IT'S IN OUR DNA

GUESS

ESG REPORT FISCAL YEARS 2024–2025

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Refer to the Data and Disclosures section for the Key ESG Metrics and Disclosures that were subjected to independent external assurance. See page 120 for the related Independent Accountants' Examination Report.

A MESSAGE FROM OUR CEO, CARLOS ALBERINI

At GUESS, sustainability is not a separate initiative, it is core to our identity and integral to the way we operate, design, and innovate. With regulations tightening and climate impacts intensifying, we remain steadfast in our commitment to accountability and meaningful action. As we welcome our FY2024–2025 ESG Report, I am proud to reflect on the progress made toward our long-term vision: to be a company that not only leads in fashion but helps to shape a more sustainable, inclusive, and transparent industry.

This year, the Southern California wildfires—which deeply impacted the city of Los Angeles, where our North American headquarters is located, served as a powerful reminder that climate change is not a distant threat. It's happening now, and it demands our immediate attention. These events have reinforced our commitment to embedding sustainability into all facets of our operations—from product design and manufacturing to our interactions with customers, employees, and giving back to the communities we serve.

> *"As we welcome our FY2024–2025 ESG Report, I am proud to reflect on the progress made toward our long-term vision: to be a company that not only leads in fashion but helps to shape a more sustainable, inclusive, and transparent industry.*

Our approach to sustainability is about continuous improvement guided by our sustainability strategy, ACTION GUESS. That means staying agile in a shifting regulatory landscape, strengthening the integrity of our ESG data, and embedding accountability across every part of our business. In FY2025, we took an important step forward by publishing our renewed Human Rights Policy, a milestone that reinforces our enduring commitment to respecting the dignity and rights of all people–our employees, the workers in our supply chain, our partners, and the places where we operate. We deepened our decarbonization efforts, expanded our GUESS ECO collection offerings, launched GUESS JEANS–with a commitment to sustainability and cutting-edge innovation, and sharpened our focus on supplier partnerships that support fair labor and sustainable practices.

Equally important is how we hold ourselves accountable. We continue to put the findings of our double materiality assessment into action, refining our roadmap to focus on the risks and opportunities most material to our business and stakeholders. Once again, we engaged KPMG to conduct an independent assurance engagement on key ESG metrics and disclosures contained in the Data and Disclosures section of this report at a reasonable level—an exceptional practice in our industry—reaffirming our commitment to transparency and integrity in how we communicate our journey.

Looking ahead, we're setting clear targets to reduce greenhouse gas emissions, increase preferred materials in our collections, advance in circular fashion, and strengthen corporate social responsibility across our global supply chain. These actions reflect our broader goal of integrating sustainability into our brand portfolio, products, operations, and culture.

I'm inspired every day by our global teams, whose passion and creativity continue to drive GUESS forward—toward a future where fashion is not only stylish, but also responsible.

Thank you for joining us on this journey.

CARLOS ALBERINI
CHIEF EXECUTIVE OFFICER AND DIRECTOR
GUESS?, INC.

> *"I'm inspired every day by our global teams, whose passion and creativity continue to drive GUESS forward—toward a future where fashion is not only stylish, but also responsible.*

VISIT OUR ONLINE HUB FOR MORE ABOUT HOW SUSTAINABILITY IS WOVEN THROUGH OUR DNA
SUSTAINABILITY.GUESS.COM

A MESSAGE FROM OUR CO-FOUNDER AND CHIEF CREATIVE OFFICER, PAUL MARCIANO

Over the last 44 years, GUESS has invited people to dream with us, driven by our desire to create products that inspire and make people feel confident. Today, sustainability is a bigger part of our story more than ever before. And what makes me proud is seeing how our teams have embraced this challenge with the same creativity and passion they bring to everything we do. I believe true transformation starts in the details—in the fabrics we choose, the way we construct a garment, how we support our supply chain, and the waste we work to eliminate.

As we continue to expand our global footprint, the acquisition of New York-based fashion icon rag & bone marks not just a milestone, but a bold evolution of our creative and cultural narrative. Known for its sophistication and authentic downtown DNA, rag & bone brings a distinctly American edge that complements and contrasts beautifully with our existing portfolio—brands rooted in heritage, precision, and global refinement. And with that expansion comes not just greater reach, but greater responsibility—to lead, to listen, and to shape culture in meaningful, sustainable ways.

To me, it's always been about people first. GUESS has always felt like a family, and that sense of connection extends far beyond our offices. It includes the people who make our products, the communities we impact, and the millions of customers around the world who love our brands.

> *"Today's consumer isn't just dressing to look good—they're choosing to be part of something bigger. They want their style to reflect their values, to stand for something.*

Today's consumer isn't just dressing to look good—they're choosing to be part of something bigger. They want their style to reflect their values, to stand for something. That's the future we're designing for at GUESS: fashion that inspires, empowers, and helps drive meaningful change.

At the end of the day, yes, we are a lifestyle brand. But for me, fashion is nothing without the people behind it. It's about the people who believe in it, and of course, the people who wear it and make it their own. That's what truly brings fashion to life. Looking ahead, we will keep pushing forward. We will keep innovating, creating, and inspiring—always with the same purpose: to lead with heart and ensure that GUESS remains not just a brand people love, but one they can be proud of.

PAUL MARCIANO
CO-FOUNDER AND CHIEF CREATIVE OFFICER, GUESS?, INC.

A MESSAGE FROM OUR CHIEF NEW BUSINESS DEVELOPMENT OFFICER, NICOLAI MARCIANO

> *"Fashion, by nature, thrives on change. It's driven by curiosity, innovation, and the relentless pursuit of what's next. That's what makes our industry exciting, but also what makes sustainability so intricate.*

Fashion, by nature, thrives on change. It's driven by curiosity, innovation, and the relentless pursuit of what's next. That's what makes our industry exciting, but also what makes sustainability so intricate.

Each day, new trends emerge, new collections launch, new technologies enter the scene. Yet the urgency to continue to reduce our environmental impact cannot wait for the next regulation.

Meaningful change is driven by countless small steps, made daily, across every product, team, and decision. We are not waiting for a sudden breakthrough to make fashion more sustainable. Instead, we continuously challenge ourselves and our partners to do better. Could that button be crafted from recycled metal? Are there chemical-free options to execute this process? Can we redesign the packaging to minimize material usage? These are the kinds of questions we ask ourselves daily.

Innovation is in GUESS's DNA. In 1981, my father and his brothers redefined the denim pant at a time when the category was evolving beyond its roots as workwear. They made it exciting again with bold, iconic designs and groundbreaking techniques like stonewashing, turning denim into a fashion staple for self-expression and inspiring people everywhere to feel confident.

Today, we continue that legacy of transformation, directing our innovation toward reducing the impact of how we produce our products, not just what we create. GUESS AIRWASH™ is a prime example of this commitment, reinventing the stone-washed look through a sustainable approach by replacing much of the water used in traditional stone washing with air and bubbles. This innovation reduces water and energy consumption in our denim finishing processes, building on the next 40 years of modern heritage while staying true to denim culture. But for us, this is just the start of a much bigger journey.

We understand that the future of our industry—and of GUESS—depends on how responsibly we use the resources at our disposal. People will always want and need clothing, but it is our responsibility to create it in a way that protects and preserves the planet. We are committed to using every tool, idea, and partnership at our disposal, collaborating with the industry's best practices and embracing circular strategies to make that happen.

NICOLAI MARCIANO
CHIEF NEW BUSINESS DEVELOPMENT OFFICER, GUESS?, INC.

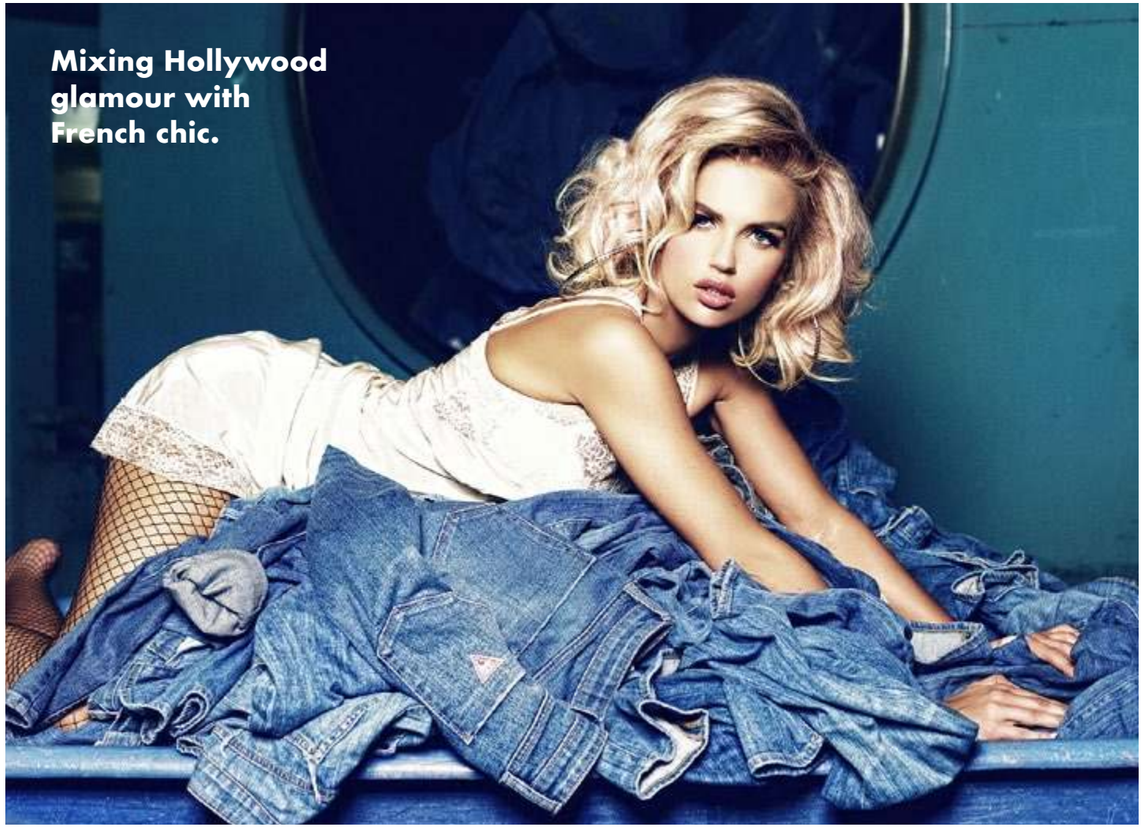
Our Story

For 44 years, GUESS has been shaping the fashion industry with bold designs, innovation, and a spirit of reinvention. Founded in 1981, we set out to redefine denim, growing into a global powerhouse known for iconic collections and trend-setting style. Today, there are stores in approximately 100 countries, offering an expansive range of lifestyle products that reflect our commitment to style, quality, and innovation.

Fashion is more than what we create—it's how we connect.

We listen to our customers, associates, and partners, valuing individuality and embracing new ideas. Our entrepreneurial mindset fuels progress, inspiring fresh perspectives and continued growth. As we look ahead, our commitment remains the same: pushing boundaries, giving back, and building a more sustainable, inclusive future. With passion, integrity, and principled leadership at our core, we continue shaping what's next while staying true to our heritage. A lifestyle brand that represents being young, sexy, and adventurous!

As of February 1, 2025, the Company had over a thousand directly operated retail locations across the Americas, Europe, and Asia. The Company's partners and distributors additionally operate over 500 retail and outlet stores in different parts of the world. For full information and details on our financial performances, please refer to the FY2025 Annual Report.


Mixing Hollywood glamour with French chic.

We are proud to have been listed on the New York Stock Exchange (NYSE: GES) since August, 1996.

1981
Established

~100
Countries served

11,500
Employees at the end of FY2025*

$2,776,530
Net revenue FY2024 (USD, thousands)

$2,995,273
Net revenue FY2025 (USD, thousands)

1,597
Global stores at the end of FY2025

*The number of employees reflects the ESG reporting scope, which differs from the Company's 10-K filing, as detailed in the Reporting Scope section.

Our Brand Universe

GUESS

GUESS designs, markets, distributes, and licenses a lifestyle collection of contemporary apparel, denim, handbags, watches, footwear, and related consumer products. GUESS products are distributed through branded GUESS stores as well as department and specialty stores around the world.

GUESS Accessories

GUESS Accessories and GUESS stores sell GUESS and Marciano by Guess labeled accessory products, such as handbags, watches, footwear, eyewear, fragrance, jewelry, and other accessories.

Marciano by Guess

Marciano by Guess, the first brand extension from GUESS, follows suit in true GUESS style with apparel and accessories on the edge of the fashion forefront. This contemporary runway-inspired collection, designed for the fashion-forward woman and man, is sexy with an elegant, sophisticated style that represents pure glamour in everyday fashion.

GUESS U.S.A.

Designed in Los Angeles and drawn out of the rich archives of the '80s and '90s. Carefully curated each season, GUESS U.S.A. is the top-tier division of GUESS, featuring iconic and timeless designs and premium essentials. GUESS U.S.A. leans into collaborations with cultural opinion-leading artists.

GUESS Factory

GUESS Factory follows suit in true GUESS style with apparel and accessories at must-shop prices. GUESS Factory designs, markets, and distributes full collections of men's and women's apparel as well as accessories.

GUESS Kids

GUESS Kids leads in tween, kids, and baby apparel, providing eye-catching fashion for the next generation of trendsetters. A global brand designed in Europe, GUESS Kids is the first tween/kids brand to offer flash collections to its global customers, delivering the latest trend-defining styles.

GUESS Originals

Powered by the past, improved by the future. GUESS Originals is a heritage-inspired division that aligns to contemporary fits and fabrications. Collections are created to serve an emerging customer base with marketing and experiential moments to support strategic retail partners.

GUESS JEANS

The new core denim brand for GUESS. Built upon forty years of modern heritage, GUESS JEANS embodies the next era of denim fashion, with a commitment to sustainability and cutting-edge innovation.

GUESS Athleisure

Designed to maximize performance, comfort, and style, GUESS Athleisure is both technical and fashionable in its approach to athleisure.

GUESS Home

Exclusive GUESS Home décor collection, rounding out the brand's 360-degree approach to offering proposals that add a sprinkle of distinctive GUESS glamour, not only in the wardrobe department but also in our homes.

GUESS ECO

Our collection of environmentally conscious clothing, is made with less water, fewer chemicals, and sustainably sourced fabrics. Organic cotton, polyester recycled from plastic water bottles, and cellulose fibers from sustainably managed forests are just a few of our more sustainable materials.

Consciously Constructed

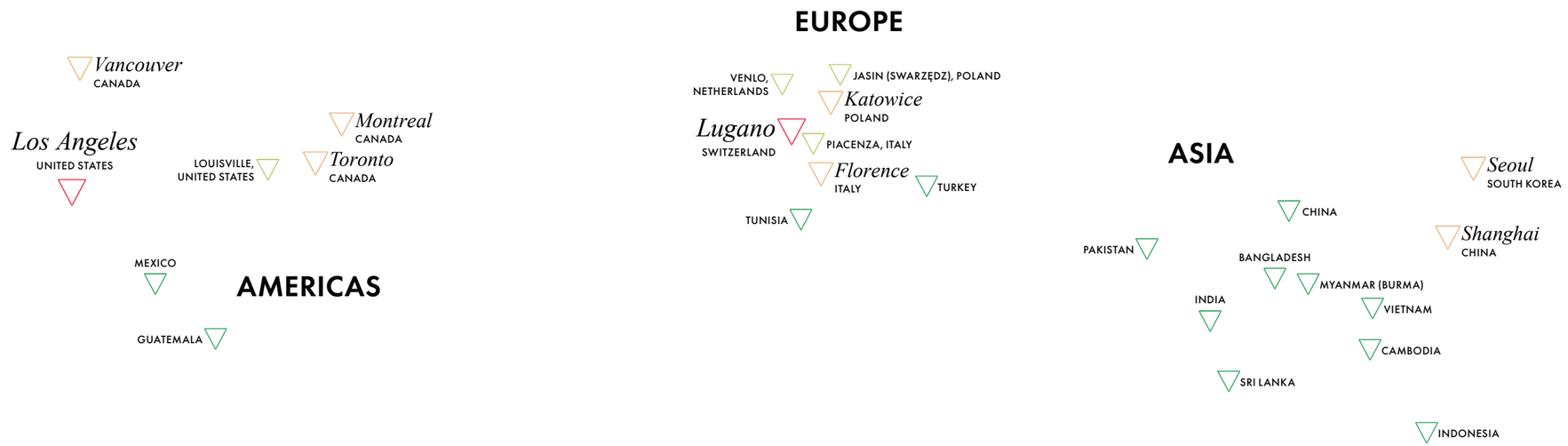
Our environmentally conscious collection of GUESS Factory products, is made using at least 35% of more sustainable materials that satisfy minimum requirements as set by our internal guidelines.

Our Global Footprint

GUESS is a global lifestyle brand with corporate headquarters located in Los Angeles, United States and Lugano, Switzerland. These are complemented by administrative offices strategically situated in Montreal, Toronto, Vancouver, Florence, Katowice, Seoul, and Shanghai.

Leveraging a robust global network of trusted suppliers, GUESS sustains a strong international presence, operating over 1,500 retail stores across all continents. In fiscal years 2024 and 2025, the company collaborated with a total of 368 and 373 suppliers, respectively, to manufacture its products, primarily in China, Bangladesh, and India, which together account for more than 80% of the brand's annual production volume. Additionally, GUESS sources products from a diverse range of other countries, further strengthening the resilience and flexibility of its global supply chain.

The company's inbound and outbound logistics operations are managed through key distribution centers located in Piacenza, Venlo, Louisville, and Jasin.



Key:

- GUESS Retail Stores in Region
- GUESS Headquarters
- GUESS Administrative Offices
- GUESS Distribution Centers
- GUESS Key Sourcing Countries

It's in Our DNA: Why ESG Matters to GUESS

We know there's no future for fashion without sustainability. It's what our customers expect, and it's what our planet urgently needs. Sustainability—and by extension, strong Environmental, Social, and Governance (ESG) principles—is at the heart of everything we do. It shapes our lives, drives our work, and builds the legacy we're proud to leave behind.

Sustainability and ESG have always played an important role in GUESS, driven by our founders from the very beginning. In FY2015, we made our first public commitment to sustainability by publishing a report focused on the social and environmental aspects of our business. This report was designed to enhance transparency around our sustainability efforts and overall operations, prepared with guidance from the Global Reporting Initiative (GRI). Since then, that spark has grown into a powerful movement, shaping every product, every process, and every governance decision behind our brand.

We're committed to transparency and accountability, openly sharing both our successes and the challenges ahead. We believe real change happens when we move forward together—guided by rigorous ESG standards, informed by data, and inspired by a shared vision for a more sustainable future.

-73%
SCOPE 1 + 2 GHG EMISSIONS REDUCTION VS FY2019 BASELINE

-6%
SCOPE 3 GHG EMISSIONS REDUCTION VS FY2019 BASELINE

45%
RENEWABLE ELECTRICITY IN COMPANY FACILITIES

98%
GENDER PAY PARITY AT ALL LEVELS AND GEOGRAPHIC REGIONS

25%
ENVIRONMENTALLY PREFERRED GLOBAL APPAREL MATERIALS

58%
GUESS ECO APPAREL FULL PRICE PRODUCTS

ACTION GUESS displays the Company's continued dedication to respecting the environment, being a good teammate, and getting things done.

In FY2025, we focused on simplifying the ACTION GUESS strategy by sharpening our targets to amplify our impact where it matters most. We recognized that some of the existing targets were too vague or difficult to interpret, limiting their effectiveness. As a result, we refined them to ensure greater clarity and relevance across the entire business, aligning each goal more clearly with the broader short- and mid-term objectives of the ACTION GUESS strategy.

TARGETS ACHIEVED

- **50% of GUESS all apparel mainline is now GUESS ECO**
- **Reduced Scope 1 + 2 GHG emissions by 50% vs baseline FY2019**
- **Established a training program for GUESS suppliers in key regions**
- **Maintained gender pay parity at all levels and geographic regions**
- **All associates have achieved sustainability literacy**
- **Expanded wellness and mental health programs for all employees**
- **Continuously improved our GUESS Sustainability Assurance Framework to maintain the highest standards for ESG data quality**
- **Continued to obtain "reasonable assurance" of our key ESG metrics and disclosures**
- **Reviewed our eco label policy in line with emerging best practice**
- **Reviewed our eco marketing policy in line with emerging best practice**
- **Established a global "Bug Bounty Program" to incentivize the identification and reporting of potential security vulnerabilities**

Alignment with UN Sustainable Development Goals

Our goals reflect the holistic way we measure and evaluate our responsibility and sustainability efforts, focusing on impact, not only within our own business, but also within the communities in which we operate.

ACTION GUESS

RESPECT NATURE

We are committed to:

- Reducing our carbon footprint through a science-based approach and we incorporate climate-related risks into our business strategy.
- Applying circular economy principles and sourcing responsible materials for our collections.
- Water-saving practices in our production and have increased our efforts to protect nature and preserve biodiversity.

BE A GOOD TEAMMATE

We are committed to:

- Looking after our people, providing decent working conditions to our employees and those in our supply chain.
- Supporting diversity and inclusion regardless of race, gender, religion, disability, or sexuality.
- Ensuring women's full participation in leadership and economic life, providing full and decent work to all, eradicating forced labor, protecting labor rights, and providing safe and secure working environments.

GET THINGS DONE

We are committed to:

- An effective governance framework to manage our impacts, and we have embedded accountability throughout our business operations and our reporting.
- Developing effective, accountable, and transparent institutions at all levels, and to take part in multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources.

GUESS

Engaging Those Who Shape Our Impact

At GUESS, we recognize that our stakeholders are essential to shaping our direction as a business and a brand. We actively engage with both internal stakeholders—our associates and leadership—and external groups including customers, investors, suppliers, industry peers, community members, NGOs, media, and regulators. Each brings valuable insights that help us identify what matters most and strengthen our approach to environmental, social, and governance (ESG) priorities.

Because our stakeholders are diverse and their expectations evolve, we use a variety of methods to stay connected and responsive. From town halls and surveys to focus groups, interviews, social media, and direct communication, we create open channels for dialogue.

This structured engagement process ensures that we remain agile, transparent, and aligned with the values of those we serve.

Ultimately, these interactions help us build long-term value, foster meaningful partnerships, and advance sustainability across our global operations.

Stakeholder Engagement

Our engagement methods for each stakeholder group, along with the topics they raised, are summarized below.

STAKEHOLDER TYPE	STAKEHOLDER ENGAGEMENT	KEY TOPIC RAISED
Customers	• Customer surveys and feedback • Social media • Focus groups • Email and phone • Industry • Company research	• Nature and wildlife • Pollution and chemicals
Associates	• Online surveys • Interviews • Volunteering and training	• Pollution and chemicals • Employee well-being and engagement
Investors	• Investor surveys, reports • Company research • Direct communications • Industry	• Nature and wildlife • Employee well-being and engagement • Labor rights • Responsible marketing • Community engagement • Business ethics
Suppliers	• Interviews • Direct communications • Surveys, audits, trainings	• Circular economy • Climate • Diversity and inclusion
Communities and NGOs	• Interviews • GUESS Foundation • Partnerships and sponsorships • GUESS Cares • Events • Research • Email	• None identified
Media and industry	• Industry associations • Industry initiatives, conferences, meetings • Interviews • Company research • Press events and communication	• Nature and wildlife • Climate • Labor rights • Responsible marketing
Regulators and government	• Regulatory reporting and compliance • Meeting on emerging regulations and government initiatives • Work with industry associations	• All topics relevant, particularly climate
Leadership	• Interviews • Surveys • ESG meetings	• Circular economy • Responsible sourcing • Data privacy and cyber security • Labor rights • Employee well-being and engagement

Navigating Our Future Through Double Materiality

In FY2025, we revisited the material impacts identified in our previous report, reinforcing our commitment to transparency and responsibility through our Double Materiality Policy. This policy ensures that we evaluate both the financial effects of environmental, social, and governance (ESG) factors on our business, as well as our wider impact on society and the environment. Our review confirmed stability with no major changes in our organizational structure, operations, or external conditions—meaning the insights from our FY2023 assessment remain fresh, relevant, and ready to guide us forward.

The assessment identified 14 material topics—including climate action, sustainable materials, labor rights, and the circular economy—providing a clear roadmap to recognize, update, and prioritize key sustainability issues. This process sharpens our ESG strategy while aligning with leading reporting frameworks and evolving sustainability principles. Additionally, we conducted a quantitative impact study using sales and other data to identify environmental and social hotspots within our product portfolio. This approach ensures a data-driven understanding of our value chain impacts, complemented by national and industry-level risk data for our key regions.

Based on the result of the double materiality assessment, the following priority topics emerged:

1. Labor rights
2. Climate
3. Sustainable materials and products
4. Employee well-being and engagement
5. Circular economy
6. Pollution and chemicals
7. Responsible marketing
8. Diversity and inclusion
9. Responsible sourcing
10. Nature and wildlife
11. Water stewardship
12. Packaging and waste
13. Data privacy and cyber security
14. Business ethics

- Environment
- Social
- Governance

As a result, we have an in-depth understanding of where to focus our efforts, along with clear metrics and methods for measuring and analysing our activities.

Material Topics

Responsible Decision-Making Starts with ESG Governance

At GUESS, we have established a strong ESG governance model, guided by our public GUESS ESG Governance Policy, that reflects our deep commitment to responsible business practices. This includes upholding good governance and sustainability oversight at every level, embedding ethics into every facet of our operations, and maintaining full transparency in how we report our progress. At the heart of it all, we believe that honesty, integrity, and strong values are the foundation of who we are—guiding not just what we do, but how we do it.

Our Board of Directors plays a fundamental role in overseeing the company's strategy, risk, and integrity and has final approval over the goals set out in our ESG strategy. To ensure effective implementation of the ESG strategy, it is supported by the Nominating and Governance Committee, the Sustainability Steering Committee, and our global GUESS Sustainability & ESG team. To enable ESG messaging, concepts, and goals to better permeate across all levels within GUESS, various individuals across departments, corporate levels, and retail locations have been assigned as "Green Ambassadors". They are tasked with promoting and increasing awareness of ESG initiatives within their teams and to customers.

We continuously develop clear, purpose-driven policies to set expectations and guide every department in fulfilling our ESG responsibilities. At GUESS, we believe that clear policies and standards are essential to effective corporate governance. Our commitment to ethical business practices and transparency is reflected in the policies and standards we uphold, both within our organization and across our direct supply chain partnerships. By making all our policies and standards publicly available at sustainability.guess.com, we transparently communicate not only the direction we aim to take as a company, but also how we plan to achieve our goals.

This commitment towards transparency reinforces our dedication to strong ESG governance, as outlined in the GUESS ESG Governance Policy. We expect all stakeholders to comply with and respect all GUESS policies that are relevant to them. Upholding strong ESG principles and ethical business practices is not optional, it is a core requirement for doing business with GUESS.

OVERVIEW OF GUESS ESG GOVERNANCE LEVELS

NOMINATING AND GOVERNANCE COMMITTEE

Provides Board of Directors level oversight of our ESG strategy, goals, and reporting.

SUSTAINABILITY STEERING COMMITTEE

Led by our CEO and comprised of our CFO and leaders from key business functions. It provides support monitoring progress for ESG goals and keeps senior leadership and the Board of Directors informed.

SUSTAINABILITY & ESG TEAM

Reporting directly to the VP of Internal Audit and ESG, this team is responsible for implementing projects to achieve our ESG goals, and reporting on progress towards achieving these goals.

GREEN AMBASSADORS

Individuals responsible, both at a corporate and retail level, for promoting GUESS ESG initiatives in their teams and to our clients.

OUR GOALS

- Incentive plans and goals planning allow Executives to consider individual achievements, including achievement of our ESG goals (Ongoing)
- Move to annual ESG reporting starting FY2026 (2025)

Every GUESS team member is empowered to play an active role in helping us achieve our goals.

Embedding ESG into Our Global Governance

At GUESS, sustainability is not a standalone initiative —it is woven into the fabric of our global operations. Our dedicated Sustainability & ESG team, composed of Directors and Senior Managers across the US, Europe, and Asia, ensures environmental, social, and governance considerations are integral to our decision-making processes. This team reports to our VP of Internal Audit and ESG, who, in turn, reports directly to our Chief Executive Officer and maintains a direct line to the Board of Directors' Audit Committee. This governance structure ensures that sustainability and internal auditing efforts are aligned and have direct oversight at the highest levels of our organization.

Strengthening Our ESG Framework

We have established the GUESS Sustainability Assurance Framework to provide a comprehensive account of our sustainability performance. This framework identifies key performance indicators and aligns our reporting with globally recognized standards, such as the GRI Universal Standards, the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard, and the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard. In FY2024, we enhanced this framework to better align our ESG metrics with evolving reporting requirements and to improve the robustness of our disclosures. Additionally, we developed ESG Playbooks—comprehensive narratives on key ESG topics—that serve as practical guides to ensure compliance with emerging standards and foster strong governance practices.

ESG

Ensuring Transparency Through Third-Party Assurance

Since the release of our first Sustainability Report covering calendar year 2014, KPMG has served as our independent third-party assurance provider. We obtained limited assurance until FY2019 and reasonable assurance starting from FY2020 over our key ESG metrics and disclosures included in the Data and Disclosures section of our report. Reasonable assurance provides a higher level of assurance than limited assurance about whether the information is fairly stated, in all material respects.

CASE STUDY

Driving Change at the Store Level: Green Ambassadors Program

The Green Ambassadors Program plays a vital role in connecting our internal sustainability efforts with our customers. Ambassadors help spark conversations, share information with colleagues and consumers, and contribute innovative ideas. Representing every district across the U.S. and Canada, each Ambassador works in one of our retail stores and brings valuable, frontline insight. As consumer-facing team members, they are uniquely positioned to communicate our environmental, social, and governance (ESG) initiatives directly to shoppers—building awareness, fostering engagement, and reinforcing our commitment to sustainability.

Their mission is to champion our sustainability work and use their firsthand experience with GUESS products and consumers to help shape new grassroots initiatives. This program is facilitated in partnership by the Corporate Sustainability and Training & Development teams, ensuring Ambassadors are well-equipped with the knowledge and resources needed to make a meaningful impact.

Leading the program are the Captains of the Green Ambassadors (CGA), who participate in quarterly calls and take on monthly challenges and tasks. They are also responsible for recruiting, training, and supporting new Ambassadors. We strongly encourage collaboration among Green Ambassadors to foster a culture of sustainability—both within our stores and in the broader communities we serve.

> *"As a CGA, I'm inspired by the power of being a voice for change – showing how small actions can create a big impact for the planet, for people, and for my children's future.*
>
> **TAMARA PEREZ,**
> **GUESS STORE - THE FALLS**
> CAPTAIN OF THE GREEN AMBASSADORS

CGA 2024 *Goals*

2024 Goals

- 100% engagement in the Captains of Green Ambassadors Program
- Educate on sustainability initiatives

What do I do as a Captain?

- Attend quarterly calls
- Complete monthly challenges + tasks
- Submit completed activities
- Communicate + train monthly and quarterly content
- Recruit Green Ambassadors

What do I get as a Captain?

