prioritize due diligence activities, and respond efficiently to evolving client expectations.

KEY FEATURES

◆ SECURE & CONFIDENTIAL Data is encrypted, stored securely and access is strictly controlled to protect supplier and client information.	◆ COLLABORATIVE ENGAGEMENT The platform facilitates continuous dialogue with suppliers and supports them in improving their ESG performance.	◆ DATA-DRIVEN DECISIONS Interactive dashboards and reporting tools provide visibility and support informed risk-based decision making.
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A 100% control approach to natural diamond verification

Product integrity is a fundamental commitment at RICHOLD. To ensure the authenticity, and natural origin of every diamond, we apply a rigorous verification framework throughout sourcing, manufacturing, and distribution.

As synthetic diamonds and undisclosed treatments continue to challenge the industry, RICHOLD

maintains a zero-tolerance approach and performs integrity controls on 100% of stones processed, rather than relying on sampling methodologies.

This section outlines RICHOLD's product integrity commitments and the verification processes designed to safeguard the authenticity of every stone.

OUR INTEGRITY COMMITMENT

- ◆ 100% of stones undergo naturality and integrity verification before delivery.
- ◆ Systematic controls applied to every stone.
- ◆ Zero tolerance for undisclosed synthetic diamonds and treatments.
- ◆ Full traceability and documented verification.

ADVANCED VERIFICATION PROCESS

RICHOLD applies a structured, end-to-end verification process designed to confirm the authenticity and natural origin of every stone, from arrival to final delivery.



BUILT ON THREE PILLARS

Technology

Advanced screening and verification equipment.

Expertise

Highly trained professionals and industry know-how.

Governance

Robust procedures, controls and accountability.

Upholding respect for labour & human rights across our supply chain

At RICHOLD, respect for labour and human rights forms an integral part of our responsible business approach and responsible sourcing framework. Across our operations and supply chain, the Group is committed to maintaining fair, safe and respectful working conditions aligned with internationally recognized standards and industry best practices.

This commitment is embedded in supplier due diligence processes, internal policies, compliance reviews, and ongoing engagement with business partners. This section outlines RICHOLD's labour and human rights commitments and the key principles guiding its continuous improvement approach.

OUR COMMITMENTS

Zero child labour

RICHOLD maintains a strict prohibition of child labour across its operations and supply chain in accordance with applicable legislation, International Labour Organization (ILO) conventions and the Responsible Jewellery Council (RJC) Code of Practices. Age verification procedures form part of recruitment and supplier due diligence processes to ensure compliance with minimum working age requirements.

During the 2025 reporting period, no cases of child labour were identified within RICHOLD's operations or through supplier monitoring activities.

Zero modern slavery

RICHOLD maintains a zero-tolerance approach to forced labour, modern slavery and human trafficking across its operations and supply chain. This commitment applies to all entities and jurisdictions, including manufacturing operations in India and Sri Lanka, where migrant and contract worker populations may face heightened vulnerability.

During the 2025 reporting period, no confirmed cases of modern slavery or forced labour were identified within RICHOLD's operations or supplier monitoring activities.

OUR CONTINUOUS IMPROVEMENT APPROACH

RICHOLD recognizes that respecting labour and human rights requires continuous vigilance, engagement, and improvement. The Group's approach is built around five complementary pillars designed to prevent, identify and address potential labour, and human rights risks across its operations and supply chain.

A CONTINUOUS IMPROVEMENT CYCLE

The Group's approach operates as a continuous cycle — each stage informing the next to prevent, identify and address potential labour and human rights risks across its operations and supply chain.





NATURAL LANDSCAPE

Sri Lanka

03

PILLAR THREE



ACTING FOR A THRIVING PLANET

We recognize our responsibility to contribute to the planet and its resources protection. Through responsible environmental practices and climate action, we aim to reduce our impact, preserve biodiversity, and contribute to a more sustainable future.

3.1 Our Environmental Management

3.2 Climate & GHG Assessment

3.3 Water, Resource Use & Waste Management

3.4 Biodiversity & Nature

Building understanding and preparing a long-term environmental approach

RICHOLD recognizes that environmental stewardship and the responsible management of natural resources are becoming increasingly important across global value chains and sustainability frameworks. This section presents the Group's understanding of its environmental impacts and the principles guiding its environmental management approach.

OUR ENVIRONMENTAL MATERIALITY

As a company specialized in the cutting, polishing and trading of natural diamonds, RICHOLD's direct operational impact on biodiversity, ecosystems and industry-related environmental emissions remains relatively limited compared to extractive or heavy manufacturing industries. The Group's activities involve no chemical transformation processes, limited industrial emissions, and controlled operational waste streams across its facilities.

While these topics currently represent a lower direct impact within RICHOLD's operational perimeter, the Group recognizes that environmental responsibility extends beyond its own operations. As a participant in the diamond value chain, RICHOLD believes that every actor has a role to play in supporting more responsible practices and contributing to the long-term preservation of natural resources.

Through its responsible sourcing framework, supplier engagement activities and industry commitments, RICHOLD seeks to encourage greater environmental awareness and continuous improvement throughout its value chain. This approach reflects the principle that meaningful progress requires the collective involvement of miners, manufacturers, traders, brands, and other stakeholders across the industry.

In recent years, RICHOLD has prioritized the strengthening of its governance, responsible sourcing practices, operational controls, and the gradual structuring of environmental initiatives. At the same time, the Company recognizes the importance of progressively developing a more structured understanding of nature-related impacts, dependencies and opportunities across both its operations and supply chain.

As sustainability expectations continue to evolve, RICHOLD remains committed to strengthening its environmental approach in a manner proportionate to its activities while supporting broader industry efforts to protect ecosystems, biodiversity and natural resources.

HYDROELECTRIC POWER GENERATION

Emosson Dam — Valais, Switzerland

Our Geneva headquarters runs on 100% Swiss renewable electricity.



OUR ENVIRONMENTAL APPROACH

RICHOLD's environmental approach is built around five complementary principles designed to support continuous improvement and long-term environmental stewardship.



As sustainability expectations and reporting frameworks continue to evolve, RICHOLD intends to progressively strengthen its assessment of nature-related impacts and dependencies while further developing its environmental management approach in a manner proportionate to its activities.

2025 KPI SUMMARY — ENVIRONMENTAL MANAGEMENT

Indicator	Unit	Switzerland RSA	India UJAS	Sri Lanka NISOL	Group
Environmental policy / EMS in place	Yes / No	Yes	Yes	Yes	Yes
Pollution of air, water and soil	Applicability	Not applicable	Not applicable	Not applicable	Not appl.

Source: RICHOLD facilities review, FY2025. "Not applicable" reflects the absence of relevant emission-to-air, water or soil processes within current operations.



