



BRILLIANT EARTH®

Mission Disclosures and Goals

2025 PERFORMANCE REPORT





Message from Our CEO

2025 marked the 20th anniversary of Brilliant Earth's founding. As I've reflected on the last 20 years, two profound themes emerged: the enormity of change — in our Company and our world — and the enduring consistency in who we are, who we strive to be, and our values.

We started Brilliant Earth from my one-bedroom apartment, with the dream of creating a more ethical and transparent jewelry industry and reinventing how jewelry is sourced, designed, and sold. We've grown to now 42 locations, including our beautiful new flagship showroom in Beverly Hills, and celebrated milestones and marriages with more than 500,000 customers all over the world. We've designed pieces for icons like Beyoncé, collaborated with changemakers like the legendary Dr. Jane Goodall, and been featured on red carpets by stars like Selena Gomez, Sabrina Carpenter, and Justin Bieber. Today, Brilliant Earth is recognized as a global leader in ethically sourced fine jewelry.

Over the same 20 years, change around the globe has been immense. The world has seen natural disasters, geopolitical tensions, and wars; financial crises; a global pandemic; powerful protests and social movements; and the impacts of climate change. We've witnessed the start of the smartphone

era, the inauguration of the first black U.S. president, and now the rapid adoption of artificial intelligence, to name just a few.

Throughout all of this, we've never wavered in who we are and what we believe in. Our core values of transparency, sustainability, compassion, and inclusion define us. They are our DNA. We established new standards for traceable sourcing, invested in reforestation, and partnered with mining communities to build supply chains that support fair prices for miners, safe working conditions, and protections for the environment. We created the Beyond Conflict Free™ diamond standard, and are now forging new opportunities for Angola and others with our Pathway to Beyond Conflict Free™ diamonds.

While we can't anticipate all the changes the world will see in the years ahead, our core values will continue to guide us as we drive meaningful impact in the jewelry industry and beyond. Our friendship with Dr. Jane Goodall — and her passing in 2025 — has reinforced our sense of responsibility to these values, reminding us that our work is not only about today, but about the legacy we leave for generations to come.

It's almost hard to believe that these were just our *first* 20 years. We've achieved so much, and we couldn't have done it without our customers, our employees, our partners, and our friends. As we begin our third decade, I'm more energized than ever about what lies ahead. We're only just beginning.

Beth Gerstein

Beth Gerstein
Co-Founder and CEO

OUR MISSION Our Mission is to cultivate a more transparent, sustainable, compassionate, and inclusive jewelry industry.

ABOUT BRILLIANT EARTH Since 2005, Brilliant Earth has been raising the bar. From our pioneering diamond standards to our unmatched transparency, we're redefining what it means to design, craft, and experience jewelry that makes a real difference.

Join us on our Mission to transform the jewelry industry for good.

ABOUT OUR REPORTING This is the fifth release of our Mission Report and Disclosures. Our Report and Disclosures are based on the calendar year 2025, covering all entities within our operational control and our influence on our supply chain.

Again for 2025, we are reporting in line with the core option of the Global Reporting Initiative (GRI) 2021 Universal Standards and to the Sustainability Accounting Standards Board (SASB) aligned with SASB's standards for Consumer Goods. The Disclosures are organized numerically according to the GRI Standards, with SASB integrated. The Disclosures can be read with our 2025 Mission Report for more clarity. SASB omissions are listed at the end of this document.

Included with the Disclosures is an update of our Mission Goals and our Science Based Target initiative (SBTi) near-term, long-term, and net-zero targets. We are also reporting our 2025 greenhouse gas (GHG) inventory and progress toward our SBTi targets. Progress toward our Mission Goals and SBTi Targets will be reported annually with these Disclosures. Greenhouse gas data for 2025 has been independently verified by Apex Companies, LLC; all other data has not been externally verified.

Trademarks

Brilliant Earth, Beyond Conflict Free Diamonds, Truly Brilliant, and other Brilliant Earth marks are trademarks or registered trademarks of Brilliant Earth, LLC, in the US and other countries. All other trademarks are the property of their respective owners.

These Missions Disclosures & Goals contain certain "forward-looking statements" concerning our expectations, goals, objectives, plans, projections, and targets with respect to environmental matters, corporate responsibility, sustainability, inclusion, employee relations, and procurement. The forward-looking statements are based on our current plans and involve inherent uncertainties and assumptions that could cause actual outcomes to differ materially from the current or reported plan. The statistics and metrics included in this Report may be reported as estimates and may be based on assumptions or developing standards. The standards and codes of conduct for third-party suppliers are not guarantees that suppliers will follow the codes in all instances, and suppliers bear primary responsibility for meeting our standards and expectations. We believe that we have been prudent in our plans and assumptions; however, no assurance can be given that any sustainability goal or plan set forth in forward-looking statements can or will be achieved, and readers are cautioned not to place undue reliance on such statements. Except as required by applicable law we undertake no obligation to update any of the forward-looking information in this Report, whether as a result of new information, future events, changes in sustainability objectives and expectations, or otherwise.



Our Science Based Targets

The Science Based Targets initiative (SBTi) is an organization that helps companies set decarbonization targets aligned with the latest climate science. These targets guide organizations in reducing greenhouse gas (GHG) emissions to limit global warming to 1.5 C above pre-industrial levels.

In preparation for our SBTi validation in 2024, we engaged Apex Companies, LLC to independently verify our 2023 emissions (1/1/2023 – 12/31/2023) across Scopes 1, 2, and 3. The verification used operational control and worldwide boundaries at a limited assurance level, with a materiality threshold of $\pm 5\%$ for aggregate errors in sampled data. We calculate emissions following the Greenhouse Gas Protocol, incorporating CO₂, CH₄, and N₂O to create CO₂ equivalents, including these in our inventory where applicable. For Scope 3, we use internal data combined with EPA and DEFRA emission factors (both unit-based and spend-based), supplemented by research-based factors.

The verification of our emissions inventory was conducted using the following criteria:

- **Scopes 1 and 2:** World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard
- **Scope 3:** WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- **Reference Standard:** ISO 14064-3 Second Edition 2019-04: Greenhouse gases — Part 3: Specification with guidance for the validation and verification of GHG statements

Following limited-level assurance, we reported our full minimum boundary (Scopes 1, 2 and 3) for our 2023 baseline to SBTi for validation. Through the process, we also agreed to report emissions beyond the minimum boundary: hotel stays for business travel and work-from-home for employee commuting. All targets were assessed against SBTi's quantitative and qualitative criteria using the Absolute Contraction approach. Operational Control was used as the consolidation approach.

Using this 2023 baseline, our GHG reduction targets were validated by SBTi and conform with the SBTi Corporate Net-Zero Standard. Our Scope 1 and 2 targets are in line with a 1.5 C trajectory. Per our commitment to SBTi, we will annually report our GHG inventory with limited-level assurance and report on progress in these Mission Disclosures and Goals.

OVERALL NET-ZERO TARGET

We commit to reach net-zero greenhouse gas emissions across the value chain by 2050.

NEAR-TERM TARGETS

We commit to reduce absolute Scope 1 and 2 GHG emissions 54.6% by 2033 from a 2023 base year. We also commit to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products by 32.5% within the same timeframe.

LONG-TERM TARGETS

We commit to reduce absolute Scope 1 GHG emissions 90% by 2050 from a 2023 base year. We also commit to reduce absolute Scope 2 GHG emissions 100% within the same timeframe. Further, we commit to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products 90% within the same timeframe.



OUR 2025 PROGRESS

GHG emissions reduction strategies are only as good as the data behind them, so in 2025 — our first full disclosure year since SBTi validation — we focused on improving data quality across our inventory. These improvements included more accurate emission factors for natural diamonds, lab diamonds, precious metals, business travel, and employee commuting.

For natural and lab diamonds, we trace to our suppliers' Tier 2 cutting and polishing facilities, where many suppliers use renewable energy in their production processes. We made data improvements to more accurately reflect these climate mitigation strategies. Some natural and lab diamond facilities now have custom emission factors based on actual energy use data from their specific operations.

As we continue to grow our business, we are as committed as ever to doing so responsibly and with intention. We use green building standards for new construction, onboard new suppliers that align with our standards for responsible sourcing, continue to work toward 100% repurposed gold and silver in our products, and regularly evaluate our GHG inventory to push for reductions.

OUR 2025 GREENHOUSE GAS EMISSIONS INVENTORY

	Metric Tons CO ₂ e (mt CO ₂ e)	Share of Total Emissions (location based)
Scope 1 and 2 Emissions		
Scope 1	61	0.42%
Scope 2 Location-based	619	4.30%
Scope 2 Market-based	0	0.00%
Total Scopes 1 and 2	680	4.72%
Scope 3 Emissions		
Capital Goods and Services	174	1.21%
Office Paper and Packaging	1,577	10.95%
Fuel and Energy-Related Activity	235	1.63%
Jewelry – Precious Gemstones and Precious Metals	9,931	68.98%
Upstream Transportation and Distribution	440	3.05%
Waste Generated in Operations	180	1.25%
Business Travel	426	2.96%
Employee Commuting	755	5.24%
End-of-Life Treatment of Sold Products	0.17	0.00%
Total Scope 3	13,717	95.28%
Total Scopes 1, 2, and 3	14,397	100%

Mission Goals & Performance

Advancing our Mission is ingrained in our culture and is part of everyone’s responsibility at Brilliant Earth. Our Mission Goals reach every part of our organization, from our Board of Directors and the CEO to each of our teams. Everyone at Brilliant Earth has a role in achieving our Mission Goals.