- Each quarter 3 top Captains will receive a Visa Gift Card
- Quarterly swag + prizes
- Exclusive content to training tools + resources

Q1 Educate

Sustainability Education

March – Sustainability Education
April – Earth Month

Q2 Engage

Engage in the Community

May – Garden
June – Diversity of Our World
July – Ocean

Q3 Impact

Help GUESS amplify its impact

August – Clean Energy
September – Climate
October – Social Development

Q4 Innovate

Use your knowledge to be the change

November – Wildlife
December – Recycling
January – Creativity

Designing Tomorrow: Smarter Materials, Better Impact

GUESS ECO and Consciously Constructed represent the foundation of our commitment to sustainability through product—two innovative collections that are continually growing and redefining how we create fashion. From the careful selection of materials to every design and sourcing decision, we prioritize responsible practices. These collections feature materials such as organic cotton, recycled polyester, and responsibly sourced cellulosic. Each piece is thoughtfully crafted to reflect our values and uphold our responsibility as a global fashion leader.

As part of our ACTION GUESS strategy, we have raised our ambitious goals to further increase the use of environmentally preferred materials—and we continue to share our progress each year in our sustainability reports. To support this commitment, we have strengthened our Eco Materials and Product Guidelines to reflect global best practices and the latest recommendations from organizations such as Textile Exchange and the UNFCCC, for raw material sourcing and responsible production practices.

These standards empower our product teams to clearly communicate expectations to our suppliers. From fabric selection to vendor collaboration, and even direct engagement with mills, we ensure alignment across the entire supply chain, actively influencing upstream decisions to help us achieve these heightened sustainability goals.

By increasing the use of lower-impact materials, we're taking meaningful steps to reduce our footprint throughout the entire value chain.

OUR GOALS

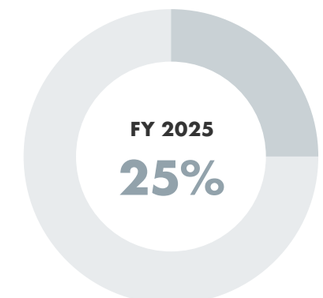
- 75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)
- 90% of GUESS apparel full price products will be GUESS ECO (2030)
- 50% of GUESS apparel factory products will be Consciously Constructed (2030)
- Review eco label policy in line with emerging best practice (2025)
- Review eco marketing policy in line with emerging best practice (Ongoing)

Internally, we support these policies with our various Guidelines for Eco Products as well as our Guidelines for Fibers & Product Public Facing Claims. These documents provide clear direction on the use of preferred fibers and the appropriate public statements and claims related to GUESS ECO, Consciously Constructed, and conventional GUESS branded products that contain preferred fibers and materials.

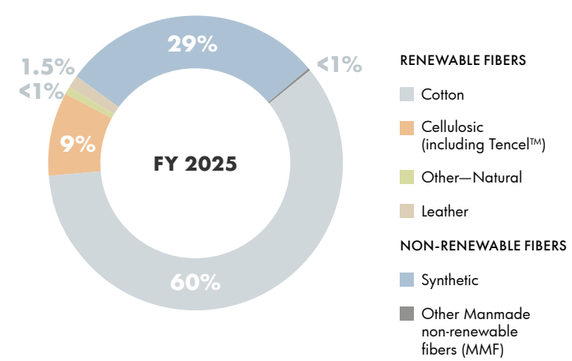
> *"At GUESS, transitioning from conventional to environmentally preferred materials is not just a sustainability goal, it's an operational transformation. Every fiber we choose impacts not only our footprint, but also the way our teams source, design, develop, and innovate. It's a complex shift, but one that reflects our long-term commitment to do better, and to lead responsibly.*

ROBERTA GANDOLFI
SVP OF GLOBAL APPAREL OPERATIONS

ENVIRONMENTALLY PREFERRED MATERIALS (% BY EQUIVALENT UNITS)



GLOBAL MATERIALS PORTFOLIO



Over 2/3 of the materials we use are renewable fibers.

In FY2024, we significantly expanded the presence of preferred materials in our handbags and footwear. By replacing traditional materials like nylon, leather, and virgin polyurethane with recycled polyester and recycled polyurethane, we're advancing our commitment to circularity and material innovation across new product categories.

In our jewelry collections, we continue to utilize ion plating techniques that significantly reduce wastewater generation compared to conventional water plating methods.

From fiber to finishing, we are making meaningful strides to minimize environmental impact, improve traceability, and meet the evolving expectations of conscious consumers. These initiatives go beyond isolated improvements—they embody our deeper commitment to embedding sustainability into the very DNA of all GUESS products.

The effects of all our products, from clothes to shoes and handbags, extend beyond immediate production; we actively consider factors such as product transportation, packaging choices, and the end-of-life processes for our products.

CASE STUDY

Advancing Sustainability and Innovation: GUESS JEANS

In FY2025, GUESS launched the GUESS JEANS collection, marking a pivotal step forward in the brand's commitment to sustainable fashion and responsible manufacturing. This new line represents a harmonious blend of innovation, environmental stewardship, and the brand's iconic heritage.

Drawing inspiration from GUESS's signature styles of the 1980s and 1990s, the collection reinterprets classic denim designs for a modern audience. It includes a variety of denim products such as jeans, shirts, and jackets, available in multiple fits for both men and women. Each garment is produced using organic or recycled materials, underscoring the brand's dedication to reducing environmental impact while preserving its design legacy.

A cornerstone of this initiative is the introduction of GUESS AIRWASH™ technology, developed in collaboration with Jeanologia. This cutting-edge process replaces conventional stone-washing methods with an air-and-bubble technique, significantly reducing water and energy consumption and eliminating the use of pumice stones. This innovation exemplifies GUESS's ongoing commitment to reduce environmental impact through improved production methods and more efficient use of resources.

Through the GUESS JEANS collection, the brand is not only honoring its heritage but also setting new standards in more sustainable denim manufacturing.

> *"The launch of GUESS JEANS® signifies a full-circle moment for GUESS—from making denim fashionable with stonewash in 1981 to making it sustainable with GUESS AIRWASH™ today.*
>
> **NICOLAI MARCIANO**
> CHIEF NEW BUSINESS DEVELOPMENT OFFICER

Acting with Purpose: Our Climate Goals in Motion

Climate change is one of the most pressing challenges facing society, and we recognize our responsibility to help reduce greenhouse gas (GHG) emissions. At GUESS, we are committed to minimizing our environmental impact by collaborating with our suppliers and partners to identify climate-related risks and lower emissions throughout our operations and supply chain. Through these collective efforts, we reaffirm our dedication to sustainability and the well-being of our planet.

OUR GOALS

- Reduce Scope 1 + 2 GHG emissions by 50% vs baseline FY2019 (2030)
- 100% renewable electricity in company operated facilities (2035)
- Reduce Scope 3 GHG emissions by 30% vs baseline FY2019 (2030)
- Climate Positive: exceeding carbon neutrality by removing additional CO_2 from atmosphere (2035)
- Announce roadmap to achieve Science Based Targets (SBTs) (2026)
- Implement sustainable global asset management to reduce carbon footprint (Ongoing)

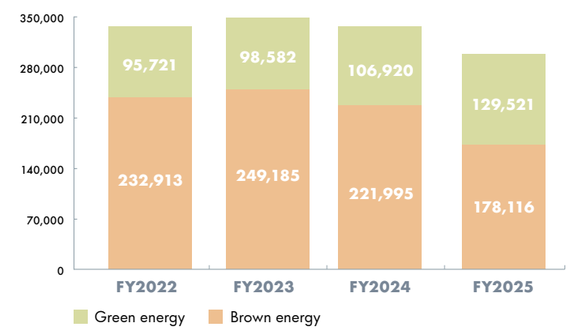
We set science-based targets to reduce Scope 1 and 2 emissions by 50% and reduce Scope 3 absolute emissions by 30% by 2030 against the FY2019 baseline.

Scope 1 and 2

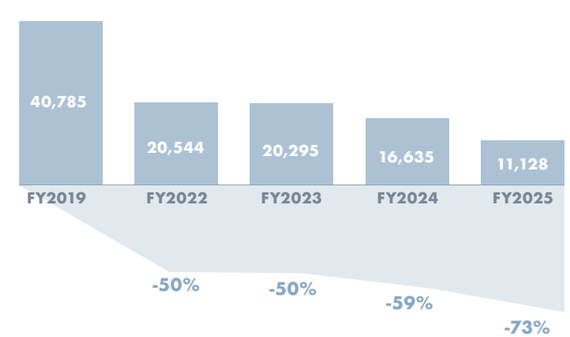
Since our FY2019 base year, GUESS has successfully reduced Scope 1 and 2 greenhouse gas (GHG) emissions by over 70%, surpassing the initial target of a 50% reduction by 2030. This significant achievement reflects our ongoing efforts to improve energy efficiency across our retail footprint and increase our reliance on renewable energy sources via the purchase of Energy Attribute Certificates (EACs). Beginning in FY2022, GUESS purchased EACs across multiple markets to reduce our Scope 2 emissions. Since then, the volume of EACs purchased has continuously increased, and now covers more than 40% of our otal energy consumption.

Looking ahead, we are building on this momentum with a new emissions reduction roadmap that further strengthens our commitment to sustainability. A key focus of this strategy is the continued development and expansion of our renewable energy purchasing approach, ensuring we not only meet but exceed our climate goals.

TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ - GIGAJOULES)



SCOPE 1 AND 2 (MARKET-BASED) GHG EMISSIONS ($MTCO_2e$)



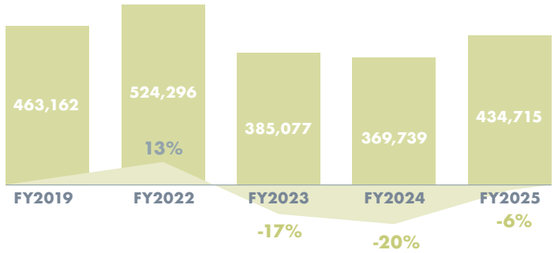
We purchase renewable energy credits, invest in energy-efficient operations, and work with suppliers to lower emissions across the supply chain.

Scope 3

As a company that outsources the manufacturing of our products, Scope 3 emissions—those generated across our supply chain—account for the majority of our total carbon footprint. Addressing these emissions is one of the most pressing and complex challenges within our climate strategy, and it remains a central focus of our efforts to drive meaningful environmental impact.

The increase in our Scope 3 (Category 1 – Purchased Goods and Services) emissions in FY2025 is primarily due to higher production volumes relative to FY2024. As Scope 3 emissions are reported on an absolute basis, the greater number of units ordered and produced directly contributed to the overall rise. Additionally, the proportion of environmentally preferred materials remained unchanged at 25% year-over-year, limiting the potential for emissions intensity improvements. Furthermore, due to limited supply chain visibility, we are unable to incorporate all supplier-specific decarbonization efforts into our calculations. As a result, emissions estimates rely on industry average values, which may overstate actual emissions in cases where suppliers have made progress in reducing their carbon footprint.

SCOPE 3 GHG EMISSIONS ($MTCO_2e$)



To address the challenge of reducing the impact of our supply chain, we focus on three key levers across our operations and supply chain:

1 SMARTER MATERIALS
We place a strong emphasis on the raw materials we use. By prioritizing preferred materials such as organic cotton, recycled fibers, and responsibly sourced cellulosic, we aim to lower the carbon intensity of our products. These choices reduce embedded emissions while maintaining the high standards of style and quality our customers expect.

2 RESPONSIBLE MANUFACTURING PARTNERSHIPS
We work closely with manufacturing partners who demonstrate a commitment to environmental progress. We prioritize suppliers who are investing in renewable energy, enhancing energy efficiency, and adopting sustainable production practices. The environmental performance of our partners directly influences the footprint of our collections; for this reason, we aim to increase the percentage of preferred materials used and to prioritize responsible sourcing.

3 SUPPLIER COLLABORATION & CAPACITY BUILDING
We believe real progress comes from working together. That's why we provide our suppliers with ongoing training, technical guidance, and tools to help them improve their own environmental performance. From optimizing production processes to reducing energy use, we aim to foster collaborative, practical, and long-term improvements across our value chain.

By activating these levers, we're working to reduce Scope 3 emissions, while striving to build a more resilient, transparent, and climate-responsible supply chain.

Building Better Practices in Water and Chemical Use

At GUESS, we understand that water is a critical resource—not just in the fashion industry, but for the health of people and the planet. That's why responsible water and chemical management is a key part of our sustainability efforts. While we do not directly operate our production facilities, we recognize that certain stages of manufacturing—such as dyeing, washing, and fabric finishing—can be water-intensive and produce wastewater that may harm the environment if not properly treated. These risks are significant, and we take them seriously as part of our broader responsibility to promote sustainable practices throughout our supply chain.

We're working closely with our suppliers to change that. We encourage them to go beyond just meeting environmental rules by adopting advanced wastewater treatment systems and using cleaner, more efficient production methods. That includes innovative technologies like ozone finishing and e-flow, which use far less water and create fewer pollutants.

By making these changes, we're not only helping to reduce our environmental footprint, but we're also helping to protect the communities and natural resources that support our industry.

Our Water and Chemical Management Policy outlines clear expectations and requirements for all denim suppliers and their facilities. It reflects our belief that progress depends on transparency, accountability, and shared responsibility across the supply chain. Through this policy, GUESS aims to ensure that its denim products are made in a way that respects the natural environment, protects local waterways, and supports the well-being of the factory workers who make our products and the communities where they live.

By working closely with our partners and providing continuous support, we're promoting a responsible approach to production.

We focus on three key areas:

REMOVING HAZARDOUS CHEMICALS FROM PRODUCTION

IMPROVING WATER EFFICIENCY IN DENIM FINISHING

SUPPLIER TRAINING IN CHEMICAL SAFETY AND ENVIRONMENTAL PRACTICES

Our Sustainable Vendor Rating (SVR) tool plays a key role in promoting responsible practices among our tier 1 suppliers. It assesses critical water management areas such as conservation, water recycling, wastewater testing, and pollution prevention, helping ensure suppliers uphold the environmental standards outlined in the GUESS Supplier Code of Conduct.

By holding our suppliers accountable for their water management practices, we aim to strengthen their long-term resilience—helping them meet increasing regulatory requirements and operate more sustainably over time.

OUR GOALS

- Be water positive in supply chain: replenishing more water than used in our supply chain (2035)
- Become a signatory of ZDHC and adopt ZDHC MRSL (2026)
- Direct suppliers of apparel and accessories with in-house wet processes will be ZDHC approved (2030)
- Eliminate intentional use of PFAS (persistent organic pollutants used for repellent finishing on garments) (2025)

Reducing Water and Chemical Usage

GUESS is committed to aligning with internationally recognized standards to promote safer chemical management practices throughout its supply chain. We recognize the complexities involved, particularly in tracing water use and wastewater quality beyond tier 1 suppliers. Upstream processes like fabric dyeing and finishing are often carried out by subcontractors, making transparency a significant obstacle. Addressing this lack of visibility is a top priority for GUESS, which is why we're investing in improved traceability systems, deeper supplier engagement, and enhanced data collection capabilities. As part of these efforts, GUESS aims to become a signatory of the Zero Discharge of Hazardous Chemicals (ZDHC) program and adopt the ZDHC Manufacturing Restricted Substances List (MRSL) by 2026, with the goal of achieving ZDHC-approved compliance across its supply chain by 2030. Through these commitments, GUESS aims to foster stronger partnerships with suppliers and industry stakeholders to accelerate the transition toward safer, more sustainable chemical practices throughout the value chain.

For GUESS, water stewardship reflects the future we aim to build. Water is a shared responsibility, and we're committed to protecting it through smart decisions, strong partnerships, and bold action.

Safeguarding the environment and human health is a cornerstone of our sustainability strategy. We recognize that chemicals play a vital role in the production of apparel, accessories, footwear, and jewelry, but their use must be carefully managed to prevent harm to people and ecosystems.

Inadequate chemical management can lead to serious environmental degradation—impacting water quality, biodiversity, and the health of communities, especially in ecologically sensitive regions. GUESS views responsible chemical stewardship as both an environmental imperative and a social responsibility to protect the ecosystems and communities linked to our supply chain.

GUESS maintains a comprehensive compliance framework to ensure adherence to global restricted substances regulations across all product lines. The foundation of this framework is the GUESS List of Restricted Substances and Materials (LRSM), which identifies the chemicals that are limited or prohibited in our products and in the production process due to their potential impact on consumers, workers, and the environment. The list is reviewed and updated annually or as deemed necessary to reflect international laws, industry standards, and emerging trends. The latest revision of the LRSM is publicly available at sustainability.guess.com. All tier 1 suppliers are contractually bound to meet LRSM requirements. Compliance is enforced through documentation, training, and random testing procedures, with non-compliance triggering structured corrective actions and follow-ups.

Additionally, we engage with our suppliers through ongoing training, guidelines, and technical support, fostering transparency and accountability across the supply chain. By equipping partners with the knowledge and tools they need, we aim to reduce chemical risks and promote safer, more sustainable manufacturing practices.

Through these combined efforts, GUESS is advancing toward a future where high-quality, stylish products are created with the utmost respect for people and the planet—reflecting our broader commitment to sustainability and corporate responsibility. All vendors must comply with our product-specific List of Restricted Substances and Materials (LRSM), ensuring strict control over hazardous chemicals and maintaining high standards for safety and quality.

CASE STUDY

Doing More with Less: GUESS AIRWASH™

Championed by the Marciano brothers with the launch of GUESS in 1981, the stonewashed look revolutionized denim aesthetics and left a lasting mark on fashion. Today, GUESS AIRWASH™—a cutting-edge technology developed exclusively for GUESS by Jeanologia—is reinventing this iconic style with a sustainable, modern twist. By using air instead of conventional methods, AIRWASH™ eliminates the need for pumice stones and dramatically reduces water and energy usage. No toxic chemicals, zero stones, and energy savings.

> *"Being part of GUESS right now is incredibly inspiring—AIRWASH™ is more than just innovation, it's a revolution in how we think about fashion and sustainability.*
>
> **RYAN HAHN**
> ASSOCIATE DIRECTOR OF R&D AND INNOVATION

GUESS AIRWASH™ relies on three different technologies that were created to mimic traditional denim washing techniques, without the harmful side effects.

1 LASER DISTRESSING
Which replicates the worn jeans look. Laser technology uses infrared light to etch off a layer of cotton and color from the denim, creating the distressed look.

2 E-FLOW
Turning fog into nano-bubbles, which are then used to control shrinkage and achieve a soft feel with zero environmental discharge.

3 OZONE
We use air from the atmosphere to treat garments by reacting with fiber dyes, giving them a worn look while also cleaning any residual indigo re-deposition and controlling the cast of the fabric.

GUESS AIRWASH™ represents the foundation upon which GUESS JEANS was built – a groundbreaking new commitment to sustainability across all categories and methods of manufacturing.

Closing the Loop: The Future of Circular Strategies & Packaging

We recognize that the materials we choose are a key part of our environmental footprint. From sourcing raw fibers to the final stages of a product's life, every step in the lifecycle matters. As regulations worldwide increasingly call for a transition to a circular economy, we're stepping up to meet these expectations by rethinking how we create and manage our products to minimize waste and reduce our impact on the planet.

We're focused on extending the life of our garments through purposeful design, enhanced durability, and expanded programs for reuse and recycling. Our goal is to keep materials in use longer, reduce our reliance on virgin resources, and keep more textiles out of landfills. This is a vital step in building a more circular future for fashion—one that aligns with our commitment to environmental responsibility and meets the evolving expectations of the GUESS community around the world.

RESOURCED, our takeback program, lets customers recycle unwanted apparel from any brand at our North American and select European retail locations to reduce textile waste.

In 2024, we expanded our recycling efforts by launching the GUESS Again program, powered by SuperCircle—an innovative, tech-driven reverse logistics platform.

This initiative empowers our customers to recycle pre-owned clothing from any brand, supporting a broader circular economy across the retail industry. Available online in the U.S., customers can easily request a shipping label through the GUESS website to send in unwanted garments and earn GUESS credits for future purchases. SuperCircle, in partnership with Homeboy Threads, manages the entire process of collecting, sorting, and processing these items to ensure they are responsibly recycled. We also plan to expand the program internationally, furthering our commitment to reducing textile waste and promoting sustainable fashion worldwide.

Our RESOURCED takeback program in all North American and selected European retail locations allows customers to recycle unwanted apparel and footwear of any brand, as part of our drive to increase responsible consumption.

> *"We're thrilled to bring seamless, incentivized textile recycling to climate-conscious GUESS fans everywhere in a program that is a win-win-win for the brand, the consumer, and our planet.*
>
> **CHLOE MARIE SONGER**
> CEO AND CO-FOUNDER OF SUPERCIRCLE

Since 2016, GUESS has collaborated with partners such as Homeboy Threads, Debrand, and Saado Trading Company to manage defective and non-sellable items. These items are sorted and processed for repair and resale, upcycling, or recycling, effectively diverting waste from landfills.

We recognize that packaging materials—such as tissue paper, polybags, hangers, and accessory inserts—are a significant source of waste in our operations. To address this, we are implementing comprehensive strategies aimed at reducing our impact.

The GUESS Responsible Packaging Policy supports this strategy by setting clear guidelines across all divisions to increase the use of recycled and recyclable materials. It prioritizes sustainable sourcing and reinforces our commitment to responsible packaging practices.

In our Apparel Division, we are working toward using 100% recycled and recyclable materials for all primary and secondary packaging item by 2030. Our Accessories Division is focused on transitioning to recyclable materials for product boxes and protective wraps, while also aiming to eliminate single-use plastics.

We require all suppliers to adhere to the GUESS Responsible Packaging Policy and to provide documentation for any certified materials used. This commitment will help us steadily increase the recycled and recyclable content in both primary and secondary packaging.

OUR GOALS

- Introduce or increase repair, resale and upcycling initiatives in key markets, that truly drive a circular economy (2025)
- Develop circular strategy and policy to define circularity and what a circular product is to GUESS, supported by a circular design playbook for product designers (2025)
- Apply circular design playbook to one capsule per each season (2030)
- 100% product packaging and hangtags to be recycled and recyclable for all GUESS products (including primary and secondary packaging and hangtags) (2030)

Ultimately, our goal is for all primary and secondary packaging to be recyclable, made with certified recycled content, or designed for reuse.

Hardware made with up to 90% recyled alloy.

In our retail spaces, we have implemented QR codes as a digital alternative to traditional marketing materials. This not only reduces paper usage but also provides customers with instant access to product information, promotions, and support, enhancing their shopping experience while supporting sustainability.

For consumer packaging, shipping boxes and bags are thoughtfully designed for reuse and are clearly labeled to comply with relevant recycling regulations. These innovative packaging solutions help minimize waste and encourage customers to participate in our circular economy efforts. The North American market is adopting these packaging elements to align with our global sustainability standards, promoting consistency across all regions.

Sustainability is also central to our logistics strategy. We partner exclusively with selected logistics providers who integrate robust ESG goals into their operations. To improve efficiency and reduce environmental impact, we have introduced innovative shipping options such as lockers and flexible pick-up/drop-off points, helping to optimize "last-mile" delivery.

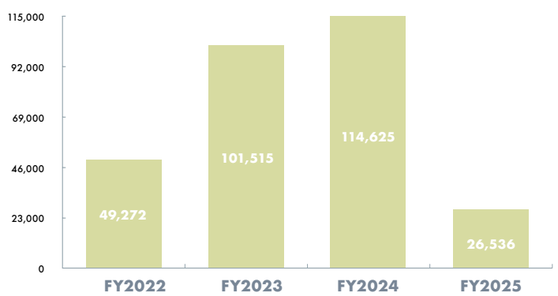
Our own transport policies prioritize sustainability: we aim to ship predominantly by sea, limiting air freight to exceptional cases that require the highest-level approval. Shipping by sea is far more sustainable than air freight because it produces significantly lower greenhouse gas emissions per ton-mile. By choosing sea transport, we dramatically reduce our carbon emissions, helping to lessen our environmental impact and support global efforts to combat climate change.

These efforts reflect GUESS's strong commitment to the circular economy and waste reduction—core pillars of our sustainable and responsible business practices.

In FY2025, through our textile recycling, reuse partnerships, and customer takeback schemes, we diverted 26,536 kg of apparel, accessories, footwear, and jewelry from landfills. While the volume of waste diverted from landfills is often seen as a success indicator, it is important to interpret this metric in context. A decreasing volume of diverted waste, as observed in FY2025, can in fact reflect positive operational progress. It may indicate improved inventory planning, reduced product defects, fewer returns, and overall better material efficiency: key achievements aligned with our broader Company strategy.

In this sense, waste diversion is not just about how much we process at end-of-life, but also how well we prevent excess from being generated in the first place. Our aim is not to increase diversion volumes year over year, but to reduce waste generation at the source, while continuing to uphold our commitment to reduce waste to landfill.

LEFTOVERS DIVERTED FROM LANDFILLS (KG - KILOGRAMS)



Shopping bag made of recycled paper.

CASE STUDY

On the Cutting Floor: Reducing Waste

Our Color & Product Compliance team collaborated with external testing laboratories to run a pilot to ensure fabric and sample scraps after testing have been directed to our recycling partners, thereby preventing their disposal in landfill sites. Although these materials constituted a relatively small proportion of our total waste, this initiative exemplified our commitment to advancing sustainability throughout our operations. In support of these objectives, we established a partnership with DingYuan, a certified textile recycling provider, to manage waste generated within our laboratories. We continue to assess opportunities to optimize the diversion of fabric scraps toward more sustainable pathways, prioritizing fiber-opening processes where feasible and utilizing alternative fuel recovery methods when recycling is not viable.

"Our commitment goes beyond finished products—every fabric scrap saved from landfill is a meaningful step toward protecting our planet and shaping a future we can all be proud of.

ALBERTO SPENA
COLOR & PRODUCT COMPLIANCE SUPERVISOR

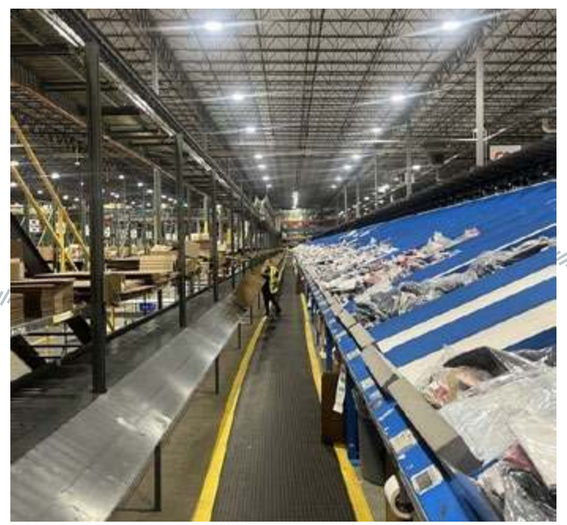
CASE STUDY

Packing with Purpose: My Stock

My Stock is a strategic initiative designed to provide full visibility into the entire product life cycle—from production to customer delivery. This system enables GUESS to track each sales order with precision, ensuring accurate delivery dates can be communicated to customers. By mapping the end-to-end process, My Stock also facilitates the integration of intelligent processes and algorithms aimed at improving operational efficiency.

One key component of this initiative is the "Pick and Pack" module, which focuses on optimizing packaging and fulfillment processes. This module simulates various packing scenarios, taking into account customer requirements, warehouse capacity, and other operational constraints. Its goal is to identify the most efficient scenario—one that minimizes the number of boxes shipped by maximizing box fill rates.

By simply increasing the average number of items per box, we are able to significantly reduce packaging material usage and the total number of shipments. Given the scale of our operations, these incremental improvements generate meaningful environmental benefits over time. This initiative is a clear example of how targeted operational enhancements can drive progress toward our broader sustainability goals.



"With the My Stock initiative, we're not just optimizing logistics—we're rethinking how efficiency and sustainability can go hand in hand. By increasing box fill rates and reducing shipments, we're making small changes that scale into a significant environmental impact. It's a smart, data-driven step toward a greener supply chain.

MARCELLO DE MELGAZZI,
SR. DIRECTOR OF LOGISTICS

CASE STUDY

Enhancing Biodiversity through Materials: Regenerative Agriculture

Cotton plays a vital role at GUESS, making up more than half of our total material use. Given its significance, we're deeply invested in supporting innovative practices and standards that make cotton farming more sustainable. One of the most meaningful ways we measure progress is by seeing the impact firsthand.

In FY2025, our Sustainability & ESG team traveled to Pakistan to visit regenerative cotton fields that supply one of our key manufacturing partners. This supplier is spearheading a large-scale effort to build a regenerative cotton supply chain in Punjab. So far, thousands of farmers across thousands of acres have joined the program, adopting farming practices that help restore the land and improve long-term agricultural outcomes.

Regenerative agriculture is about more than just better farming—it's about rebuilding soil health, encouraging biodiversity, and creating more resilient ecosystems. As part of the program, farmers receive annual training and hands-on support from agronomists to ensure sustainable practices are applied and maintained.

Importantly, this initiative also puts a strong focus on social responsibility. Measures are in place to improve working conditions, particularly for women. For example, the program prohibits cotton picking during or after pesticide use and ensures pregnant women are not involved in harvesting, protecting their health and well-being.

Witnessing this work up close reaffirmed our belief in the power of sustainability to drive real, lasting change. It's proof that meaningful progress in cotton production isn't just possible—it's already underway.

"Seeing regenerative cotton farming in action, led by thousands of smallholder farmers, reminds us that more sustainable practices are not abstract. They are real, human, and already happening. The real work now is scaling this without losing depth or momentum.

NICOLA TORREGGIANI
SUSTAINABILITY & ESG
GLOBAL ASSOCIATE DIRECTOR

Collaboration and Responsibility in Our Supply Chain

From apparel and bags to footwear, accessories, and jewelry, our products are developed in close collaboration with vendors that share our commitment to ethical practices and responsible production.

At GUESS, we recognize that our sustainability goals can only be achieved through strong partnerships and active engagement with our suppliers. We work closely with our entire supply chain to promote responsible practices, reduce environmental impact, and uphold high social and ethical standards.

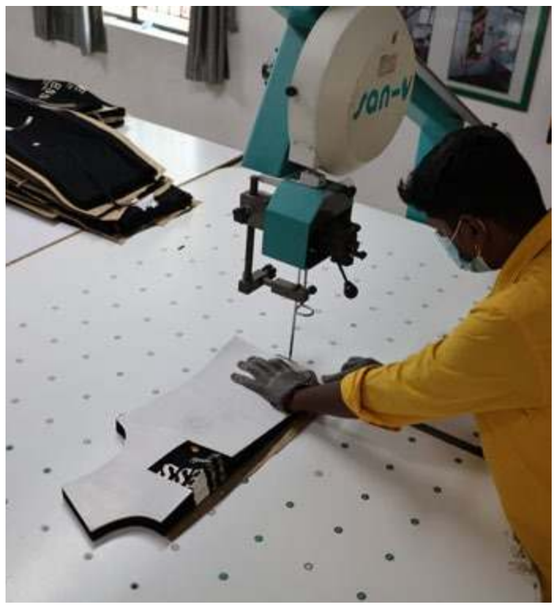
We actively track environmental performance and risks across our supplier network, setting clear expectations around energy use, greenhouse gas emissions, chemical management, and water stewardship. These criteria are integrated into our supplier onboarding, regular on-site social compliance audits, and ongoing performance reviews to ensure alignment with GUESS's sustainability commitments.