Building a structured carbon measurement framework

As climate-related expectations continue to evolve across global industries and supply chains, RICHOLD recognizes the importance of strengthening its understanding of greenhouse gas (GHG) emissions and progressively integrating climate considerations into its sustainability strategy.

In 2025, the Group conducted its first comprehensive greenhouse gas assessment covering Scope 1, Scope 2 and major Scope 3 emission categories across key operational entities, including Switzerland, Sri Lanka and India. This assessment represents an important milestone in the formalization of RICHOLD's climate-related reporting and environmental governance framework.

This section presents the Group's carbon accounting methodology, 2025 emissions profile and priorities for future improvement.

OUR CARBON ACCOUNTING APPROACH

The assessment is reviewed internally through established governance processes to ensure accuracy, consistency and continuous improvement.

- ◇ Activity data were collected from operational facilities across Geneva, Sri Lanka and India covering the reporting year 2025.
- ◇ Emission factors are sourced from recognized databases and industry standard methodologies, ensuring a transparent and consistent approach.

RICHOLD considers climate reporting as a continuous improvement process requiring progressive enhancement of data quality, coverage and measurement methodologies over time.

The Group's objective is to progressively strengthen emissions data collection, internal governance and reporting structures, supplier engagement on climate-related topics, and overall visibility across value-chain emissions.

METHODOLOGY

GHG Protocol

Corporate Standard (Scope 1 & 2) and Corporate Value Chain Standard (Scope 3).

Emission factors

Scope 1: IPCC Sixth Assessment Report · Scope 2: IEA national grid factors (2023) · Scope 3: UK Department for Environment, Food and Rural Affairs (DEFRA) emission factors · Supplier-specific data used where available.

Assurance

Validated and certified by ISOQAR (independent third-party assurance).

Base year 2025

First assessment year; no restated base year available for prior periods.

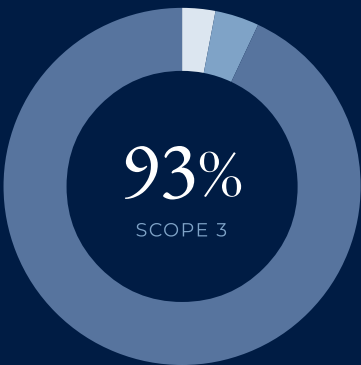
Establishing our Climate Baseline

In 2025, RICHOLD completed its first comprehensive greenhouse gas (GHG) emissions assessment covering Scope 1, Scope 2 and major Scope 3 categories across its principal three operational entities. This assessment establishes the Group's consolidated climate baseline and represents an important milestone in the development of RICHOLD's environmental reporting framework.

2025 GHG EMISSIONS RESULTS

3,091.55 tCO₂e

Consolidated Scope 1 + 2 + 3 · base year 2025 · three operational entities



■ Scope 1 3% ■ Scope 2 4% ■ Scope 3 93%

EMISSIONS BY SCOPE

Scope 1 — Direct emissions	107.44
Fuel combustion & refrigerant refills	3%
Scope 2 — Purchased energy	124.50
Electricity & heating	4%
Scope 3 — Value chain	2,859.61
Purchased diamonds	93%

TOTAL EMISSIONS BY ENTITY (tCO₂e)

Switzerland · RSA	2,867.03	92.7%
Sri Lanka · NISOL	197.53	6.4%
India · UJAS	26.99	0.9%

2025 GHG EMISSIONS BY SCOPE AND ENTITY (tCO₂e)

	Switzerland	Sri Lanka	India	Group total	% total
Scope 1 — Direct emissions	26.99	80.15	0.30	107.44	3%
Scope 2 — Purchased energy	0.00	103.48	21.02	124.50	4%
Scope 3 — Value chain	2,840.04	13.90	5.67	2,859.61	93%
Total tCO ₂ e	2,867.03	197.53	26.99	3,091.55	100%

The Geneva entity accounts for the largest share of reported emissions primarily because emissions from purchased rough and polished diamonds (Scope 3 – Purchased Goods and Services) are reported within its inventory. Scope 2 emissions are reported using the market-based method in accordance with the GHG Protocol. As the Geneva entity purchases 100% certified renewable electricity, its market-based Scope 2 emissions are zero. Under the location-based method, its Scope 2 emissions would be 1.01 tCO₂e. Unit: tCO₂e · Year: 2025 · Source: RICHOLD GHG Assessment 2025 (GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard), validated and certified by ISOQAR.

What Drives Our Footprint

SCOPE 1 & 2

Operational emissions arise primarily from fuel consumption, refrigerant refills and electricity consumption across manufacturing facilities. The largest Scope 1 contributor is refrigerant refills in air-conditioning systems at manufacturing sites.

The Group's environmental footprint varies across its locations. In Geneva, where RICHOLD's headquarters and distribution activities are based, electricity is sourced from 100% renewable energy. In addition, the office building is designed without conventional air-conditioning systems and is cooled through an energy-efficient chilled ceiling system, reducing both energy demand and refrigerant-related emissions. These characteristics contribute to limiting the direct environmental impact of the Geneva operations.

SCOPE 3

As commonly observed across the luxury, jewellery and diamond industries, the majority of RICHOLD's greenhouse gas emissions are associated with Scope 3 value-chain activities. This reflects the carbon-intensive nature of upstream diamond production, where diamond mining and processing generate most of the lifecycle emissions embedded in the diamonds purchased by RICHOLD. Consequently, the Geneva entity currently represents the largest share of reported emissions, primarily because emissions from purchased diamonds (Scope 3 – Purchased Goods and Services) are reported within its inventory.

Additional Scope 3 sources include business travel, logistics and transportation, and employee commuting. While the Scope 3 assessment is already comprehensive, certain categories are still being progressively refined and consolidated. For example, employee commuting data for Geneva operations was not fully available at the time of reporting.

GREEN BUILDING PERFORMANCE

RICHOLD's Indian operations are located in The Capital business complex in Mumbai, a LEED Platinum-certified building recognized for its high environmental performance. The building incorporates renewable energy, water conservation and circular resource management measures, including the use of solar power to supply approximately 40% of the energy required for the common air-handling (air conditioning) system, as well as rainwater harvesting, wastewater treatment and reuse, and comprehensive recycling programs. These initiatives contribute to reducing the environmental footprint of the facility while supporting responsible resource management.