YEAR	GOAL	2025 AMBITION	2025 GOAL STATUS	2025 UPDATE	2026 AMBITION
Sustainability					
Ongoing	Develop building standards to reduce energy, pollution, water, and waste impacts of new construction, expansions, and renovations of office, retail, and distribution sites.	To determine new guidelines as we evolve our store design elements. To continue to evaluate renewable energy options for new showrooms.	◆◆◆◆◆	Lighting for Southlake and Alpharetta follow our current lower-energy approach. Beverly Hills was developed to source 100% renewable energy and to follow our lower-energy approach.	To develop guidelines based on new store design elements. To participate in renewable energy options for new showrooms and for showrooms changing energy providers when available.
Ongoing	Integrate sustainability into design and manufacturing processes and continually incorporate innovations that reduce material use and key waste streams in Tier 2 manufacturing locations.	To continue to reduce repair rates while documenting new design standards for future products.	◆◆◆◆◆	Bridal repair rates were reduced significantly year over year, and fine jewelry repair rates grew more slowly than sales rates.	To continue to reduce repair rates while documenting new design standards for future products.
Ongoing	Promote circularity and longer use of jewelry through repair, refurbishment, diamond upgrade, metal credit program, and recycled diamond offerings.	To advocate for circularity across every channel, reinforcing our brand’s Mission and sustainable practices while fostering customer education, engagement, and a deeper connection to our Mission and values.	◆◆◆◆◆	We posted to our socials, driving customers to an education blog for our recycling programs for old jewelry and wood boxes.	To promote circularity and longer use of jewelry through repair, refurbishment, diamond upgrade, metal credit program, and recycled diamond offerings, woven into both organic and influencer content on a quarterly basis.
Ongoing	Leverage the Brilliant Earth platform to advocate for environmental protection by supporting relevant causes, events, political and social movements, and employee education.	To leverage brand campaigns and influencer partnerships that seamlessly integrate a philanthropic impact, ensuring moments that amplify social good and drive meaningful change across our brand, initiatives, and community connections.	◆◆◆◆◆	We successfully launched a second Jane Goodall collection, bringing awareness around responsible materials, the Jane Goodall Institute, and the charitable impact that jewelry can have.	To continue to leverage the Brilliant Earth platform to present information in compelling and new ways that advocate for environmental protection by supporting relevant causes, events, and employee education.
2025	Strive to procure 100% of our gold and silver from repurposed or Fairmined sources, with year-over-year increases in the percentage of repurposed platinum used in our products.	To strive to achieve our 2025 Goal of 100% of gold and silver to be from repurposed or Fairmined sources. To move upstream and conduct due diligence on key refiners used by our jewelry manufacturers, evaluating refiners’ standards for vetting scrap materials.	◆◆◆◆◆	In 2025, 99.5% of the gold in our jewelry was repurposed, and 96.4% of the silver was repurposed. We moved upstream and conducted due diligence on key refiners used by our jewelry manufacturers, evaluating standards for vetting scrap materials.	To continue to strive toward 100% repurposed or Fairmined metals in our products.
Transparency					
Ongoing	Advance a Brilliant Earth traceability solution.	This is a new goal for 2026.		N/A	To enable and enhance single-origin storytelling.
2025	Conduct a life cycle assessment of key raw materials to measure impacts on biodiversity, water, and energy use.	To roll out the data collection plan in 2025.	◆◆◆◆◆	We completed data collection and applied it to our GHG inventory for a more accurate calculation of natural and lab diamond emissions.	2025 Goal completed.
2025	Communicate key metrics on factory audit findings, including risks identified and remediation efforts.	To complete this goal by communicating key metrics, identified risks, and remediation efforts in the 2025 Mission Goals & Performance.	◆◆◆◆◆	In support of our supplier diligence, we achieved our 2025 Mission Goal to identify risks from factory audit findings and relevant remediation efforts. See key metrics in GRI 414-2 (negative social impacts in the supply chain and actions taken).	2025 Goal completed.



YEAR	GOAL	2025 AMBITION	2025 GOAL STATUS	2025 UPDATE	2026 AMBITION															
Compassion																				
Ongoing	Encourage employee volunteering and giving back.	To promote positive change in every community where we operate by engaging 100% showroom participation in giving back.	◆◆◆◆◆	100% of our showrooms and our Distribution Center reported volunteering efforts.	To continue to spark positive change in every community where we operate by engaging 100% showroom participation in giving back efforts in all locations in which we operate, including internationally.															
Ongoing	Contribute toward the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.	To track progress of our 3-year \$300K grant to Gem Legacy for the construction of the Gem Faceting School and College Campus to train the next generation of Tanzanian gemstone cutters.	◆◆◆◆◆	Year 2 grant contributions were made from the Brilliant Earth Foundation, and Gem Legacy is on track to complete the Gem Faceting School and College Campus by the end of 2026.	To make agreed contributions and track Year 3 progress of our 3-year \$300K grant to Gem Legacy for the construction of the Gem Faceting School and College Campus.															
Ongoing	Make commitments and contributions to restore habitats where mining and other extraction activities have occurred.	To support the expansion of Pure Earth's work to the Women's Mining Network of Madre de Dios, supporting the Network in four key areas: mercury-free technologies, environmental mitigation and restoration practices, gold commercialization, and institutional capacity building.	◆◆◆◆◆	Year 1 grant contributions were made from the Brilliant Earth Foundation, and Pure Earth established training programs centered on clean gold extraction methods, such as shaking tables and on reforestation plans after mine closure, and showcased the project's progress at national and international forums. We increased purchases of Fairmined gold since 2021.	To make agreed contributions and track Year 2 progress of our 3-year \$300K grant to Pure Earth and the Women's Mining Network of Madre de Dios, supporting the Network in four key areas: mercury-free technologies, environmental mitigation and restoration practices, gold commercialization, and institutional capacity building.															
2025	Support new Fairmined certifications of artisanal small-scale gold mines and increase purchase of Fairmined gold from these mines year over year.			<table border="1"> <thead> <tr> <th colspan="5">Fairmined Purchases (grams of pure gold)</th> </tr> <tr> <th>2021</th> <th>2022</th> <th>2023</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>473</td> <td>601</td> <td>582</td> <td>2,701</td> <td>3,742</td> </tr> </tbody> </table>	Fairmined Purchases (grams of pure gold)					2021	2022	2023	2024	2025	473	601	582	2,701	3,742	2025 Goal completed.
Fairmined Purchases (grams of pure gold)																				
2021	2022	2023	2024	2025																
473	601	582	2,701	3,742																
Inclusion																				
Ongoing	Continually broaden product offerings to reflect our diverse customer base.	To increase total sales of Fairmined products vs 2024.	◆◆◆◆◆	Fairmined product sales across all categories combined were up 86% .	To increase total sales of Fairmined products vs 2025.															
Ongoing	Identify new opportunities for inclusive designs and collections.	To launch more expanded sizing (additional lengths) across our chain necklace and bracelet assortment.	◆◆◆◆◆	We expanded our chain bracelet and necklace size offerings by adding 6" and 7.5" bracelet lengths and 20" necklace lengths to provide more inclusive sizing options for all customers.	To broaden our appeal by expanding our men's collections and increasing our presentation of men's collections in showrooms.															
Ongoing	Continue to integrate and evaluate inclusive practices in marketing activities to reflect the diversity of our consumer base, by expanding and improving diverse representation.	To champion inclusivity at the heart of our brand strategy and campaigns, amplifying inclusive practices and content across all channels — owned, organic, and paid — to drive authentic representation and cultural relevance.	◆◆◆◆◆	Over 41% of our paid influencer talent represented our diverse customer demographic.	Continue to integrate and evaluate inclusive practices in marketing activities by expanding and improving diverse representation through casting, paid influencer partnerships, and ongoing social media content to highlight diversity at a multitude of touchpoints.															
Ongoing	Maintain an employee engagement score of at least 75.	To maintain an employee engagement score of at least 75.	◆◆◆◆◆	The average score of all questions resulted in an employee engagement score of 82 .	To maintain an employee engagement score of at least 78.															
Ongoing	Provide equitable access to training, safety protocols, and career advancement opportunities for Spanish-speaking employees in manufacturing repair facilities, while strengthening operational excellence and community integration.	This is a new goal for 2026.		N/A	Deliver a bilingual onboarding foundation in 2026 by launching the Spanish Company Handbook, translating core training materials, and offering key training courses in Spanish.															



GRI & SASB Integrated Disclosures

GRI Statement of Use: Brilliant Earth has reported in accordance with the GRI Standards for the 2025 Calendar Year.

SASB Alignment to Apparel, Accessories, and Footwear [CG-AA]; Multiline and Specialty Retailers and Distributors [CG-MR]; E-Commerce [CG-EC].

GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC				
General Disclosures								
GRI 2: General Disclosures 2021	2-1	Organizational details	2025 Annual Report	CG-MR-000.A Number of: (1) retail locations and (2) distribution centers CG-MR-000.B Total area of: (1) retail space and (2) distribution centers				
	2-2	Entities included in the organization's sustainability reporting			This report covers business activities associated with Brilliant Earth, LLC, and our efforts to influence responsible practices across our supply chain. For an overview of our company, see Item 1 of our 2025 Annual Report.			
			<table border="1"> <tr> <td>42 Showrooms and Offices</td> <td>1 Distribution Center</td> </tr> <tr> <td>129,889 square feet</td> <td>23,818 square feet</td> </tr> </table>		42 Showrooms and Offices	1 Distribution Center	129,889 square feet	23,818 square feet
	42 Showrooms and Offices	1 Distribution Center						
	129,889 square feet	23,818 square feet						
	2-3	Reporting period, frequency and contact point	This report covers the 2025 calendar year. We intend to issue these nonfinancial disclosures annually, aligned with the release of our Annual Report on SEC Form 10-K. Stakeholders are invited to send questions and/or comments regarding our sustainability reporting efforts to sustainability@brilliantearth.com .					
2-4	Restatements of information	Not applicable. There are no restatements of information.						
2-5	External assurance	Our financial statements are verified by our independent auditor. Our 2025 greenhouse gas (GHG) inventory was independently verified by Apex Companies, LLC.						
2-6	Activities, value chain and other business relationships	<p>Brilliant Earth is an innovative, digital-first jewelry company and a global leader in ethically sourced fine jewelry. We offer exclusive designs with superior craftsmanship and supply chain transparency, delivered to customers through a highly personalized omnichannel experience.</p> <p>Our extensive collection of premium-quality diamond engagement and wedding rings, gemstone rings, and fine jewelry is conceptualized by our leading in-house design studio and brought to life by expert jewelers. From our award-winning jewelry to our responsibly sourced materials, we aspire to exceptional standards in everything we do.</p> <p>Our Mission is to create a more transparent, sustainable, compassionate, and inclusive jewelry industry, and we are proud to offer customers distinctive and thoughtfully designed products that they can truly feel good about wearing.</p> <p>For our Beyond Conflict Free Diamonds™, we require our natural diamond suppliers to source directly from approved mine operations in Botswana, Namibia, South Africa, and Canada from sources with strong social and environmental governance practices, in countries ranked low or moderate risk. The majority of our natural diamond suppliers own their manufacturing facilities. We verify that their value chains are from approved mine operators through our Chain of Custody Protocol, Supplier Onboarding Requirements, and regular traceability reviews. Less than 1% of natural diamond suppliers worldwide meet our standards.</p> <p>We conduct regular traceability reviews of our lab diamond suppliers to verify manufacturing facilities, and we verify these manufacturers are complying with our Supplier Code of Conduct through independent social compliance audits.</p> <p>We require our jewelry suppliers to purchase precious metals from approved refiners who supply certified repurposed gold and silver.</p> <p>Because of the nature of our high-value products, we track our shipments from suppliers to our Distribution Center, which is wholly controlled by Brilliant Earth, and from our Distribution Center to customers and our 42 showrooms and offices. We sell directly to consumers; there are no major entities downstream of us.</p> <p>There were no major changes to our supply chain in 2025 that impacted our Mission or Mission Goals.</p>	2025 Annual Report Supplier Code of Conduct Natural Diamond Chain of Custody Protocol Supplier Onboarding Requirements					



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
GRI 2: General Disclosures 2021	2-7	Employees		
			Total	
			All Employees	864
			Female	618
			Male	228
			Other Gender Identities and Undisclosed	18
			Full-Time	843
		Part-Time	21	
		Data was provided from our Human Resources (HR) Information System. Data was collected at year-end for accuracy during the 2025 reporting period.		
2-8	Workers who are not employees	The vast majority of workers are either full-time or part-time employees. We will utilize nonemployee workers or service providers to help support projects, initiatives, or teams.		
2-9	Governance structure and composition	Our Board of Directors (Board) has seven directors, five of whom are independent. The two non-independent directors are our Co-Founders: our CEO Beth Gerstein and our Executive Chairman Eric Grossberg. Detailed biographies and tenures of each of our directors can be found on our website. We have a female-majority Board; four of our seven directors are women.		
2-10	Nomination and selection of the highest governance body	There are three Board committees: Audit; Compensation; and Nominating and Corporate Governance. Descriptions of these committees and their roles, responsibilities, and members can be found on our website.		
2-11	Chair of the highest governance body	The Nominating and Corporate Governance Committee (NGC) is responsible for identifying qualified individuals for the Board, ensuring expertise, independence, and diversity. When recommending Board candidates, the committee seeks individuals with personal and professional integrity, strong ethics and values, and the ability to make sound business judgments. The Board believes in a diverse range of experience, qualifications, skills, backgrounds, and age to effectively fulfill its oversight functions. Additional considerations for nominations may include experience in a particular industry and stakeholder representation. Eric Grossberg, Executive Chairman of our Board, is a Co-Founder of Brilliant Earth and served as co-CEO until 2021.		
2-12	Role of the highest governance body in overseeing the management of impacts	Brilliant Earth's Mission is to cultivate a more transparent, sustainable, compassionate, and inclusive jewelry industry. These four Mission pillars guide our strategy, business decisions, and sustainability goals, which are monitored by our Board, CEO, and Executive Leadership. The NGC is responsible for monitoring our Mission Goals and the Brilliant Earth Foundation's philanthropic strategy. At least twice per year, the VP of Responsible Sourcing & Sustainability (RS&S) provides the NGC and the Board with updates on progress toward our Mission-related goals. We also tie a portion of executive compensation to Mission-related goals and performance.		
2-13	Delegation of responsibility for managing impacts	The VP of RS&S, reporting to the General Counsel, oversees the progress related to our Mission Goals and manages annual reviews of our supply chain that support the policies and programs under our Mission. These reviews include, but are not limited to, anti-money laundering, natural diamond traceability, lab diamond traceability, Supplier Code of Conduct and health and safety at our manufacturers, repurposed precious metals, Conflict Minerals Reporting, and GHG accounting. The VP of RS&S regularly reports on the results of these reviews to our CEO, General Counsel, Chief Operations Officer, and Directors of Product Vendor Management. If we identify significant issues in our supply chain, we promptly consider how best to respond.		
2-14	Role of the highest governance body in sustainability reporting	The VP of RS&S collaborates with Executive Leadership and the leaders from HR, Merchandising, Product Development, Retail Operations, Product Vendor Management, and Brand Marketing to achieve our Mission-related goals within their areas of oversight. The VP of RS&S regularly reports on the progress toward these goals to the Company's leaders and employees. Employee stakeholder perspectives are considered by the Leadership team through the biannual anonymous employee engagement survey. People Managers are presented feedback from the employee engagement surveys by their HR Business Partner.		



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Our Code of Business Conduct and Ethics, Ethical Business Policy, and Supplier Code of Conduct cover ethical issues, legal and regulatory compliance, human rights, health and safety, environmental issues, and inclusion. These policies apply to our Executive Leaders, Leadership team, employees, and suppliers.	Ethical Business Policy Supplier Code of Conduct Code of Business Conduct and Ethics Supplier Onboarding Requirements		
	2-16 Communication of critical concerns	<p>We strictly prohibit corruption and unethical behavior, including money laundering, insider trading, bribery, and other forms of corruption, and employees are required to report any illegal, fraudulent, or unethical behavior. To facilitate this, we maintain a third-party whistleblower hotline that allows employees to report any unethical behavior through various methods, including anonymously.</p> <p>We also encourage our suppliers to submit any grievances they may have, in line with the OECD Due Diligence Guidance for Responsible Supply Chains, which influence our supply chain management efforts. Suppliers can do so by contacting our Responsible Sourcing inbox (becomplianceext@brilliantearth.com), sending mail to our address (300 Grant Ave, 99 Harlan Pl. 3rd Floor, San Francisco, CA 94108, Attn: Responsible Sourcing & Sustainability), or providing feedback through audit findings or third-party stakeholders.</p> <p>We require all our Executive Leaders, Leadership team, and employees to be trained in our anti-money laundering program. Executive Leaders, Leadership team, and employees working in areas with potential to involve money laundering issues are required to undergo this training annually. In 2025, 100% of these employees completed this training.</p> <p>All of our suppliers are required to agree to our Anti-Money Laundering Agreement, which includes a Vendor Identification Form (or Know Your Customer) and an Anti-Corruption Agreement as per the Foreign Corrupt Practices Act. We have a robust system of controls and monitoring, which includes software to automate the screening of suppliers of covered goods and customers against blocked and sanctioned parties lists, and an annual, voluntary independent audit to conduct a review of our Anti-Money Laundering Policy and systems.</p>			
	2-17 Collective knowledge of the highest governance body	Members of our Board are selected based on the knowledge, expertise, and experience that they can contribute toward helping us realize our Mission. For example, the Chair of the NGC, which is responsible for monitoring our Mission Goals, the Brilliant Earth Foundation's philanthropic strategy, and for identifying potential members of our Board, has extensive business experience managing a purpose-driven brand and seller of ethical and sustainable products.			Governance Overview
	2-18 Evaluation of the performance of the highest governance body	The NGC administers annual self-evaluations by the Board and its committees. These evaluations assess performance against the Board's and committees' individual, Mission-related, and strategic goals and objectives. The NGC reviews the self-evaluations and presents the results to the full Board for review and discussion.			
	2-19 Remuneration policies	<p>Compensation-related initiatives are led by our HR team, with oversight by the Compensation Committee. Director and Section 16 officer compensation is disclosed publicly in our filings with the Securities and Exchange Commission (SEC).</p> <p>As a Mission-driven Company, we tie a portion of Executive Leaders' and Leadership team compensation to Mission-related goals and performance. We also offer Executive Leaders, Leadership team, and management equity awards to provide them with opportunities to become shareholders in the Company.</p>			Board Compensation Committee Charter SEC Filings
2-20 Process to determine remuneration	<p>Our lowest paid hourly wage in the US in 2025 was \$18 per hour, and 100% of our employees across all regions of the country earn above minimum wage.</p> <p>We actively and regularly review our compensation practices to ensure that they are competitive and equitable. For example, in 2025, we conducted a compensation benchmarking project using consultative market data to make adjustments to multiple markets within our showroom fleet and maintain our competitive advantage.</p>				