We see our supply chain as a direct extension of who we are. That's why we invest in long-term relationships with our suppliers, working side by side to embed best-in-class environmental and operational standards across their facilities.

Transparency and traceability are central to our approach. We request suppliers share detailed reporting with us on complex issues like wastewater management and chemical use to better understand risks and identify opportunities for improvement. By fostering open communication and sharing best practices, we aim to build capacity and support suppliers in adopting more sustainable processes.

Our influence as a global brand allows us to leverage scale and expertise to drive collective progress. We provide continuous training and technical assistance that empowers suppliers to innovate and improve their environmental and social performance. This partnership approach creates a culture of accountability and shared responsibility throughout our supply chain.

Ultimately, we believe that sustainability is not only about managing risks but also about creating long-term value for communities, the environment, and our business. By engaging our suppliers as active partners, GUESS is building a resilient and responsible supply chain ready to meet the challenges of today and tomorrow.



CASE STUDY

Industry Engagement: Venice Sustainable Fashion Forum

GUESS actively participated in the 2024 edition of the Venice Sustainable Fashion Forum, an event dedicated to discussing sustainability in the fashion supply chain. The forum offers a distinctive platform for brands, institutions, and experts to explore the implications and complexities of achieving a just and sustainable transition—particularly its impact on competitiveness, production, and revenue. By fostering collaboration, it helps organizations identify key challenges, create strategic roadmaps, and initiate effective transformations grounded in scientific, measurable evidence.

We are proud to have been active members of the 2024 Venice Sustainable Fashion Forum Advisory Board, represented by our Senior Director Internal Audit, Global Sustainability & ESG, alongside other sustainability leaders from major fashion brands and institutions. Ahead of the forum, The European House – Ambrosetti released the third edition of "Just Fashion Transition 2024", with contributions from the Advisory Board. The 3rd edition examines the fashion sector's evolutionary trends through 2030 and assesses the effectiveness of corporate sustainability commitments. The study highlights the key challenges and issues the industry still faces, shedding light on the gap between commitments, actual results, and the work that lies ahead.

Recognizing that these challenges impact various facets of our company, the forum was attended by the GUESS Senior Director of Jewelry, along with senior leadership from the Sustainability & ESG team.

GUESS's ongoing engagement with the Venice Sustainable Fashion Forum reflects our strong commitment to transparency and meaningful industry collaboration. We believe that addressing the fashion industry's short- and long-term challenges requires feasible and equitable solutions—solutions that can only be realized through collective action. A truly just transition is only possible if we work together.

KEY TAKEAWAYS:

- Traceability remains fragmented, making cross-sector collaboration and shared digital systems a priority.
- Investing in R&D and training through specialized centers will help accelerate the transition, especially targeting the supply chain.

> *"Collaboration across the entire value chain, guided by measurable data, is the only way forward – especially in sectors like jewelry and accessories where traceability, material sourcing, and transparency remain complex but essential.*
>
> **AUGUSTO CANTONE**
> SENIOR DIRECTOR OF JEWELRY

Training Our Suppliers

Recognizing that education is fundamental to driving sustainable improvements, GUESS has expanded its supplier training programs to provide targeted education on priority compliance issues and emerging challenges. These sessions equip suppliers with practical tools and actionable insights, enabling them to strengthen their internal systems while aligning more closely with GUESS's rigorous expectations.

Our supplier education efforts are guided by our FTME program–Focused, Tailor-Made, and Effective–which ensures that each training initiative responds to specific operational needs and is adapted to the maturity level and risk profile of our partners.

Focused on critical compliance and sustainability priorities–such as working hours, health and safety, chemical management, and responsible sourcing–the FTME program identifies and addresses the most material challenges in each production country or facility type. Trainings are Tailor-Made, meaning they are customized based on our audit findings and suppliers' specific operational contexts. This ensures that each session is relevant and actionable, rather than generic or redundant. Finally, our approach is Effective by design: sessions are delivered leveraging virtual platforms and delivering multilingual content, to ensure broad participation from suppliers across diverse geographies and cultures. Training sessions often involve interactive components, such as real-case exercises and role plays, to ensure stronger engagement and retention.

This framework allows us to move beyond one-size-fits-all approaches, enabling more meaningful capacity building. The FTME approach also promotes continuous improvement by incorporating feedback loops, post-training assessments, and integration with our broader supplier evaluation process.

In fiscal years 2024 and 2025, we delivered a comprehensive series of training sessions under the FTME program addressing critical topics such as our Social Compliance Program, Supply Chain Evaluation Framework, GUESS ECO product requirements and certifications, greenhouse gas (GHG) emissions reduction strategies, wages and benefits compliance, and our Human Rights Policy. Through six different sessions, we reached nearly 800 suppliers.

By investing in capacity building, GUESS empowers its supply chain partners to not only meet compliance standards but also embrace continuous improvement and innovation. This collaborative effort strengthens the foundation of a more transparent, responsible, and resilient supply chain.

Preserving Biodiversity Through Responsible Action

While GUESS does not directly procure raw materials, we acknowledge that our reliance on tier 1 suppliers can influence biodiversity outcomes across our supply chain. Indirect environmental impacts—such as deforestation, land degradation, and water pollution—often originate from upstream activities associated with the cultivation and production of raw materials, including cotton, polyester, and manmade cellulosic fibers. Recognizing these connections is a critical step in advancing more sustainable sourcing practices and reducing our overall environmental footprint.

OUR GOALS

- Develop a biodiversity strategy aligned with Science Based Targets for Nature (2025)

Our material choices are the primary driver of biodiversity impacts across our value chain. As we scale up the use of environmentally preferred materials—such as recycled and organic fibers—we are taking meaningful steps to reduce pressures on ecosystems and natural resources.

In 2024, we conducted a biodiversity and water risk assessment to assess and prioritize areas of highest impact, identifying key hotspots where risks to biodiversity are most significant. These findings form the foundation for future work aligned with the Science Based Targets for Nature (SBTN) framework. Guided by SBTN's approach, we aim to define measurable outcomes, set science-based targets, and implement actions that address our most material impacts on nature.

Beyond our focus on sourcing more sustainable materials, GUESS is deeply committed to direct engagement in biodiversity conservation and ecosystem restoration. We recognize that protecting and restoring natural habitats is essential not only for preserving biodiversity but also for supporting climate resilience and the well-being of communities dependent on these ecosystems.

To this end, we have established strategic partnerships with reputable organizations, including One Tree Planted and North East Trees, to implement impactful reforestation and urban greening initiatives. Through these collaborations, we contribute to the restoration of degraded landscapes, the protection of endangered habitats, and the enhancement of biodiversity hotspots. Our efforts help sequester carbon, improve soil health, and maintain vital ecosystem services such as water regulation and pollination.

These conservation and restoration programs are designed to complement our broader sustainability strategy by addressing environmental challenges beyond the supply chain. By investing in nature-based solutions, we aim to foster sustainable land-use practices that balance economic development with ecological preservation. We also actively engage with local communities to ensure that these projects support social and economic benefits, promoting long-term stewardship of natural resources.

Through these initiatives, GUESS demonstrates a holistic commitment to biodiversity that extends beyond materials and supply chains—reflecting our belief that protecting the planet's natural heritage is a shared responsibility requiring collaboration, innovation, and action.

These conservation and restoration programs are designed to complement our broader sustainability strategy by addressing environmental challenges beyond the supply chain.

CASE STUDY

One Tree Planted

The GUESS Foundation has partnered with One Tree Planted, a global nonprofit organization dedicated to global reforestation. One Tree Planted works with local communities, conservation groups, and businesses to restore forests, protect biodiversity, and combat climate change by planting trees in areas that need it most. Their projects focus on restoring natural habitats, improving water quality, and supporting livelihoods through sustainable forest management.

Through this partnership, we have contributed to planting 26,000 trees across North America, Europe, and Asia during FY2024 and FY2025. These efforts help restore vital ecosystems, enhance biodiversity, and strengthen climate resilience in regions impacted by deforestation and land degradation.

> *"With GUESS's commitment to giving back to the environment by planting trees, we are restoring forests, creating habitat for biodiversity, and making a positive impact around the world.*

MEGAN GAMBLE-ASHPLANT
MANAGER OF CORPORATE DEVELOPMENT AT ONE TREE PLANTED

CASE STUDY

Across the World: Supporting Reforestation

Through PrintReleaf, an offset global reforestation program, we have contributed to reforestation efforts in diverse ecological regions around the world.

In Romania's Carpathian Basin, our support has helped restore wind-damaged forests by reintroducing native species like spruce and beech, promoting biodiversity and stabilizing the soil.

In Tanzania's Pangani River Basin, planted trees are improving watershed health and supporting local agriculture. In Malaysia, our efforts along the Kinabatangan River have helped reclaim degraded lands, restore wildlife habitats, and provide jobs to local communities.

In North America, we have supported post-wildfire recovery projects in Northern California and British Columbia, where native tree species are being reestablished to rebuild forest ecosystems and reduce future fire risks.

In France's Normandy-Maine region, our contributions are helping forests recover from insect damage, enhancing the diversity and resilience of these ecosystems.

These actions reflect our broader commitment to biodiversity protection, climate resilience, and restoring balance to the environments our operations—and our industry—inevitably touch.

CASE STUDY

In Our Backyard: North East Trees

GUESS Foundation has helped fund and expand North East Trees' Native Plant Nursery at Ascot Hills Park, a vital green space where local youth and community members take an active role in growing and nurturing native plants. Further deepening our commitment to environmental and community impact, GUESS Cares and GUESS Sustainability teams joined forces to plant over 50 trees and plants as part of a wildfire resilience effort at Ascot Hills Park in Los Angeles. This initiative not only supports biodiversity, wildfire resilience, and reforestation but also offers hands-on environmental education and fosters a stronger connection between people and nature.

"GUESS's support is vital to North East Trees' work to transform lives and landscapes in Los Angeles' most vulnerable communities. Over the past three years, their partnership has helped plant hundreds of trees in areas like Ramona Gardens and South LA—bringing shade, cleaner air, and lasting climate benefits. It's a strong example of how meaningful corporate partnerships can drive real, on-the-ground impact.

JOE LASKIN
DIRECTOR OF DEVELOPMENT,
NORTH EAST TREES

GUESS

Our People: Embracing Diversity, Inclusion, and Well-being

At GUESS, we foster a strong sense of belonging. It's a testament to our culture that many of our team members have been with us for over 20 years. Our core values guide everything we do, beginning with caring for and empowering people. We are deeply committed to creating an inclusive environment where every individual—regardless of background, identity, or experience—is respected, valued, and treated as an equal. This commitment is as fundamental to us as the excellence of the products we create. We believe that diversity of thought, culture, and perspective drives innovation and strengthens our collective success.

We have robust policies in place to promote diversity, equity, and inclusion, and to ensure a workplace free from discrimination, harassment, and bias. These policies support safe, respectful, and equitable working conditions for all associates.

We offer a comprehensive range of training and development programs designed to meet the diverse needs of our teams across all regions and career stages. From operational skill-building to leadership development, our programs are tailored, inclusive, and intentionally designed to provide equitable opportunities for growth and advancement. Employee engagement is a cornerstone of our culture. We actively seek feedback through regular surveys and collaborative platforms to ensure that every voice is heard and valued. This ongoing dialogue helps us create an environment where associates feel connected, motivated, and empowered to contribute their best. Additionally, we create meaningful moments of connection through campus events and activities that bring our teams together, fostering camaraderie and a shared sense of purpose.

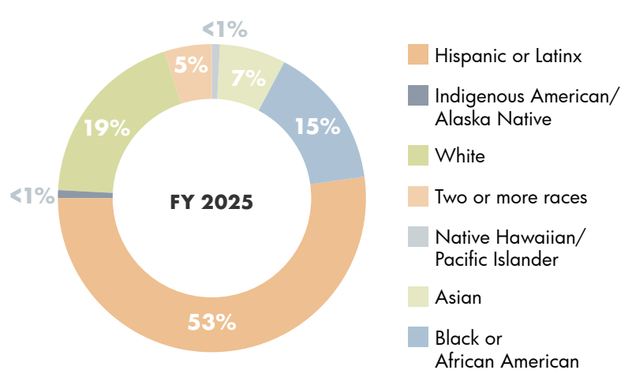
Our people strategy is rooted in genuine care, extending beyond the workplace. We believe in supporting the whole person, professionally, personally, and purposefully. Our wellness program addresses the physical, mental, and emotional well-being of our associates, recognizing that people perform their best when they feel respected, empowered, and truly seen for who they are. We champion equity and strive to remove barriers that hinder individuals from reaching their full potential, ensuring that everyone has the support and resources they need to thrive. In addition, we provide meaningful volunteer opportunities to support non-profit organizations and local businesses, fostering a spirit of community engagement and purposeful contribution.

OUR GOALS

- Maintain gender pay parity at all levels and geographic regions (Ongoing)

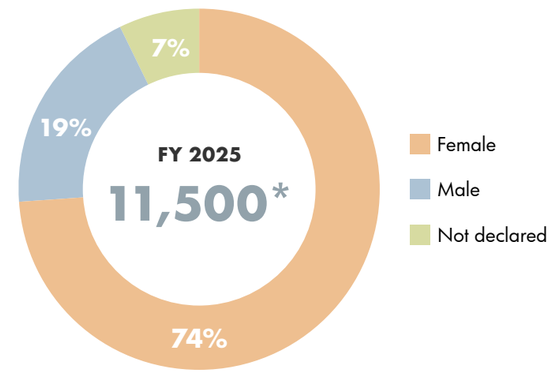
We are deeply committed to creating an inclusive environment where every individual—regardless of background, identity, or experience—is respected, valued, and treated as an equal.

RACIAL/ETHNIC GROUP REPRESENTATION OF U.S. EMPLOYEES, PERCENTAGE BY CATEGORY



This holistic approach cultivates a culture where diverse talent flourishes, potential is nurtured, and every associate feels connected to something greater than their role: a shared ambition to grow, lead, and make a meaningful impact—together.

TOTAL GLOBAL WORKFORCE HEADCOUNT, PERCENTAGE BY GENDER



* The number of employees reflects the ESG reporting scope, which differs from the Company's 10-K filing, as detailed in the Reporting Scope section.

CASE STUDY

Celebrating Everyday Kindness: The Thanks Program

In February 2024, we relaunched the Thanks Program, an internal initiative designed to foster a culture of appreciation, connection, and gratitude among colleagues.

The program invited employees to express thanks for gestures both big and small—whether for a kind smile, a helpful hand, or a moment of support. Participation was simple and inclusive: colleagues could fill out a short form to recognize others, triggering the automatic delivery of a personalized recognition card via email to the recipient.

To encourage engagement and highlight the power of gratitude, the initiative included a final celebratory moment: the five most thanked colleagues were publicly acknowledged at the end of the campaign.

The program saw strong engagement, demonstrating how meaningful it is to recognize one another not only for professional achievements, but for the everyday actions that make our work environment more human and connected.

This initiative reaffirmed a key belief: gratitude is powerful—and sharing it makes it even stronger.

> *"Recognizing each other for the small, meaningful gestures we share every day helps build a culture of kindness, and connection. The Thanks Program reminds us that appreciation is not just a nice gesture—it's a powerful way to strengthen our community.*
>
> **ROBERTO LOMBARDI**
> SENIOR DIRECTOR INTERNAL AUDIT, GLOBAL SUSTAINABILITY & ESG

Strength Through Diversity

Variety strengthens our ability to make better decisions and build deeper connections with our customers. We recognize that diverse teams, bringing together a wide range of skills, backgrounds, and life experiences, fuel innovation and drive fresh perspectives. Since our last ESG report, we have developed and implemented a comprehensive Diversity, Equity, and Inclusion (DEI) policy, alongside a dedicated program addressing violence against women.

Diversity and inclusion are core values at GUESS and fundamental to how we conduct business. We are committed to fostering and sustaining an environment where all employees feel valued, included, and empowered to contribute their best. Our DEI initiatives include unconscious bias training, inclusive hiring practices, and partnerships with community organizations. These efforts are supported by robust policies and guidelines covering human rights, global anti-discrimination and sexual harassment, use of preferred pronouns, gender-neutral restrooms, and transition support guidelines. Together, these measures promote a global, multicultural approach that actively rejects all forms of discrimination.

We believe in the inherent strength of a vibrant and diverse workforce.

CASE STUDY

Employee Engagement: GUESS Fun

At GUESS, we recognize that our people are at the heart of everything we do. That's why employee engagement is a key strategic priority—one that delivers far-reaching value for both our team members and the organization. We understand that when employees are motivated, connected, and empowered, they not only thrive personally but also help drive the company forward in meaningful and sustainable ways.

Engaged employees are more productive, more creative, and more committed to delivering excellence in their roles. They collaborate more effectively, foster stronger workplace relationships, and contribute to a culture of mutual respect and shared purpose. This, in turn, enhances job satisfaction, encourages innovation, and reduces employee turnover—fostering a more stable, inclusive, and resilient workforce.

"When our employees feel engaged, connected, and empowered, they don't just thrive individually—they elevate the entire organization.

SUSAN TENNEY
SR DIRECTOR OF HUMAN RESOURCES

From a business perspective, these positive dynamics translate into greater efficiency, stronger performance, and improved profitability. But beyond the bottom line, employee engagement helps shape a workplace where people feel valued, heard, and empowered to grow—one that aligns with our values of inclusivity, responsibility, and long-term impact.

In essence, employee engagement at GUESS is more than just a priority—it's a catalyst for sustainable success, helping us build a company where people and purpose thrive together.

"The growth of employee engagement on campus has made a visible and lasting impact on our associates. Following the challenges of the COVID-19 pandemic, it has helped recreate meaningful connections, boost morale, and renew a sense of shared purpose across our workplace.

COURTNEY CULBREATH
ASSOCIATE DIRECTOR OF CORPORATE SOCIAL RESPONSIBILITY & ESG

Diversity and Inclusion Councils

Our Councils on Diversity and Inclusion, active across the US and Europe, bring together employees from diverse backgrounds and perspectives to ensure that our DEI strategy remains globally relevant, locally rooted, and reflective of the communities we serve. In addition, we have established a Global Council comprising members from both regions to align and coordinate our worldwide efforts on diversity and inclusion.

These Councils act as vital platforms for connection, conversation, and accountability. They help embed DEI principles into our daily operations and long-term strategies by fostering inclusive leadership, encouraging open dialogue, and nurturing a culture where every individual feels seen, valued, and empowered.

We recognize that meaningful inclusion extends beyond our internal culture—it must also resonate throughout our entire value chain and across every region where we operate. That's why we adopt a multicultural, global approach, ensuring our behaviors and business practices reflect the diversity of our people, partners, and customers, while actively rejecting all forms of discrimination.

At GUESS, we believe that diversity is not just something to be celebrated—it's essential to building a stronger, more inclusive company.

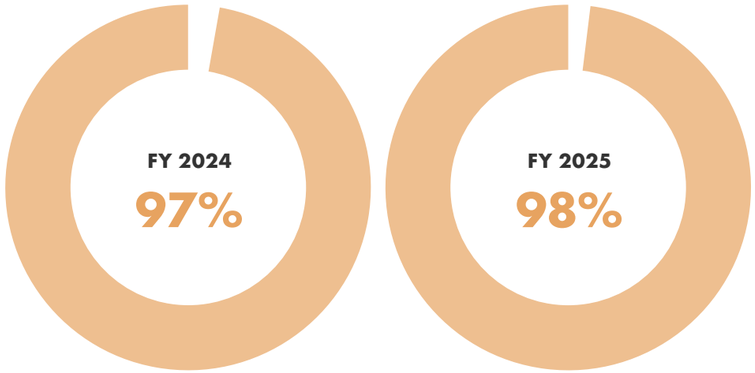
Gender Pay Parity

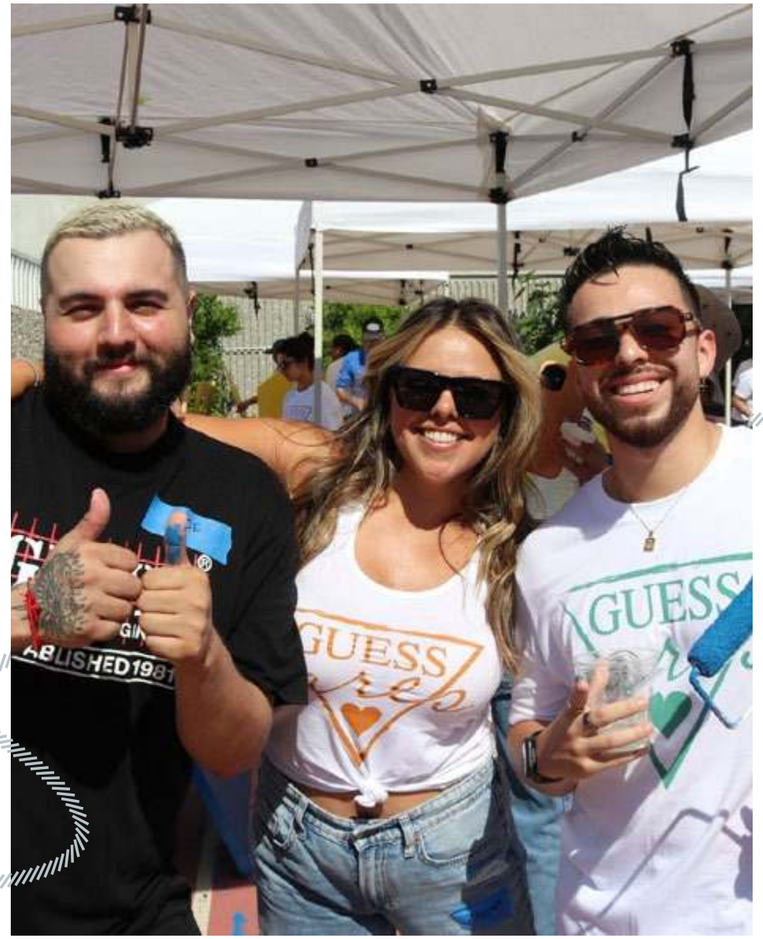
GUESS firmly believes that all individuals deserve equitable compensation for their contributions, regardless of gender or any other factor. Pay equity is essential not only as a matter of fairness and human rights but also because it fosters a more engaged, motivated, and productive workforce. Ensuring fair pay helps to close systemic gaps, promote diversity, and build trust across our organization.

We have undertaken a thorough review of pay ratios between male and female employees at both corporate and retail levels. These ratios are continuously monitored across all countries where we operate directly, with the exception of Korea and Japan. Additionally, we are actively enhancing our human resource tools to further support our diversity and inclusion initiatives.

We are proud to have maintained global gender pay parity since FY2022—an important milestone that reflects our dedication to fairness, transparency, and equal opportunity for all roles and teams worldwide.

GLOBAL RATIO OF SALARY OF WOMEN TO MEN





CASE STUDY

Engagement through Diversity: The World Stage

The GUESS Diversity and Inclusion Council proudly hosted an unforgettable wine and live jazz celebration in honor of Black History Month, bringing together employees across the Company for an evening of culture, connection, and joy. Guests were swept away by the soulful rhythms of our incredible partners, The World Stage—a renowned Los Angeles-based organization dedicated to preserving and promoting Black artistic expression. Their vibrant jazz performance had many dancing and fully immersed in the experience.

To complement the music, attendees savored authentic New Orleans-inspired cuisine from The Beignet Box and Voodoo Vegan, adding delicious flavor to an already lively night. The World Stage is not only a hub for live music but also a vital platform for education and community engagement, supporting emerging artists and celebrating the diverse stories behind jazz and Black culture. Since 2020, the GUESS Foundation has proudly contributed annual donations to The World Stage, supporting their virtual concert series and sustaining programs that nurture creativity and cultural awareness. This support is part of GUESS's broader commitment, which began in 2020 with a $1 million pledge to Black organizations and local businesses, reflecting our dedication to equity, economic empowerment, and meaningful community partnerships.

> *"This event was more than a celebration—it was a powerful driver of employee engagement, fostering a sense of belonging, inclusivity, and shared cultural appreciation across our workforce. Experiences like these strengthen collaboration, spark meaningful conversations, and reinforce GUESS's commitment to building a diverse and welcoming workplace where every voice is valued.*
>
> **LESLI BORDERS**
> SR. MANAGER OF RETAIL MARKETING & EVENTS

CASE STUDY

Community & Philanthropy: Pride Bingo

At GUESS, we believe in creating events that seamlessly blend philanthropy with fun and employee engagement. Pride Bingo, an annual event held at our Los Angeles headquarters, perfectly embodies this mission. Hosted by GUESS Cares in partnership with the GUESS Diversity and Inclusion Council, the event brings employees together to enjoy delicious pizza, play bingo, and experience special performances by talented drag queens—all while supporting a meaningful cause.

All proceeds from Pride Bingo are donated to the LA LGBT Center, a vital organization that provides comprehensive health, social services, housing, and advocacy for LGBTQ+ individuals. The Center is a cornerstone of the community, empowering people through support programs, educational resources, and efforts to advance equality and safety for all LGBTQ+ people.

This beloved yearly tradition not only raises vital funds but also fosters a sense of unity, celebration, and shared purpose among our workforce, reinforcing GUESS's ongoing commitment to giving back and embracing diversity in every form.

> *"Our Pride Bingo event is more than just fun; it's a meaningful way to celebrate identity, build community, and show every team member that who they are matters at GUESS.*
>
> **JAVIER WALKER**
> SR. DIRECTOR OF RETAIL OPERATIONS AND TRAINING & DEVELOPMENT

CASE STUDY

Education & Empowerment: Gyrl Wonder

Over the past four years, GUESS has proudly partnered with Gyrl Wonder, beginning with providing summer internships to empower young women of color aged 17 to 23. Gyrl Wonder is a dynamic 501(c)(3) nonprofit dedicated to equipping these young women with thetools and opportunities needed to thrive in competitive industries. Their mission encompasses social impact, career exploration, and personal development, ensuring that each participant is prepared to turn her passion into a profession.

Through flagship programs like the Gyrl Wonder Leadership Academy (GWLA), Mentoring Matters, and the Wholistically Me mental health initiative, Gyrl Wonder fosters a comprehensive support system. Mentoring Matters pairs mentees with industry professionals to provide personalized guidance, while Wholistically Me addresses mental health by connecting participants with therapists of color at discounted rates.

Our latest collaboration, the GUESS x Gyrl Wonder capsule collection, features three exclusive pieces custom-designed by the GUESS Originals Team. In a powerful show of commitment, 100% of the proceeds from this collection were donated to Gyrl Wonder, including a dedicated $15,000 contribution to the IRL Gyrl Wonder Scholarship Fund—further fueling the education and empowerment of these extraordinary young women.

> *“Our partnership with Guess?, Inc. was born out of really trying times. It opened the doors of opportunity for our mentees and us as an organization. We’re excited to be entering the 4th year of this partnership and kicking it off with a collaborative capsule collection!*
>
> **TOLA LAWAL**
> FOUNDER OF GYRL WONDER

CASE STUDY

Supporting Local Businesses: Farmers Markets

The GUESS Sustainability & ESG team regularly organizes Farmers Markets, creating vibrant opportunities for employees to shop and support small business owners right at work. These markets feature a diverse range of locally grown produce, handcrafted goods, prepared foods, bath and beauty products, candles, flowers, and beverages.

In addition to supporting external vendors, the Farmers Markets also give GUESS employees the chance to showcase their own small businesses and passions by participating as vendors. This unique element fosters creativity, entrepreneurial spirit, and deeper connections across our workforce.

Beyond providing a lively, community-focused experience, the Farmers Markets spotlight small businesses from diverse backgrounds that are committed to environmentally friendly practices. By promoting equal opportunities and fostering inclusivity, these events not only enrich our workplace culture but also contribute positively to our ecosystem—demonstrating how sustainability and diversity go hand in hand at GUESS.

> *“Attending the LAHQ Farmers Market is a warm, inviting experience & gives my business, Black Stationery, a chance to shine! I’m wildly grateful to everyone at GUESS who supports my business and it’s always fun introducing my items to a new audience!*
>
> **SHANTELLE**
> BLACK STATIONERY

CASE STUDY

Awareness: Pushing for Pink

In honor of Breast Cancer Awareness Month, GUESS Cares partnered with Pushing for Pink, a youth-led nonprofit dedicated to raising awareness and resources for breast cancer prevention and support, particularly in underserved communities. Founded at the intersection of skate culture and social impact, Pushing for Pink empowers young people to get involved in meaningful causes through creative fundraising events, wellness initiatives, and direct service programs.

Throughout the month, pink and white t-shirts and scarves were sold on campus, with 100% of proceeds benefiting P4P's Meals on Pink Wheels Program—an initiative that delivers free, nutritious meals to individuals undergoing breast cancer treatment in communities with limited access to care.

We also hosted a charity dinner at our Los Angeles headquarters in support of Pushing for Pink. The evening featured a fine dining experience curated by Hom Events and music by DJ Noodz, bringing employees and supporters together for a night of community, awareness, and action.

These events not only raised critical funds but also reinforced GUESS's commitment to health equity, community impact, and employee-led philanthropy. Partnering with organizations like Pushing for Pink reflects our broader mission to stand with and support causes that matter—both locally and globally.

> *"Four years of collaborating with GUESS has been instrumental in amplifying our mission to support those affected by breast cancer.*
>
> **MATHEW MATTHEWS**
> FOUNDER OF PUSHING FOR PINK

Educate, Support, Thrive: A Focus on Team Well-being

At GUESS, the health, safety, and overall well-being of our associates remain central to our sustainability efforts.

We recognize that fostering a positive and supportive work environment is essential not only for individual fulfilment but also for building a resilient, purpose-driven company culture.

Supporting both mental and physical wellness is a key part of our commitment to social responsibility. We believe that when individuals are empowered to care for their personal well-being, the impact extends to their families, communities, and workplaces.

In the United States, GUESS offers an incentive-based wellness program that encourages associates to pursue and achieve their personal health goals. From physical fitness to mental health support, our program is designed to create meaningful, lasting benefits for our team—promoting healthier lifestyles and a stronger, more connected workforce.

We offer training and workshops covering mental health, with access to psychologists, family counselling, nutritionists, and even sports coaches. We partner with experts to offer our employees data and support to help educate them about their own well-being and the well-being of their colleagues.

Building on our commitment to sustainability, we also prioritize the safety and development of our employees by offering a comprehensive, ongoing compliance training program. This program ensures our team remains well-informed and prepared with the latest health, safety, and environmental standards.

Each year, employees engage in detailed training sessions covering key areas such as Occupational Safety and Health Administration (OSHA) regulations and our Injury Illness Prevention Plan, reinforcing a workplace culture centered on safety and well-being.

We also provide learning opportunities focused on soft skills such as communication and language development, along with dedicated managerial training programs to ensure that all managers are equipped with the tools they need to excel in their role and lead with confidence.