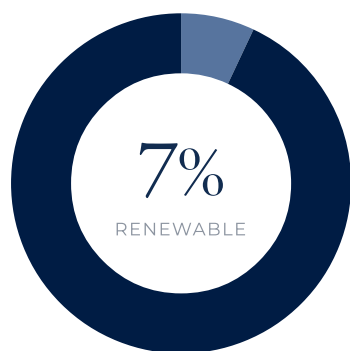
Our Energy Mix

As part of strengthening its environmental reporting, RICHOLD consolidated energy consumption data across its principal entities during 2025 to establish a baseline for future performance monitoring and energy management. Monitoring energy consumption provides valuable insight into the operational drivers of greenhouse gas emissions and helps

identify opportunities to improve energy efficiency. While electricity is sourced from a mix of renewable and non-renewable sources depending on local energy markets. As a result, 93% of total energy consumed in 2025 originated from non-renewable sources, highlighting an important area for future improvement.

2025 ENERGY MIX & SOURCES

Group · MWh · base year 2025



■ Renewable ■ Non-renewable



Non-renewable fuels · diesel / gas oil 128.410 MWh

435.09
MWh total Group energy consumption

2.05
MWh/FTE energy intensity (Group)

* Only the Geneva entity purchases 100% certified renewable electricity. Operations in India and Sri Lanka rely on electricity supplied through their respective national grids and do not currently procure certified renewable electricity separately. While the Sri Lankan national grid includes approximately 50% renewable generation, primarily from hydropower, no claim is made regarding the renewable content of purchased electricity in the absence of certified renewable electricity procurement.
Unit: MWh · Year: 2025 · Source: RICHOLD GHG & energy consolidation 2025.



PILLAR THREE · LOOKING AHEAD

OUR ROADMAP TO 2030

Climate reporting is a long-term journey requiring continuous improvement in data quality, methodology, governance and value-chain transparency. Building on the 2025 baseline, RICHOLD intends to progressively strengthen its climate management capabilities and understanding of emissions across its operations and supply chain.

2026 – 2028

MEASUREMENT & GOVERNANCE

- ◇ Complete remaining Scope 3 coverage areas and strengthen data quality.
- ◇ Initiate a Science Based Targets initiative (SBTi) alignment process and strengthen climate governance.
- ◇ Identify opportunities to reduce fossil fuel dependence through energy efficiency measures and increased use of lower-carbon energy sources where operationally feasible.
- ◇ Introduce a carbon intensity metric to support performance monitoring.

2028 – 2030

SUPPLIER ENGAGEMENT & REDUCTION STRATEGY

- ◇ Conduct a climate risk assessment across operations and the supply chain.
- ◇ Strengthen supplier engagement and value-chain transparency.
- ◇ Increase the use of supplier-specific and mine-level emissions data where available.
- ◇ Continue reducing operational emissions through energy efficiency improvements and the gradual adoption of lower-carbon energy sources.

Monitoring resource consumption and operational efficiency

RICHOLD recognizes the importance of improving visibility over resource consumption and waste generation across its operational entities. As part of strengthening environmental reporting and supporting continuous improvement efforts, the Group has initiated a structured approach to monitoring water use and waste streams throughout its operations.

OUR RESOURCE MANAGEMENT APPROACH

Monitoring resource use contributes to a better understanding of operational impacts, supports efficiency initiatives and strengthens environmental performance management across sites. This section presents RICHOLD's approach to resource management, key 2025 indicators and priorities for future improvement.

WATER CONSUMPTION

Water is not considered a material resource for RICHOLD's operational activities. The Geneva (Switzerland) and Mumbai (India) sites operate as office and quality control locations with sanitary use only; water consumption is not individually metered and has been estimated at 12 m³ per FTE per year (standard GRI/CDP benchmark for office facilities), resulting in an estimated 684 m³ for UJAS Diamond (57 FTE). Mumbai is classified as a high water-stress area by the WRI Aqueduct Water Risk Atlas and is therefore disclosed separately. NISOL Diamond (Sri Lanka) reports actual water consumption of 2,718 m³ based on site measurements.

WASTE MANAGEMENT

Waste generation is not considered a material topic for the Group. No hazardous waste was produced across any entity in 2025. Non-hazardous operational waste (canteen, packaging) is managed locally in accordance with applicable regulations and partially directed to composting or recycling programs.

The Group continues to maintain operational practices designed to minimize waste generation, optimize material use and support recycling initiatives whenever possible.

2025 KPI SUMMARY — RESOURCE USE, WATER & WASTE

Indicator	Unit	Switzerland RSA	India UJAS	Sri Lanka NISOL	Group
Total water consumption	m ³	396	684	2,718	3,798
Waste management policy in place	Yes / No	Yes	Yes	Yes	Yes
Total waste produced	kg	1,131	N/A	7,919	9,050
Waste recycled / recovered	kg	585	N/A	722	1,307
Hazardous waste managed through licensed contractors	Yes/No	N/A	N/A	Yes	—

Source: RICHOLD facilities review, FY2025. Water consumption for the Geneva office and UJAS quality-control site was estimated at 12 m³/FTE/year based on GRI/CDP benchmarks; NISOL water consumption was measured on site. Waste quantities are reported where measured. UJAS operates from a LEED Platinum-certified building with centralized waste management; tenant-level waste data are not currently available and are therefore excluded from quantitative waste indicators.

Understanding nature-related risks across the value chain

RICHOLD recognizes the growing importance of biodiversity and nature-related considerations within sustainability frameworks and global value chains. This section presents the Group's current understanding of biodiversity-related impacts and risks, as well as its approach to progressively strengthening nature-related assessment and management practices.

DIRECT OPERATIONS

RICHOLD's direct operational activities (diamond cutting, polishing, quality control and trading) do not involve land transformation, mining or resource extraction, and generate no significant chemical emissions into local ecosystems. As a result, the Group's direct operational impact on biodiversity and natural habitats remains limited.

None of RICHOLD's operational sites in Switzerland, Sri Lanka and India are located within or adjacent to Key Biodiversity Areas or internationally recognised protected areas, as verified against two globally recognised reference databases: the KBA global map (keybiodiversityareas.org, consulted May 2026), maintained by the KBA Partnership including IUCN and BirdLife International, and the World Database on Protected Areas (protectedplanet.net, consulted May 2026), managed by UNEP-WCMC and IUCN.

SUPPLY CHAIN EXPOSURE

The diamond industry carries inherent upstream biodiversity risks. Diamond mining, whether open-pit, underground or alluvial, can cause habitat disruption, land disturbance and pressure on local water systems in ecologically sensitive regions. As a company that sources from the mining supply chain, RICHOLD acknowledges this indirect exposure and recognizes that responsible sourcing is one of the most material levers for managing nature-related risks across the value chain.

Through its responsible sourcing framework and OECD-aligned due diligence process, RICHOLD seeks to identify, assess and monitor environmental, social and governance risks across its supply chain. This approach is supported by supplier assessments, traceability requirements, RJC certification standards and ongoing supplier engagement activities. While biodiversity-specific criteria are still being progressively developed, environmental considerations will increasingly be integrated into supplier assessments and risk reviews as part of the Group's evolving nature strategy.