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC	
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	<p><i>"We founded Brilliant Earth in 2005 with ambitious goals – to modernize and transform the jewelry industry – and a bold mission – to make the industry more transparent, sustainable, compassionate, and inclusive. Our Mission drives everything that we do, and these four key pillars – transparency, sustainability, compassion, and inclusion – serve as a strong foundation to anchor us."</i></p> <p>— Beth Gerstein, CEO and Co-Founder</p> <p>Our Responsible Sourcing and Sustainability programs and Mission Goals are organized around our Mission pillars. We track our progress toward our Mission Goals as part of our corporate strategy and utilize our Mission Report and these GRI and SASB disclosures to measure and communicate our progress publicly.</p> <p>Our Ethical Business Policy and Supplier Code of Conduct are rooted in the Responsible Jewellery Council Code of Practices, the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance, and local laws.</p>	<p>2025 Mission Report</p> <p>Mission Goals & Performance</p> <p>Ethical Business Policy</p> <p>Supplier Code of Conduct</p>	
	2-23	Policy commitments	<p>We maintain several policies to drive ethical business conduct. These policies can be found on our public website.</p> <ul style="list-style-type: none"> – Ethical Business Policy: This policy applies to all Brilliant Earth employees, suppliers, and business partners acting on Brilliant Earth’s behalf. It covers all locations and events. Employees, officers, and directors are required to read and comply with this policy, which includes an explicit statement on respecting human rights. – Supplier Code of Conduct: This code applies to all product suppliers. Suppliers are required to agree to the code, which covers a wide range of areas, including ethical, legal, and regulatory compliance; human rights; health and safety; environmental issues; and inclusion and belonging. – Code of Business Conduct and Ethics: This policy applies to all directors, officers, and employees, who must review and agree to this policy. While this policy does not explicitly address human rights, it emphasizes protection against harassment and discrimination, and the creation of a safe workplace, as well as protections for whistleblowers. – Insider Trading Policy: This policy aligns with federal and state regulations and applies to all officers, employees, and related entities. It has been reviewed and approved by the Board. – Mission Goals: We publicly announced our Mission Goals in our 2020-2021 Mission Report. We annually report on progress and ambitions toward those Goals. We tie a portion of Executive Leaders’ and Leadership team members’ compensation to Mission-related goals and performance. 2025 progress toward our Mission Goals is reported in our Mission Goals & Performance. <p>In addition to our existing policies, we are committed to complying with local, state, and federal regulations.</p>	<p>Ethical Business Policy</p> <p>Supplier Code of Conduct</p> <p>Code of Business Conduct and Ethics</p> <p>Insider Trading Policy</p> <p>Mission Goals & Performance</p>	
	2-24	Embedding policy commitments			
	2-25	Processes to remediate negative impacts	<p>In support of our supplier diligence, we achieved our 2025 Mission Goal to identify risks from factory audit findings, undertake relevant remediation efforts, and communicate these key metrics accordingly. Refer to Mission Goals & Performance and GRI disclosure 414-2 for an update on this Goal.</p> <p>Refer to GRI disclosure 2-27.</p>	<p>Supplier Code of Conduct</p> <p>Mission Goals & Performance</p>	CG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits.
	2-26	Mechanisms for seeking advice and raising concerns	Refer to the entry for 2-15 and 2-16.	Code of Business Conduct and Ethics	
	2-27	Compliance with laws and regulations	We strive to comply with laws and regulations in the jurisdictions where we operate, and we are not aware of any instances of material noncompliance during the reporting period. We regularly file public reports with the SEC that detail our operational results, risks, and financial performance. Our SEC filings, including our annual and quarterly performance reports, are published on our website.	SEC Filings	
	2-28	Membership associations	We participate in initiatives led by the Jewelers Vigilance Committee (JVC), Responsible Minerals Initiative (RMI), Supplier Ethical Data Exchange (Sedex), Society for Human Resource Management (SHRM), the Association of Corporate Counsel (ACC), and the National Retail Federation (NRF) – all of which we maintain active memberships with on an organizational or leadership level.		
	2-29	Approach to stakeholder engagement	See the Materiality & Stakeholder Engagement Statement on our website.	Materiality & Stakeholder Engagement Statement	
	2-30	Collective bargaining agreements	<p>We are not party to any collective bargaining agreement.</p> <p>We use our best efforts to comply with all occupational health and safety laws, workplace laws, and other regulations at the local, state, and national levels while prioritizing the rights and well-being of our employees.</p>		



Material Topics

GRI 3: Material Topics 2021	3-1	Process to determine material topics	See the Materiality & Stakeholder Engagement Statement on our website.	Materiality & Stakeholder Engagement Statement	
	3-2	List of material topics	<p>During the 2025 reporting period, there were no changes to our material topics.</p> <p>Our Material Topics</p> <ul style="list-style-type: none"> - Climate Change - Emissions (captured under Climate Change) - Energy - Economic Performance - Anti-corruption - Materials - Waste - Employment - Occupational Health and Safety - Training and Education - Diversity and Equal Opportunity - Nondiscrimination - Supplier Social Assessment (captured under Supplier Diligence in these disclosures) - Supplier Environmental Assessment (captured under Supplier Diligence in these disclosures) - Child Labor (captured under Human Rights in these disclosures) - Forced or Compulsory Labor (captured under Human Rights in these disclosures) - Rights of Indigenous Peoples (captured under Human Rights in these disclosures) - Local Communities - Marketing and Labeling - Customer Privacy 		



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We have committed to reach net-zero greenhouse gas emissions across our value chain by 2050 through renewable energy, operational efficiencies, and waste reduction.</p> <p>We calculate Scope 1, 2, and 3 supply chain emissions following the GHG Protocol, incorporating CO₂, CH₄, and N₂O gases to create CO₂ equivalents, and include these in our inventory where applicable. Our GHG inventory includes disclosed emissions categories in the Science Based Targets section of these disclosures, as well as excluded and optional categories. For Scope 3, we use internal data combined with EPA and DEFRA emission factors (both unit-based and spend-based), supplemented by research-based factors. Our GHG reduction targets were validated by SBTi in 2024 and conform with the SBTi Corporate Net-Zero Standard. Our Scope 1 and 2 target is in line with a 1.5 C trajectory. Per our commitment to SBTi, we will annually report our GHG inventory with limited-level assurance and report on progress in these Mission Disclosures and Goals.</p>	<p>Mission Goals & Performance</p> <p>Our Science Based Targets</p>	
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Refer to Our Science Based Targets for our near-term and net-zero emissions reduction targets, which are the current targets of our climate change mitigation strategy.		
	102-2 Climate change adaptation plan	<p>We openly and transparently discuss the challenges and opportunities related to climate change mitigation in the jewelry industry, and we seek to drive change in our supply chain (which represents the source of most of our emissions) and to improve the traceability of products from our suppliers. We endeavor to source materials with environmentally and socially responsible origins, to demonstrate transparency by identifying those origins, and to enforce rigorous protocols in our supply chain. The origins of our raw materials represent our Scope 3 emissions and are incorporated into our GHG emissions inventory while encompassing a key part of our baseline for reducing emissions.</p> <p>We have several Mission Goals related to this material topic, and we actively collaborate across departments within the Company. Progress made in 2025 toward our Mission Goals is reported in the Mission Goals & Performance section of this report.</p> <p>We are on Year 2 of enhancing our Companywide business continuity plan, which helps us mitigate and adapt to climate-related risks to our business and supply chain and prepare for a climate-related financial disclosure to support a transition to a low-carbon economy. We will continue to evaluate possible future disclosures as may be required by various regulations.</p>		
	102-3 Just Transition	<p>Our employees' well-being, health, and safety and their training and continuing education are important to us. We seek talent from a variety of sources to build a diverse applicant pool and are committed to equipping our team with the skills they need in an evolving world. We create pathways for advancement and support continuous learning.</p> <p>Refer to GRI 2-7 and GRI 401-1 for demographic disclosures.</p> <p>Refer to GRI 401, 403, and 404 for more information on Employment, Occupational Health and Safety, and Training and Education.</p>		



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC		
Climate Change						
GRI 102: Climate Change 2025	102-4 GHG emissions reduction targets and progress	To learn more about our near-term and long-term targets for reducing Scope 1, 2, and 3 emissions, in addition to our overall net-zero target, reference Our Science Based Targets.	Our Science Based Targets			
	102-5 Scope 1 GHG emissions	We consume on-site natural gas for energy use in our Distribution Center and in three showroom locations as a direct emissions source calculated under the GHG Protocol methodology. We do not produce, import, or export significant amounts of ozone-depleting substances (ODS). See Our Greenhouse Gas Emissions Inventory for information on Scope 1.				
	102-6 Scope 2 GHG emissions	We calculated our Scope 2 emissions using the three core greenhouse gases included in our CO ₂ equivalents under the GHG Protocol. Our methodology applied emission factors from the EPA eGrid national database and used a financial control consolidation approach, with electricity costs paid to utility providers serving as our primary data source. See Our Greenhouse Gas Emissions Inventory for information on Scope 2 location- and market-based GHG emissions.				
	102-7 Scope 3 GHG emissions	See Our Greenhouse Gas Emissions Inventory for more information on our Scope 3 emissions.				
	102-8 GHG emissions intensity	<table border="0"> <tr> <td>Scope 1</td> <td>Scope 2</td> </tr> <tr> <td>0.005 metric tons CO₂e per m² of floor space applicable to natural gas consumption</td> <td>0.051 metric tons CO₂e per m² of floor space for all Brilliant Earth locations</td> </tr> </table>			Scope 1	Scope 2
	Scope 1	Scope 2				
0.005 metric tons CO ₂ e per m ² of floor space applicable to natural gas consumption	0.051 metric tons CO ₂ e per m ² of floor space for all Brilliant Earth locations					
102-9 GHG removals in the value chain	We are prioritizing direct emissions reductions and did not purchase Voluntary Emissions Reductions (VERs) in 2025. We do not market or sell voluntary carbon offsets.	2025 Mission Report - Sustainability AB 1305				