Moreover, these trainings extend beyond regulatory compliance, equipping employees with the knowledge and skills to foster safety and sustainable practices both on the job and in their everyday lives—supporting healthier communities and contributing to our broader environmental goals.

OUR GOALS

- 100% of Managers and above to be trained on harassment prevention in the workplace, and on unconscious bias (2025)
- Create a metric to measure internal promotion rate to senior manager positions and above versus external (2025)
- Create a metric on learning hours and assess the baseline; disclose medium term target (2027)
- Integrate well-being KPIs into annual employee surveys starting FY2026, using insights to continuously improve programs and resources (2025)

Through this investment in our people, we continue to build a culture of responsibility and continuous improvement that strengthens our sustainability efforts from within.

In addition to our ongoing compliance training, we have expanded our onboarding process from a single seven- to eight-hour session to a comprehensive 30-day program. This enhanced onboarding experience, supported by our Recruiting and Training & Development Teams, allows new employees to develop a deeper understanding of our brand values, culture, and sustainability commitments.

By providing this thorough and supportive introduction, we help new team members get up to speed quickly and confidently, ensuring they are fully prepared to contribute to our shared goals of safety, responsibility, and environmental stewardship from day one.

Recognizing that employee benefits play a crucial role in attracting and retaining talent, we ensure our team members receive appropriate rest and vacation time to maintain a healthy work-life balance.

Furthermore, we offer tailored benefits based on location, including healthcare coverage, parental leave, employee discounts, and retirement provisions. These personalized offerings reflect our commitment to supporting the diverse needs of our workforce while fostering a positive and inclusive workplace.

CASE STUDY

Caring Starts Within: A New Path to Well-being

In May 2024, Guess Europe launched a dedicated partnership with Welfood, a premium external well-being platform, marking a significant advancement in its ongoing commitment to employee well-being.

The initiative provides an innovative and fully confidential support service, offered completely free of charge. It represents a concrete opportunity to promote personal balance and mental, emotional, and physical health within the organization.

Each employee is granted access to a cycle of ten individual online sessions with certified professionals, allowing for a tailored approach to well-being. Available specialists include:

- Psychologist
- Nutritionist
- Sports Coach
- Parenting Counselor
- Expert in Harassment and Gender-Based Violence

> *Welfood and Guess have joined forces to launch the WELL-BEING 360 platform, designed to support GUESS employees in starting personalized journeys to improve their daily well-being habits. This digital environment is built to place people at the center, empowering them to take ownership of their well-being path and make meaningful, lasting changes.*
>
> **GIACOMO MOSCA**
> WELFOOD MANAGING DIRECTOR

In addition to individual consultations, the platform also offers unrestricted access to its "Academy" and "Live Events" sections—curated content and live sessions designed to deepen understanding and awareness on a range of well-being topics.

This initiative reflects the belief that well-being is not a luxury, but a fundamental priority—and reinforces the company's commitment to fostering a supportive, inclusive, and people-centered working environment.

By December 2024, 470 people registered in the platform!

> *Taking care of your well-being isn't a luxury—it's a priority. This initiative reflects our commitment to supporting you not just as professionals, but as whole individuals.*
>
> **NURIA GRIELL TRIQUELL**
> HR DIRECTOR

CASE STUDY

Sports Game 2024: Uniting Through Sport

In May 2024, we brought together around 250 colleagues from Guess Europe to take part in the Sports Game, an event designed to promote well-being, teamwork, and a strong sense of belonging.

Throughout the afternoon, participants challenged themselves in various sports and activities, celebrated each other's strengths, and shared moments of genuine connection—all outside the usual work environment.

"Events like this are important because they bring energy, fun, and a sense of togetherness. When people enjoy themselves and feel part of something meaningful, it strengthens the way we work and grow as a community.

ANDREA MANTEGAZZA
VP WHOLESALE SALES & MARKETING

Initiatives like this go far beyond physical activity. They create space for collaboration, trust, and mutual respect to grow in new ways. These shared experiences strengthen not only our bodies, but also the bonds that make our company culture vibrant and resilient.

We look forward to continuing to build a workplace where energy, engagement, and human connection are always in play.

CASE STUDY

Promoting a Culture of Movement and Well-being

As part of the company's ongoing commitment to employee well-being, a new initiative was introduced in July 2024 at Guess Europe's HQ to encourage a healthy and active lifestyle within the workplace.

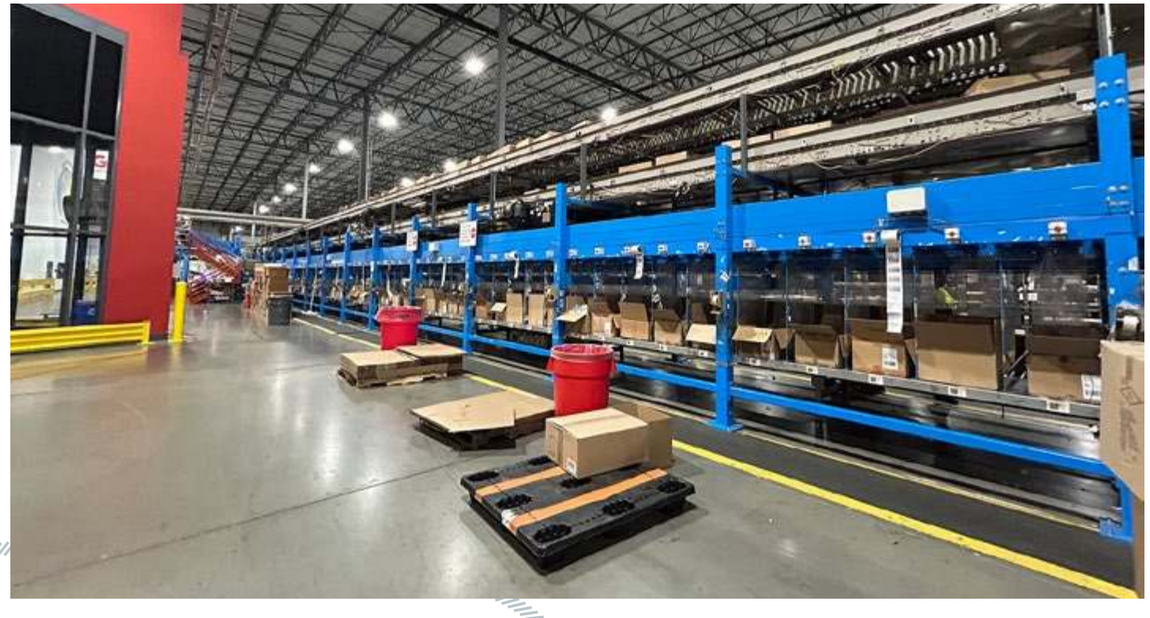
In collaboration with a local gym, the company organized a series of in-office workout sessions, offering employees the opportunity to engage in physical activity directly within their work environment. The program included a mix of Pilates and Core & Tone classes, held during both lunch breaks and after-work hours, to accommodate different schedules and preferences.

With mats provided for all participants, the initiative was designed to be inclusive and accessible. Sessions took place throughout the different months and were met with enthusiasm and high participation rates.

This initiative reflects the belief that physical well-being is a key pillar of overall employee health, and that making space for movement and balance in the workday contributes to a more energized, focused, and resilient organization.

"Taking a Pilates break during working hours isn't just about stretching muscles—it's a chance for me to breathe deeply, reset my mind, and reconnect with myself amid the workday rush. This moment of calm brings me renewed energy and a sense of balance that flows into the rest of the day. Inspired by "Mens sana in corpore sano"—a healthy mind in a healthy body—it's more than a benefit; it's a shared moment of renewal and care during my busy day.

ELISA LO STIMOLO
INTERNAL AUDIT ASSISTANT MANAGER



CASE STUDY

KYDC Transition Assistance

In May 2024, after conducting regular operational reviews and reallocating resources to areas of need, the decision was made to transfer ownership of the Kentucky Distribution Center by Guess?, Inc. The building and property were acquired by GXO, our long-time third-party distribution partner in Europe to further streamline our global supply chain. GXO Logistics, Inc. is an American global contract logistics company that manages outsourced supply chains and warehousing, and reverse logistics for blue-chip customers in over thirty countries.

We implemented a range of support programs over a six-month period to support employees affected by the transition. Those impacted received assistance throughout the process, including one-on-one resumé workshops, outplacement services, severance packages, which included salary continuation and healthcare benefits, and mental health support, among other resources.

> *“To support our employees through this transition meant standing beside them with empathy and practical help—offering not just resources, but reassurance that they were not alone as they navigated change and prepared for the next chapter.*
>
> **ISADORA OCAMPO**
> RECRUITER & HR BUSINESS PARTNER

CASE STUDY

Safe Spaces: Model2Model Mentorship Program

We understand the unique pressures and challenges faced by those pursuing careers in fashion modeling. That’s why we are deeply committed to fostering a culture of trust, support, and community among our participants.

Our goal is to equip models with the tools they need not only to succeed professionally but also to thrive personally. We provide access to meaningful resources that promote personal and professional growth, life skills development, and a strong foundation in self-care and overall well-being.

Support is delivered through a blend of virtual workshops, online learning opportunities, and personalized one-on-one counseling—ensuring that every individual has access to guidance tailored to their unique journey.

> *“Being a mentor in this industry isn’t just about giving advice—it’s about building a space where models can grow together, support one another, and have access to real resources that help with everything from career moves to self-care and life skills.*
>
> **RACHEL MORTENSON & XIAN MIKOL**
> PROGRAM ADMINISTRATORS/MENTORS

This year, the Safe Spaces program is expanding to include our corporate offices, ensuring that support is available to any GUESS employee in need. Whether someone is facing the trauma of domestic abuse, coping with personal loss, or navigating a difficult life transition, the Safe Spaces team is here to provide compassionate, confidential assistance. At GUESS, we believe that every team member is part of a broader community grounded in empathy, respect, and shared values. By extending this vital program, we are reinforcing our commitment to fostering a workplace where everyone feels safe, supported, and empowered to seek help when they need it most.

Protecting Rights Throughout Our Supply Chain

A Structured and Responsible Approach

We view strong supplier relationships as the cornerstone of responsible sourcing. Our approach to social responsibility is built on a proactive, structured, and collaborative model that ensures alignment with international labor standards, ethical business conduct, and our own expectations for fair and safe working conditions. This commitment is embedded in both our Supplier Code of Conduct and Human Rights Policy, publicly available at sustainability.guess.com, which all vendors are required to adhere to as a condition of doing business with GUESS.

OUR GOALS

- Publish and update an interactive multi-tier supply chain map (2025)
- Increase factory employee access to trainings and development opportunities and grievance mechanism (Ongoing)
- Develop training and development opportunities to promote positive change for women (2025)

Rigorous Approvals and Monitoring

The GUESS Social Compliance Program is built on three strategic pillars: rigorous factory approvals, ongoing training and education, and continuous monitoring and remediation. These pillars guide our efforts to ensure safe, fair, and ethical working conditions throughout our supply chain.

Before partnering with any new factory or facility, we conduct an initial assessment call followed by a formal social compliance audit. This process evaluates compliance with critical areas such as labor rights, health and safety, fair wages and benefits, and freedom of association. For facilities located in higher-risk regions, we implement enhanced due diligence measures to verify adherence to specific social and security standards.

Our approach blends trusted third-party social audit frameworks—such as Sedex, BSCI, WRAP, and SA8000—with our own internal GUESS standards. We also review up to two years of audit history to gain a clear, comprehensive understanding of each facility's past performance.

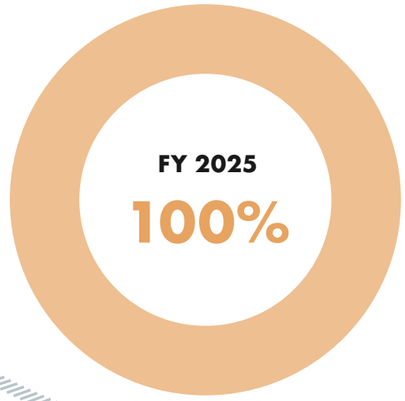
On average, GUESS performs an assessment of each supplier every 12 months. Ongoing monitoring, conducted by independent auditors, not only identifies current risks but also highlights opportunities for meaningful improvement across both social and environmental dimensions—reinforcing our commitment to long-term, sustainable change. 100% of new suppliers were assessed using social criteria in both FY2024 and FY2025.

Remediation and Showstoppers

We take a collaborative approach to improving conditions within our supply chain. When instances of non-compliance are identified, we don't immediately sever ties. Instead, we focus on remediation. We work directly with our suppliers to understand the root cause of the issue, set clear improvement goals, and develop a customized Corrective Action Plan (CAP). Each CAP is tailored to the specific challenges of the facility and includes training, ongoing support, and regular follow-ups to monitor progress. We believe this capacity-building approach fosters long-term, sustainable improvement. 100% of suppliers identified as having significant actual and potential negative significant social impacts have agreed improvement plans in place, with 100% corrective action rate for suppliers' labor code, other than showstoppers which are separately addressed.

Indeed, we maintain a strict zero-tolerance policy for the most serious violations—what we refer to as "showstoppers." These include forced or child labor, human trafficking, harassment or abuse, unsafe working conditions, wage withholding, and discriminatory practices. In such cases, where remediation is not possible or trust has been irreparably compromised, we terminate the business relationship or onboarding process immediately. In both FY2024 and FY2025, we did not have to eliminate any supplier factories from our supply chain due to the presence of any show-stoppers.

PERCENTAGE OF SUPPLIERS WITH ACTUAL AND POTENTIAL NEGATIVE SOCIAL IMPACTS WITH IMPROVEMENT PLANS IN PLACE



Training and Capacity Building

Our commitment to continuous improvement goes beyond compliance. We aim to proactively strengthen our suppliers' capabilities through practical training and support. In FY2024 and FY2025, GUESS continued to provide quarterly targeted training Sessions with a cumulative total of nearly 800 tier 1 suppliers attending these sessions.

GUESS Sustainable Vendor Rating and Vendor Scorecard

Recognizing the impact that our suppliers' environmental performance has not only on the planet but also on the lives of workers, GUESS evaluates environmental performance using the Sustainable Vendor Rating (SVR).

The SVR is a comprehensive evaluation and scoring tool that helps identify potential environmental risks and assesses key indicators such as water management, pollution mitigation, chemical management, process and product certifications, and compliance with legal requirements. It offers a structured methodology for collecting, validating, and analyzing environmental data, allowing GUESS to categorize suppliers based on consistent criteria aligned with our broader ESG strategy.

In FY2025, 96% of new suppliers were screened using the SVR to ensure alignment with our environmental standards from the outset.

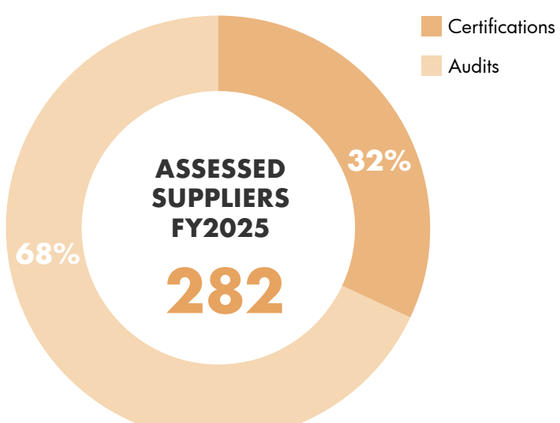
SVR results feed into the GUESS Vendor Scorecard (VSC), which evaluates the overall performance of GUESS core vendors across six key pillars, including quality, operational performance, and ESG metrics. The VSC incorporates both qualitative and quantitative indicators, providing a holistic view of supplier performance. Through this integrated approach, GUESS supports informed sourcing decisions, drives continuous improvement, and promotes accountability throughout the supply chain.

A Culture of Trust and Shared Responsibility

Ultimately, our goal is to build a supply chain where compliance is not just a mandate, but a shared value embraced by all partners. We are committed to fostering an environment rooted in transparency, mutual respect, and open dialogue—because we believe meaningful, lasting impact is only possible through close partnership. Through this work, we aim not only to improve working conditions but also to empower workers by supporting their rights, voices, and well-being.

As a further demonstration of our commitment to transparency, a list of our key suppliers is available on sustainability.guess.com.

SUPPLY CHAIN SOCIAL COMPLIANCE



CASE STUDY

Workplace Improvements: Beyond Audits

In partnership with Beyond Audits, we launched three innovative capacity building programs aimed at improving employee health, well-being and workplace conditions along our supply chain in India, Myanmar, and Pakistan. Each program is tailored to the cultural, social, and economic realities of the region, veering away from a one-size fits all approach and adapting to the real-world needs of each facilities workforce.

In India, the Connect Program aims to strengthen communication and trust between factory management and the wider work force, particularly between local and migrant employees. The Better Health initiative, launched in Myanmar, focuses on improving workers' understanding of health, hygiene, and well-being, with a strong emphasis on gender-specific health needs. Lastly, the Better Finance program launched in Pakistan focuses on building financial literacy to enable workers to strengthen their economic resilience and take control of their financial future.

To date all three programs have reached over 7,000 individuals across the three locations, either through direct training provided by Beyond Audit trainers or indirectly through town halls and Training of Trainers (TOT) sessions. Over time, we aim for these programs to become self-sustaining within the facilities, allowing their benefits to continue reaching all workers and staff well into the future.

> *"We're absolutely delighted to be able to work with GUESS, a brand that truly believes actions speak louder than commitments. Together, we spent months brainstorming, grounding every idea in the local, cultural, and socio-economic context—and in the real, lived needs of workers in each country.*
>
> **NEHA DUA**
> FOUNDER OF BEYOND AUDITS

CASE STUDY

Fostering Social Inclusion: Progetto Quid

As part of its broader ESG strategy, GUESS continues to invest in partnerships that promote both environmental and social progress. In FY2024, we expanded our collaboration with Progetto QUID, a type B social enterprise based in Verona, Italy, dedicated to empowering individuals—especially women—who have faced significant personal and social challenges, including survivors of violence, discrimination, and exploitation.

Progetto QUID offers these individuals pathways to employment and professional development through the design and production of fashion items made from surplus fabrics. The result is a powerful dual-impact model: reducing textile waste while fostering economic inclusion and dignity.

The partnership led to the launch of a limited-edition capsule collection, entirely made in Italy and developed in close collaboration with QUID's team. The collection embodies both craftsmanship and social value, reflecting GUESS's commitment to inclusive growth and community engagement. Each garment features a signature black-and-white daisy motif—an homage to GUESS's iconic campaigns with Claudia Schiffer and Eva Herzigova—blending the brand's heritage with a purpose-driven vision.

> *"Sustainability, inclusion and the enhancement of diversity are an integral part of GUESS's identity, as well as ours. We are thrilled to have the opportunity to create a unique collection together.*
>
> **ANNA FISCALE**
> PRESIDENT AND FOUNDER OF QUID

Creating Positive Impact in Communities

We are dedicated to supporting our communities through the GUESS Foundation, our GUESS Cares initiative, and partnerships with organizations that promote social progress, development, and well-being.
The GUESS Foundation was established in 1994 in Los Angeles with the mission of fostering social, health and educational opportunities that give people everywhere a chance to live their best lives. While striving to achieve that dream, the Foundation has been able to leverage our strong brand image to support a wide range of causes whose messages promote social change that enhances the well-being and development of people everywhere.

The Fondazione GUESS Onlus was established in 2014 by the Italian subsidiary of GUESS, followed by the Spanish iteration in 2016. Together, they represent the natural evolution of the philanthropic spirit that has always characterized GUESS, with a view to best directing resources and organizing activities that align with our vision. A particular focus has been to support women's anti-violence campaigns.

The GUESS Foundation has partnered with several important philanthropic initiatives like Peace Over Violence for Denim Day, the Make-A-Wish Foundation, St. John's Health Center and the World Heart Federation, just to mention a few. Through the Foundation, we have also been able to support local initiatives such as the support for victims of the LA fires in 2025.

> *"Through the GUESS Foundation and GUESS Cares, we're using our platform to create meaningful change in the communities we serve.*
>
> **CAROLINE MARCIANO**
> SENIOR MANAGER OF CORPORATE PHILANTHROPY

The commitment to "continue to give back to the community, support humanity, and protect the environment" is embedded in our mission statement. We are always looking for ways to increase engagement in the communities in which we work and live. This approach is exemplified by our GUESS Cares program, an employee-led philanthropic initiative. GUESS Cares is about employees giving back, including volunteering, fundraising, and donations.

CASE STUDY

Embracing Influence: GUESS ECO Events

Throughout FY2024-2025, GUESS continued to expand its positive impact through curated local influencer events, designed to spark conversations around sustainability and foster community engagement. In the US, highlights included the GUESS ECO Staycation in West Hollywood, and the GUESS ECO Getaway in Miami, immersive experiences that celebrated our GUESS ECO collection and low impact living. Additional events like the GUESS ECO Denim Event and a hands-on pottery workshop deepened connections with creators in Los Angeles.

In Europe and Asia, GUESS hosted events in key markets including Berlin and the Philippines, where the GUESS ECO x Gourmet Farms experience showcased the intersection of sustainable agriculture and fashion. These activations not only increased brand visibility across diverse audiences but also amplified the brand's sustainability messaging through authentic, localized storytelling. By partnering with regional creators who share a passion for the planet, GUESS is building momentum and driving collective action toward a more sustainable future.

> *"Our goal is to craft experiences that inspire meaningful conversations around sustainability and empower communities to turn shared values into real-world impact.*
>
> **DANIELLE VELUZ**
> INFLUENCER MARKETING MANAGER

CASE STUDY

Supporting Victims of the LA fires

The GUESS Foundation contributed to the California Community Foundation's (CCF) Wildfire Recovery Fund, a vital initiative that has raised over $30 million to aid communities affected by devastating wildfires. The fund supports nearly 200 nonprofit organizations that provide critical services, including emergency shelter, disaster relief, mental health support, and long-term recovery programs for displaced families and individuals across California.

Additionally, through our ongoing partnership with Baby2Baby—a national nonprofit that provides children living in poverty with basic necessities—we gave our customers the opportunity to make a difference by donating at checkout. Baby2Baby distributes essential items such as diapers, clothing, blankets, hygiene products, and school supplies to families impacted by poverty, natural disasters, and emergency situations. Together, we helped deliver immediate relief and restored dignity to thousands of families in need. Through product and in-kind donations, GUESS provided brand-new clothing for children and adults to resource centers, schools, and nonprofit organizations across Los Angeles.

Employees at our Los Angeles headquarters came together to support wildfire relief efforts by donating blankets, jackets, and pet supplies. Many also volunteered their time at local resource centers, contributing directly to CORE's community relief initiatives. CORE (Community Organized Relief Effort) is a nonprofit organization that specializes in crisis response, providing essential services such as emergency aid, COVID-19 testing and vaccination, and disaster relief to underserved and vulnerable communities. During the wildfires, CORE mobilized to deliver supplies, coordinate logistics, and support affected families with vital resources on the ground.

To further support those impacted, we provided onsite store vouchers to individuals affected by the fires, including GUESS employees with family or friends in need. As part of a broader outreach effort, we also included store vouchers in 200 teen gift bags distributed at the Oscars Gifting Lounge, extending additional support and comfort to young wildfire victims during a difficult time.

> *"Your unwavering support since the onset of the fires—from volunteer efforts, to providing kits for children, and now this critical contribution—moves me deeply. I am profoundly grateful for the organizations standing in solidarity to support the people of Los Angeles.*
>
> **ANN LEE**
> CO-FOUNDER OF CORE

CASE STUDY

Helping Communities Rebuild: VIP Support

We have supported the Violence Intervention Program (VIP) since 2012, standing by their mission to provide essential care for individuals and families affected by violence. VIP offers a comprehensive range of services, including medical treatment and mental health support to case management, all designed to help survivors heal, rebuild, and thrive as they move toward a brighter, stronger future.

Each year, the GUESS Cares program unites our LAHQ associates for an annual Thanksgiving Meal Pack event, where we come together to fill meal kits with all the traditional holiday essentials. These meal kits, along with grocery gift cards, are generously donated to families supported by VIP, helping to bring comfort to those overcoming abuse, neglect, and trauma.

In both FY2024 and FY2025, GUESS Cares proudly donated over 6,000 units of clothing to VIP's network, continuing our commitment to supporting communities in need.

"For over 12 years, we've proudly partnered with the Violence Intervention Program to support survivors through trusted food and clothing donations, making a lasting impact in our community.

RICK ABRAHAM
DIRECTOR OF PROCUREMENT AND FACILITIES

CASE STUDY

Mentoring with Circularity in Mind: Otis College

GUESS YC Design Director, Amy Enuke, led a mentorship project with 15 students from the Junior Fashion Design class at the Otis College of Art & Design in Los Angeles. The project brought sustainability to the forefront by incorporating circular design principles, where students worked with recycled clothing from Homeboy Threads and surplus fabrics sourced directly from the GUESS supply chain. From initial concept to final design, students were challenged to create original swimwear looks, with a unique twist: the cover-ups had to be crafted entirely from repurposed materials. After eight months of hard work and creative development, the students proudly showcased their innovative designs in a runway show, highlighting the skills and knowledge they gained throughout the process.

"I was honored to mentor the junior class at Otis College of Art & Design, thanks to Jill Zeleznik's invitation. Unlike my virtual mentorship during COVID, this in-person experience allowed me to engage directly with students as they designed with upcycled materials. Their creativity and enthusiasm were inspiring, and it was a joy to support their journey from concept to final garment.

AMY ENUKE
GUESS YC DESIGN DIRECTOR

CASE STUDY

Uplifting Our Youth: Sheriff's Youth Activity League

GUESS Cares partnered with the Sheriff's Youth Activity League (YAL) to provide backpacks filled with essential school supplies to children in underserved communities across Los Angeles. YAL, a program of the Sheriff's Youth Foundation, offers youth aged 7 to 17 a safe and supportive environment where they can engage in educational, athletic, and recreational activities. These programs aim to build positive relationships between youth and law enforcement, fostering self-esteem, discipline, and community involvement.

In addition to the backpack donation, GUESS employees collaborated with summer interns and Habitat for Humanity to build and donate playhouses to YAL centers across Los Angeles. These playhouses provide a safe space for imaginative play and contribute to the development and well-being of the children who receive them. The combined efforts of GUESS Cares, YAL, and Habitat for Humanity exemplify a commitment to supporting and uplifting the youth in our communities.

> *"GUESS Cares brings the heart and sparkle to our mission by fueling fun, inspiration,and showing up with generosity that leaves a lasting impact on every child they reach through events, activities, and sports. We're grateful for their continued partnership and the joy they bring to our youth.*
>
> **JAMIELYN FLORES**
> EXECUTIVE DIRECTOR, SHERIFF'S YOUTH FOUNDATION

CASE STUDY

Donating Clothes to LA's Most Vulnerable

Some1LovesYou is committed to uplifting individuals in Los Angeles who are facing hunger, housing insecurity, and personal hardship. Through a meaningful partnership with Good360, GUESS has donated brand-new jackets—providing more than just physical warmth, but also a sense of dignity, hope, and human connection.

Good360 is a nonprofit that works to close the need gap by partnering with socially responsible companies to distribute essential goods to communities in crisis. By matching donated products with trusted local nonprofits like Some1LovesYou, Good360 ensures that help reaches the people who need it most—efficiently, thoughtfully, and with purpose.

While the jackets offer much-needed physical warmth, they also carry a deeper message: you are seen, you are valued, and you matter. One recipient, upon being handed a GUESS jacket, paused and quietly asked if it was truly new. Clutching it to his chest, tears welled in his eyes as he shared that it felt like an answer to an unspoken prayer—a powerful reminder that he wasn't invisible, that someone cared.

This donation is about helping restore people's dignity and hope, one person at a time.

> *"Partnering with Good360 has made it easier and more impactful for our Company to give back. Their network and expertise ensure our donations reach the communities that need them most, turning our surplus into meaningful support.*
>
> **DEENA TURNER**
> DIRECTOR OF PRODUCT INTEGRITY

249
COMMUNITIES SERVED

311
NON-PROFITS SERVED

2,272
TOTAL LIVES IMPACTED

Good360

Bold Industry Change Starts with Strong Partnerships

Driving sustainability in the fashion industry requires a shared commitment to transparency, collaboration, and accountability. That's why we actively align with globally recognized platforms and multi-stakeholder initiatives that promote responsible business practices, climate leadership, and ethical supply chains. These partnerships not only advance our goals—they also create a shared forum for exchanging best practices, fostering innovation, and accelerating collective impact across the industry.

We are proud to be participating in the Science Based Targets initiative (SBTi), having set and received approval for ambitious targets to reduce our corporate and supply chain GHG emissions by 2030. Since 2020, we have also been active members of Textile Exchange, a global nonprofit working to accelerate the adoption of environmentally preferred materials and drive positive climate outcomes in the textile sector.

As part of our ongoing commitment to climate action, GUESS was a founding signatory to the UNFCCC Fashion Industry Charter for Climate Action, joining collaborative working groups to help implement its principles across our operations and value chain.

BLACKDESIGN COLLECTIVE

Cascale

CDP

Good360

GRI COMMUNITY MEMBER 2025

HOMEBOY threads

North East Trees Bringing Nature Back

ONETREEPLANTED

TIS COLLEGE

SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Textile Exchange

United Nations
Framework Convention on Climate Change

We are also long-standing members of Cascale (formerly the Sustainable Apparel Coalition), supporting the use of the Higg Index to measure and manage environmental and social impacts across our supply chain. A significant portion of our suppliers consistently complete the Higg Facility Environmental Module (FEM) annually, demonstrating their commitment to sustainable practices. At the same time, GUESS completes the Higg Brand & Retail Module (BRM) to thoroughly evaluate and continuously improve our performance in key areas such as packaging, logistics, and chemical management—ensuring we uphold the highest standards of environmental responsibility.

We submitted our first CDP Climate Change Report in 2018 and achieved Leadership status the following year. We continue to report annually, and, in 2024, we were very proud to be recognized by CDP as being among the top performing companies for supplier engagement on climate change.

Additionally, we are part of the Global Reporting Initiative Community, supporting the GRI mission of empowering decision-makers through transparent, multi-stakeholder sustainability reporting frameworks.

Through these global commitments, GUESS strengthens its position as a brand dedicated to becoming a worldwide leader in sustainability within the fashion industry.

CASE STUDY

Aligning Our Strategic Goals: UNFCCC

Guess?, Inc. was a founding signatory of the UNFCCC Fashion Industry Charter for Climate Action, an initiative launched at COP24 in 2018 to align the fashion industry with the goals of the Paris Climate Agreement. As part of its commitment, GUESS pledged to reduce its absolute Scope 1 and 2 greenhouse gas emissions by 50% by fiscal year 2030, using fiscal year 2019 as the baseline, and to cut its Scope 3 emissions from purchased goods and services by 30% within the same timeframe.

The Fashion Industry Charter for Climate Action brings together a diverse network of stakeholders across the apparel value chain to accelerate collective progress toward the goals of the Paris Agreement. As a founding signatory, GUESS plays an active role in this multi-stakeholder platform, working alongside brands, suppliers, material producers, logistics providers, and policy advocates to develop scalable, science-based climate solutions.