VERIFIED AGAINST RECOGNISED REFERENCE FRAMEWORKS

◇ KBA Global Map

keybiodiversityareas.org · KBA Partnership (IUCN, BirdLife International)

◇ WDPA

protectedplanet.net · World Database on Protected Areas · UNEP-WCMC & IUCN

◇ OECD Guidance

Due-diligence framework supporting responsible sourcing and supplier risk reviews.

Our Forward-Looking Approach

In alignment with emerging frameworks (including the VSME B5, the WJI 2030 Nature Pillar and the TNFD recommendations), RICHOLD intends to initiate a structured biodiversity and nature materiality assessment over the coming years. This process will include a sector-level screening of environmental pressures using recognised tools, a site-level review of ecological context and risks, and the identification of priority actions for both operations and supply chain.

Over the coming years, RICHOLD aims to further evaluate biodiversity and nature-related topics to

identify priority areas, risks and potential improvement opportunities.

RICHOLD believes that sustainability priorities must be addressed progressively and proportionately to the nature and materiality of the Company's activities. As environmental expectations continue to evolve, the Group remains committed to strengthening its understanding of climate, biodiversity and resource management topics while maintaining a practical, transparent and long-term approach to continuous improvement.

PILLAR THREE · LOOKING AHEAD

2026 – 2028

- ◇ Monitor evolving biodiversity-related frameworks.

OUR ROADMAP TO 2030

2028 – 2030

- ◇ Develop an initial biodiversity and nature assessment approach.
- ◇ Identify relevant nature-related indicators and risks.
- ◇ Integrate nature considerations progressively into ESG governance discussions.
- ◇ Strengthen the integration of biodiversity and nature considerations across responsible sourcing, operations and ESG governance.



OUR PEOPLE & COMMUNITIES

Fostering inclusive workplaces and communities

04

PILLAR FOUR

FOSTERING INCLUSIVE WORKPLACES AND COMMUNITIES

Creating safe, diverse and fair workplaces and contributing positively to the communities where we operate.

4.1 Our People

4.2 Diversity, Equity & Inclusion

4.3 Well-Being at Work

4.4 Training and Development

4.5 Community Support & Social Impact

Respect, protection and opportunity

RICHOLD believes that long-term business success depends on the well-being, dignity, and engagement of its people. Across all entities, the Group seeks to provide a workplace founded on respect for human rights, responsible employment practices and open dialogue, while ensuring that employees are treated with respect and provided with opportunities to contribute and develop.

OUR PEOPLE STRATEGY

The Group's people strategy aims to create an environment where employees can build long-term careers and develop their skills over time. This commitment is reflected in the long tenure of many employees across the Group, with average employee seniority reaching 8.1 years at RICHOLD Geneva and 12 years at Nisol in 2025.

This section presents RICHOLD's approach to responsible employment, employee well-being and fair remuneration, as well as the initiatives being developed to further strengthen living wage practices across the Group.

8.1 yrs

AVERAGE SENIORITY — RICHOLD GENEVA

12 yrs

AVERAGE SENIORITY — NISOL

RESPONSIBLE EMPLOYMENT

Human rights & ethical employment

RICHOLD's Code of Conduct explicitly addresses human rights, fair treatment and prohibition of forced and child labor. 100% of employees across all entities have signed the Code of Conduct. RJC Code of Practices certification (renewed 2025) provides additional third-party oversight of human rights compliance.

No confirmed human rights violations were identified in RICHOLD's own operations during 2025. Zero alerts related to child labor, forced labor or discrimination were recorded across all entities.

Worker voice & representation

RICHOLD respects the right of all workers to freedom of association and collective bargaining in accordance with ILO Conventions C87 and C98. In jurisdictions where these rights may be legally restricted, RICHOLD ensures that workers are not prevented from forming representative bodies and that grievance mechanisms are accessible to all employees.

In India and Sri Lanka, where most of the Group's manufacturing workforce is located, local management teams maintain open-door communication channels and regular worker engagement sessions to ensure that employee concerns can be raised without fear of reprisal. Formal grievance mechanisms were maintained across all entities, with no discrimination, harassment, or diversity-related complaints reported during 2025.

Responsible employment practices

Transparent and responsible employment practices are a cornerstone of RICHOLD's commitment to its people. Across all operations, employees are engaged under clear and documented terms and conditions aligned with applicable labor laws and internationally recognized standards. Written employment agreements, wage documentation, and access to employment records help promote transparency, employee protection, and trust throughout the organization.

Across the Group, employment is characterized by a high proportion of permanent employment relationships and no reliance on temporary labor during 2025.

Fair Remuneration & Working Conditions

RICHOLD seeks to provide remuneration and working conditions that support employee well-being, long-term employability and financial security across its operations. Compensation practices are reviewed in light of local labour markets, legal requirements, inflation trends and operational realities.

At present, the Group assesses remuneration against its internal knowledge of employment practices within comparable industries operating in the same geographies, together with applicable legal requirements and market conditions. While this provides a practical basis for oversight, RICHOLD recognises that internationally recognised living wage methodologies

offer a more robust benchmark for assessing wage adequacy.

Accordingly, the Group intends to progressively align its assessment approach with an internationally recognised framework, in collaboration with the Fair Wage Network, to strengthen the consistency, transparency and comparability of its remuneration practices across all operations.

Building on these foundations, RICHOLD has initiated a roadmap to strengthen wage transparency, establish an independent remuneration baseline and progressively assess remuneration against internationally recognised fair remuneration methodologies.

LOOKING AHEAD

Living Wage Roadmap

RICHOLD recognises that fair remuneration extends beyond compliance with statutory wage requirements and requires a robust understanding of internationally recognised living wage methodologies.

During 2026, the Group intends to work with the Fair Wage Network to conduct a structured assessment of remuneration practices across its operations. This assessment will establish an independent baseline, benchmark current practices against recognised international methodologies, and identify opportunities to further strengthen wage transparency and responsible remuneration practices.

Based on the findings of this assessment, and taking into consideration the broader economic environment affecting the luxury watch industry on which the Group's activities depend, RICHOLD will determine the most appropriate actions to progressively strengthen its approach to fair remuneration and, where appropriate, evaluate future progression towards Global Living Wage Employer certification.

An update on the assessment, key findings and subsequent actions will be provided in the 2026 Sustainability Report.

Fostering an inclusive and equitable workplace

RICHOLD believes that diversity of backgrounds, perspectives and experiences strengthens innovation, decision-making, and organizational performance. The Group is committed to fostering an inclusive culture where every individual is treated with dignity, fairness, and respect.