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC												
Energy																
GRI 3: Material Topics 2021	3-3 Management of material topics	We are committed to reducing our use of energy derived from fossil fuels in our operations and supply chain by investing in renewable energy and energy efficiency.	Mission Goals & Performance Our Science Based Targets													
GRI 103: Energy 2025	103-1 Energy policies and commitments	<p>Our sustainability efforts include SBTi Targets and specific Mission Goals for energy and emissions reductions. These Goals are reviewed annually and approved by our Board, and a portion of executive compensation is tied to progress against them.</p> <p>For Scope 2, we report both location- and market-based emissions for our energy use. Our Scope 2 market-based emissions are zero for 2023, 2024, and 2025 because we purchase Renewable Energy Credits (RECs) with Green-e Energy certification for all nonrenewable energy use in our showrooms and corporate spaces.</p> <p>Despite this accomplishment, under SBTi we have committed to reduce absolute Scope 2 location-based emissions by 100% by 2050.</p> <p>Transitioning to renewable energy across our retail fleet and corporate spaces is a priority. As of 2025, seven of our showrooms buy renewable energy directly from their electricity providers. Our goal is that all Brilliant Earth showrooms across the US will use renewable energy by 2050.</p>														
	103-2 Energy consumption and self-generation within the organization	<p>Total electricity consumed by our corporate offices and showrooms is based on primary utility bill data per square foot.</p> <p>For electricity consumed by our showrooms and offices without direct utility bills, we use the GHG Protocol's average data methodology. Primary data is extracted for our 28 showrooms that have direct invoices from the utility provider. For the remaining 14 showrooms and offices without available primary data, we use existing data to calculate average consumption per square foot (kWh/ft²).</p> <table border="1"> <thead> <tr> <th>Annual Energy Consumption</th> <th>MWh</th> <th>Gigajoules</th> </tr> </thead> <tbody> <tr> <td>Electricity Consumption</td> <td>1,872.22</td> <td>6,739.99</td> </tr> <tr> <td>Heating Consumption</td> <td>338.92</td> <td>1,220.11</td> </tr> <tr> <td>Total Energy Consumption</td> <td>2,211.14</td> <td>7,960.10</td> </tr> </tbody> </table> <p>We opened two new showrooms in 2025, leading to an overall increase in location-based energy consumption compared to 2024.</p> <p>The location-based consumption within our organization does not distinguish between renewable and nonrenewable programs because we use emission factors from the EPA eGrid national database, which incorporates renewable energy sources implemented across eGrid subregions. This database is updated annually, ensuring that our fuel consumption calculations account for the average energy mix (renewable and fossil fuel use) in their geographic region. Renewable programs are accounted for in our Scope 2 market-based emissions.</p> <p>We do not sell electricity, heating, cooling, or steam.</p>	Annual Energy Consumption	MWh	Gigajoules	Electricity Consumption	1,872.22	6,739.99	Heating Consumption	338.92	1,220.11	Total Energy Consumption	2,211.14	7,960.10		
Annual Energy Consumption	MWh	Gigajoules														
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	103-3 Upstream and downstream energy consumption	<p>See Our Greenhouse Gas Emissions Inventory for information on our Scope 3 emissions, broken down by emission category.</p> <p>Scope 3 emissions from Jewelry – Precious Gemstones and Precious Metals represent our largest source of emissions across all scopes and all categories in Scope 3. Many suppliers use renewable energy in their production process and we made data improvements to more accurately reflect these climate mitigation strategies. Certain natural diamond and lab diamond facilities also now have a custom emission factor based on actual data for their specific energy use.</p>	Our Science Based Targets													
	103-4 Energy intensity	<table border="1"> <thead> <tr> <th>Energy Intensity - Location-based</th> <th>Energy Intensity - Market-based</th> </tr> </thead> <tbody> <tr> <td>0.155 MWh per m² of floor space</td> <td>0 MWh per m² of floor space</td> </tr> </tbody> </table> <p>Our energy intensity is derived from the ratio of Scope 2 energy consumed against our square meters of floor space across our 42 showrooms and offices and one Distribution Center.</p>	Energy Intensity - Location-based	Energy Intensity - Market-based	0.155 MWh per m ² of floor space	0 MWh per m ² of floor space										
Energy Intensity - Location-based	Energy Intensity - Market-based															
0.155 MWh per m ² of floor space	0 MWh per m ² of floor space															
	103-5 Reduction in energy consumption	<p>In 2022, we evaluated our showroom design and analyzed lighting power density to minimize our environmental impact. These recommended changes are estimated to result in a 30% reduction in energy usage through fewer fixtures and reduced wattage. The reduced lighting plan was implemented in each of the two showrooms we opened in 2025.</p> <p>See GRI disclosure 103-3.</p>														



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We openly and transparently discuss the challenges and opportunities in the jewelry industry, seek to drive change in our supply chain, and give back through the Brilliant Earth Foundation and employee volunteering efforts. We endeavor to source materials with environmentally and socially responsible origins, to demonstrate transparency by identifying those origins, and to enforce rigorous protocols in our supply chain. We go above and beyond current industry standards for sourcing natural diamonds, and our Beyond Conflict Free Diamonds™ have been selected for their ethical and environmentally responsible origins.</p> <p>By contrast, the industry norm for diamond sourcing is the Kimberley Process, which narrowly defines conflict diamonds as those used to finance wars against governments. The limited Kimberley Process allows into the supply chain diamonds that are tarnished by, among other things, worker exploitation and low wages, unsafe working conditions, forced and child labor, and irresponsible mining leading to soil erosion, deforestation, and ecosystem collapse.</p> <p>Using repurposed precious metals is one of our solutions to sourcing traceable, responsible precious metals and reducing our social and environmental footprint. We do not use "dirty gold," the mining of which has a history of civil war and is one of the most environmentally destructive types of mining, where miners often earn low wages in dangerous working conditions.</p> <p>We recognize the importance of supporting artisanal small-scale mining communities, and through our giving back initiatives, we aim to extend our positive impacts not just to our supply chain and customer communities but also to communities where diamonds, gemstones, and precious metals are sourced. We have Mission Goals for seeking to restore habitats where mining and other extraction activities have occurred and for contributing to the development of local livelihoods for mining and farming communities that respect the balance of natural ecosystems.</p>	SEC Filings 2025 Annual Report	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	For a complete view of our financial performance, refer to our 2025 Annual Report.		
	201-2 Financial implications and other risks and opportunities due to climate change	We recognize that, like most companies, we face climate-related financial risks, and we regularly evaluate how to address those risks and the factors that contribute to them. See GRI disclosure 102-1.		
	201-3 Defined benefit plan obligations and other retirement plans	<p>Employees working 30 hours or more are eligible for our full benefits package.</p> <p>Our health plans have generous premium coverage and robust offerings. We cover 100% of premiums for AD&D insurance and short- and long-term disability. We offer Flexible Spending Accounts and a variety of health plans, including a Health Savings Account.</p> <p>We offer a generous 401(k) retirement plan to all full-time and part-time employees after three months of service. 90% of eligible employees participated in our 401(k) plan in 2025. We match employee contributions 100% up to 3%, and 50% above 3% to 5%, with matched contributions immediately vested, as well as provide 401(k) advisory services.</p> <p>We also offer an Employee Assistance Program for a variety of needs, from general benefits help to more sensitive information, through online support, resources, and counselor consultations. We offer a mental well-being virtual coaching service, pretax commuter benefits, various discounts, and 24/7 emergency medical, security, and travel assistance. We also provide a generous paid-time-off program in addition to eight paid holidays.</p> <p>Part-time employees are eligible for our commuter benefits program, our 401(k) program, our employee product discount, and various wellness benefits and perks.</p>		

GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Anti-Corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to upholding human rights throughout our supply chain. We require all employees to annually agree to the Brilliant Earth Code of Business Conduct and Ethics, setting expectations for conducting business. Likewise, we require our product suppliers to agree to ethical standards by signing our Supplier Code of Conduct. We also maintain an Ethical Business Policy, which aligns with the seminal principles embodied in the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the laws of the countries in which we do business.</p> <p>As a retailer of high-value precious metals, diamonds, and gemstones, we are diligent in seeking to prevent money laundering, and we maintain an Anti-Money Laundering Policy overseen by a designated Compliance Officer. As members of the Jewelers Vigilance Committee (JVC) since 2019, we annually undergo testing of our anti-money laundering program by the JVC to review our compliance with the Bank Secrecy Act, the USA Patriot Act, and OFAC regulations. We use software to automate the screening of suppliers of covered goods and customers against blocked and sanctioned parties lists.</p>	Code of Business Conduct and Ethics Supplier Code of Conduct Ethical Business Policy Supplier Onboarding Requirements	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Our operations are assessed annually for corruption and money laundering risks. Our policies and supplier-facing documents specify requirements and expectations for reducing risks in our operations and supplier base. Our anti-money laundering program was tested in 2025 by the JVC, which confirmed the appropriateness of our program.		
	205-2 Communication and training about anti-corruption policies and procedures	<p>Our employees whose responsibilities might implicate money laundering issues must complete anti-corruption and anti-money laundering training. These employees include Customer Service Operations, Product Vendor Management, Finance, Legal & Compliance, and the Leadership team and Executive Leaders. In 2025, 100% of these employees completed the training.</p> <p>Our suppliers of covered goods must sign and adhere to our Anti-Money Laundering Policy. We require them to reconfirm their agreement on an annual basis. 100% of these suppliers reconfirmed their agreement to our Anti-Money Laundering Policy in 2025.</p>		
	205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption identified in 2025.		