Through its participation in the Charter, GUESS helps co-develop industry tools, share best practices, and advocate for stronger climate action frameworks. These workstreams have enabled the company to deepen supplier engagement, improve material sourcing, and strengthen internal alignment around low-carbon innovation.

By contributing to shared resources within the Charter and engaging in policy dialogues hosted through the initiative, GUESS reinforces its commitment to collaboration and transparency. This partnership also informs the company's internal roadmap, supporting its transition to renewable energy, promoting lower-impact fiber sourcing, and guiding its efforts to align with the Science-Based Targets initiative.

United Nations
Framework Convention on Climate Change

CASE STUDY

Creating Jobs in our Community: Homeboy Threads

In 2022, GUESS launched a customer trade-in program for used apparel at all U.S. GUESS, Marciano by Guess, and Factory Outlet stores to keep these items out of landfills. To responsibly sort and recycle the collected textiles, GUESS partnered in 2023 with Homeboy Threads, a certified social enterprise committed to creating jobs and second chances through professional reuse and recycling services. This collaboration exemplifies GUESS's commitment to partnering with local businesses that align with our sustainability goals and strengthen communities.

As part of Homeboy Industries, the world's leading gang rehabilitation and re-entry organization, Homeboy Threads proudly trains and employs individuals transforming their lives after incarceration. Their expertise lies in the essential, yet often overlooked, work of sorting, grading, and pre-processing textiles—critical steps that bring circularity and sustainability goals to life.

Whether serving as a comprehensive one-stop solution or a collaborative partner within a larger sustainability initiative, Homeboy Threads emphasizes exceptional transparency, tailored solutions, and profound social impact. They are committed to ensuring that every textile finds its most sustainable and purposeful destination.

By partnering with Homeboy Threads, we work hand-in-hand to develop customized strategies aligned with our unique sustainability objectives. Their deep expertise and unwavering commitment to social responsibility give us confidence that the fabrics we process will be repurposed thoughtfully, responsibly, and with lasting impact.

> *"The GUESS partnership with Homeboy Threads creates economic opportunities for our Los Angeles community and offers a solution for apparel and textile waste.*
>
> **CARLOS ALBERINI**
> CHIEF EXECUTIVE OFFICER
> AND DIRECTOR, GUESS?, INC.

Together with our Customers and Partners: Driving Sustainability Forward

We view sustainability not just as a responsibility, but as a strategic imperative. It must be visible, credible, and consistent across every customer interaction. As we continue to evolve our product lines and business operations, we're aligning with the growing expectations of both consumers and retail partners who prioritize environmental and social responsibility. This commitment positions us for long-term growth, brand resilience, and leadership in a market increasingly driven by sustainable values.

Our wholesale partners are essential in amplifying our sustainability message across global and regional markets. We collaborate with a diverse network of retailers—from major international department stores to independent boutiques—each bringing unique standards and strategies for communicating sustainability. Increasingly, these partners are prioritizing visibility for responsible products, dedicating premium in-store and digital real estate to highlight offerings that meet elevated environmental and social criteria. This collective effort not only drives consumer awareness and engagement but also reinforces the long-term value and relevance of our brand in a purpose-driven marketplace.

"I am a retired physician and a grandmother who fears for my family and a warming world. I appreciate that your company is setting emission reduction targets. These actions will undoubtedly have a positive impact on the future of the fashion industry.

KATHERINE S., MD
GUESS CUSTOMER

Our shared ambition with retail partners is clear: to make sustainable fashion the standard—not the exception. Consumers are increasingly driving this shift, demanding greater transparency, responsibility, and purpose from the brands they support. We're fully aligned with this momentum and actively contribute through strategic collaboration. In some cases, this means co-developing exclusive capsule collections that meet specific partner priorities around materials, certifications, or brand messaging. In others, it involves customizing product content and sustainability disclosures to align with each partner's platform, compliance needs, and customer expectations. These tailored approaches not only strengthen our partnerships and deepen market reach but also position us to meet rising consumer expectations and lead in a purpose-driven retail landscape.

Through ongoing collaborations, we help partners deliver more value to consumers and promote a more sustainable fashion industry.

CASE STUDY

Working with Our Wholesale Partners

Macy's has launched Mission Every One, an initiative aimed at creating a more equitable and sustainable future. This includes commitments to increasing the assortment of sustainable products, supporting diverse-owned brands, and enhancing transparency across their supply chain.

Bijenkorf in the Netherlands, part of the Selfridges Group, has set a clear target: it ultimately aims to only sell brands that demonstrably incorporate sustainability practices. This includes criteria around materials, circularity, and fair labor practices. The Selfridges Group also introduced its Project Earth framework, pushing for more rigorous sustainability benchmarks across all group retailers.

"We're proud to have wholesale partners whose commitment to building a more sustainable and inclusive future shines through their initiatives. Their leadership in expanding sustainable product offerings, supporting diverse-owned brands, and enhancing supply chain transparency sets a powerful example for the industry.

LIZ WISHNEW
DIRECTOR OF SALES/WHOLESALE

"Partnering with Galeries Lafayette through the Go for Good initiative challenges us to go beyond commitments and demonstrate real accountability. By embracing transparency, collaborative tools, and open dialogue, we not only meet evolving sustainability standards—we grow stronger together.

ANDREA MANTEGAZZA
WHOLESALE SALES AND MARKETING

Galeries Lafayette's Go for Good initiative highlights products that meet strict environmental and societal criteria. Galeries Lafayette requires us to keep all the proofs of the Go For Good criteria for each product to be able to justify it at any moment.

These examples clearly demonstrate the importance of ensuring a two-way flow of ideas and information. As sustainability standards evolve, there's much we can learn from one another. It's essential that we put the right processes in place—collaborative tools, transparent communication, and shared best practices—to continuously improve and move forward together.

Fostering Trust with Ethical Business, Marketing, and Privacy Practices

We have a clear responsibility in how we communicate with our customers and consumers. The way we market our products must be both careful and thoughtful, with a strong focus on transparency and credibility. This is especially critical when it comes to sustainability claims, where trust is easily lost if messaging does not align with actual impact.

It's essential that we support our products with verified and relevant sustainability documentation across all our brands. This is particularly important for collections such as GUESS ECO, Consciously Constructed, and GUESS JEANS, where the sustainability story is central to the product's value proposition. Every supporting document must be authentic, and every message should reflect our genuine commitment to responsible practices.

To ensure consistency and compliance, we adhere to global regulations that set the criteria for the information included on apparel product labels as our minimum standard. This approach reinforces our commitment to transparency and supports our goal of encouraging more sustainable shopping behaviors.

Ultimately, clear and credible communication not only reinforces consumer trust—it also strengthens our brand integrity and supports our broader sustainability goals.

We need to provide transparent details about the materials we use and how they are sourced, the manufacturing processes involved, and the transportation methods for our products. It is important to let consumers know exactly what is inside every product. By labeling our products accurately and clearly, we empower customers to make responsible and informed purchasing decisions.

We have clear internal guidelines, "Eco Fibers & Product Public Facing Claims," which provide specific guidance on the claims we can make about the GUESS ECO, Consciously Constructed brand, and across our conventional GUESS branded goods that contain environmentally preferred fibers and materials.

OUR GOALS

- Review company marketing and advertising materials and develop plans to ensure diverse representation (Ongoing)
- Continuously improve the current data protection policies to promote sustainable business practices by avoiding costly data breaches that can harm GUESS and our clients (Ongoing)
- Maintain a global "Bug Bounty Program" to incentivize the identification and reporting of potential security vulnerabilities (Ongoing)
- Achieve ISO/IEC 27001 certification, focusing on the protection of customer and employee personal data across GUESS operations (2026)
- Maintain a company-wide cybersecurity training program to ensure all GUESS employees receive the necessary education to safeguard personal and company data and reduce cyber risks (Ongoing)

Educating Customers

We are also constantly reviewing and enhancing how sustainability information is presented to consumers, both online and in-store. Digital product descriptions provide an ideal space to share detailed information about materials and manufacturing processes. Additionally, we are exploring lower-impact online alternatives to traditional printed hang tags by linking direct product information, reducing waste while maintaining transparency.

In our physical retail environments, we support responsible purchasing decisions through targeted in-store messaging, including fitting-room signage, visual merchandising, and high-visibility displays such as LED screens that communicate our overarching ESG story in flagship locations. We also collaborate closely with our wholesale partners to ensure consistent and credible communication of product sustainability attributes at every customer touchpoint.

Our Code of Ethics

At the heart of our business lies an unwavering commitment to the highest ethical standards, embodied in our Code of Ethics—a foundational guide that shapes every decision and interaction across our organization. This commitment extends beyond internal practices, influencing how we collaborate with suppliers and partners worldwide, respecting regional nuances while maintaining a unified standard.

Fostering trust is essential to building strong, lasting relationships, and our Code of Ethics is the cornerstone of that trust. Every new associate is required not only to read but actively engage with the Code to fully understand its principles. This ensures that every team member is empowered to act with integrity and accountability in their daily work.

Our Code clearly defines our expectations on crucial matters such as personal responsibility, managing conflicts of interest, safeguarding confidentiality, and upholding respectful treatment of all employees. By living these principles, we create a culture where trust is earned and sustained—the very foundation of our success and reputation.

CASE STUDY

Listening to the Next Generation: A Strategic Dialogue with Gen Z – GenZ Lab

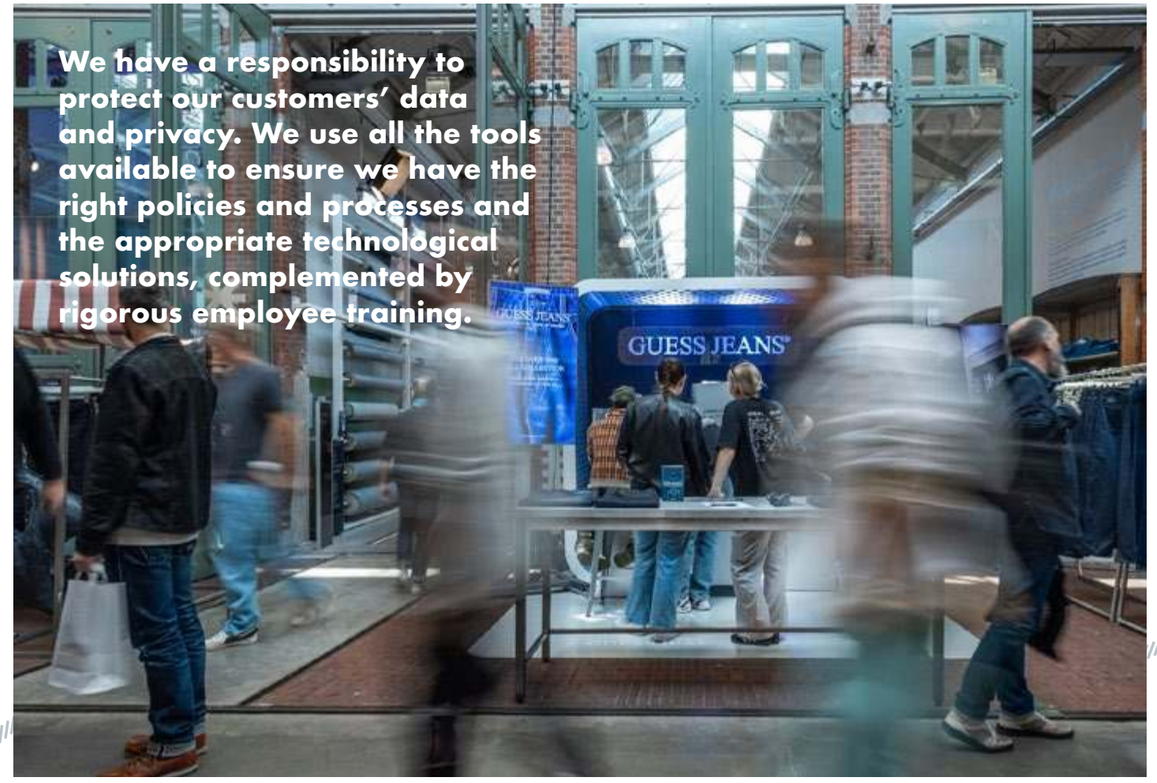
As part of the company's broader innovation and customer-centricity strategy, a unique initiative was launched to engage directly with Gen Z customers, aiming to better understand their preferences, values, and behaviors.

In May 2024, in our Lugano HQ we hosted two workshop days that brought together students aged between 18 and 25, enrolled in diverse European universities and coming from varied academic backgrounds. Through a design thinking workshop, managers and participants collaborate in a dynamic setting, co-creating ideas and receiving real-time feedback from the younger generation.

The initiative is structured to encourage creativity, innovation, and open dialogue, offering a space where students and professionals connect and create digital content side by side. A highlight of the workshop was a hands-on photo studio activity, in which students developed at least three video contents, working directly with Guess managers and selected influencers/content creators.

By combining strategic business insights with the authentic voices of Gen Z, the program not only fosters the development of practical digital skills but also acts as a bridge between generations—enabling the company to stay relevant and forward-thinking in an ever-evolving market landscape.

> *"Listening to Gen Z means more than following trends — it's about opening a dialogue with the future. This initiative allowed us to learn from their perspective, co-create with authenticity, and strengthen the bridge between generations.*
>
> **DARIO CARDAMONE**
> VP GLOBAL MARKETING



We have a responsibility to protect our customers' data and privacy. We use all the tools available to ensure we have the right policies and processes and the appropriate technological solutions, complemented by rigorous employee training.

Securing Data

Data protection has always been at the core of GUESS's information security strategy because safeguarding personal and business data is essential to building and maintaining trust with our customers and partners. For consumers who choose our products, knowing their personal information is secure brings peace of mind and confidence in their relationship with our brand. Protecting this trust means continuously strengthening our defenses—not only to shield our customers from harm but also to prevent costly data breaches that can damage our reputation and relationships.

To uphold this commitment, we have launched a global initiative to implement cutting-edge technologies designed to elevate our security standards and enhance control over sensitive data. Alongside this, we have introduced a comprehensive cybersecurity awareness and training program, empowering every employee and collaborator worldwide to act as vigilant guardians of our data.

CYBER SECURITY TRAINING FOR EMPLOYEES:

FY2024 - Metacompliance platform

- Clear Desk policy
- Spot a Phish
- Digital footprint
- Cybersecurity Scavenger Hunt

FY2025 - KnowBe4 platform

- Social Engineering
- How to Avoid Online Scams
- Create strong passwords
- Business email compromised
- Staying safe when texting and talking
- Spot the Phish Game: Reloaded
- Password Game Show Trivia Game

In today's rapidly evolving digital landscape, cyber threats constantly change and grow more sophisticated. That's why it's critical for us to continuously enhance our systems, processes, and training—ensuring we stay one step ahead to protect our customers and the integrity of our brand. By proactively investing in data protection and fostering a culture of security awareness, we reinforce the trust our customers place in us—because trust is not given; it is earned through consistent and responsible action.

Our dedicated Security Operating Center (SOC) service has strengthened and widened our capacity to identify potential cyber threats and respond rapidly. Our security staff works with the IT Operations department to optimize the organization's IT resources, which includes streamlining all software, data flows, and systems to improve infrastructure security.

"This program allows us to continuously evolve our cybersecurity posture through real-time insights from some of the sharpest minds in the field.

RICCARDO SEPE
CHIEF INFORMATION SECURITY OFFICER

Cybercrime never sleeps, and we fully recognize our responsibility to ensure people can trust us to look after their information. We have, therefore, implemented a range of measures, including continuous monitoring and data minimization practices. Our Global Cybersecurity Awareness and Training Program reaches employees, contractors, and key stakeholders in every region in which we operate. In addition, our information security program is based on internationally recognized standards such as the ISO/IEC 27001:2022 and the NIST Cybersecurity Framework, which are well-suited to our current and future needs as they emphasize the integration of security controls with privacy considerations and support a process of continuous improvement.

We have comprehensively transformed our global Privacy Governance model, further embedding legal and ethical accountability into our core operations, based on the guiding principle of protecting the individual behind the information. Our Privacy Governance Framework is fully aligned with applicable European legislation, most notably the GDPR, which remains the global benchmark for data protection. It also incorporates internationally recognized standards, including key ISO certification elements. And the model has been localized to meet country-specific regulatory requirements, particularly labor laws and user protection norms.

We have appointed an external, independent, international law firm as Group Data Protection Officer (DPO) to provide high level of impartial oversight and specialized guidance, building on our extensive in-house experience.

CASE STUDY

The Bug Bounty Program

At GUESS, we take a proactive and transparent approach to strengthen cybersecurity in our organization. Through our ethical hacking and bug bounty programs, we intentionally allow hackers to test our systems and identify potential vulnerabilities. While it may seem counterintuitive, this strategy enables us to uncover and address weaknesses before they can be exploited. By rewarding those who responsibly report issues, we gain critical insights that help us reinforce our defenses. This commitment to continuous improvement not only improves our cybersecurity readiness but also reflects our broader values of openness, accountability, and commitment towards continued improvement.

Awards 2024

The Global Sustainability & ESG Awards

Diversity Award
SHORTLISTED

Business Intelligence Group Sustainability Awards 2024

Sustainability Hero (Executive) – Nicolai Marciano
WINNER

Human Rights Campaign Foundation

Equality 100 Leader in LGBTQ+ Workplace Inclusion

2024 OnCon Icon Awards

Top 50 DEI Team Award
WINNER

Awards 2023

ESG Investing Corporate ESG Awards 2023

Best Company for Sustainability Reporting – FY2022–2023 ESG Report
WINNER

Best Company for Climate Transition
SHORTLISTED

Best Company for Social Responsibility
SHORTLISTED

Best Company for ESG & Sustainability
SHORTLISTED

Business Intelligence Group Sustainability Awards 2023

Sustainability Leadership Award
WINNER

Sustainability Hero (Executive) – Carlos Alberini
WINNER

ESG Award 2023

Employee Engagement ESG Program of the Year (Guess?, Inc. - GUESS Culture)
SHORTLISTED

ESG Related Charity Partnership of the Year (Guess?, Inc. – GUESS supports Gyrl Wonder Inc.)
SHORTLISTED

ESG REPORT OF THE YEAR (Guess?, Inc. – GUESS ESG Report FY2022–2023, Our Best Today, Better Tomorrow)
SHORTLISTED

DATA and DISCLOSURES

ESG REPORT FISCAL YEARS 2024–2025

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How to Use This Data and Disclosures Section

At GUESS, we strive to meet our ESG commitments by listening to our stakeholders and acting in ways that support people, communities, and protecting the environment. Transparent and clear reporting on environmental, social, and governance (ESG) issues is a key part of this commitment.

We publish a detailed ESG Report every two years to provide comprehensive and comparable information on our ESG performance and progress to a wide range of stakeholders. This ESG Report covers fiscal years 2024 and 2025. It includes key performance indicators (KPIs) across our ESG strategy, supported by recognized international reporting frameworks to ensure clarity, transparency, and comparability.

To ensure year-round transparency, we also maintain up-to-date ESG data and disclosures on our website at sustainability.guess.com, and we provide information regularly to ESG rating and benchmarking agencies.

In this section of the ESG Report, we outline our ESG reporting approach, including a description of the double materiality assessment we use to identify and prioritize the ESG topics, and support our ESG strategy.

We have used well-established ESG reporting frameworks to support a structured and consistent way of displaying the data in a way that allows comparable analysis, against previous years and against industry best practice.

We have provided detailed insights of our ESG performance in accordance with the standards of the Global Reporting Initiative in the GRI Report, and provided sector specific disclosures in accordance with the Sustainability Accounting Standards Board (SASB) reporting guidelines in the SASB Report. We have adhered to the Greenhouse Gas Protocol for all emissions data calculations and presented the associated methodologies used and reporting boundaries applied. We have also presented a selection of Supplemental KPIs and other internal KPIs that provide additional insight into our ESG performance.

Finally, we have obtained external assurance on Management's Assertion.

SECTION	WHAT IS IN THIS SECTION AND HOW TO USE IT
Introduction	An overview of our ESG reporting approach, the scope of our reporting, how we engage stakeholders and materiality assessment.
ACTION GUESS	ACTION GUESS is our ESG strategy. Based on industry best-practice, and guided by the UN Sustainable Development Goals (SDG), we have set ambitious targets to challenge ourselves to step into the future.
Independent Accountants' Examination Report	Independent assurance is a key part of our approach to reporting. Again this year, KPMG has performed an examination engagement over Management's Assertion and issued its Independent Accountants' Examination Report for the fiscal years 2024 and 2025.
GRI Report	A broad and comprehensive set of disclosures on organizational impacts that are relevant to a wide range of stakeholders, in accordance with the GRI framework.
SASB Report	Sector-specific disclosures in accordance with the SASB frameworks for Apparel, Accessories & Footwear and Multiline and Specialty Retailers and Distributors.
Supplemental KPIs	Criteria for certain supplemental key performance indicators that are in addition to the metrics used to satisfy GRI, SASB and GHG Protocol standards requirements.
GHG Protocol	Disclosures on Greenhouse Gas emissions aligned with the GHG Protocol, including the Methodological Statements for GHG Emissions and Energy Consumption.
Internal KPIs	Criteria for certain additional internal key performance indicators (KPIs) that are used to measure our internal performance. The KPIs reported in this section were not subject to assurance by KPMG.
Glossary of Terms	A list of key terms and definitions used throughout this report to support reader understanding and ensure clarity of ESG-related terminology.

Management's Assertion

The metrics and disclosures included in the GRI Report have been prepared in accordance with the Global Reporting Initiative ("GRI") Standards (2021).

The metrics and disclosures included in the SASB Report have been prepared in accordance with the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard (2023-06), and the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard (2023-06) – collectively referred to as the "SASB Standards".

The Scope 1, 2 and 3 Greenhouse Gas (GHG) emissions, along with the related methodological statements, have been prepared in accordance with the Greenhouse Gas (GHG) Protocol, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). This includes both the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and the GHG Protocol Scope 2 Guidance, which serves as an amendment to the Corporate Standard – collectively referred to as the "GHG Protocol".

The metrics and disclosures included in the Supplemental key performance indicators ("KPIs") section have been prepared in accordance with the criteria outlined therein.

The Scope 1, 2, and 3 GHG emissions, along with the related methodological statements, the metrics and disclosures included in the GRI and SASB Reports, and the Supplemental KPIs section presented in this ESG Report are collectively referred to as our "Key ESG Metrics and Disclosures".

We take responsibility for the completeness, accuracy, and validity of our Key ESG Metrics and Disclosures. Management is accountable for the collection, quantification, and presentation of these metrics and disclosures and for the selection of the criteria, which we believe provide an objective basis for measuring and reporting on the Key ESG Metrics and Disclosures.

Estimation Uncertainty

Measurement of certain metrics and disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from accuracy and precision of conversion and other factors. The selection by management of different, but acceptable measurement methods, input data, or assumptions may have resulted in materially different amounts or metrics being reported.

Our Reporting Approach

Our Approach to Assurance

We are committed to transparently reporting our progress against our ESG Goals and recognized sustainability standards. By applying our Sustainability Assurance Framework and obtaining third-party assurance, we are holding ourselves to higher standards, which in turn provides stakeholders with increased confidence in our Key ESG Metrics and Disclosures. For a description of our Sustainability Assurance Framework, see our Narrative section.

Internal Audit

Our Internal Audit team has reviewed our FY2024-2025 metrics and data for completeness and accuracy, including the methodology and calculations. The GUESS Internal Audit team operates under an Internal Audit Charter approved by the Board of Directors Audit Committee that defines the Internal Audit team's purpose, as well as its authority, responsibility, and independent position within the organization.

Third-party assurance

In addition, KPMG performed an examination engagement over Management's Assertion as of and for the fiscal years ended February 3, 2024 and February 1, 2025 described above under the "Management's Assertion" section and issued a reasonable assurance report. Please see Independent Accountants' Examination Report.

For the avoidance of doubt, forward-looking information, including our commitments, targets, and goals, as well as any aspirational statements, were not subject to KPMG LLP's assurance. Additionally, any information referred to via hyperlinks in the Data and Disclosures section of this report was not subject to assurance by KPMG.

Key ESG Metrics and Disclosures figures reported throughout this report that relate to periods prior to the current reporting scope are subject to KPMG's previous examination engagement. For further details, please refer to the Independent Accountants' Examination Report on page 80 of the GUESS ESG Report Fiscal Years 2022–2023.

Reporting Scope

The metrics and disclosures in the Data and Disclosures section of this ESG Report cover the periods from January 29, 2023 to February 3, 2024 (FY2024) and from February 4, 2024 to February 1, 2025 (FY2025). The frequency of ESG reporting is biennial.

Selected prior period information has been presented for comparative purposes only. Any statements or references to dates that don't include "FY" follow the calendar year.

For the purposes of this ESG Report, GUESS business operations are grouped into the following segments: Guess US, Guess Canada, Guess Europe, and Guess Asia. Any reference to "GUESS" refers collectively to Guess US, Guess Canada, Guess Europe, and Guess Asia, unless otherwise indicated.

The scope of this ESG Report covers corporate offices, distribution centres, warehouses, retail stores and other locations directly operated by GUESS. Data for licensee operations, third parties to which GUESS grants the right to manufacture, distribute, or sell GUESS branded items are not included in this report. We have selected this scope based on the availability of reliable data. We continue to increase the scope of our coverage over time.

Unless noted otherwise, data presented in this report includes the entities that are consolidated for financial reporting purposes, with the following exceptions:

- Data of Guess Korea and Guess Japan are generally excluded, with the exception of certain metrics about employees and all energy and emissions metrics.
- Joint ventures (JVs) not directly managed by GUESS are generally excluded, primarily due to our limited influence on their operations.

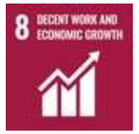
In April 2024, the Company completed its acquisition of rag & bone. GUESS' determination regarding the incorporation of this acquisition into our sustainability information will be made at a later date. The content of this report includes ESG topics determined to be material based on our double materiality assessment (see ESG Materiality). These are topics we manage and monitor, given their significance to GUESS stakeholders and the sustainable growth of the company, as well as the size, number of associates, and overall impact of our largest business units based on revenue.

Targets Aligned to UN SDGs

We set ourselves ambitious targets and are committed to measuring and reporting on our progress in a transparent and meaningful way. Our goals reflect the holistic way we measure and evaluate our responsibility and sustainability efforts, focusing on impact, not only within our own business, but also within the communities in which we operate.

Our targets are aligned with the UN Sustainable Development Goals of the UN 2030 Agenda.

We align with SDG 6 Clean Water and Sanitation, SDG 7 Affordable and Clean Energy, SDG 12 Responsible Production and Consumption, SDG 13 Climate Action, and SDG 15 Life on Land. We are committed to reducing our carbon footprint through a science-based approach and we incorporate climate-related risks into our business strategy. We are working towards using 100% renewable electricity in our company-operated facilities by 2035. We are committed to applying circular economy principles and we put great emphasis on sourcing responsible materials for our collections.
We are committed to water-saving practices in our production and have increased our efforts to protect nature and preserve biodiversity. We also support reforestation efforts through the funding of tree planting projects.



We are committed to looking after our people and we align our approach and activities to SDG 3 Good Health and Well-Being, SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth and SDG 10 Reduced Inequalities. We provide decent work to our employees and those in our supply chain, and we support diversity and inclusion regardless of race, gender, religion, disability, or sexuality. We promote better health across our supply chain by supporting initiatives that improve workers' understanding of health, hygiene, and well-being, with particular attention to gender-specific health needs. Through our social compliance program, we also ensure the safe and responsible handling of chemicals in production processes. We are committed to reducing inequalities by supporting gender pay parity and enabling access to financial inclusion initiatives within our supply chain. In particular, we focus on ensuring women's full participation in leadership and economic life, providing full and decent work to all, eradicating forced labor, protecting labor rights, and providing safe and secure working environments.

We are committed to an effective governance framework to manage our impacts, and we have embedded accountability throughout our business operations and our reporting. We align our work to SDG 16 Peace, Justice and Strong Institutions and SDG 17 Partnerships for the Goals. In particular, we aim to develop effective, accountable, and transparent institutions at all levels, and to take part in multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the SDGs.

Forward-Looking Statements

This document contains forward-looking statements based on Management's current expectations as of the date of publication of this report. These forward-looking statements are indicated by words or phrases such as "expect," "project," "believe," "will," "aim," "plan," "intend," "look forward to," and similar words or phrases. These forward-looking statements are based largely on our current plans and expectations and are subject to a number of risks, uncertainties or other factors that may cause actual results or performance to be materially different from our current expectations. Please refer to our most recent Annual Report on Form 10-K and other filings with the U.S. Securities and Exchange Commission for a more complete list of risk factors. We do not undertake any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

How We Engage Our Stakeholders

Stakeholder Engagement

Our stakeholders help to shape GUESS as a company and brand. Staying in touch with them and gathering their input strengthens our approach to ESG on an ongoing basis.

Our investors, our suppliers, our industry peers, the communities we serve, the non-governmental organizations we partner with, the media, and government agencies are all valuable external stakeholders.

We consider our customers and associates to be valuable internal stakeholders due to their close interactions with our brands and our company.

Who and How We Engage

Our groups of stakeholders are important to GUESS in different ways, and as such each has a different level of interest when it comes to engaging with us and influencing our sustainability journey.

We engage our stakeholders on ESG challenges in a multitude of ways including surveys, focus groups, interviews, social media, or other direct communications. Others prefer to be kept informed through product communications, ESG Reports, and our website.

For certain groups we also use a variety of communication platforms to keep in touch. For instance, our core customers are style-conscious consumers in three primary groups, Heritage, Millennials, and Generation Z, and each group engages with us through different media.

We engage, collect feedback, and share information with different stakeholders in different ways, making sure we keep up with our stakeholders' changing perspectives.

Our engagement methods for each stakeholder group, along with the topics they raised, are summarized below.