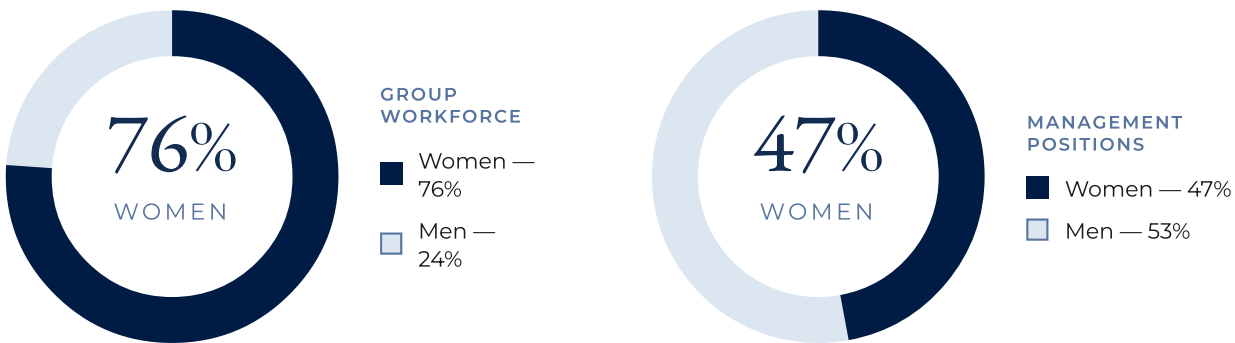
This section presents RICHOLD's approach to diversity, equity and inclusion, highlights progress made in gender equality and showcases how these principles are translated into practice at NISOL Diamonds.

OUR DE&I APPROACH

Our approach to Diversity, Equity and Inclusion (DE&I) focuses on creating an environment where employees can contribute and grow regardless of gender, age, ethnicity, nationality, religion, disability, geography, or other personal characteristics. This commitment is reflected in efforts to

- ◇ promote fair and inclusive recruitment practices,
- ◇ provide equal access to development and career opportunities,
- ◇ foster a culture of respect and collaboration,
- ◇ apply policies designed to prevent discrimination and harassment,
- ◇ encourage diversity of backgrounds, cultures and perspectives across the organization.

GROUP TOTAL AT A GLANCE — 2025



2025 KPI · WORKFORCE BY ENTITY

Entity	Total employees	% Female	% Male	% Women in management	Contract type
Switzerland (RSA)	33	76%	24%	43%	100% permanent
India (UJAS)	57	54%	46%	67%	100% permanent
Sri Lanka (NISOL)	122	87%	13%	44%	100% permanent
Group total	212	76%	26.5%	47%	100% permanent

DIVERSITY & REPRESENTATION

Diversity and inclusion are integral to RICHOLD's people strategy. The Group is committed to providing equal opportunities throughout the employee lifecycle while fostering a workplace where people from different backgrounds, cultures and perspectives can contribute and thrive. This commitment is reflected in the Group's approach to gender equality, cultural diversity and inclusive employment practices.

Gender Diversity

Women represent 76% of RICHOLD's global workforce and 47% of management positions, reflecting their significant contribution across the Group. Female representation is particularly strong at NISOL Diamonds, where women account for 87% of employees, while at UJAS Diamonds women hold 67% of management positions. These outcomes reflect RICHOLD's commitment to ensuring equal access to employment, professional development and career advancement opportunities, regardless of gender.

Pay Equity

In 2025, RICHOLD continued to strengthen its approach to pay equity and fair remuneration. RICHOLD Geneva conducted a pay equity assessment using Logib, the Swiss Confederation's equal pay analysis tool. The assessment resulted in a score of 1.5 on a 5-point risk scale, indicating a low level of risk and supporting the Group's commitment to equitable remuneration practices.

Cultural Diversity and Inclusion

As an international organization operating across Switzerland, India, Sri Lanka, Belgium and Israel, RICHOLD benefits from a workforce representing different nationalities, cultures, languages and professional backgrounds. The Group values this diversity as a source of learning, collaboration and innovation.

At our Geneva headquarters, diversity is reflected in the international composition of the workforce. Based on HR records, employees represent 8 declared nationalities. Taking into account dual nationalities voluntarily disclosed by employees, the workforce reflects 13 nationalities across a team of more than 30 employees, highlighting the international character of our operations.

Diversity takes different forms across the Group. In Sri Lanka, where most employees share the same nationality, religion and culture are important dimensions of inclusion. Reflecting the country's multicultural fabric, Nisol Diamonds brings together employees from Buddhist, Hindu, Christian, Muslim and other faith communities. Through the recognition of religious and cultural traditions and a commitment to equal opportunity and mutual respect, the company seeks to ensure that all employees feel valued and able to contribute fully regardless of their background.

2025 KPI SUMMARY — DIVERSITY, EQUITY & INCLUSION

Indicator	Unit	Switzerland (RSA)	India (UJAS)	Sri Lanka (NISOL)	Group
Total employees	Number	33	57	122	212
% female employees	%	76%	54%	87%	76%
% male employees	%	24%	46%	13%	24%
Employees in production / operations	Number	27	56	97	180
Employees in administration	Number	6	9	25	40
% women in management	%	43%	67%	44%	47%
% permanent (fixed-term) contracts	%	100%	100%	100%	100%
% daily / non-permanent workers	%	0%	0%	0%	0%
Grievance mechanism in place	Yes/No	Yes	Yes	Yes	Yes
D&I alerts recorded (discrimination / harassment)	Number	0	0	0	0

The NISOL Case

At NISOL Diamonds, meaningful workforce participation requires more than employment opportunities alone. It requires organizations to identify and address the barriers that may prevent individuals from entering, remaining in or progressing within the workforce.

This commitment is particularly relevant in Sri Lanka, where female labour force participation remains significantly below that of men. Through targeted policies, workplace support mechanisms and investment in employee wellbeing, NISOL Diamonds seeks to create an environment in which women can

build sustainable careers and contribute fully to economic and social development.

These outcomes reflect a conscious approach to creating opportunities across all levels of the organization, from manufacturing and quality control functions to leadership positions.

87%

WOMEN IN
OUR WORKFORCE

44%

WOMEN IN
MANAGEMENT

“A workforce built across every level, from the polishing bench to the boardroom.”





Inclusive employment in practice

01 CREATING ACCESS TO EMPLOYMENT

Safe and reliable transportation remains an important consideration for many employees. To support workforce participation, NISOL Diamonds operates company-managed transport services, providing secure and dependable commuting arrangements that reduce barriers to formal employment while supporting employee wellbeing and safety.

02 STABLE EMPLOYMENT & SOCIAL DIALOGUE

Since the start of the partnership with Richold in 1994, NISOL Diamonds has maintained a stable and constructive relationship with its workforce, with no industrial actions — a record reflecting open dialogue, fair employment practices and a culture of mutual trust. To our knowledge, NISOL is the only diamond manufacturing company in Sri Lanka with such a continuous record.