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC	
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We strive to mitigate risks associated with sourcing diamonds, precious metals, and gemstones through responsible sourcing practices, select origin and traceability programs, and supplier due diligence. We have an Anti-Money Laundering Policy and programs in place to comply with the Bank Secrecy Act, the USA Patriot Act, and Office of Foreign Assets Control regulations. We have a designated Compliance Officer for our anti-money laundering program and arrange with the JVC to conduct an annual independent retest of our anti-money laundering process and systems.</p> <ul style="list-style-type: none"> – Natural Diamonds: For more about our natural diamond origins, selecting and monitoring natural diamond suppliers, our Supplier Code of Conduct, and our Chain of Custody Protocol, see the links in the column to the right and SASB CG-AA-430b.3. – Precious Metals: We use responsible, repurposed precious metals and do not source “dirty gold” associated with environmental devastation, labor abuses, violence, and human rights abuses. Our repurposed precious metals come from various pre- and post-consumer sources. Our Precious Metals Policy requires jewelry suppliers to use repurposed gold and silver acquired from Brilliant Earth-approved refiners. In 2025, 99.5% of the gold in our jewelry was repurposed, and 96.4% of the silver was repurposed. We continue to strive to achieve 100% repurposed or Fairmined metals in our made-to-order and finished jewelry. Chains and certain components and findings, like peg heads, posts, clasps, and chains, may not be from repurposed sources due to limited availability. For more information about Precious Metals, see the link in the column to the right <p>For more information about lab diamonds, colored gemstones, product packaging, and Mission Goals related to materials, see the links in the column to the right.</p>	<p>Natural Diamonds</p> <p>Supplier Onboarding Requirements</p> <p>Supplier Code of Conduct</p> <p>Natural Diamond Chain of Custody Protocol</p> <p>Repurposed Precious Metals</p> <p>Lab Diamonds</p> <p>Colored Gemstones</p> <p>Product Packaging</p> <p>Mission Goals & Performance</p> <p>Circularity</p>	<p>CG-AA-440a.3 (1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities</p> <p>CG-MR-410a.3 Discussion of strategies to reduce the environmental impact of packaging</p>	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<p>We internally track quantities of loose diamonds, gemstones, and precious metals for inventory purposes and origin traceability reviews, and to calculate percentages of repurposed content in our precious metals.</p>		<p>CG-AA-440a.4 (1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard</p>	
	301-2 Recycled input materials used	<p>We source diamonds, precious metals, and gemstones. In 2025, 99.5% of the gold in our jewelry was repurposed, and 96.4% of the silver was repurposed. We strive to achieve 100% repurposed metals or Fairmined in our made-to-order and finished jewelry. Our line of natural diamonds also includes recycled options. We source wood and paperboard packaging, and 90% of our paperboard packaging is made from 100% Forest Stewardship Council (FSC) Recycled content.</p> <p>For more information about circularity, see the link in the column to the right.</p>			<p>CG-AA-440a.2 Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard</p>
	301-3 Reclaimed products and their packaging materials	<p>We design products with beauty, durability, and waste minimization in mind. In 2025, we used 99.5% repurposed gold and 96.4% repurposed silver in our made-to-order and finished jewelry, and we provide customers with options for post-consumer recycled diamonds.</p> <p>Our iconic wood boxes are crafted using FSC materials. 90% of our paperboard packaging is certified as 100% FSC Recycled, sourced from pre- and post-consumer content.</p> <p>For more information about circularity, see the link in the column to the right.</p>			



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC																
Waste																				
GRI 3: Material Topics 2021	3-3 Management of material topics	We consider the environment throughout our business, practice circularity, and seek to mitigate waste.	Mission Goals & Performance Brilliant Earth Recycling Programs																	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts	<p>At a product level:</p> <ul style="list-style-type: none"> - In 2024 we transitioned our shipper boxes to 100% FSC Recycled paper, and they are recyclable. Now 90% of our paperboard packaging is 100% FSC Recycled. - We offer opportunities for customers to recycle their wood jewelry boxes. - As retailers of precious metals and gemstones, suppliers have sophisticated systems to optimize raw material use. Our natural diamond manufacturers control their cutting process to the micron level. For jewelry manufacturers dealing in precious metals, their facilities are equipped with air filtration, water filtration, and dust collection systems to reclaim precious metal dust generated during production. <p>At the showroom and office level:</p> <ul style="list-style-type: none"> - We have implemented a list of approved office supplies with environmentally friendly attributes. - Recycling receptacles are provided at all of our showrooms and offices. - Single-use disposable tableware has been eliminated in new showrooms. - We currently use the average data method for calculating waste in our showrooms and are working on more precisely measuring waste generated. <p>Our Mission Goals include green building standards for new showrooms, striving for 100% repurposed gold and silver, consideration of sustainability in our design and manufacturing processes, eliminating single-use plastics, and striving for zero waste.</p>																		
	306-3 Waste generated																			
	306-4 Waste diverted from disposal																			
	306-5 Waste directed to disposal																			
		<table border="1"> <thead> <tr> <th></th> <th>Recyclables Generated Tons</th> <th>Nonhazardous Waste Directed to Disposal Tons</th> <th>Total Waste Generated Tons</th> </tr> </thead> <tbody> <tr> <td>Distribution Center</td> <td>13.95</td> <td>3.31</td> <td>17.26</td> </tr> <tr> <td>42 Showrooms & Offices</td> <td>192.98</td> <td>274.90</td> <td>467.88</td> </tr> <tr> <td>Total</td> <td>206.93</td> <td>278.21</td> <td>485.14</td> </tr> </tbody> </table> <p>Waste for our Distribution Center is measured through monthly waste bills. Waste generated across showrooms and offices is estimated using the monthly waste bill of a single showroom for which we directly contract waste pickup services. For our other 41 showrooms and offices, our waste expenses are included in the lease. Showroom waste is calculated using the GHG Protocol average data method. Waste is reported in yards and then converted to tons using the EPA volume-to-weight conversion factors. Recyclables are on-site, nonhazardous waste diverted from disposal from our Distribution Center. All on-site, nonrecyclable waste is directed to the landfill. Brilliant Earth does not produce hazardous waste.</p>		Recyclables Generated Tons	Nonhazardous Waste Directed to Disposal Tons	Total Waste Generated Tons	Distribution Center	13.95	3.31	17.26	42 Showrooms & Offices	192.98	274.90	467.88	Total	206.93	278.21	485.14		
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GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC														
Employment																		
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our employees' well-being is important to us. We follow federal, state, and local employment laws and offer competitive benefits packages. We conduct annual performance reviews for all eligible employees, anonymous twice-annual engagement surveys, and weekly pulse surveys. These results drive improvements for our Company.</p> <p>We comprise employees whose personal values are aligned with our core Company values. Our Mission is cited by new team members as a top driver for joining Brilliant Earth.</p> <p>We foster a highly collaborative environment and appreciate diverse perspectives. We pride ourselves on a thorough interview-training, objective talent acquisition process, and inclusive teams.</p> <p>We seek talent from a variety of sources to build a diverse applicant pool. Higher education is not a requirement for employment at Brilliant Earth.</p> <p>We experienced no material monetary losses as a result of legal proceedings associated with labor law violations in 2025.</p>		CG-MR-310a.3 Total amount of monetary losses as a result of legal proceedings associated with labor law violations														
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<table border="1"> <thead> <tr> <th colspan="2">Employee Headcount at End of 2025</th> </tr> </thead> <tbody> <tr> <td>Full-Time</td> <td>843</td> </tr> <tr> <td>Part-Time</td> <td>21</td> </tr> <tr> <td>H-1B Visa Holder</td> <td>1</td> </tr> </tbody> </table>	Employee Headcount at End of 2025		Full-Time	843	Part-Time	21	H-1B Visa Holder	1		CG-MR-310a.2 CG-EC-330a.2 (1) Voluntary and (2) involuntary turnover rate for in-store employees/all employees CG-EC-330a.4 Percentage of technical employees who are H-1B visa holders						
	Employee Headcount at End of 2025																	
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Part-Time	21																	
H-1B Visa Holder	1																	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Our Brilliant Earth Benefits Program is extended to all regular full-time employees working a minimum of 30 hours a week. The majority of benefits are effective the first of the month following the date of hire.</p> <table border="1"> <thead> <tr> <th colspan="2">Benefits</th> </tr> </thead> <tbody> <tr> <td>401(k)</td> <td>Long-term disability</td> </tr> <tr> <td>Accidental death and dismemberment insurance</td> <td>Medical insurance</td> </tr> <tr> <td>Commuter benefits</td> <td>Mental health library of resources</td> </tr> <tr> <td>Dental insurance</td> <td>Paid parental leave</td> </tr> <tr> <td>Health Savings Account with Employer</td> <td>Short-term disability</td> </tr> <tr> <td>Life insurance</td> <td>Vision insurance</td> </tr> <tr> <td>Lifestyle Spending Account</td> <td></td> </tr> </tbody> </table>	Benefits		401(k)	Long-term disability	Accidental death and dismemberment insurance	Medical insurance	Commuter benefits	Mental health library of resources	Dental insurance	Paid parental leave	Health Savings Account with Employer	Short-term disability	Life insurance	Vision insurance	Lifestyle Spending Account		
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401-3 Parental leave	<p>Our parental leave program is gender agnostic. All employees are entitled to parental leave following the birth, adoption, or foster care placement of a child.</p> <table border="1"> <thead> <tr> <th>Parental Leave Tenure</th> <th>Full-Time Employees</th> <th>Part-Time Employees</th> </tr> </thead> <tbody> <tr> <td>More than 1 year</td> <td>16 weeks</td> <td>8 weeks</td> </tr> <tr> <td>Less than 1 year</td> <td>12 weeks</td> <td>6 weeks</td> </tr> </tbody> </table>	Parental Leave Tenure	Full-Time Employees	Part-Time Employees	More than 1 year	16 weeks	8 weeks	Less than 1 year	12 weeks	6 weeks								
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GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Ensuring the health and safety of our team members is a top priority. We have comprehensive measures in place, including:</p> <ul style="list-style-type: none"> – Emergency preparedness response plans, provided in English and Spanish – Long-term and short-term disability benefits and workers’ compensation – Compliance with Occupational Safety and Health Administration (OSHA) requirements and guidelines <p>While we generally operate in low-risk environments and the likelihood of negative impacts is low, we take precautions to protect employees, and our Human Resources team conducts annual reviews to ensure compliance with safety guidelines and engages employees to address any concerns.</p> <p>In our Manufacturing and Repair Center, we support our bilingual workforce through regular standup safety trainings conducted in English and Spanish, tailored to the job function of these employees. The training covers hazardous chemicals, eye wash station, fire safety, heavy machinery, first aid, and emergency exit plans.</p>		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our health and safety processes meet OSHA guidelines. We prioritize the safety of our employees, all of whom are covered by our general health and safety policies.		
	403-2 Hazard identification, risk assessment, and incident investigation	<p>All employees are required to inform their manager of any health or safety concerns in the workplace and to promptly report any illness or injury sustained while on the job, regardless of severity.</p> <p>If an employee identifies a risk, they are required to follow a specified process for submitting an employee suggestion or grievance, as outlined in our Company Handbook.</p> <p>Workers’ compensation insurance covers occupational injuries in compliance with state laws.</p>		
	403-3 Occupational health services	Not applicable. We do not collect personal health-related data from employees unless related to health benefit applications and services.		
	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>We strive to provide a comfortable, productive, and ethical work environment. To this end, employees are encouraged to bring any problems, concerns, or grievances to the attention of their manager and/or Human Resources.</p> <p>In addition, employees are encouraged to report any known or suspected violation of the Code of Business Conduct and Ethics on the Company’s third-party whistleblower hotline, available by telephone or digital submission.</p> <p>Suggestion and grievance processes are detailed in our Company Handbook, which all employees are required to review.</p>		
	403-5 Worker training on occupational health and safety	For our Operations teams in our Distribution Center, we provide initial training and occupational safety training for new employees. Full-time employees receive health, safety, and emergency response training, depending on their role. Distribution Center employees are required to complete hazard prevention training and regular safety trainings on various subjects.		
	403-6 Promotion of worker health	The health and safety of our employees is a top priority. In addition to other benefits detailed above, we offer regular wellness, health, and fitness events. In 2025, we also provided access to an Employee Assistance Program (EAP) with a library of resources available for employees to access 24/7 and a Lifestyle Spending Account (LSA) for physical and mental health reimbursements.		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>We require all our suppliers and vendors to adhere to our Supplier Code of Conduct and undergo thorough screenings, including assessments of worker health, safety, and working conditions.</p> <p>Our Supplier Code of Conduct provides further details on worker protections and grievance mechanisms.</p>	Supplier Code of Conduct	
	403-8 Workers covered by an occupational health and safety management system	<p>We prioritize the safety of our employees, and all of our employees in our Distribution Center, showrooms, and offices are covered by our general health and safety policies.</p> <p>Employees in the Manufacturing and Repair Center of our Distribution Center work in a specified area and are covered by the processes, procedures, and systems outlined in GRI disclosure 403-1 and our management approach for this topic.</p>		
	403-9 Work-related injuries	Our major-incident rate was no incidents for 2025.		