STAKEHOLDER TYPE	STAKEHOLDER ENGAGEMENT	KEY TOPIC RAISED
Customers	• Customer surveys and feedback • Social media • Focus groups • Email and phone • Industry • Company research	• Nature and wildlife • Pollution and chemicals
Associates	• Online surveys • Interviews • Volunteering and training	• Pollution and chemicals • Employee well-being and engagement
Investors	• Investor surveys, reports • Company research • Direct communications • Industry	• Nature and wildlife • Employee well-being and engagement • Labor rights • Responsible marketing • Community engagement • Business ethics
Suppliers	• Interviews • Direct communications • Surveys, audits, trainings	• Circular economy • Climate • Diversity and inclusion
Communities and NGOs	• Interviews • GUESS Foundation • Partnerships and sponsorships • GUESS Cares • Events • Research • Email	• None identified
Media and Industry	• Industry associations • Industry initiatives, conferences, meetings • Interviews • Company research • Press events and communication	• Nature and wildlife • Climate • Labor rights • Responsible marketing
Regulators and Government	• Regulatory reporting and compliance • Meeting on emerging regulations and government initiatives • Work with industry associations	• All topics relevant, particularly climate
Leadership	• Interviews • Surveys • ESG meetings	• Circular economy • Responsible sourcing • Data privacy and cyber security • Labor rights • Employee well-being and engagement

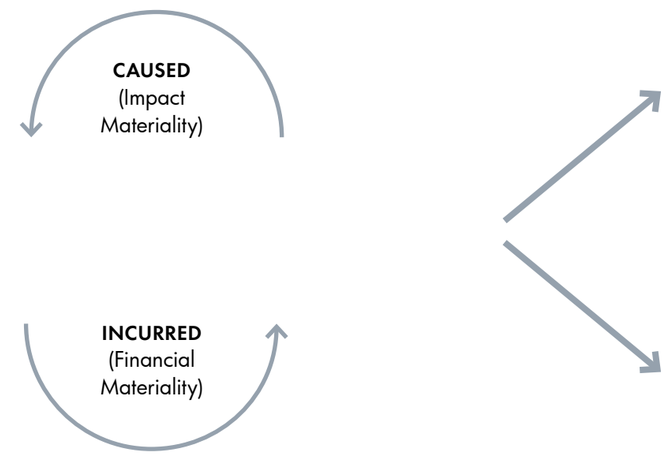
ESG Materiality

Content

In FY2025, GUESS reviewed and validated the material impacts identified during the FY2023 double materiality assessment, in line with our Double Materiality Policy. This review confirmed that no material changes in our organizational or operational structure related to the scope of the ESG Report have occurred during the current reporting period, nor have there been any material changes in external factors that could generate new or modify existing Impact, Risk, and Opportunity (IROs) or affect the relevance of specific disclosures. Consequently, the material topics identified in FY2023 remain current and valid.

In FY2023, we carried out a double materiality assessment to identify, update, and prioritize sustainability topics, and refresh our ESG Strategy. We carried out the assessment working with external sustainability specialists, in line with emerging best practice and regulation in sustainability reporting. The assessment allowed us to identify which topics are material for our company both from an impact perspective – the impacts we have as a company on society and the environment – and a financial perspective – the ESG risks and opportunities our business faces and their potential financial implications.

DOUBLE MATERIAL IMPACTS:



PEER REVIEW	INTERVIEWS	SURVEYS	RISK ANALYSIS	PRODUCT IMPACT STUDY
10 peers were benchmarked to understand ESG priorities, ambition level, industry best practice and overall ESG maturity.	10 interviews were conducted involving 37 stakeholders, both internal and external (incl. Textile Exchange and our main tier 1 supplier for apparel) to gather insights on internal priorities, management capacity, and broader industry trends.	We ran two surveys involving: • Over 3,800 customers • Over 1,100 global employees	We reviewed country-level and industry risks using the Risk Horizon platform, which aggregates the most comprehensive global ESG risk data sets.	We conducted an assessment of our product portfolio in order to identify the greatest impacts across our product categories. The study considered sales data, type of material and life cycle assessments, providing us with data-led insights that can help us better address our impacts.

Our approach considered both actual and potential, and negative and positive impacts on the economy, environment, and people (including impacts on their human rights), across our organization's activities and business relationships.

We built a multi-tier process, complying with relevant reporting frameworks including the GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board), and leveraging the double materiality principle in the ESRS (European Sustainability Reporting Standards) when building an updated list of material topics. These frameworks informed our choice of topics for assessment, as did the topics from our past assessment completed in FY2020–2021, and a review of the topics identified and prioritized by a group of ten industry peers and leaders.

To get a data-driven view of impacts in our value chain, we also carried out a quantitative impact study using sales and other data to understand hotspots for environmental and social impacts of our product portfolio. To achieve a deeper understanding of risks and potential financial impacts, we explored global, national and industry-level risk data sets for our key geographies.

The topics identified as potentially material were also used as the basis of interviews with a range of external and internal stakeholders to understand their interests and priorities, and in surveys of customers and colleagues.

With the evidence gathering complete, we carried out a set of workshops with senior stakeholders from across the business, to further explore and test the findings, with separate strands focused on impact and financial materiality. The workshops engaged the GUESS Sustainability & ESG team and senior staff from Audit, Legal, Risk and Finance functions. The assessment was then validated in a final sign-off meeting with our CEO, Carlos Alberini.

Based on the result of the double materiality assessment, we considered a topic to be material if it has at least a significant impact on the business or a significant impact on society and the environment. As shown in the matrix, fourteen of the fifteen topics tested emerged as clearly material to the future performance of GUESS, from both an impact and a financial perspective. One topic – community engagement – did not reach the same level by the process described above and thus was not included in the matrix as material. GUESS nevertheless continues to engage its communities, and will review this topic materiality in future assessments.

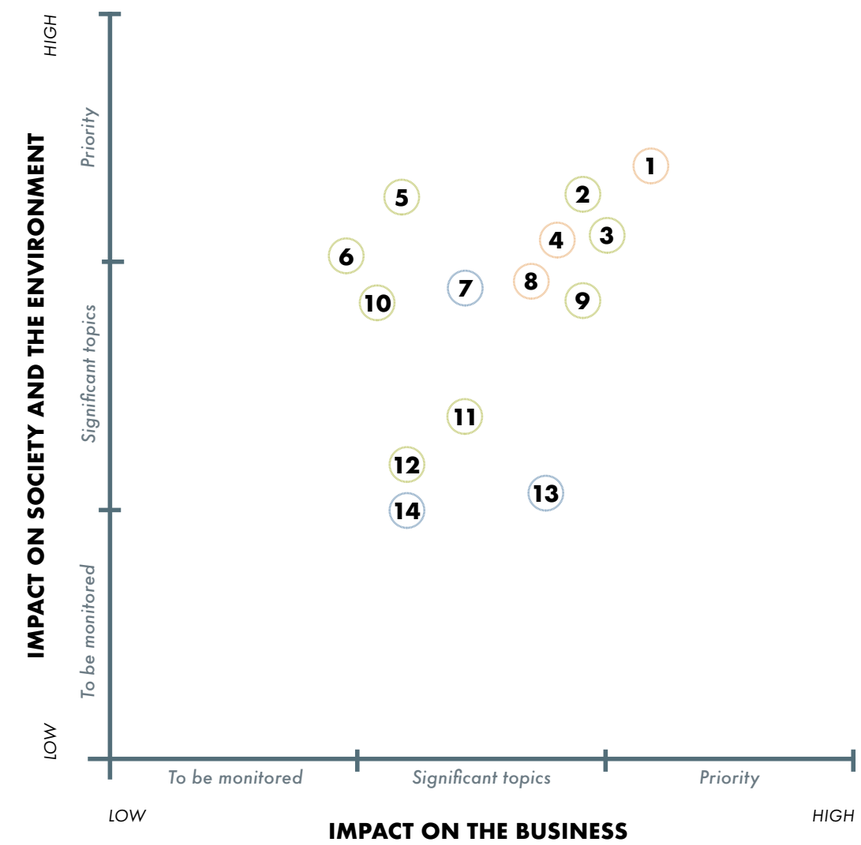
Alignment with Enterprise Risk Management

Risks identified through the double materiality assessment are being incorporated into the GUESS overall enterprise risk management approach and are subject to internal audit procedures, depending on the level of risk assessed. Our Internal Audit team conducts an annual global risk assessment encompassing all of the organization's business functions. The global risk assessment considers likelihood and impact as a basis for risk management in addition to inherent risk and residual risk. Results of the risk assessment are communicated to the Board of Directors, Audit Committee, Senior Management, and external financial statement auditors, and are used to identify areas of the organization that will be in the scope of Internal Audit activities for the upcoming year.

For further information on the double materiality analysis we undertook in FY2023, please refer to the GUESS Double Materiality Policy on our website double materiality assessment.

FY2024–2025 GUESS ESG Material Topics

Materiality Matrix



1 Labor rights
2 Climate
3 Sustainable materials and products
4 Employee well-being and engagement
5 Circular economy
6 Pollution and chemicals
7 Responsible marketing
8 Diversity and inclusion
9 Responsible sourcing
10 Nature and wildlife
11 Water stewardship
12 Packaging and waste
13 Data privacy and cyber security
14 Business ethics

Key: Environmental Social Governance

ACTION GUESS

In FY2025, we focused on simplifying the ACTION GUESS strategy by sharpening our targets to amplify our impact where it matters most. As a result, we refined them to ensure greater clarity and relevance across the entire business, aligning each goal more clearly with the broader short- and mid-term objectives of the ACTION GUESS strategy.

GUESS ESG GOALS (DEADLINE – CALENDAR YEAR)

RESPECT NATURE	FY2025 STATUS	INDICATOR
Climate		
Reduce Scope 1 + 2 GHG emissions by 50% vs baseline FY2019 (2030)	-73%	Supplemental KPI ENE9020
100% renewable electricity in company operated facilities (2035)	45%	Supplemental KPI ENE9010
Reduce Scope 3 GHG emissions by 30% vs baseline FY2019 (2030)	-6%	Supplemental KPI ENE9030
Climate Positive: exceeding carbon neutrality by removing additional CO_2 from atmosphere (2035)	N/A	Internal KPI ENE9040
Announce roadmap to achieve SBTs (2026)[1]	N/A	N/A*
Responsible Materials and Products		
75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)	25%	Supplemental KPI PRO9010
90% of GUESS apparel full price products will be GUESS ECO (2030)[2]	58%	Supplemental KPI PRO9080
50% of GUESS apparel factory products will be Consciously Constructed (2030)[3]	18%	Supplemental KPI PRO9060
Circular Economy, Packaging, and Waste		
Introduce or increase repair, resale and upcycling initiatives in key markets,that truly drive a circular economy (2025)	N/A	Internal KPI PRO9110
Develop circular strategy and policy to define circularity and what a circular product is to GUESS, supported by a circular design playbook for product designers (2025)	N/A	N/A*
Apply circular design playbook to one capsule per each season (2030)	N/A	Internal KPI PRO9180
100% product packaging and hangtags to be recycled and recyclable for all GUESS products (including primary and secondary packaging and hangtags) (2030)	N/A	Internal KPI PRO9100
Chemicals, Pollution, and Water Stewardship		
Eliminate intentional use of PFAS (persistent organic pollutants used for repellent finishing on garments) (2025)[4]	N/A	Internal KPI PRO9120
Be water positive in supply chain: replenishing more water than used in our supply chain (2035)	N/A	Internal KPI NAT9010
Become signatory of ZDHC and adopt ZDHC MRSL (2026)	N/A	N/A*
Direct suppliers of apparel and accessories with in-house wet processes will be ZDHC approved (2030)[5]	N/A	New metric to be established
Nature and Biodiversity		
Develop a biodiversity strategy aligned with Science Based Targets for Nature (2025)	N/A	N/A*

GUESS ESG GOALS (DEADLINE – CALENDAR YEAR)

BE A GOOD TEAMMATE	FY2025 STATUS	INDICATOR
Supply Chain Responsibility and Labor Rights		
Publish and update an interactive multi-tier supply chain map (2025)	N/A	N/A*
Increase factory employee access to trainings and development opportunities and grievance mechanism (Ongoing)	Ongoing	Internal KPI RES9050
Develop training and development opportunities to promote positive change for women (2025)	Ongoing	Internal KPI RES9020
Diversity and Inclusion		
Review company marketing and advertising materials and develop plans to ensure diverse representation (Ongoing)	Ongoing	N/A*
Maintain gender pay parity at all levels and geographic regions (Ongoing)	98%	GRI Report GRI 405-2 Internal KPI PPO9060
100% of Managers and above to be trained on harassment prevention in the workplace, and on unconscious bias (2025)[6]	N/A	New metric to be established
Employee Well-being and Engagement		
Create a metric to measure internal promotion rate to senior manager positions and above versus external (2025)	Metric created	Supplemental KPI PPO9030
Create a metric on learning hours and assess the baseline; disclose medium-term target (2027)	Metric created	GRI Report GRI 404-1
Integrate well-being KPIs into annual employee surveys starting FY2026, using insights to continuously improve programs and resources (2025)[7]	N/A	N/A*

GET THINGS DONE	FY2025 STATUS	INDICATOR
Governance and Business Ethics		
Incentive plans and goals planning allow Executives to consider individual achievements, including achievement of our ESG goals (Ongoing)[5]	Ongoing	Internal KPI GOV9010
Move to annual ESG reporting starting FY2026 (2025)	N/A	GRI Report GRI 2-3
Responsible Marketing		
Review eco label policy in line with emerging best practice (2025)	Ongoing	N/A*
Review eco marketing policy in line with emerging best practice (Ongoing)	Ongoing	N/A*
Data Security and Privacy		
Continuously improve the current data protection policies to promote sustainable business practices by avoiding costly data breaches that can harm GUESS and our clients (Ongoing)	Ongoing	N/A*
Maintain a global "Bug Bounty Program" to incentivize the identification and reporting of potential security vulnerabilities (Ongoing)[2]	Ongoing	N/A*
Implement sustainable global asset management to reduce carbon footprint (Ongoing)	Ongoing	N/A*
Achieve ISO/IEC 27001 certification, focusing on the protection of customer and employee personal data across GUESS operations (2026)[7]	N/A	N/A*
Maintain a company-wide cybersecurity training program to ensure all GUESS employees receive the necessary education to safeguard personal and company data and reduce cyber risks (Ongoing)[7]	Ongoing	New metric to be established

*We do not expect to establish a quantitative metric for these goals but rather to define a clear timeline for their achievement. Progress updates will be provided in GUESS's ESG reports and on the GUESS Sustainability website sustainability.guess.com.

[1] Extended deadline as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.
[2] Previous target achieved. New medium-term target defined with enlarged scope.
[3] Expanded scope of this target and new medium-term deadline defined as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.
[4] Revised this target to a stricter commitment as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.
[5] Commitment revised to better clarify its boundaries as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.
[6] Merged HR training goals into a single commitment as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.
[7] New commitment as compared to ACTION GUESS strategy presented in GUESS ESG Report FY2022-2023.

Independent Accountants' Examination Report

KPMG LLP
Suite 1500
550 South Hope Street
Los Angeles, CA 90071-2629

Independent Accountants' Examination Report

To the Board of Directors and Management of Guess?, Inc.

Opinion

We have examined management of Guess?, Inc.'s assertions on page 109 of the GUESS ESG Report Fiscal Years 2024-2025 (the "ESG Report") that (1) the metrics and disclosures included in the GRI Report; (2) the metrics and disclosures included in the SASB Report; (3) the Scope 1, 2 and 3 Greenhouse Gas ("GHG") emissions, along with the related methodological statements; and (4) the metrics and disclosures included in the Supplemental key performance indicators ("KPI's") section as of and for the fiscal years ended February 1, 2025 and February 3, 2024 (collectively, the "Key ESG Metrics and Disclosures" appearing on pages 122 to 209) have been prepared in accordance with (1) the Global Reporting Initiative Standards (2021); (2) the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard (2023-06) and the SASB Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard (2023-06); (3) the World Resource Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), including the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard; and (4) Guess?, Inc. management's criteria for the Supplemental KPIs outlined on pages 194 to 201, respectively (collectively, "Management's Assertion").

In our opinion, Management's Assertion is fairly stated, in all material respects.

Basis for opinion

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in AT-C Section 105, *Concepts Common to All Attestation Engagements,* and AT-C Section 205*, Examination Engagements* that are applicable as of the date of our examination. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

Other matter – Other information

Our opinion is limited to Management's Assertion. All other information presented within the ESG Report, including hyperlinked information, forward looking statements and prospective information such as commitments, targets, goals, ambitions, aspirations, strategy, plans and expectations, was not examined by us, and accordingly, we do not express an opinion or any other form of assurance on such other information.

Our opinion is not modified in respect of this matter.

Other matter – Metrics and disclosures for the years ended January 28, 2023 and January 29, 2022

We previously examined management's assertions on page 79 of the GUESS ESG Report Fiscal Years 2022-2023 for the years ended January 28, 2023 and January 29, 2022, and our report dated June 28, 2023 included an unmodified opinion.

Our opinion is not modified with respect to this matter.

KPMG LLP, a Delaware limited liability partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

Responsibilities for Management's Assertion

Management of Guess?, Inc. is responsible for Management's Assertion as well as:

- designing, implementing and maintaining internal control relevant to the preparation of Management's Assertion such that it is free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria as a basis for Management's Assertion and appropriately referring to or describing the criteria used;
- fairly stating Management's Assertion;
- making judgments and estimates that are reasonable in the circumstances;
- preventing and detecting fraud; and
- selecting the content of Management's Assertion, including identifying and engaging with intended users to understand their information needs.

Inherent limitations in preparing Management's Assertion

As discussed in the "Estimation Uncertainty" section on page 109, measurement of certain metrics and disclosures includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from accuracy and precision of conversion and other factors. The selection by management of different, but acceptable measurement methods, input data, or assumptions may have resulted in materially different amounts or metrics being reported. Obtaining sufficient, appropriate evidence to support our opinion does not reduce the inherent uncertainty in the metrics.

Our responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the examination to obtain reasonable assurance about whether Management's Assertion is fairly stated, in all material respects*;* and
- express an opinion Management's Assertion, based on our examination.

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence about Management's Assertion that is sufficient and appropriate to provide a basis for our opinion. The nature, timing, and extent of the procedures selected depended on our judgment, including an assessment of the risks of material misstatement of Management's Assertion, whether due to fraud or error. We identified and assessed the risks of material misstatement through understanding Management's Assertion and the engagement circumstances. We also obtained an understanding of the internal control relevant to Management's Assertion in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.

KPMG LLP

Los Angeles, California
June 30, 2025

GRI Report

This GRI Report outlines our response to the GRI Standards. We report on the topics identified through our materiality assessment. Our materiality assessment guides our reporting and helps us to identify the key issues to be addressed in this Data and Disclosures section of the report.

We report in accordance with the most recent version of the GRI Standards (2021), underlining our ongoing commitment to transparent and accountable reporting of our environmental, social, and governance (ESG) impacts.

GUESS has reported the information within and referenced in this GRI Report for the periods January 29, 2023 to February 3, 2024 (FY2024) and February 4, 2024 to February 1, 2025 (FY2025). For the avoidance of doubt, forward-looking information, including our commitments, targets, and goals, as well as any aspirational statements, were not subject to KPMG LLP's assurance. Additionally, any information referred to via hyperlinks in the Data and Disclosures section of this report was not subject to assurance by KPMG.

GRI STANDARDS			OUR STRATEGIC FOCUS AREAS
Universal Standards	GRI 1	Foundation – Reporting Principles	• Reporting principles
	GRI 2	General Disclosures	• Organizational details and reporting practices • Activities and workers • Governance, strategy, policies and practices • Business ethics • Employee well-being and engagement • Diversity and inclusion
	GRI 3	Material Topics	• Stakeholder engagement • Materiality analysis
Topic Standards		Environmental	• Climate • Sustainable materials and products • Responsible sourcing • Nature and wildlife • Water stewardship • Pollution and chemicals • Packaging and Waste • Circular Economy
		Social	• Labor rights • Employee well-being and engagement • Responsible marketing • Diversity and inclusion • Data privacy and cyber security

How We Have Complied with the GRI Standards

The information in this report references the following disclosures in accordance with the GRI 2021 Standards. Applicable GRI sector standard: none.

GRI 1: FOUNDATION	GRI 2: GENERAL DISCLOSURES	GRI 3: MATERIAL TOPICS
GRI 1: Foundation 2021	GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021	GRI 3-1 to 3-3 from GRI 3: Material Topics 2021

ENVIRONMENTAL
GRI 301-1 to 301-2 from GRI 301: Materials 2016
GRI 302-1 from GRI 302: Energy 2016
GRI 303-1 from GRI 303: Water and Effluents 2018
GRI 304-2 and 304-3 from GRI 304: Biodiversity 2016
GRI 305-1 to 305-3 and 305-5 from GRI 305: Emissions 2016
GRI 308-1 to 308-2 from GRI 308: Supplier Environmental Assessment 2016

SOCIAL
GRI 404-1 to 404-3 from GRI 404: Training and Education 2016
GRI 405-1 to 405-2 from GRI 405: Diversity and Equal Opportunity 2016
GRI 406-1 from GRI 406: Non-discrimination 2016
GRI 407-1 from GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 408-1 from GRI 408: Child Labor 2016
GRI 409-1 from GRI 409: Forced or Compulsory Labor 2016
GRI 414-1 to 414-2 from GRI 414: Supplier Social Assessment 2016
GRI 416-1 to 416-2 from GRI 416: Customer Health and Safety 2016
GRI 417-1 to 417-3 from GRI 417: Marketing and Labelling 2016
GRI 418-1 from GRI 418: Customer Privacy 2016

Universal Standards

GRI 1: FOUNDATION

DISCLOSURE	OUR RESPONSE
Reporting Principles	
GRI 1 ▼	**Accuracy** We clearly, consistently and transparently report our performance against our activities and goals as highlighted in the Data and Disclosures section of the report and on our sustainability website (sustainability.guess.com). KPMG performed an examination engagement over the Management Assertions as of and for the fiscal years ended February 3, 2024 and February 1, 2025 described above under Management's Assertion section and issued a reasonable assurance report. Please see Independent Accountants' Examination Report.
	Balance We report against our targets and in accordance with GRI, SASB and Greenhouse Gas Protocol (GHG Protocol) standards. This gives a balanced view of the impacts we make, which we have defined by considering the views of a range of stakeholders. We aim to present information in such a way that readers can assess trends in performance over time.
	Clarity Our ESG information is described at a high level on our sustainability website (sustainability.guess.com). We discuss the business risks in our Annual Report (investors.guess.com/financial-information/annual-reports). And we have produced this Data and Disclosures section to make sure our stakeholders can find all the detailed information they seek, including our responses to GRI and SASB Standards.
	Comparability We have designed this Data and Disclosures section to enable stakeholders to easily review our performance over time, and to help readers find comparable information to other companies by following generally accepted reporting frameworks, such as GRI, SASB and the Greenhouse Gas Protocol (GHG Protocol).
	Completeness Our coverage of material topics is explained in the ESG Materiality section and the scope of our performance indicators are outlined in the Reporting scope section.
	Sustainability Context We consider the sustainability context in which we operate through our multi-tier materiality assessment process. We report in accordance with relevant ESG reporting frameworks including GRI and SASB, and leveraging with the emerging European Sustainability Reporting Standards (ESRS). We use the United Nations Sustainable Development Goals (UN SDGs) to guide our ESG strategy, to demonstrate our contribution to sustainable development and to clarify the alignment of our activities with the global goals.
	Timeliness We publish a full ESG Report every two years. To provide stakeholders with timely updates on our progress toward our ESG strategy and goals, we released an interim ESG Report in FY2024 with refreshed data and key developments. We are committed to transitioning to annual ESG reporting starting in FY2026, to enhance the consistency and timeliness of our disclosures. All ESG Reports are available on our sustainability website (sustainability.guess.com).
	Verifiability Our Internal Audit team has reviewed the completeness and accuracy of the metrics and data, including the underlying methodology and calculations. The GUESS Internal Audit team operates under an Internal Audit Charter approved by the Board of Directors Audit Committee that defines the Internal Audit team's purpose, as well as its authority, responsibility, and independent position within the organization. In addition, KPMG performed an examination engagement over Management's Assertion as of and for the fiscal years ended February 3, 2024 and February 1, 2025. Please see Independent Accountants' Examination Report. Information on effective risk management, control environment and internal controls can be found in our Annual Report (investors.guess.com/financial-information/annual-reports).

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Organizational Profile and Its Reporting Practices	
GRI 2-1 ▼	**Organizational Details** GUESS is a lifestyle brand with a full range of denim, apparel, jewelry, fragrance, home goods and accessories, designed and marketed in approximately 100 countries around the world. Guess?, Inc. has been listed on the New York Stock Exchange (NYSE: GES) since August, 1996. The location of its offices are: • Los Angeles, California, United States • Lugano (Bioggio)/Stabio, Switzerland • Katowice, Poland • Montreal/Toronto/Vancouver, Canada • Florence, Italy • Seoul, South Korea • Shanghai, China As of February 1, 2025, we and our partners operate in approximately 100 countries worldwide. Full information and details on our financial performance, can be found in our Annual Report (investors.guess.com/financial-information/annual-reports)
GRI 2-2 ▼	**Entities Included in the Organization's Sustainability Reporting** We describe the entities included in our ESG reporting within the Reporting scope section. It includes information about the difference between the list of entities included in our Financial Statements and our ESG reporting, as well as an explanation of the approach used to consolidate information from multiple entities for the different indicators included in our ESG reporting.
GRI 2-3 ▼	**Reporting Period, Frequency and Contact Point** We publish our ESG Report biennially, covering a two-year reporting period. In the interim year, we issue an ESG Interim Report that provides updated information and data, and outlines our progress toward achieving our sustainability goals. This ESG Report covers the periods from January 29, 2023 to February 3, 2024 (FY2024) and February 4, 2024 to February 1, 2025 (FY2025). The reporting period of the financial reporting is the same of the ESG Report. You can contact us at sustainability@guess.com if you have any questions about the report or reported information. This ESG Report and reporting information are updated as of publication date: June 2025.
GRI 2-4 ▼	**Restatements of Information** DIRECTLY SOURCED SUPPLIERS TRAINING DATA The KPI "RES9010 - Directly Sourced Suppliers' Trainings" for FY2022 and FY2023 has been revised. This revision ensures alignment with the updated calculation methodology applied from FY2024. Previously, this KPI reported the number of participants in training sessions. Starting from FY2024, and retrospectively applied to the revised periods, the KPI now reports the number of suppliers who received training materials. This adjustment addresses instances where a single participant might represent multiple suppliers, thereby providing a more accurate representation of supplier coverage. This new methodology is based on supplier management at the production plant level, which is consistent with GUESS's overall supply chain management approach. QUANTITATIVE IMPACT OF THE RESTATEMENT The revision has resulted in the following changes to the reported number of Directly Sourced Suppliers trained: • FY2022: The total attendances of suppliers remain 27, with no quantitative change from the previously reported figure. • FY2023: The restatement has resulted in an increase in the reported total attendances of suppliers from 186 to 318. The Number of training events remains unchanged for both FY2022 (1 event) and FY2023 (3 events) after the revision.

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Organizational Profile and Its Reporting Practices (Continued)	
GRI 2-5	**External Assurance**

ESG REPORTING AND CONTROLLING

The integration of ESG programs into a comprehensive ESG governance system is complex and requires ongoing efforts to set targets, measure progress, and report to stakeholders. As ESG metrics are both data-intensive and judgment-oriented, there is a growing expectation for increased reliability, accelerated reporting processes, and effective governance and internal controls.

To address these demands, GUESS has established an ESG Reporting and Controlling function. As the primary point of reference for ESG metrics, the ESG Reporting and Controlling function supports internal stakeholders in setting targets, calculating metrics, and regularly reporting progress. This function is crucial in ensuring the organization meets its ESG commitments, provides accurate and transparent ESG reporting, and develops and implements the necessary systems, processes, and controls to monitor the Company's ESG performance against targets.

This comprehensive approach supports GUESS in meeting its ESG commitments while delivering accurate and transparent reporting.

SUSTAINABILITY ASSURANCE FRAMEWORK

In FY2021, GUESS developed the Sustainability Assurance Framework to enhance transparency and robustness in sustainability reporting. This comprehensive framework identifies key performance indicators (KPIs) required for a complete assessment of sustainability performance, linking internal GUESS KPIs with disclosures in accordance with the GRI Standards and SASB Apparel, Accessories & Footwear Sustainability Accounting Standard, as well as the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard.

The framework was developed through collaboration between internal Sustainability and ESG specialists and Internal Audit experts, ensuring it covered relevant metrics and indicators. It identifies key sources, data owners, IT systems, and other critical information necessary for creating a replicable methodology year over year. In FY2022, the framework was expanded to incorporate internal controls based on best practices from financial reporting processes. Process and control owners are responsible for executing and documenting these internal controls before validating data for the ESG Report. This system provides internal assurance of reporting accuracy and reliability, demonstrating GUESS' commitment to transparent and dependable ESG reporting.

In FY2024, we took significant steps to enhance and refine our framework and further improve the alignment between our ESG metrics and the requirements of relevant reporting standards. This process involved a thorough review and optimization of existing methodologies. To support the consistent and accurate maintenance of data required for ESG metric calculations, we also developed the ESG Playbooks, comprehensive process' narratives around key ESG topics.

The primary aim of the Playbooks is to ensure compliance with evolving ESG reporting standards and regulatory requirements while fostering robust governance practices. They outline key workflows, roles, responsibilities, and data systems used in relevant internal processes to ensure the accuracy, consistency, and reliability of ESG information. They also provide a detailed description of the internal control processes related to the collection, management, and reporting of ESG metrics and disclosures. By providing a transparent and structured overview of control activities, such documentation supports the Management in evaluating the effectiveness of controls over ESG data.

This, in turn, helps to mitigate reporting risks, improve data integrity, and enhance stakeholder trust in the Company's sustainability disclosures.

INTERNAL AUDIT

The GUESS Internal Audit team reviewed our FY2024-2025 metrics and data for completeness and accuracy, including methodology and calculations. The Internal Audit function operates under an Internal Audit Charter approved by the Board of Directors Audit Committee, which defines the team's purpose, authority, responsibility, and independent position within the organization.

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Organizational Profile and Its Reporting Practices (Continued)	

GRI 2-5

EXTERNAL THIRD-PARTY ASSURANCE

KPMG conducted an examination engagement over Management's Assertion for the fiscal years ended February 3, 2024, and February 1, 2025. They issued a reasonable assurance report in accordance with applicable standards. For additional details, please refer to the Independent Accountants' Examination Report.

GUESS has engaged KPMG as its third-party assurance provider since the release of its first Sustainability Report covering calendar year 2014. Over the years, we have progressively expanded the scope of assured information, and the level of assurance obtained. For the third consecutive report, GUESS has obtained reasonable assurance on key ESG metrics and disclosures, providing a higher level of assurance compared to limited assurance. This makes GUESS one of the first companies in the fashion industry to achieve this milestone.

This approach underscores our commitment to ensuring the accuracy and reliability of our ESG disclosures, fostering greater stakeholder trust and accountability.

GRI 2-6

Activities, Value Chain and Other Business Relationships

GUESS is a lifestyle brand that represents being young, sexy, and adventurous. Starting with the first stonewashed, slim fitting 3-Zip Marilyn jean, GUESS has been a trendsetter for different generations, led by the founding Marciano brothers. Since the beginning, the headquarters of GUESS has been in Los Angeles, California. As a truly global fashion brand, GUESS has headquarters in Los Angeles, Montreal, Lugano, Florence, and Shanghai.

Today, products are designed globally in both our Los Angeles and European offices, before being made under carefully chosen manufacturing partners. We design and market our apparel under numerous trademarks and brands including GUESS, Marciano by Guess, GUESS Accessories, GUESS Athleisure, GUESS Kids, GUESS Factory, GUESS U.S.A., GUESS Originals, GUESS Home, GUESS JEANS, GUESS ECO and Consciously Constructed.