03 SUPPORTING HEALTH & WELLBEING

NISOL Diamonds maintains a dedicated medical room staffed by a trained medical attendant, providing day-to-day health support. Additional support is available for pregnant employees and new mothers, and Human Resources personnel provide ongoing guidance throughout employees' professional and personal journeys.

04 ENABLING CAREER CONTINUITY

Recognizing the challenges that can arise during pregnancy and early parenthood, NISOL Diamonds provides flexible working arrangements that help employees balance professional and family responsibilities, maintain career continuity and remain engaged during important life transitions.

05 INVESTING IN SKILLS & ADVANCEMENT

Every new employee follows a structured development pathway: a two-week induction, three months of technical training at the company's Training School, then supervised on-the-job training. A formal Performance Appraisal system evaluates performance, identifies development opportunities and informs personalized training plans. For designated roles, job descriptions also include ESG responsibilities, ensuring sustainability is embedded in day-to-day operations and professional development.

06 BUILDING AN INCLUSIVE WORKPLACE

Our workforce reflects Sri Lanka's multicultural and multi-faith society. By fostering a culture based on dignity, respect and inclusion, we create an environment where employees from different backgrounds can contribute, develop and succeed together.

KEY INDICATORS — NISOL DIAMONDS

- ◇ 87% — Women in Workforce
- ◇ Company-operated Transport Services
- ◇ Flexible Working Arrangements
- ◇ No Industrial Action since 1993
- ◇ 44% — Women in Management
- ◇ Dedicated Medical and Wellbeing Support
- ◇ Structured Induction & Training Programme
- ◇ Multicultural and Multi-faith Workforce

Protecting health, safety and employee resilience

Employee well-being is fundamental to maintaining an engaged, motivated and resilient workforce. RICHOLD's approach is built around three complementary objectives: preventing workplace risks, protecting employee health and safety, and supporting employees during periods of personal or environmental hardship.

This section presents the Group's approach to employee well-being, key health and safety results achieved in 2025, and priorities for the continued development of workplace well-being initiatives.

OUR APPROACH TO EMPLOYEE WELL-BEING

Health & Safety

The Group seeks to maintain safe and healthy working environments through health and safety management systems, employee training, and preventive monitoring of workplace conditions. During 2025, all entities maintained formal health and safety policies, no major work-related accidents were recorded, and health coverage was provided to 100% of employees.

Occupational Health Monitoring

To further strengthen its health and safety management system, NISOL commissioned its annual independent occupational exposure assessment in January 2025. The study evaluated lighting conditions, thermal comfort, noise exposure, respirable dust, and indoor air quality across production and support functions. All monitored parameters complied with applicable occupational health requirements. Noise and respirable dust levels were significantly below regulatory thresholds, while thermal comfort, humidity and lighting conditions remained within recommended operating ranges.

Employee Support & Resilience

Beyond workplace health and safety, RICHOLD seeks to support employees when facing exceptional personal or environmental circumstances. The Group believes that employee well-being extends beyond regulatory compliance and includes practical support mechanisms that help employees maintain their health, safety and resilience. This approach has been demonstrated through ad hoc assistance provided in response to personal hardships and severe weather events affecting employees and their families.

SUPPORTING EMPLOYEES DURING SEVERE WEATHER EVENTS

During 2025, employees in Sri Lanka were affected by severe weather events, including cyclones and flooding. In response, Nisol Diamonds provided financial assistance to affected employees to help them recover

from the immediate impacts of these events. This support reflects the Group's commitment to employee well-being and its belief that resilience is built through practical assistance during times of hardship.

IN PICTURES



Building skills for quality, responsibility and future performance

5,222 hours

TRAINING DELIVERED IN 2025

25 hours

AVERAGE PER EMPLOYEE

OUR APPROACH TO TRAINING & DEVELOPMENT

As digital tools, traceability requirements and sustainability expectations continue to evolve, continuous learning plays an increasingly important role in supporting operational excellence and responsible business practices. RICHOLD's approach combines technical capability building, compliance training and workforce development initiatives designed to support both individual growth and long-term business performance.

Training activities cover diamond expertise, health and safety, responsible sourcing, compliance requirements

and the effective use of digital systems. Through continuous learning, RICHOLD seeks to equip employees with the skills needed to respond to evolving industry expectations and future business challenges.

The Group also supports the integration and development of employees with limited prior qualifications by providing on-the-job learning opportunities, vocational training and practical skills development.

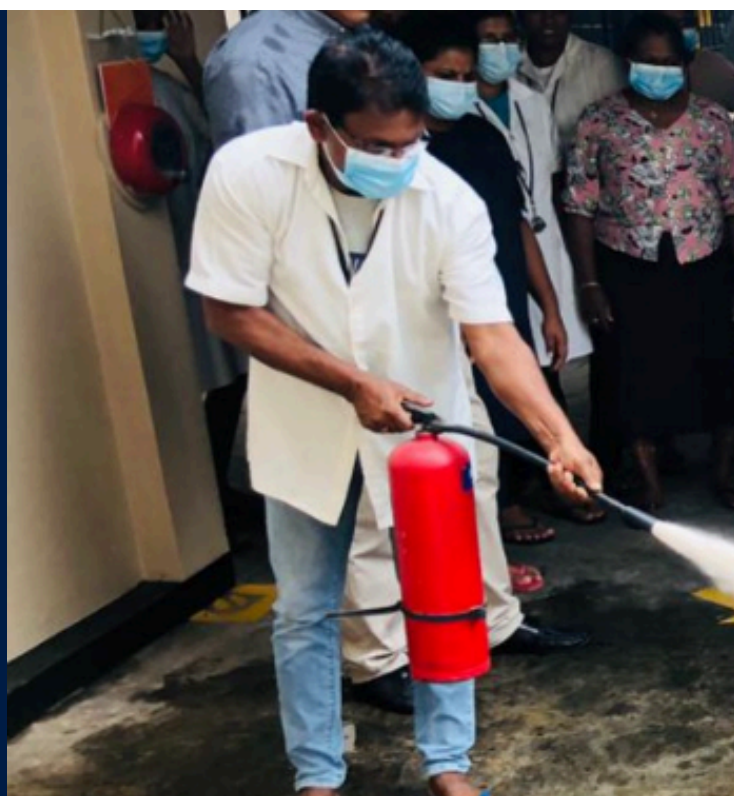
2025 TRAINING & DEVELOPMENT RESULTS

During 2025, RICHOLD delivered approximately 5,222 hours of training across its three business units, representing an average of 25 hours of training per employee. The vast majority of training is delivered through on-the-job learning, reflecting the highly specialized nature of diamond manufacturing, where

technical skills are primarily acquired through practical experience, coaching and mentoring. This is complemented by targeted classroom training covering health and safety, compliance and other business-critical topics. In Geneva, employees participated in dedicated First Aid and Fire Safety training programmes.