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our people are incredibly important to us; they drive our success. Training and continuing education are critical components of this success.</p> <p>All new hires begin with “A Brilliant Start,” the Company’s onboarding program, which consists of two consecutive days of introductory training. Our People Managers complete three consecutive days of training that cover management expectations, performance management and documentation, employee onboarding, and employee life events. Annually, we review and seek to improve the employee and People Manager onboarding program.</p> <p>We provide an online library with over 725 training sessions available to our workforce. We offer professional development training for our team members, aimed at being able to promote from within.</p>		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>Annually, all employees are required to take seven to nine hours of compliance courses covering topics such as confidentiality and nondisclosure, harassment prevention, exemption status, benefits, security, and cybersecurity.</p> <p>Employees in areas that implicate potential money laundering issues must also complete anti-money laundering training annually. In 2025, 100% of these employees completed the training.</p>		
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Brilliant Earth supports all part-time and full-time employees’ continuing education and professional growth. We bring subject matter experts to provide ongoing training on topics specific to our industry and Mission.</p> <p>For continuing education and development of People Managers, a manager library of resources is provided.</p> <p>Full-time employees with 12 months of service are eligible for the Continuing Education and Tuition Assistance program.</p>		
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>We conduct a 360-degree annual performance review for all eligible full-time and part-time employees (hired before September 1st of the prior year). This comprehensive review includes employee, peer, and manager feedback and provides a thorough assessment of the employee’s performance. The review process typically takes place in Q1, with many promotions occurring during this time.</p> <p>We conduct twice-annual anonymous engagement surveys to allow employees to provide direct and confidential feedback, which we use to inform our goals, strategy, and action plans for People Managers and leadership.</p> <p>Our latest engagement survey in 2025 had 92% participation. The average score of all questions resulted in an employee engagement score of 82.</p>		CG-EC-330a.1 Employee engagement as a percentage



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC																				
Diversity and Equal Opportunity																								
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Mission is to cultivate a transparent, sustainable, compassionate, and inclusive jewelry industry. As part of our commitment to inclusion, we foster an inclusive workplace and customer experience. Our Mission Goals include performing annual engagement surveys to support the growth and development of our employees.</p> <p>We are proud of our female-majority and diverse Board, diverse Executive team, and diverse employee base. We are proud of the inclusive environment in our Company. To foster inclusivity:</p> <ul style="list-style-type: none"> – We took the Open to All Pledge in 2023 and remain committed to creating a space that values the uniqueness of our customers and our employees. – Our CEO and our Customer Operations and Operations teams monitor quarterly reports and survey responses on inclusion, employee wellness, and belonging, incorporating findings into our strategy and decision-making. – We offer extensive training and continuous learning opportunities to all employees and leaders. 	Mission Goals & Performance																					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th colspan="2">Female</th> <th colspan="2">Black, Indigenous, People of Color (BIPOC)</th> </tr> </thead> <tbody> <tr> <td>Female CEO</td> <td></td> <td>Employees</td> <td>51%</td> </tr> <tr> <td>Employees</td> <td>72%</td> <td>People Manager</td> <td>35%</td> </tr> <tr> <td>People Managers</td> <td>73%</td> <td>Director and Above</td> <td>30%</td> </tr> <tr> <td>Director and Above</td> <td>58%</td> <td></td> <td></td> </tr> </tbody> </table> <p>*Employed in 2025</p>	Female		Black, Indigenous, People of Color (BIPOC)		Female CEO		Employees	51%	Employees	72%	People Manager	35%	People Managers	73%	Director and Above	30%	Director and Above	58%				<p>CG-MR-330a.1</p> <p>CG-EC-330a.3 Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees</p>
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Non-discrimination																								
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are committed to maintaining a safe and inclusive workplace for all employees. We foster this through policies such as our Equal Employment Opportunity Statement and Non-Harassment Policy in our Company Handbook. We are also committed to complying with all laws regarding equal employment opportunities and other employment regulations.</p> <p>Our Ethical Business Policy further emphasizes our commitment to nondiscrimination.</p> <p>We maintain a third-party whistleblower hotline that allows employees to safely report any unethical behavior through various methods, including anonymously.</p>	Ethical Business Policy																					
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no substantiated complaints or material monetary losses as a result of legal proceedings associated with employment discrimination in 2025.		<p>CG-MR-330a.2 Total amount of monetary losses as a result of legal proceedings associated with employment discrimination</p>																				