BRAND	DESCRIPTION
GUESS	GUESS designs, markets, distributes, and licenses a lifestyle collection of contemporary apparel, denim, handbags, watches, footwear, and related consumer products. GUESS products are distributed through branded GUESS stores as well as department and specialty stores around the world.
GUESS Accessories	GUESS Accessories and GUESS stores sell GUESS and Marciano by Guess labeled accessory products, such as handbags, watches, footwear, eyewear, fragrance, jewelry, and other accessories.
GUESS Athleisure	Designed to maximize performance, comfort, and style, GUESS Athleisure is both technical and fashionable in its approach to athleisure.
GUESS Kids	GUESS Kids leads in tween, kids, and baby apparel, providing eye-catching fashion for the next generation of trendsetters. A global brand designed in Europe, GUESS Kids is the first tween/kids brand to offer flash collections to its global customers, delivering the latest trend-defining styles.
GUESS U.S.A.	Designed in Los Angeles and drawn out of the rich archives of the '80s and '90s. Carefully curated each season, GUESS U.S.A. is the top-tier division of GUESS, featuring iconic and timeless designs and premium essentials. GUESS U.S.A. leans into collaborations with cultural opinion-leading artists.
GUESS Originals	Powered by the past, improved by the future. GUESS Originals is a heritage-inspired division that aligns to contemporary fits and fabrications. Collections are created to serve an emerging customer base with marketing and experiential moments to support strategic retail partners.
GUESS Factory	GUESS Factory follows suit in true GUESS style with apparel and accessories at must-shop prices. GUESS Factory designs, markets, and distributes full collections of men's and women's apparel as well as accessories.
Marciano by Guess	Marciano by Guess, the first brand extension from GUESS, follows suit in true GUESS style with apparel and accessories on the edge of the fashion forefront. This contemporary runway-inspired collection, designed for the fashion-forward woman and man, is sexy with an elegant, sophisticated style that represents pure glamour in everyday fashion.
GUESS Home	Exclusive GUESS Home décor collection, rounding out the brand's 360-degree approach to offering proposals that add a sprinkle of distinctive GUESS glamour, not only in the wardrobe department but also in our homes.
GUESS ECO	Our collection of environmentally conscious clothing is made with less water, fewer chemicals, and sustainably sourced fabrics. Organic cotton, polyester recycled from plastic water bottles, and cellulose fibers from sustainably managed forests are just a few of our more sustainable materials.
Consciously Constructed	Our environmentally conscious collection of GUESS Factory off-price products is made using at least 35% of more sustainable materials that satisfy minimum requirements as set by our internal guidelines.
GUESS JEANS	The new core denim brand for GUESS. Built upon forty years of modern heritage, GUESS JEANS embodies the next era of denim fashion, with a commitment to sustainability and cutting-edge innovation.

GRI 2: GENERAL DISCLOSURES

DISCLOSURE **OUR RESPONSE**

Organizational Profile and Its Reporting Practices (Continued)

GRI 2-6

Activities, Value Chain and Other Business Relationships (Continued)

GUESS is a lifestyle brand with a full range of denim, apparel, jewelry, fragrance, home goods and accessories designed and marketed in about 100 countries around the world, employing approximately 11,500 people. In fiscal year 2025, GUESS directly operated 1,070* retail stores in the Americas, Europe and Asia, while our partners operated 527 additional retail stores worldwide.

GUESS is a truly global company, with operations spread around the world. A large assortment of our merchandise is designed at GUESS, then produced by our trusted suppliers with finished items distributed worldwide. We source our apparel, bags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to.

By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. At GUESS we continue to be committed to helping suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. These commitments illustrate GUESS' longstanding approach to supply chain responsibility.

During the fiscal years 2024 and 2025, GUESS used respectively 368 and 373 suppliers to produce its products. Of these suppliers most were based in Asia and the remaining were split between EMEA and North and Central America. China, Bangladesh, and India are the three major production countries for GUESS directly sourced apparel, jewelry, and accessories. These three countries represent over 80% of GUESS' annual production volume. Other countries with larger production percentages are Pakistan, Myanmar, Guatemala, Vietnam, and Turkey.

*Retails stores in scope for the GHG accounting are 941 - See also SASB disclosure CG-MR-000.A; 1,070 directly operated stores here reported includes also rag & bone, JVs and other stores not in scope for GHG accounting.

Activities and Workers

GRI 2-7

Employees

GUESS employs approximately 11,500 people around the world.

REGION	GENDER	TOTAL HEADCOUNTS	PERMANENT	TEMPORARY	NON-GUARANTEED HOURS (ON-CALL)	FULL-TIME	PART-TIME
FY2025 Year End							
Americas		**5,000**	**100%**	**0%**	**0%**	**36%**	**64%**
	Female	61%	61%	0%	0%	65%	59%
	Male	23%	23%	0%	0%	26%	21%
	Not declared	16%	16%	0%	0%	10%	20%
Europe		**6,000**	**79%**	**21%**	**6%**	**47%**	**48%**
	Female	85%	84%	88%	90%	77%	91%
	Male	15%	16%	12%	10%	23%	9%
	Not declared	0%	0%	0%	0%	0%	0%
Asia		**500**	**90%**	**10%**	**0%**	**92%**	**8%**
	Female	78%	78%	69%	0%	78%	69%
	Male	22%	22%	31%	0%	22%	31%
	Not declared	0%	0%	0%	0%	0%	0%
Total workforce		**11,500**	**88%**	**12%**	**3%**	**45%**	**52%**
	Female	74%	72%	88%	90%	73%	74%
	Male	19%	20%	12%	10%	24%	15%
	Not declared	7%	8%	0%	0%	3%	10%

Data on headcounts as at the end of Fiscal Year. Number of employees has been rounded to '500. Data reported in the tables include Guess Korea and Guess Japan.

Differing from the requirements of GRI 2-7, we have chosen to present these metrics as percentages rather than absolute values. This decision was made to enhance the ease of year-over-year comparison and to provide a more accurate representation of our workforce composition. However, even though the data breakdown is in percentages, we have included the total number of headcounts for each main data aggregation. This approach allows for a straightforward calculation of the absolute values for each sub-category, as mandated by GRI 2-7.

"Permanent" refers to employees with a contract for an indeterminate period (i.e. indefinite contract). "Temporary" refers to seasonal workers hired for specified amount of time; "Non-guaranteed hours" refers to associates who are not guaranteed a minimum or fixed number of working hours per day, week, or month, but who are available for work as required. In previous reporting periods they were included in the "Part-Time" category; "Full-Time" refers to associates that work a full week using country-specific definitions of full time. "Part-Time" refers to employees whose working hours are less than the number of working hours for "Full-Time" employees.

There are no significant fluctuations across employees' categories between fiscal years.

Report Coverage Key: ▼Full ▼Partial ▽Omission

GRI 2: GENERAL DISCLOSURES

DISCLOSURE **OUR RESPONSE**

Activities and Workers (Continued)

GRI 2-7

REGION	GENDER	TOTAL HEADCOUNTS	PERMANENT	TEMPORARY	NON-GUARANTEED HOURS (ON-CALL)	FULL-TIME	PART-TIME
FY2024 Year End							
Americas		**5,000**	**100%**	**0%**	**0%**	**38%**	**62%**
	Female	62%	62%	0%	0%	64%	61%
	Male	23%	23%	0%	0%	28%	21%
	Not declared	15%	15%	0%	0%	8%	19%
Europe		**6,000**	**77%**	**23%**	**5%**	**46%**	**49%**
	Female	84%	83%	90%	93%	77%	90%
	Male	16%	17%	10%	7%	23%	10%
	Not declared	0%	0%	0%	0%	0%	0%
Asia		**500**	**90%**	**10%**	**0%**	**93%**	**7%**
	Female	79%	79%	73%	0%	79%	70%
	Male	21%	21%	27%	0%	21%	30%
	Not declared	0%	0%	0%	0%	0%	0%
Total workforce		**11,500**	**88%**	**12%**	**3%**	**45%**	**53%**
	Female	74%	72%	89%	93%	73%	74%
	Male	19%	21%	11%	7%	24%	16%
	Not declared	7%	7%	0%	0%	3%	10%
FY2023 Year End							
Americas		**5,500**	**100%**	**0%**	**N/A**	**39%**	**61%**
	Female					63%	58%
	Male	N/A	N/A	N/A	N/A	28%	22%
	Not declared					9%	20%
Europe		**5,500**	**78%**	**22%**	**N/A**	**48%**	**52%**
	Female					77%	90%
	Male	N/A	N/A	N/A	N/A	23%	10%
	Not declared					0%	0%
Asia		**1,000**	**91%**	**9%**	**N/A**	**93%**	**7%**
	Female					79%	82%
	Male	N/A	N/A	N/A	N/A	21%	18%
	Not declared					0%	0%
Total workforce		**12,000**					**N/A**
	Female						
	Male	N/A	N/A	N/A	N/A	N/A	N/A
	Not declared						
FY2022 Year End							
Americas		**5,500**	**100%**	**0%**	**N/A**	**N/A**	**N/A**
	Female					65%	60%
	Male	N/A	N/A	N/A	N/A	28%	22%
	Not declared					7%	18%
Europe		**5,500**	**73%**	**27%**	**N/A**	**N/A**	**N/A**
	Female					77%	90%
	Male	N/A	N/A	N/A	N/A	23%	10%
	Not declared					0%	0%
Asia		**1,000**	**88%**	**12%**	**N/A**	**N/A**	**N/A**
	Female					80%	73%
	Male	N/A	N/A	N/A	N/A	20%	27%
	Not declared					0%	0%
Total workforce		**12,000**					**N/A**
	Female						
	Male	N/A	N/A	N/A	N/A	N/A	N/A
	Not declared						

Information reported as N/A in this table was not previously disclosed in GUESS ESG Report FY2022-2023

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-8 ▼	**Workers Who Are Not Employees** The number of workers who are not employees is managed at local level, fluctuates daily, and is not administered centrally; therefore, we cannot provide an accurate headcount number. Most of these workers who are not employees work in our distribution centres managed and administered by 3PLs, and therefore are excluded from the scope of this ESG Report. GUESS employees are reported as headcounts, at year-end basis – see GRI 2-7.
GRI 2-9 ▼	**Governance Structure and Composition** At GUESS, our Board of Directors is the highest governance body and plays a central role in dictating the direction and strategy, followed by GUESS and its associated brands to meet its short-, medium-, and long-term targets. Our Board of Directors has three standing committees with propositional, advisory and oversight functions: • Audit Committee – Some of the key roles of the Committee are to assist the Board of Directors in fulfilling its responsibilities for general oversight of the integrity of the Company's consolidated financial statements, the Company's compliance with legal and regulatory requirements, and risk assessment and risk management. • Compensation Committee – This Committee is responsible for establishing and governing the compensation and benefit practices of the Company. • Nominating and Governance Committee – Some of the key roles of this Committee are to assist the Board of Directors in identifying individuals qualified to become directors, oversees the evaluation of the Company's management and the Board of Directors and its committees, and overseeing and advising the Board of Director with respect to the Company's positions, and practices regarding significant ESG risks. Our Board of Directors is made up of various Independent Directors (including the Chairman of the Board), and Executive Directors. We believe each of the director nominees of our Board of Directors possesses the skills and experience necessary for effective service as a director and to properly oversee management's execution of the Company's strategic plan, including our ESG Strategy. The exact composition of our Board of Directors is available in our Proxy Statement.
GRI 2-10 ▼	**Nomination and Selection of the Highest Governance Body** The selection and nomination of new members of the Board of Directors is managed by the Nominating and Governance Committee. The Committee utilizes a variety of methods for identifying and evaluating nominees for director, including ensuring the absence of any conflict of interest, or legal impediment to the nominee serving as director. The minimum criteria for evaluating prospective Board candidates are available in our Proxy Statement.
GRI 2-11 ▼	**Chair of Highest Governance Body** The chair of the highest governance body is not a senior executive in the organization.
GRI 2-12 ▼	**Role of the Highest Governance Body in Overseeing the Management of Impacts** Our Board of Directors plays a fundamental role in overseeing the Company's strategy, risk, and integrity including those related to ESG. The Board of Directors helps to shape and has final approval over the goals set out in our ESG strategy, and over our ESG Report, through the validation of our CEO and CFO. The collective knowledge of our Board of Directors with regards to ESG topics is enhanced by various reports and presentations on ESG it receives throughout the year from the Vice President (VP) of Internal Audit and ESG. Our Board of Directors receives updates on our ESG strategy and performance at least twice a year. Stakeholder consultation and feedback is included in these reviews as deemed appropriate. Stakeholders can share their feedback via various means, and it is reviewed by the appropriate teams prior to be sent further up the chain of command. Furthermore, if any issues related to our ESG strategy arise during a Board meeting, the responsibility will be delegated to the appropriate team or individual within our Company.
GRI 2-13 ▼	**Delegation of Responsibility for Managing Impacts** The Nominating and Governance Committee is the leading supervisory body for ESG strategies and targets in GUESS. This committee oversees and advises the Board of Directors with respect to the Company's positions and practices regarding significant issues of corporate and social responsibility, including the Company's policies, procedures, and programs regarding business ethics, standards of engagement, environmental sustainability and climate risk, and the Company's public reporting on these topics (ref. Proxy Statement).

Report Coverage Key: ▼Full ▼Partial ▽Omission

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-13 ▼	Our Sustainability Steering Committee, which meets at least twice a year, is led by our Chief Executive Officer (CEO), and includes our Chief Financial Officer (CFO), and leaders from key business functions which drive progress towards GUESS' ESG goals. The Steering Committee reviews plans, monitors progress against our goals, and helps keep senior leadership and the Board of Directors informed and engaged on GUESS ESG performance. The activities of GUESS Sustainability & ESG team, the ESG Reporting and Control and the achieving External Reasonable Assurance are described in our GUESS ESG Governance Policy.
GRI 2-14 ▼	**Role of the Highest Governance Body in Sustainability Reporting** Our Board of Directors plays a fundamental role in overseeing the Company's strategy, risk, and integrity including those related to ESG. The Board of Directors helps to shape and has final approval over the goals set out in our ESG strategy, and over our ESG Report, through the validation of our CEO and CFO. The collective knowledge of our Board of Directors with regards to ESG topics is enhanced by various reports and presentations on ESG it receives throughout the year from the Vice President (VP) of Internal Audit and ESG. Our Board of Directors receives updates on our ESG strategy and performance at least twice a year. Stakeholder consultation and feedback is included in these reviews as deemed appropriate. Stakeholders can share their feedback via various means, and it is reviewed by the appropriate teams prior to be sent further up the chain of command. Furthermore, if any issues related to our ESG strategy arise during a Board meeting, the responsibility will be delegated to the appropriate team or individual within our Company.
GRI 2-15 ▼	**Conflicts of Interest** In the spirit of transparency and strong ethics, the Company takes steps to mitigate and prevent cases of conflict of interest. Our written "Related Person Transactions Policy" clearly sets out that the Audit Committee must approve or ratify any related person transaction in accordance with the guidelines set forth in the policy. GUESS is a listed company and is required to disclose conflicts of interest through SEC filings (investors.guess.com/sec-filing).
GRI 2-16 ▼	**Communication of Critical Concerns** During the reporting period, no critical concerns were raised through our formal grievance mechanisms. Occasionally, stakeholders such as NGOs, investors, or the media inquire about corporate sustainability topics, including human rights risks or environmental impacts related to specific products or materials. These inquiries are reviewed internally, involving Senior Management, and, as appropriate, are communicated to the Board or its Committees as part of our sustainability oversight and reporting.
GRI 2-17 ▼	**Collective Knowledge of the Highest Governance Body** We are committed to good governance and sustainability oversight at every level, ethics in every business facet, and transparency in sustainability reporting. During fiscal years 2024 and 2025, we further engaged with the Board of Directors on ESG priorities, risks, and opportunities. We continue to ensure all operations and businesses are conducted ethically, both with internal personnel and external business partners, and all our directors, officers, and associates are held to our Code of Ethics. Additionally, in the ACTION GUESS strategy, we committed to connecting ESG priorities with business performance incentive and evaluation metrics. Our Sustainability & ESG team ensures environmental and social responsibility is embedded into decision-making processes. In addition, we have implemented a rigorous internal auditing program, covering our sustainability metrics and performance data to ensure complete, accurate, and balanced ESG reporting. With our continuous effort, since fiscal 2020 we continued to undergo a third-party reasonable assurance examination indicating that certain metrics and disclosures in our ESG Report were prepared in accordance with the GRI, SASB and GHG Protocol. Our Board of Directors plays a fundamental role in overseeing the Company's strategy, risk, and integrity including those related to ESG. The Board of Directors helps to shape and has final approval over the goals set out in our ESG strategy, and over our ESG Report, through the validation of our CEO and CFO. The collective knowledge of our Board of Directors with regards to ESG topics is enhanced by various reports and presentations on ESG it receives throughout the year from the Vice President (VP) of Internal Audit and ESG (ref. 10K). Our Board of Directors receives updates on our ESG strategy and performance at least twice a year. Stakeholder consultation and feedback is included in these reviews as deemed appropriate. Stakeholders can share their feedback via various means, and it is reviewed by the appropriate teams prior to be sent further up the chain of command. Furthermore, if any issues related to our ESG strategy, arise during a Board meeting, the responsibility will be delegated to the appropriate team or individual within our Company (ref. ESG Governance Policy).

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-18 ▼	**Evaluation of the Performance of the Highest Governance Body** The Nominating and Governance Committee is responsible for overseeing the evaluation of the Company's management and the Board of Directors and its committees. The performance of the Board of Directors and its Committees is carried out annually. This annual assessment is carried out by the Board members and aims to assess whether the Board of Directors and committees are operating effectively (ref. ESG Governance Policy). Refer to the latest version of the Proxy statement for compensation of the named executive officers, corporate governance and board matters – Board Independence, Structure and Board Leadership Structure.
GRI 2-19 ▼	**Remuneration Policies** The Compensation Committee is responsible for establishing and governing the executive compensation and benefit practices of the Company. The Compensation Committee reviews and approves the general executive compensation policies of the Company, administers certain of the Company's compensation plans, and reviews and approves compensation of the executive officers of the Company. In our ongoing commitment towards transparency, we report the total compensation of our highest paid executive annually, as well as the ratio of our CEO's compensation to the median compensation of all our employees. This information can be found in our most recent proxy statement. In our ESG Strategy we have committed to aligning Executive performance incentives with ESG KPI performance, and we are continuously working towards this goal. We aim to have a comprehensive system in place that aligns executive incentives with key ESG KPIs. This will ensure our leadership is not only driving financial success but also fostering a sustainable and responsible future (ref. ESG Governance Policy). The details regarding our remuneration policies and the process to determine executive remuneration are outlined in our Proxy Statement.
GRI 2-20 ▼	**Process to Determine Remuneration** The Compensation Committee is responsible for establishing and governing the executive compensation and benefit practices of the Company. The Compensation Committee reviews and approves the general executive compensation policies of the Company, administers certain of the Company's compensation plans, and reviews and approves compensation of the executive officers of the Company. The details of the compensation policies are in the Proxy Statement.
GRI 2-21 ▼	**Annual Total Compensation Ratio** In our ongoing commitment towards transparency, we report the total compensation of our highest paid executive annually, as well as the ratio of our CEO's compensation to the median compensation of all our employees. The information in the Proxy Statement is disclosed as per the Exchange Act. The percentage of increase in annual total compensation for the CEO is available comparing the data of CEO Pay-Ratio across fiscal years as reported in the Proxy Statement.
GRI 2-22 ▼	**Statement on Sustainable Development Strategy** A MESSAGE FROM OUR CEO, CARLOS ALBERINI At GUESS, sustainability is not a separate initiative, it is core to our identity and integral to the way we operate, design, and innovate. With regulations tightening and climate impacts intensifying, we remain steadfast in our commitment to accountability and meaningful action. As we welcome our FY2024–2025 ESG Report, I am proud to reflect on the progress made toward our long-term vision: to be a company that not only leads in fashion but helps to shape a more sustainable, inclusive, and transparent industry. This year, the Southern California wildfires–which deeply impacted the city of Los Angeles, where our North American headquarters is located, served as a powerful reminder that climate change is not a distant threat. It's happening now, and it demands our immediate attention. These events have reinforced our commitment to embedding sustainability into all facets of our operations—from product design and manufacturing to our interactions with customers, employees, and giving back to the communities we serve. Our approach to sustainability is about continuous improvement guided by our sustainability strategy, ACTION GUESS. That means staying agile in a shifting regulatory landscape, strengthening the integrity of our ESG data, and embedding accountability across every part of our business. In FY2025, we took an important step forward by publishing our renewed Human Rights Policy, a milestone that reinforces our enduring commitment to respecting the dignity and rights of all people –our employees, the workers in our supply chain, our partners, and the places where we operate. We deepened our decarbonization efforts, expanded our GUESS ECO collection offerings, launched GUESS JEANS–with a commitment to sustainability and cutting-edge innovation, and sharpened our focus on supplier partnerships that support fair labor and sustainable practices.

Report Coverage Key: ▼Full ◥Partial ▽Omission

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-22 ▼	Equally important is how we hold ourselves accountable. We continue to put the findings of our double materiality assessment into action, refining our roadmap to focus on the risks and opportunities most material to our business and stakeholders. Once again, we engaged KPMG to conduct an independent assurance engagement on key ESG metrics and disclosures contained in the Data and Disclosures section of this report at a reasonable level—an exceptional practice in our industry—reaffirming our commitment to transparency and integrity in how we communicate our journey. Looking ahead, we're setting clear targets to reduce greenhouse gas emissions, increase preferred materials in our collections, advance in circular fashion, and strengthen corporate social responsibility across our global supply chain. These actions reflect our broader goal of integrating sustainability into our brand portfolio, products, operations, and culture. I'm inspired every day by our global teams, whose passion and creativity continue to drive GUESS forward—toward a future where fashion is not only stylish, but also responsible. Thank you for joining us on this journey. *Carlos Alberini, Chief Executive Officer and Director, Guess?, Inc.* A MESSAGE FROM OUR CO-FOUNDER AND CHIEF CREATIVE OFFICER, PAUL MARCIANO Over the last 44 years, GUESS has invited people to dream with us, driven by our desire to create products that inspire and make people feel confident. Today, sustainability is a bigger part of our story more than ever before. And what makes me proud is seeing how our teams have embraced this challenge with the same creativity and passion they bring to everything we do. I believe true transformation starts in the details—in the fabrics we choose, the way we construct a garment, how we support our supply chain, and the waste we work to eliminate. As we continue to expand our global footprint, the acquisition of New York-based fashion icon rag & bone marks not just a milestone, but a bold evolution of our creative and cultural narrative. Known for its sophistication and authentic downtown DNA, rag & bone brings a distinctly American edge that complements and contrasts beautifully with our existing portfolio —brands rooted in heritage, precision, and global refinement. And with that expansion comes not just greater reach, but greater responsibility—to lead, to listen, and to shape culture in meaningful, sustainable ways. To me, it's always been about people first. GUESS has always felt like a family, and that sense of connection extends far beyond our offices. It includes the people who make our products, the communities we impact, and the millions of customers around the world who love our brands. Today's consumer isn't just dressing to look good—they're choosing to be part of something bigger. They want their style to reflect their values, to stand for something. That's the future we're designing for at GUESS: fashion that inspires, empowers, and helps drive meaningful change. At the end of the day, yes, we are a lifestyle brand. But for me, fashion is nothing without the people behind it. It's about the people who believe in it, and of course, the people who wear it and make it their own. That's what truly brings fashion to life. Looking ahead, we will keep pushing forward. We will keep innovating, creating, and inspiring—always with the same purpose: to lead with heart and ensure that GUESS remains not just a brand people love, but one they can be proud of. *Paul Marciano, Co-Founder and Chief Creative Officer, Guess?, Inc.* A MESSAGE FROM OUR CHIEF NEW BUSINESS DEVELOPMENT OFFICER, NICOLAI MARCIANO Fashion, by nature, thrives on change. It's driven by curiosity, innovation, and the relentless pursuit of what's next. That's what makes our industry exciting, but also what makes sustainability so intricate. Each day, new trends emerge, new collections launch, new technologies enter the scene. Yet the urgency to continue to reduce our environmental impact cannot wait for the next regulation. Meaningful change is driven by countless small steps, made daily, across every product, team, and decision. We are not waiting for a sudden breakthrough to make fashion more sustainable. Instead, we continuously challenge ourselves and our partners to do better. Could that button be crafted from recycled metal? Are there chemical-free options to execute this process? Can we redesign the packaging to minimize material usage? These are the kinds of questions we ask ourselves daily. Innovation is in GUESS's DNA. In 1981, my father and his brothers redefined the denim pant at a time when the category was evolving beyond its roots as workwear. They made it exciting again with bold, iconic designs and groundbreaking techniques like stonewashing, turning denim into a fashion staple for self-expression and inspiring people everywhere to feel confident.

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-22 ▼	**Statement on Sustainable Development Strategy (Continued)** A MESSAGE FROM OUR CHIEF NEW BUSINESS DEVELOPMENT OFFICER, NICOLAI MARCIANO (CONTINUED) Today, we continue that legacy of transformation, directing our innovation toward reducing the impact of how we produce our products, not just what we create. GUESS AIRWASH™ is a prime example of this commitment, reinventing the stone-washed look through a sustainable approach by replacing much of the water used in traditional stone washing with air and bubbles. This innovation reduces water and energy consumption in our denim finishing processes, building on the next 40 years of modern heritage while staying true to denim culture. But for us, this is just the start of a much bigger journey. We understand that the future of our industry—and of GUESS—depends on how responsibly we use the resources at our disposal. People will always want and need clothing, but it is our responsibility to create it in a way that protects and preserves the planet. We are committed to using every tool, idea, and partnership at our disposal, collaborating with the industry's best practices and embracing circular strategies to make that happen. *Nicolai Marciano, Chief New Business Development Officer, Guess?, Inc.*
GRI 2-23 ▼	**Policy Commitments** We believe that clear policies and standards are essential for an effective approach to corporate governance. At GUESS all our policies and standards are set out to promote ethical business practices, and transparency, both internally and with our direct supply chain partners. All our policies and standards are public and can be found on the GUESS Investors or GUESS Sustainability website: • Supplier Code of Conduct • Human Rights Policy • ESG Governance Policy • Code of Ethics • Double Materiality Policy • Responsible Cotton Sourcing Policy • Responsible Manmade Cellulosic Fabrics Sourcing Policy • Animal Welfare Policy • Sandblasting Policy • Responsible Packaging Policy • Water and Chemical Management Policy • List of Restricted Substances and Materials (LRSM) • GUESS ECO and Consciously Constructed Summary Guidelines Policies are updated and subsequently reviewed and approved by the relevant internal leadership teams, every two years. Updates and changes to our policies and standards are always communicated to all relevant internal and external stakeholders via email, or other appropriate means of communication when necessary.
GRI 2-24 ▼	**Embedding Policy Commitments** We expect all stakeholders to comply with and respect our GUESS policies that are relevant to them. This is non-negotiable. We firmly believe our policies promote and encourage the right behaviors and attitudes towards conducting business with integrity. We clearly state that our Code of Ethics is applicable to the Company's directors, officers, and employees, including the Company's principal executive officer, principal financial officer, and principal accounting officer. For other policies and commitments, responsibility is allocated to specific groups and departments within our Company. For example, employees working in sourcing are responsible for ensuring the GUESS Responsible Cotton Sourcing Policy is respected. We support employees to embed our policies and commitments in their work by providing general awareness training sessions on a regular basis. Additional employee training based on location, level and role is provided for functions managing specific risks. We conduct training for all employees on our Code of Ethics upon hire. The responsibility for the integration of commitments into strategies, and operational policies and procedures, is delegated to the highest senior leadership for whom the policy is applicable. An example of implementation of our policies with and through our business relationships is our Supplier Code of Conduct. We expect all our suppliers to adhere to and commit to our Supplier Code of Conduct, which sets out our expectations on environmental, social and governance criteria.
GRI 2-25 ▼	**Processes to Remediate Negative Impacts** We take responsibility for our actions and strive to rectify any potential risks identified in our supply chain. A robust Social Compliance program enables us to effectively remediate these issues, while our grievance process enables stakeholders to raise concerns and seek solutions. • Audits and remediation: Our desire is that all GUESS suppliers will elevate their performance while meeting our requirements. To facilitate this, we provide suppliers with support to help them uncover any problematic issues, identify root causes, and develop solutions. When any issues are found, a Corrective Action Plan (CAP) is prepared. Every CAP issued to a supplier is tailor made for the unique issues found and reported at the facility. By tracking CAP closure rates, we are able to understand the effectiveness of the remediation work carried out.

Report Coverage Key: ▼Full ▼Partial ▽Omission

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-25 ▼	• Grievance Mechanisms: We offer various channels of communication that enable all internal and external stakeholders to report concerns regarding unethical behavior and potential conflicts (as mentioned earlier). These channels allow the reporting of inquiries, requests, or complaints associated with actions, occurrences, behaviors, or omissions that suggest unethical behavior and other potential conflicts contrary to the principles outlined in the Human Rights Policy; to our Code of Ethics; or to any laws or other regulations that apply to GUESS. When a grievance is received, the relevant internal departments/individuals and external stakeholders are informed and involved to work towards remediating and applying an acceptable solution to the grievance. We do not disclose details regarding the resolution of a grievance to protect the anonymity of those involved.
GRI 2-26 ▼	**Mechanisms for Seeking Advice and Raising Concerns** GRIEVANCE MECHANISMS We offer various channels of communication that enable all internal and external stakeholders to report concerns regarding unethical behavior and potential conflicts. These channels allow the reporting of inquiries, requests, or complaints associated with actions, occurrences, behaviors, or omissions that suggest unethical behavior and other potential conflicts contrary to the principles outlined in the Human Rights Policy; to our Code of Ethics; or to any laws or other regulations that apply to GUESS.
GRI 2-27 ▼	**Compliance with Laws and Regulations** Any financially material non-compliance with laws and regulations is reported in the quarterly and annual reports where the methodology to define the significance of such non-compliance is also described.
GRI 2-28 ▼	**Membership Associations** In the reporting years FY2024 and FY2025, GUESS engaged indirectly with, and/or provided financial or in-kind support to Non-Governmental Organizations (NGO) or charitable organizations whose activities could influence policy, law, or regulations. Additionally, GUESS has public commitments in line with the Paris Agreement. • GRI Community: We are a member of the GRI Community and support the mission of GRI to empower decision-makers everywhere, through GRI Sustainability Reporting Standards and its multi-stakeholder network, to act toward a more sustainable economy and world. • SBTi: The Science Based Targets initiative (SBTi) champions science-based target setting in the transition to a low-carbon economy. GUESS has set and received approval of its ambitious science-based targets for our corporate and supply chain greenhouse gas emissions for 2030. • Textile Exchange: Since 2020, GUESS has been a member of Textile Exchange, a non-profit organization positively impacting climate through accelerating the use of environmentally preferred materials across the global textile industry. • UNFCCC: In 2019, GUESS became a signatory of the UNFCCC Fashion Industry Charter for Climate Action. GUESS has since joined working groups to further contribute and learn how to implement the charter's principles and limit global warming to 1.5°C compared to pre-industrial levels. • Cascale: Since 2015, GUESS has been a member of Cascale (formerly known as Sustainable Apparel Coalition – SAC). 53% of our suppliers by volume completed the Higg Index Facility Environmental Module (FEM) self-assessments. As a company, GUESS also completes the Higg Brand and Retail Module (BRM) to assess the impacts of its operations. This tool includes environmental topics such as packaging, logistics, and chemicals management. • CDP: GUESS submitted its first CDP climate change report in 2018 and achieved leadership status in 2019. We continue to respond to CDP annually. In 2024, GUESS was recognized by CDP as being among the top performing companies for supplier engagement on climate change. • Good360: In partnership with Good360, a global leader in product philanthropy and purposeful giving, Guess US donated goods to its communities, such as activewear, outerwear, and knitwear, as well as blankets and coloring books. • Homeboy: GUESS continues to work with Homeboy Industries, a nonprofit organization that provides hope, training, and support to formerly gang-involved and previously incarcerated individuals. • Black Design Collective both FY2024-2025: GUESS is partnered with Black Design Collective, an organization committed to developing and implementing programs and services that provide the Black design and creative community with the tools and skills necessary to compete and thrive in a competitive marketplace. • Pushing for Pink: GUESS supports Pushing for Pink (P4P), a non-profit organization founded by a Los Angeles skate-based community, that supports people affected by breast cancer. GUESS hosts an annual Breast Cancer Awareness Walk and fundraiser at the Los Angeles headquarters in partnership with P4P. All proceeds from the event benefit P4P's Meals on Pink Wheels program, which provides nutritious meals to underserved individuals battling breast cancer. • Otis College: GUESS Swim has mentored students at Otis College of Art and Design, educating students and associates on material efficiency, circularity, sustainable life cycle, and other topics.