WORKFORCE INTEGRATION THROUGH VOCATIONAL TRAINING

NISOL continues to invest in vocational training programs designed to develop technical diamond manufacturing skills and create employment opportunities for individuals entering the workforce with limited prior qualifications. Participants receive approximately 400 hours of structured training over a three-month period before progressing to supervised on-the-job learning and continuous skills development.



Creating positive value beyond our operations

RICHOLD believes that long-term business success is closely linked to the well-being and prosperity of the communities in which it operates. As part of its sustainability strategy, the Group is committed to supporting initiatives that create positive social impact and contribute to long-term community development.

PRIORITY AREAS

- ◇ Supporting education and economic inclusion
- ◇ Contributing to healthcare programmes
- ◇ Combating racism and antisemitism

RICHOLD allocates at least 2% of its annual net profit to community support initiatives and social impact programmes as part of its long-term sustainability strategy. The Group seeks to create lasting positive impact through long-term partnerships, and investments that strengthen communities and promote social inclusion.

2.7%

of 2025 annual net profit invested in community initiatives

3

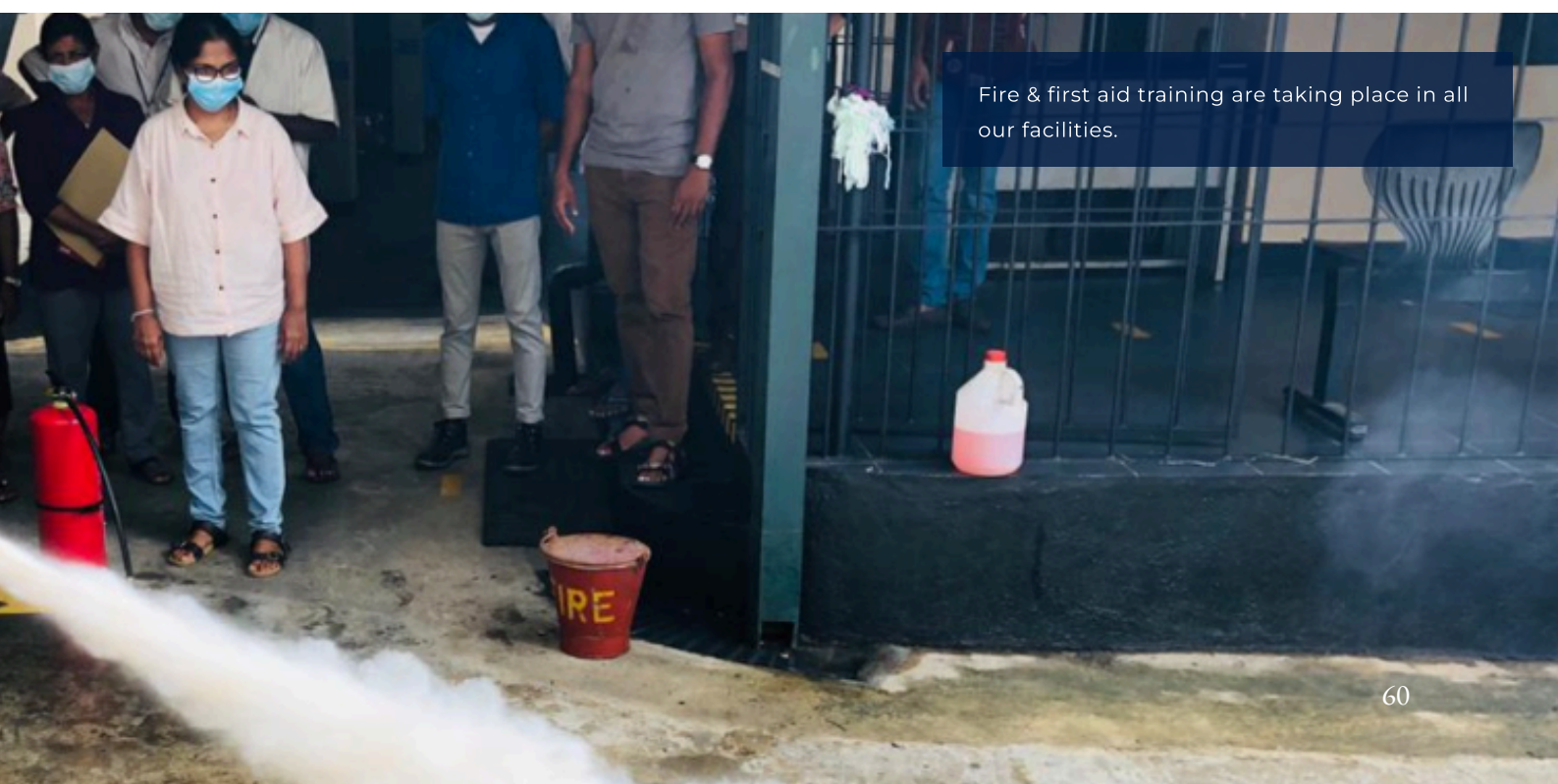
community investment priority areas

2025 CONTRIBUTIONS & IMPACT

In 2025, RICHOLD allocated 2.7% of its annual net profit to community initiatives, exceeding the Group's minimum commitment of 2%. This demonstrates the Company's continued commitment to creating positive and lasting value for the communities in which it operates.

In 2025, 56% of community contributions supported the charitable activities of a Geneva-based non-profit

organization whose social welfare programmes are recognized as being in the public interest by the Canton of Geneva. A further 23% supported measures to strengthen the security of a Geneva school, helping provide a safe learning environment for approximately 250 children. The remaining contributions supported additional charitable and community initiatives aligned with the Group's community investment priorities.



2025 Results & Key Metrics

2025 KP SUMMARY — HEALTH & SAFETY RESULTS

Indicator	Switzerland (RSA)	India (UJAS)	Sri Lanka (NISOL)	Group total
Work-related accidents	0	0	0	0
H&S policy in place	Yes	Yes	Yes	Yes
Employees trained in H&S	3	20	63	86
Access to healthcare (% employees)	100%	100%	100%	100%
Contractual Working Week	40h	48h	45h	—
Annual leave	Meets local legal requirements	Exceeds local legal requirements	Meets local legal requirements	—

2025 KPI SUMMARY — EMPLOYEE WELL-BEING

Indicator	Unit	Switzerland (RSA)	India (UJAS)	Sri Lanka (NISOL)
Work-related accidents (major)	Number	0	0	0
Employees trained in health & safety	Number	3	20	63
% employees with health coverage	%	100%	100%	100%
Well-being initiatives implemented	Yes/No	Yes	Yes	Yes

2025 KPI SUMMARY — TRAINING & DEVELOPMENT

Indicator	Switzerland (RSA)	India (UJAS)	Sri Lanka (NISOL)	Group total
Avg. training hours / employee	12 hrs	17 hrs	32 hrs	25 hrs
% employees with performance review	X — in progress	100%	100%	X
Code of Conduct signed (%)	100%	100%	100%	100%
H&S training participants	3	20	63	86
Grievance mechanism in place	Yes	Yes	Yes	Yes
D&I alerts recorded	0	0	0	0



PILLAR FOUR · LOOKING AHEAD

OUR ROADMAP TO 2030

In 2026, RICHOLD plans to strengthen the consistency and comparability of workforce data across its entities by establishing a common set of social indicators and reporting methodologies covering training, employee development, retention, diversity and remuneration. Following review and validation by the Sustainability Board, these indicators will serve as the foundation for future social reporting and performance monitoring across the Group.