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC																				
Supplier Diligence																								
SUPPLIER SOCIAL ASSESSMENT / SUPPLIER ENVIRONMENTAL ASSESSMENT																								
GRI 3: Material Topics 2021	3-3 Management of material topics (for both supplier social and environmental assessment topics)	<p>Our natural and lab diamond, colored gemstone, and jewelry suppliers undergo a rigorous vetting process. We require suppliers to adhere to our sourcing and compliance standards, which go beyond industry norms. We track supplier performance and adherence to our requirements through regular reviews. Our supplier onboarding requirements can be found on our website.</p> <p>Transparency is a critical part of our strategy, and it underpins all work in this area. We have established Mission Goals related to supplier social and environmental assessments, which are monitored by our Board, CEO, and Executive Leadership. Performance against these Mission Goals is assessed annually, and a portion of executive compensation is tied to their achievement.</p> <p>Our supply chain carries risks associated with raw materials, as described in SASB CG-AA-440a.3</p> <p>We require strict social and environmental management practices operationally and across our supply chain, in line with best practices and applicable laws and regulations. All product suppliers are required to read and agree to our Supplier Code of Conduct. Our natural diamond suppliers must also agree to our Natural Diamond Chain of Custody Protocol, which can be found on our website, and must have systems in place to ensure that our Beyond Conflict Free Diamonds™ are sourced only from Brilliant Earth-approved mine operations in specific countries. These suppliers must also provide documentation demonstrating the origin of their diamonds and track their stones from rough purchase through polished stone.</p> <p>We assess manufacturers for risks to the health and safety of their workers. Our natural diamond suppliers must provide Responsible Jewellery Council (RJC) Code of Practices (COP) certification or complete a DTC Best Practice Principles Assurance Programme or Forevermark audit. Lab diamond suppliers must also comply with our Supplier Code of Conduct, and their compliance is evaluated through audits conducted by APSCA Member Firms. These audits identify labor nonconformances, monitor corrective action plans, and close conformances according to the audit protocol.</p> <p>Our criteria for evaluating potential suppliers include environmental, social, and governance considerations.</p>	<p>Supplier Code of Conduct</p> <p>Supplier Onboarding Requirements</p> <p>Natural Diamond Chain of Custody Protocol</p> <p>Mission Goals & Performance</p>	CG-AA-430b.3 Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain																				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>We require safe working conditions in the facilities where our products are being manufactured. Brilliant Earth suppliers are required to agree to our Supplier Code of Conduct. All new suppliers are screened for evidence that their Tier 2 manufacturing facilities comply with our Supplier Code of Conduct, and we monitor for compliance with the code through social compliance audits.</p> <table border="1"> <thead> <tr> <th colspan="2">Percentages of Suppliers That Completed a Social Compliance Audit Within the Cycle Designated by Risk Rating</th> </tr> </thead> <tbody> <tr> <td colspan="2">Natural Diamond Suppliers</td> </tr> <tr> <td>Tier 1</td> <td>100%</td> </tr> <tr> <td>Tier 2</td> <td>100%</td> </tr> <tr> <td colspan="2">Jewelry Suppliers</td> </tr> <tr> <td>Tier 1</td> <td>100%</td> </tr> <tr> <td>Tier 2</td> <td>100%</td> </tr> <tr> <td colspan="2">Lab Diamond Suppliers</td> </tr> <tr> <td colspan="2">Tier 1: categorized as low-risk sales offices with no manufacturing on-site</td> </tr> <tr> <td>Tier 2</td> <td>87%</td> </tr> </tbody> </table>	Percentages of Suppliers That Completed a Social Compliance Audit Within the Cycle Designated by Risk Rating		Natural Diamond Suppliers		Tier 1	100%	Tier 2	100%	Jewelry Suppliers		Tier 1	100%	Tier 2	100%	Lab Diamond Suppliers		Tier 1: categorized as low-risk sales offices with no manufacturing on-site		Tier 2	87%		<p>CG-AA-430b.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor</p> <p>CG-AA-430a.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</p>
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GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Supplier Diligence				
SUPPLIER SOCIAL ASSESSMENT / SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	<p>We use factory audit findings obtained through our supply chain due diligence to actively identify risks and opportunities and to focus our remediation efforts.</p> <p>We encourage all our natural diamond suppliers to become certified to the RJC Code of Practices. For suppliers that are not RJC-certified, in particular lab diamond suppliers, we conduct regular audits by APSCA Member Firms based on the supplier's risk rating according to the Sedex Members Ethical Trade Audit (SMETA). Noncompliance findings from SMETA audit reports are aggregated on the Sedex platform. In analyzing four years of data at lab diamond facilities, the biggest remediation opportunity is in the area of fire safety. Accordingly, in 2024, we conducted a virtual capacity-building webinar on fire safety. In 2025, we pushed for increased supplier accountability and remediation in the Sedex platform, encouraging suppliers to complete auditor-reviewed corrective action plans (CAPs) to address fire safety concerns.</p>		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>Refer to the disclosure for GRI 414-1 for data table.</p> <p>New suppliers undergo an environmental screening during onboarding that includes energy sources. New and existing suppliers that use renewable energy are invited to participate in a third-party renewable energy verification. Most lab diamond suppliers undergo a four-pillar SMETA, which includes an assessment of their environmental management systems and energy, water, and waste practices.</p>		
	308-2 Negative environmental impacts in the supply chain and actions taken	See the disclosure for GRI 414-2.		
Human Rights				
CHILD LABOR / FORCED OR COMPULSORY LABOR / RIGHTS OF INDIGENOUS PEOPLES				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Human rights and responsible labor practices, such as prohibition of child labor and forced or compulsory labor and supporting the rights of indigenous people, are important standards in our supply chain that we work to uphold. Our Ethical Business Policy establishes a foundation for managing our business in accordance with all applicable laws and our own high standards and aligns with the principles embodied in the UN Global Compact, the UN Declaration of Human Rights, core International Labour Organization Conventions, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the laws of the countries in which we do business.</p> <p>All suppliers are required to agree to and comply with our policies, including our Supplier Code of Conduct. Suppliers must also maintain a current social compliance audit at their manufacturing location(s). We evaluate their compliance through various audit protocols, such as RJC Code of Practices certification, the DTC Best Practice Principles Assurance Programme, or the SMETA. We track and review social compliance audit evidence, with a strong focus on oversight at manufacturing locations. Violations of our Supplier Code of Conduct may lead to corrective actions or deactivation.</p> <p>Suppliers of our Beyond Conflict Free Diamonds™ follow our Chain of Custody Protocol, which requires that natural diamonds supplied to us be sourced from mine operators in countries that uphold labor, trade, and environmental standards.</p>	Natural Diamond Chain of Custody Protocol Supplier Code of Conduct Ethical Business Policy	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<p>No incidents of child labor, forced labor, or violations of indigenous peoples' rights were identified within the reporting period.</p> <p>We go above and beyond current industry standards for sourcing natural diamonds, and our Beyond Conflict Free Diamonds™ have been selected for their ethical and environmentally responsible origins. Our Beyond Conflict Free Diamonds™ are sourced from approved mine operations in Botswana, Namibia, South Africa, and Canada, countries that have strong social and environmental governance practices and have a low or moderate Conflict-Affected and High-Risk Areas (CAHRA) risk rating.</p>		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>By contrast, the industry norm for diamond sourcing is the Kimberley Process, which narrowly defines conflict diamonds as those used to finance wars against governments. The limited Kimberley Process allows into the supply chain diamonds that are tarnished by worker exploitation and low wages, unsafe working conditions, forced and child labor, irresponsible mining leading to soil erosion, deforestation, and even ecosystem collapse.</p>		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples			



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We are dedicated to giving back to the communities where our showrooms, offices, employees, and customers reside. The Brilliant Earth Foundation, a corporate advised fund with Silicon Valley Community Foundation, operates according to three strategic pillars: Responsible Sourcing, Social Impact, and Climate Action.</p> <p>Our Distribution Center and all of our showrooms and offices are located in the US. In addition to our annual charitable giving, we have a Mission Goal to promote positive change in every community where we operate by engaging 100% showroom participation in giving back. In 2025, 100% of our showrooms and Distribution Center reported volunteering efforts.</p>	Mission Goals & Performance Brilliant Earth Foundation	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	We survey our employees to understand the causes that are most important to them. In 2025, the top causes identified were access to healthcare, mental health services, and ocean conservation and cleanup. Accordingly, the Brilliant Earth Foundation made donations to the National Association of Free & Charitable Clinics and Ocean Blue Project.		
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>We support local gemstone and gold mining communities through the Brilliant Earth Foundation. In 2025, we donated over \$355,000 to nonprofits such as Pure Earth, Gem Legacy, and the Jane Goodall Institute. Learn more about our grants on our website.</p> <p>Refer to the disclosure for GRI 301 regarding materials.</p>		
Marketing and Labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>Our Product Development, Merchandising, Sourcing, and Marketing teams work closely with our Responsible Sourcing & Sustainability team so that we can be confident that our products are responsibly designed and brought to market.</p> <p>We take pride in creating beautifully designed, responsible, and joyful products for our customers and use our best efforts to comply with the Federal Trade Commission's (FTC) guidelines and Guides for the Jewelry, Precious Metals, and Pewter Industries. Suppliers acknowledge their compliance with these requirements in our Supplier Code of Conduct.</p>	Supplier Code of Conduct Brilliant Earth Recycling Programs	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<p>Our natural and lab diamonds are independently graded by:</p> <ul style="list-style-type: none"> – Gemological Institute of America (GIA) – International Gemological Institute (IGI) – HRD Antwerp – Gem Certification & Assurance Lab (GCAL) <p>Our precious metals (platinum, gold, and silver) are marked in accordance with the FTC's Guides for the Jewelry, Precious Metals, and Pewter Industries.</p> <p>For more details on the sourcing components of our products, refer to earlier disclosures on materials under GRI 301. To understand the environmental and social impacts of our products and how we manage them, see disclosures on supplier social and environmental assessments under GRI-414 and GRI-308.</p> <p>While we primarily deal with high-value luxury goods that are not typically disposed of, we do offer customer assistance in upcycling diamonds and precious metals.</p> <p>No major safety issues have been identified with our products.</p>		
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no identified incidents related to marketing and labeling noncompliance in 2025.		
	417-3 Incidents of non-compliance concerning marketing communications			



GRI STANDARD	DISCLOSURE	ADDITIONAL DETAIL	LOCATION	SASB CODE & METRIC
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>We value the privacy and security of the data with which our employees, customers, and business partners entrust us, and we have policies and systems in place to require that data is protected and handled with care. Some of the ways we protect privacy and data are:</p> <ul style="list-style-type: none"> – Annual cybersecurity trainings for employees, including Executive Leaders and the Leadership team – Regular phishing tests and trainings for employees – Multifactor authentication for applications and accounts – Investing in and growing our IT team, including key roles focusing on cybersecurity, data and privacy compliance, and legal and regulatory oversight – Implementing secure platforms and systems that protect employee emails and customer credit card data and that guard against data breaches, viruses, malware, and other threats – Maintaining an up-to-date privacy policy and other website disclosures that describe our practices for data collection and use, and providing mechanisms for customers to opt out of certain information-sharing practices and request data deletion pursuant to applicable law – Maintain an up-to-date AI Acceptable Use Policy that describes permitted uses of AI tools and includes vetting procedures to ensure AI tools are reviewed for cybersecurity and legal risk prior to adoption 		<p>CG-EC-220a.2 Description of policies and practices relating to behavioral advertising and user privacy</p> <p>CG-MR-230a.1</p> <p>CG-EC-230a.1 Description of approach to identifying and addressing data security risks</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had no known material cybersecurity incidents in 2025.		<p>CG-MR-230a.2</p> <p>CG-EC-230a.2 (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected</p>

SASB Omissions

The following are not applicable to our operations:

SASB Metric	SASB Code
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2
Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a.1
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-EC-130a.1
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-EC-130a.2

SASB Metric	SASB Code
Discussion of the integration of environmental considerations into strategic planning for data center needs	CG-EC-130a.3
Number of users whose information is used for secondary purposes	CG-EC-220a.1
Entity-defined measure of user activity	CG-EC-000.A
Data processing capacity, percentage outsourced	CG-EC-000.A
Number of shipments	CG-EC-000.A