4.2 DIVERSITY, EQUITY & INCLUSION

RICHOLD aims to further strengthen diversity monitoring and reinforce initiatives that support equal opportunities, inclusive leadership and workforce representation across the Group. The Company will continue to monitor diversity indicators and identify opportunities to foster an increasingly inclusive workplace culture.

4.3 WELL-BEING, HEALTH & SAFETY

RICHOLD intends to continue strengthening health and safety monitoring, emergency preparedness and employee support mechanisms across its operations. Particular attention will be given to enhancing prevention measures, emergency response capabilities and workplace well-being initiatives while maintaining a strong focus on occupational health and employee resilience. The HSE Committee will oversee the continuous improvement of health and safety practices across the Group.

4.4 TRAINING & DEVELOPMENT

Alongside its strong culture of on-the-job learning, RICHOLD intends to progressively expand structured classroom and digital learning opportunities. Priority areas include responsible sourcing, traceability, health and safety, sustainability, leadership development, digital tools and AI awareness, helping employees build the capabilities needed to support future business growth.

4.5 COMMUNITY SUPPORT & SOCIAL IMPACT

RICHOLD aims to further develop its community investment strategy by strengthening the measurement of social impact, building long-term partnerships and ensuring that community investments remain aligned with its sustainability priorities. Through a more structured approach to monitoring community outcomes, the Group seeks to maximize the long-term value created for local communities.



APPENDIX

VSME DISCLOSURE INDEX

This index maps the disclosures presented throughout this report to the requirements of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), covering both the mandatory Basic Module (B1–B11) and the voluntary Comprehensive Module (C1–C9).

Basic Module B1–B11

Mandatory disclosures under the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME).

Disclosure	Title	Status	Page / Justification
BASIC MODULE (B1–B11) — MANDATORY			
B1	Company identity and profile	Covered	pp. 4–7 — About RICHOLD (company profile, operating model, global footprint and history).
B2	Sustainability policies and commitments	Covered	pp. 15–24 — Governance, ESG management system, policies, due diligence and information governance.
B3	Energy consumption and GHG emissions (Scope 1 and 2)	Covered	pp. 41–45 — Energy consumption, GHG inventory (Scopes 1 & 2), climate baseline and KPIs.
B4	Pollution of air, water and soil	Not applicable	No legal pollutant reporting obligation in RICHOLD's operating jurisdictions; no formal EMS in place to date. Internal monitoring of silica dust in cutting and polishing operations is addressed under Health & Safety (pp. 57–62).
B5	Biodiversity — site proximity to sensitive areas	Covered (negative confirmation)	pp. 47–48 — Confirms that no RICHOLD site is located in or near a protected or biodiversity-sensitive area.
B6	Water withdrawal (with focus on water-stressed sites)	Covered	pp. 46–47 — Water management and resource use, including Mumbai's high water-stress context.
B7	Waste generation and circular economy	Covered	pp. 46–47 — Waste management, polishing slurry, hazardous waste streams and precious metal recovery.
B8	Workforce composition	Covered	pp. 51–56 — Workforce profile, diversity and representation.
B9	Health and safety performance	Covered	pp. 57–62 — Occupational health & safety, accident rates and silica dust monitoring.
B10	Pay, collective bargaining and training	Partially covered	Minimum wage: pp. 35–36. Training: pp. 59–60 (KPI table). Collective bargaining coverage: 0% — no applicable sectoral agreement exists in the Group's jurisdictions; conditions are governed by national labour legislation and internal policies. Gender pay gap: calculation in progress, expected in the 2026 report.
B11	Convictions and fines for corruption and bribery	Covered	p. 23 — Governance & Ethics KPI table (0 convictions / fines during the reporting period).

Comprehensive Module C1–C9

Voluntary disclosures under the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME).

Disclosure	Title	Status	Page / Justification
COMPREHENSIVE MODULE (C1–C9) — VOLUNTARY			
C1	Strategy — business model and sustainability-related initiatives	Partially covered	pp. 4–13 — Business model, sustainability roadmap and four-pillar strategy; strategic disclosures to be expanded in the next reporting cycle.
C2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	Not addressed	Voluntary module not selected for this first reporting cycle; planned for inclusion in the next reporting period.
C3	GHG reduction targets and climate transition	Not addressed — planned	Baseline GHG inventory established this year (pp. 41–45); quantitative reduction targets to be defined in the next reporting cycle.
C4	Climate risks — identification and assessment	Not addressed — planned	Identified as a priority for the next reporting cycle. A structured assessment using the TCFD framework will be conducted.
C5	Gender diversity ratio at management level	Covered	pp. 54–56 — Diversity & Representation (management diversity indicators).
C6	Human rights policy coverage	Covered	pp. 20–22 (ESG management system and policies) and pp. 35–36 (Labour & Human Rights).
C7	Human rights incidents — confirmed cases in own operations	Covered	pp. 35–36 — Labour & Human Rights (nil confirmation for the reporting year based on internal monitoring).
C8	Revenues from controversial sectors and exclusion from EU benchmarks	Not applicable	RICHOLD generates no revenue from controversial sectors (fossil fuels, tobacco, controversial weapons or specified chemicals) and is not subject to exclusion from EU Paris-aligned benchmarks.
C9	Gender diversity ratio at board / governance body level	Covered	pp. 16–19 — Sustainability governance structure and governance bodies.

ACKNOWLEDGEMENTS

This report reflects the contribution of many colleagues across the Group.

We would like to thank the teams at RICHOLD SA, UJAS Diamonds Pvt. Ltd. and NISOL Diamonds Pvt. Ltd. for their support throughout the reporting process. Their collaboration in providing data, reviewing content and sharing operational information made the preparation of this report possible.

We also thank Captain.co for their support with the production and design of this report.

Finally, we thank our employees, business partners and stakeholders whose ongoing engagement continues to support RICHOLD's commitment to responsible business practices and continuous improvement.



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