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-28 ▼	**Membership Associations (Continued)** • One Tree Planted: GUESS partners with One Tree Planted, an environmental nonprofit that is dedicated to protecting biodiversity and helping reforestation efforts by planting trees across the globe. Since FY2023, we have worked with them to plant 32,000 trees in the US, Canada, Europe, and Asia. • North East Trees: GUESS partners with North East Trees, an urban greening nonprofit, dedicated to increasing tree canopy and green spaces in underinvested communities throughout Los Angeles. In FY2024-2025, GUESS has helped fund their South Central LA Greening Project and Native Plant Nursey at Ascot Hills Park.
GRI 2-29 ▼	**Approach to Stakeholder Engagement** STAKEHOLDER ENGAGEMENT At GUESS, we recognize that meaningful engagement with our stakeholders is essential to advancing our sustainability strategy and addressing the most material ESG issues. Through a structured and ongoing engagement process, we ensure stakeholder voices are heard and integrated into our decision-making. IDENTIFICATION OF STAKEHOLDERS We identify our key stakeholders based on their level of impact on and interest in our business operations, the products we sell, our sustainability goals, and broader industry developments. Our primary stakeholder groups include associates, customers, investors, suppliers, local communities and NGOs, industry associations, and regulatory bodies, and Leadership. Stakeholders are identified through industry research, stakeholder mapping, direct interactions, and participation in sustainability initiatives. PURPOSE OF ENGAGEMENT The purpose of our stakeholder engagement varies by group, reflecting the unique relationship and expectations of each: • Associates: To foster a culture of transparency, inclusion, and continuous improvement in workplace conditions. • Customers: To understand evolving preferences, increase transparency on sustainable product offerings, and ensure alignment with their expectations. • Investors: To provide clear reporting on ESG performance and progress toward sustainability targets. • Suppliers: To collaborate on responsible sourcing, product sustainability, and ethical business practices. • Local Communities and NGOs: To support economic and social well-being, particularly in areas where we operate. • Regulatory Bodies and Industry Associations: To align with emerging policies and regulations and contribute to industry-wide best practices. • Leadership: To guide and define the Company's ESG strategy, ensuring alignment with long-term business objectives. ENSURING MEANINGFUL AND INCLUSIVE ENGAGEMENT To maintain a productive dialogue with stakeholders, we employ diverse engagement methods tailored to each group: • Associates: Engagement surveys, town hall meetings, diversity and inclusion programs, and internal sustainability campaigns. • Customers: Digital surveys, product sustainability information, and customer service feedback channels. • Investors: Corporate ESG disclosures, investor calls, and participation in sustainability rating and ranking assessments. • Suppliers: Supplier Code of Conduct compliance assessments, regular audits, training programs, and sustainability workshops. • Local Communities and NGOs: Philanthropic initiatives, volunteer programs, and partnerships with NGOs. • Regulatory Bodies: Active participation in public policy discussions and compliance with environmental and social regulations, through industry associations and coalitions such as the UNFCCC and Cascale. • Industry Associations: Partnership with global associations such as the UNFCCC, Textile Exchange and Cascale. • Leadership: Surveys, interviews, and executive meetings to define and refine ESG priorities and corporate sustainability strategy. As part of our ESG reporting process, we engage with key stakeholders, including investors, regulatory bodies, and leadership, through targeted surveys, interviews, and working groups to gather insights and ensure our disclosures align with stakeholder expectations.

Report Coverage Key: ▼Full ◥Partial ▽Omission

GRI 2: GENERAL DISCLOSURES

DISCLOSURE	OUR RESPONSE
Activities and Workers (Continued)	
GRI 2-29 ▼	CONTINUOUS IMPROVEMENT We regularly assess the effectiveness of our stakeholder engagement approach, ensuring that we remain responsive to evolving expectations. This includes: • Conducting periodic reviews of stakeholder priorities. • Expanding communication channels to improve access and engagement. • Strengthening reporting mechanisms to provide clearer and more actionable disclosures. GUESS remains committed to creating long-term value for all our stakeholders while advancing sustainability across our global operations.
GRI 2-30 ▼	**Collective Bargaining Agreements** At the end of FY2025, 31% of active employees (29% at the end of FY2024) are covered by collective bargaining agreements. The coverage of collective agreements is predominantly a European practice. However, for employees not covered by collective bargaining agreements, working conditions and terms of employment are strictly aligned with the applicable local labor laws.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries	
GRI 3-1	**Process to Determine Material Topics** In FY2025, GUESS reviewed and validated the material impacts identified during the FY2023 double materiality assessment, in line with our Double Materiality Policy. This review confirmed that no material changes in our organizational or operational structure related to the scope of the ESG Report have occurred during the current reporting period, nor have there been any material changes in external factors that could generate new or modify existing Impact, Risk, and Opportunity (IROs) or affect the relevance of specific disclosures. Consequently, the material topics identified in FY2023 remain current and valid. The FY2023 double materiality assessment was conducted to identify, update, and prioritize sustainability topics critical to our ESG Strategy. Following our policy, this assessment evaluated both the impacts GUESS has on society and the environment and the financial implications of ESG risks and opportunities. Our approach considered actual and potential impacts—positive and negative—across the economy, environment, and people, including human rights and business relationships. ASSESSMENT METHODOLOGY Our double materiality assessment followed a structured, multi-tier process in accordance with leading reporting frameworks, including GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), and leveraging the double materiality principle in the ESRS (European Sustainability Reporting Standards). Key steps included: • Conducting a quantitative impact study using sales and other data to identify environmental and social hotspots in our value chain. • Analyzing global, national, and industry-level risk datasets to gain insights into financial impacts and risks in key geographies. • Engaging stakeholders through interviews and surveys to capture their perspectives, including input from internal stakeholders, customers, and employees. • Facilitating workshops with senior leaders from Legal, Risk, Finance, Internal Audit, and the GUESS Sustainability & ESG team to validate and refine findings, with separate sessions on impact and financial materiality. INTEGRATION WITH ENTERPRISE RISK MANAGEMENT In alignment with our Double Materiality Policy, risks identified through the assessment are integrated into GUESS's Enterprise Risk Management (ERM) framework. This ensures that sustainability risks are evaluated alongside financial and operational risks. Results from the ERM process are communicated to the Board of Directors, Audit Committee, Senior Management, and external financial statement auditors to support strategic decision-making and internal audit planning. STAKEHOLDER ENGAGEMENT Our stakeholders play a central role in shaping GUESS as a company and brand. Engaging with them allows us to strengthen our ESG approach and ensures we remain responsive to evolving stakeholder expectations. External stakeholders include investors, suppliers, industry peers, communities, non-governmental organizations, media, and government agencies. Internal stakeholders, such as customers and associates, are equally valuable due to their close interactions with our brands and operations. We engage stakeholders on ESG challenges through various channels, including surveys, focus groups, interviews, social media, and direct communications. For instance, we use product communications, ESG Reports, and our website to inform and engage broader audiences, while targeted platforms are used to connect with specific groups. Customers from different demographics, including Heritage, Millennials, and Generation Z, engage with us through tailored media channels. By continuously gathering feedback and sharing information, we ensure our stakeholders' changing perspectives are incorporated into our sustainability journey. GUESS will conduct the next detailed refresh of its double materiality assessment in the next scheduled cycle or earlier if significant changes occur, reaffirming our commitment to continuous improvement and stakeholder accountability.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-2	**List of Material Topics** The results of both FY2023 and FY2025 assessments were reviewed and validated in a final sign-off meeting with our CEO, Carlos Alberini, ensuring alignment with our strategic priorities. Material topics were categorized as follows: • Priority Topics: Topics requiring immediate attention due to their critical influence on decision-making, business strategy, and reporting. • Significant Topics: Topics important for the organization and stakeholders but with less urgency than priority topics. • Topics to be Monitored: Topics relevant for long-term planning and improvement but not driving short-term strategic decisions. As per our policy, topics with at least a significant impact are deemed material. Topics below this threshold are monitored and reviewed in future assessments. The FY2025 double materiality assessment confirmed the following fourteen material topics critical to GUESS's performance, with community engagement classified as not material but still an area of ongoing focus: 1. Labor rights 2. Climate 3. Sustainable materials and products 4. Employee well-being and engagement 5. Circular economy 6. Pollution and chemicals 7. Responsible marketing 8. Diversity and inclusion 9. Responsible sourcing 10. Nature and wildlife 11. Water stewardship 12. Packaging and waste 13. Data privacy and cyber security 14. Business ethics
GRI 3-3	**Management of Material Topics** **Labor Rights** *Related GRI Disclosures: GRI407-1, GRI408-1, GRI409-1, GRI414-2* BOUNDARY AND INVOLVEMENT Labor rights remain a key component of GUESS's sustainability strategy, addressed within our broader focus on supply chain responsibility. As a global brand sourcing products from hundreds of factories across numerous countries, and without owning any manufacturing facilities, we rely on partnerships to ensure that workers throughout our supply chain are treated fairly, paid appropriately, and provided with safe working environments. Our approach integrates social compliance, transparency, training, and industry collaboration to support and uphold labor rights across all tiers of our supply chain. The individuals impacted by this topic - workers hired and managed by supplier factories—are external to GUESS's operations. Therefore, our influence is indirect, particularly for lower-tier suppliers (tier 2 and tier 3), such as fabric mills and raw material processors, where we have limited visibility. Nonetheless, we engage directly with tier 1 suppliers through our social compliance program and collaborate with local organizations and global partners to extend our impact further down the supply chain. ACTUAL OR POTENTIAL IMPACTS Our global supply chain presents both opportunities and risks. On the positive side, it enables us to support decent work and economic growth for workers around the world. However, there is also potential for negative impacts, including unsafe working conditions, violations of human rights, excessive working hours, and lack of fair compensation. We work to identify, prevent, and mitigate these risks through rigorous policies, oversight, and continuous improvement efforts.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Management of Material Topics (Continued)** **Labor Rights (Continued)** POLICIES AND GOALS • GUESS Supplier Code of Conduct (CoC): Outlines our labor rights expectations in alignment with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. It is reviewed and updated as needed by the Sustainability & ESG team and approved by the GUESS Nominating and Governance Committee. • GUESS Human Rights Policy (HR Policy): The GUESS Human Rights Policy helps our stakeholders better understand the Company's commitment to human rights and associated requirements, in addition to accountability measures. • Increase factory employee access to trainings and development opportunities and grievance mechanism. • Develop training and development opportunities to promote positive change for women by 2025. • Publish and update an interactive multi-tier supply chain map by 2025. IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION We monitor the effectiveness of our efforts through regular third-party audits at tier 1 supplier facilities, reporting key findings on a biennial basis. Insights from audits inform our training content, engagement strategy, and supplier evaluation. Our Vendor Scorecard system includes key performance indicators related to social compliance, environmental management, innovation, and participation in GUESS-led training initiatives. GUESS introduced the Beyond Audits project to go further than traditional compliance approaches, fostering stronger supplier relationships and supporting lasting improvements in working conditions. This initiative emphasizes ongoing dialogue, capacity building, and collaboration with tier 1 suppliers - particularly in high-risk regions - enabling GUESS to better understand systemic issues and co-develop solutions with partners. Beyond Audits is currently being piloted in India, Bangladesh, and Pakistan, with support from local consultants and labor rights experts. We also work with community-based organizations - such as INNO in China - and monitor transparency metrics as part of our commitment to systemic improvement. Each year, we publish a list of key tier 1 suppliers and continue to expand training programs for both internal teams and suppliers. This approach encourages knowledge-sharing across factory teams to enhance training efforts. SPECIFIC REQUIREMENTS Tier 1 suppliers are required to sign and comply with the GUESS CoC and HR Policy. These documents are mandatory for new suppliers and serve as the foundation for our due diligence process on human and labor rights risks in the supply chain. Suppliers must provide evidence of compliance through third-party audit reports, peer certifications, and other documentation from credible organizations. The GUESS Sustainability & ESG team is responsible for monitoring compliance as part of the Company's comprehensive Social Compliance Program.
	Climate *Related GRI Disclosures: GRI302-1, GRI305-1, GRI305-2, GRI305-3, GRI305-5* BOUNDARY AND INVOLVEMENT Climate change is a critical global challenge, and GUESS is committed to playing its part in mitigating its impacts. Recognizing the direct link between energy consumption and greenhouse gas (GHG) emissions, we have set science-based targets to reduce our carbon footprint across our operations and supply chain. Our approach includes transitioning to renewable energy, improving energy efficiency, and engaging stakeholders to support a low-carbon economy. Scope 1 (direct) and Scope 2 (indirect) emissions are within GUESS's operational control, encompassing emissions from company-owned facilities and purchased electricity. Scope 3 emissions, particularly from purchased goods and services, occur outside our direct operations but are integral to our Science Based Targets (SBTs) and are addressed through supplier engagement and sustainable material sourcing. ACTUAL OR POTENTIAL IMPACTS Our business and supply chain contribute to global carbon emissions. By setting and pursuing ambitious reduction targets, we aim to lessen our environmental impact and enhance our resilience to climate-related risks. Understanding and mitigating these risks are essential for the long-term sustainability of our business and the communities we serve.

Report Coverage Key: ▼Full ▼Partial ▽Omission

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	POLICIES AND GOALS • Reduce Scope 1 + 2 GHG emissions by 50% vs baseline FY2019 by 2030. • Reduce Scope 3 GHG emissions by 30% vs baseline FY2019 by 2030. • 100% renewable electricity in company operated facilities by 2035. • Climate Positive: exceeding carbon neutrality by removing additional CO_2 from the atmosphere by 2035. • Announce a roadmap to achieve SBTs by 2026. IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION GUESS integrates climate change and energy use into its enterprise-wide risk management, with key findings reported directly to the Board of Directors. Each year, we disclose our climate-related actions and progress through the CDP, ensuring alignment with best practices in climate risk reporting. Our annual global carbon inventory tracks GHG emissions and energy efficiency improvements, helping to guide our strategy toward achieving our SBTs. Reaching these goals requires strong operational policies, innovative financing solutions, and collaborative programs across our supply chain. SPECIFIC REQUIREMENTS GUESS remains committed to transparency and is proactively enhancing its data collection and reporting processes to ensure compliance with applicable climate disclosure regulations, including those introduced at the state level such as in California, and international frameworks such as Corporate Sustainability Reporting Directive (CSRD).
	Sustainable Materials and Products *Related GRI Disclosures: GRI301-1, GRI301-2* BOUNDARY AND INVOLVEMENT While GUESS specifies materials in our designs for tier 1 suppliers, raw material production occurs outside our direct operations. We influence our supply chain through fabric choices, ongoing vendor communication, and, in some cases, direct engagement with mills. REPORTING LIMITATIONS Currently, GUESS is unable to fully track and report on non-core fabric materials, such as linings or embellishments, in our apparel products. Additionally, comprehensive disclosure of materials used in accessories and footwear beyond the main components remains a challenge. ACTUAL OR POTENTIAL IMPACTS The materials used in our products have significant environmental impacts, including water usage, pollution, biodiversity loss, carbon emissions. By choosing lower-impact materials, such as recycled, organic, or regenerative fibers, we aim to reduce our environmental footprint and support long-term sustainability. POLICIES AND GOALS • GUESS Responsible Manmade Cellulosic Fabrics Sourcing Policy: Aims to ensure responsible sourcing of rayon, viscose, and other cellulosic fibers, avoiding materials linked to deforestation or human rights violations. • GUESS Responsible Cotton Sourcing Policy: Commits to increasing procurement of preferred cotton sources while improving traceability to prevent prohibited cotton sources from entering our supply chain. • GUESS Animal Welfare Policy: This policy aims to protect the well-being of all animals in our supply chain. • GUESS Sandblasting Policy: This policy prioritizes the well-being of workers by eliminating harmful practices and promoting safer alternatives in manufacturing. • GUESS Responsible Packaging Policy: This policy reflects our commitment to reduce the environmental and social impacts of GUESS packaging in line with our strategy ACTION GUESS. • GUESS Water and Chemical Management Policy: This policy aims to address our product impact on water, with a focus on denim. • GUESS List of Restricted Substances and Materials (LRSM): The GUESS LRSM identifies the chemicals that are limited, or prohibited in our products or in the production process due to their potential impact on consumers, workers, and the environment. This list also includes substances that may be present in finished materials alongside acceptable amounts of these substances.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3 ▼	**Management of Material Topics (Continued)** **Sustainable Materials and Products (Continued)** POLICIES AND GOALS (CONTINUED) • GUESS ECO and Consciously Constructed Summary Guidelines: Defines criteria for products to be labeled as GUESS ECO or Consciously Constructed, focusing on environmentally preferred materials and sustainable manufacturing processes. • 75% of GUESS global apparel materials portfolio will be environmentally preferred by 2030. • 90% of GUESS apparel full price products will be GUESS ECO by 2030. • 50% of GUESS apparel factory products will be Consciously Constructed by 2030. IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION GUESS implements policies on raw material sourcing and responsible production to address high-priority environmental issues. We have set ambitious goals across our material types and product lines to increase the use of environmentally preferred materials, publishing progress in our sustainability reporting. Our global project, the "GUESS Sustainability Assurance Framework," reinforces the importance of certification management within our teams. Certifications for materials or other evidence of traceability are required for styles to be counted towards our environmentally preferred materials goals. SPECIFIC REQUIREMENTS To drive the daily operations of our sourcing teams and support when interacting with our value chain, GUESS policies are publicly available at sustainability.guess.com and are updated as deemed necessary. For internal use and guidance to our design and product development teams, the Sustainability & ESG team, in cooperation with product team leaders, defined the "Guidelines for Apparel Eco Products," which are updated annually or as deemed necessary, and based on industry best practices. These guidelines set the minimum requirements to consider a garment "GUESS ECO" or "Consciously Constructed."
Employee Well-being and Engagement	
Related GRI Disclosures: GRI2-30, GRI404-1, GRI404-2, GRI404-3	
Employee Well-being	
BOUNDARY AND INVOLVEMENT	This topic pertains to GUESS's directly owned operations, including corporate offices, retail stores, and distribution centers, where the company has direct control over working conditions and employee support programs.
ACTUAL OR POTENTIAL IMPACTS	GUESS provides employment to over 11,500 individuals globally. However, roles in retail, distribution, and corporate settings can impact physical and mental health, necessitating comprehensive well-being initiatives.
POLICIES AND GOALS	• Integrate well-being KPIs into annual employee surveys starting FY2026, using insights to continuously improve programs and resources.
IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION	GUESS has implemented various initiatives to support employee well-being: • Mental Health Support: Wellness workshops featuring experts on topics like cognitive reframing and work-life balance. • Physical Well-being: On-site gyms, yoga classes, meditation sessions, and access to nutritionists at headquarters. • Wellness 360 Portal: An online platform offering physical and mental wellness support through challenges and resources.
SPECIFIC REQUIREMENTS	GUESS adheres to Occupational Health and Safety guidelines, including those from the CDC in the U.S., and complies with local health and safety regulations across all regions of operations.

Report Coverage Key: ▼Full ▽Partial ▽Omission

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3 ▼	***Employee Engagement*** BOUNDARY AND INVOLVEMENT GUESS's human resource programs are internally managed, allowing direct oversight of engagement strategies and initiatives. REPORTING LIMITATIONS Certain employee-related data may be confidential or subject to privacy considerations, limiting full disclosure. ACTUAL OR POTENTIAL IMPACTS Engaged employees are more likely to achieve personal career goals, contribute positively to the company culture, and drive organizational success. POLICIES AND GOALS • Create a metric to measure internal promotion rate to senior manager positions and above versus external by 2025. • Create a metric on learning hours and assess the baseline; disclose medium term target by 2027. IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION GUESS fosters employee engagement through: • Training Programs: Offer courses on digital marketing, e-commerce, and diversity and inclusion via the HR training portal. • Recognition Initiatives: Programs like "Performer of the Month" and peer-to-peer appreciation cards are used to acknowledge outstanding performance. • Diversity & Inclusion Council: Established to promote a sense of community, belonging, and open dialogue within the workplace.
Circular Economy	
BOUNDARY AND INVOLVEMENT	As global fashion production and consumption continue to rise, we aim to do our part in reducing waste generation by extending the lifecycle of clothing, keeping resources in use longer, increasing reuse and recycling, and diverting products from landfills. Most product waste occurs outside of our organization - for example, fabric waste in supplier factories and post-consumer waste at the end of a product's lifecycle. We have limited, indirect influence over customers' decisions regarding end-of-life product disposal. However, we have launched strategic partnerships to help manage these challenges. In 2024, GUESS launched the "GUESS Again" program in partnership with SuperCircle, allowing customers to recycle used apparel from any brand in exchange for GUESS credit. This program is available online in the U.S., with plans for international expansion.
REPORTING LIMITATIONS	While GUESS can report the weight of items collected through its recycling partners and take-back programs, we have little to no visibility into the end-of-life stage of products after the point of sale.
ACTUAL OR POTENTIAL IMPACTS	A linear economy has well-documented negative environmental consequences, such as over-extraction of resources and reliance on non-renewable materials.
POLICIES & GOALS	• Introduce or increase repair, resale and upcycling initiatives in key markets, that truly drive a circular economy by 2025. • Develop circular strategy and policy to define circularity and what a circular product is to GUESS, supported by a circular design playbook for product designers by 2025. • Apply circular design playbook to one capsule each season by 2030.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Management of Material Topics (Continued)**

Circular Economy (Continued)

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

By choosing recycled materials and designing products to reduce waste and enable end-of-life recycling, we actively support the transition to a circular economy. We have established clear goals to develop and operationalize a circular strategy and to roll out a Circular Design Playbook, which will be applied to at least one capsule collection per season by 2030. We are also committed to growing customer participation with the "GUESS Again" program, which rewards customers for recycling used items with online credit. Expanding the program's reach, both geographically and in customer awareness, is key to diverting unwanted clothing and footwear from landfills.

SPECIFIC REQUIREMENTS

As of May 2025, Extended Producer Responsibility (EPR) regulations for textiles are in effect or forthcoming in several jurisdictions where GUESS operates:

- France: Under the AGEC Law, producers are required to organize and finance the collection, sorting, and recycling of textiles, with obligations including eco-modulated fees and mandatory labeling.
- Netherlands: Since July 2023, textile producers must register with a Producer Responsibility Organization (PRO) and meet targets for reuse and recycling, with fees based on the weight of textiles placed on the market.
- Hungary: Introduced EPR for textiles in 2023, requiring quarterly reporting and fees based on product weight.
- Latvia: Implemented EPR for textiles, with producers paying fees per kilogram of textiles and reporting obligations.
- Sweden: Introduced EPR for textiles starting January 2024, with phased implementation and targets for reuse and recycling.
- California, USA: Passed the Responsible Textile Recovery Act in 2024, requiring producers to join an approved PRO by July 1, 2026, and implement programs for collection and recycling of textiles.

GUESS is actively monitoring these regulations and working to ensure compliance across all applicable markets, including registration with relevant PROs, reporting, and adapting our product and packaging strategies to meet local EPR requirements.

Pollution and Chemicals

Related GRI Disclosures: GRI416-1, GRI416-2

BOUNDARY AND INVOLVEMENT

Proper management of chemicals and dyes used in manufacturing is crucial to safeguarding the health of workers, our customers and the environment.

We have direct control over the protocols for product quality testing and performance, ensuring compliance with safety standards. While external chemical testing within our supply chain is not directly under our control, we are actively working to extend our influence and promote best practices among our suppliers.

REPORTING LIMITATIONS

Currently, our chemical testing program encompasses tier 1 vendors and inbound logistics quality testing.

ACTUAL OR POTENTIAL IMPACTS

Improper use of chemicals can lead to environmental pollution, particularly of waterways and soil, and pose significant health risks to humans.

POLICIES AND GOALS

- GUESS List of Restricted Substances and Materials (LRSM): The GUESS LRSM identifies the chemicals that are limited or prohibited in our products or production processes due to their potential impact on consumers, workers, and the environment. This list also includes substances that may be present in finished materials, along with the acceptable limits for these substances.
- Eliminate intentional use of PFAS by 2025.
- Become signatory of ZDHC and adopt ZDHC MRSL by 2026.
- Direct suppliers of apparel and accessories with in-house wet processes will be ZDHC approved by 2030.
- Be water positive in supply chain: replenishing more water than used in our supply chain by 2035.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	

IMPACT MANAGEMENT AND EFFECTIVENESS EVALUATION

We mandate that our tier 1 suppliers comply with our LRSM, which is developed by our Quality Control department in collaboration with external experts. This list is updated annually or as deemed necessary to incorporate the latest regulations, including the European Union's REACH requirements and other pertinent international standards. The LRSM is disseminated to suppliers as part of the business contract and is publicly available on our sustainability website.

Compliance is verified through a combination of supplier-provided evidence and independent testing by accredited third parties. Products or materials that fail to meet our standards may be subject to rework, retesting, or rejection, depending on legal requirements.

In alignment with our goal to become a ZDHC signatory, we are enhancing our wastewater management practices. By 2030, we aim to eliminate hazardous chemical discharges from all wet processing units, thereby mitigating environmental pollution and safeguarding water resources.

SPECIFIC REQUIREMENTS

- Tier 1 suppliers are required to adhere to our LRSM, with additional stipulations outlined in our GUESS ECO guidelines.
- The LRSM is crafted with input from external experts to ensure compliance with the most rigorous chemical regulations globally.
- Suppliers must provide documentation of testing conducted on final products or raw materials, demonstrating adherence to our standards.
- Non-compliant products or materials may be accepted only under specific contingencies, such as rework and retesting, or may be rejected outright, in accordance with legal mandates.

Responsible Marketing

Related GRI Disclosures: GRI417-1, GRI417-2, GRI417-3

BOUNDARY AND INVOLVEMENT

Our responsibility encompasses all marketing and product claims made by GUESS.

REPORTING LIMITATIONS

Certain issues related to ethics and integrity may be subject to confidentiality restrictions or may be unreportable due to organizational decisions.

ACTUAL OR POTENTIAL IMPACTS

Inaccurate or unsubstantiated claims can mislead customers, breach trust, and violate marketing regulations. Conversely, accurate and substantiated claims build trust and support the market for more sustainable products.

POLICIES & GOALS

- Guidelines for Eco Fibers & Product Public Facing Claims.
- Review eco label policy in line with emerging best practice by 2025.
- Review eco marketing policy in line with emerging best practice.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

For our GUESS ECO and Consciously Constructed lines, we have established guidelines on permissible claims and provide regular training and guidance updates to ensure associates understand and apply these guidelines effectively. From a regulatory perspective, we strive to remain in compliance with marketing regulations globally.

SPECIFIC REQUIREMENTS

- Compliance with local marketing communication requirements, such as the AGEC regulations in France, which mandate the disclosure of detailed environmental information on products.
- Adherence to the European Union's Green Claims Directive, which requires environmental claims to be substantiated with scientific evidence and verified by accredited third parties.
- Alignment with Textile Exchange's Standards Claims Policy, ensuring that claims are accurate, verifiable, and comply with industry best practices.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Management of Material Topics (Continued)**

Diversity and Inclusion

Related GRI Disclosures: GRI2-7, GRI2-8, GRI405-1, GRI405-2, GRI406-1

BOUNDARY AND INVOLVEMENT

At GUESS, we are committed to fostering an inclusive company culture that celebrates diversity and cultivates creativity throughout our global operations.

Our diversity initiatives are internal to the organization, encompassing recruitment, hiring, and employee development processes that fall under our direct responsibility.

REPORTING LIMITATIONS

We report on the diversity of our associates to the extent that data can lawfully be collected and reported, considering regional legal constraints and cultural sensitivities.

ACTUAL OR POTENTIAL IMPACTS

A diverse and inclusive culture provides equitable employment opportunities, encourages social justice, and brings a range of perspectives and ideas that enhance innovation and decision-making. Conversely, discrimination against individuals from protected groups can lead to feelings of exclusion, increased turnover, and regulatory non-compliance.

POLICIES & GOALS

- GUESS Code of Ethics: All GUESS employees are held to our Code of Ethics. The Code guides every facet of our business, including how we operate both internally and externally with suppliers and business partners.
- GUESS Human Rights Policy (HR Policy): The GUESS Human Rights Policy helps our stakeholders better understand the Company's commitment to human rights and associated requirements, in addition to accountability measures.
- Review company marketing and advertising materials and develop plans to ensure diverse representation.
- Maintain gender pay parity at all levels and across all geographic regions.
- 100% of Managers and above to be trained on harassment prevention in the workplace, and on unconscious bias by 2025.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

We regularly review our performance and identify opportunities for improvement, as well as assess the effectiveness of and participation in training and events. In response to increased calls for social and racial justice, GUESS has expanded its Diversity & Inclusion (D&I) Council both the U.S. and Europe. Each council's focus is tailored to be most relevant and appropriate for its region.

We monitor pay parity and continuously seek to improve HR practices to promote diversity and inclusion in recruitment and internal policies. Through the GUESS Foundation, we engage in community outreach that reflects our commitment to supporting an inclusive culture and community.

We track D&I data through our ESG Report and submit relevant material to the Human Rights Campaign's Corporate Equality Index. Our expectations for all GUESS associates to support a diverse and welcoming workplace are detailed in the GUESS Code of Ethics, which is publicly available at sustainability.guess.com. We encourage associates to report concerns about possible discrimination through our open-door policy and global whistleblower hotline, ensuring honest and open communication without fear of repercussion.

SPECIFIC REQUIREMENTS

GUESS aligns with relevant regulations and stakeholder expectations regarding Diversity and Inclusion (D&I) disclosures across the markets where the Company operates. While certain mandatory sustainability reporting requirements are evolving and may not currently apply to GUESS based on its organizational structure, the Company remains committed to transparency and accountability on D&I matters.

All new employees and suppliers are required to sign the GUESS Code of Ethics, which outlines expectations regarding non-discrimination, respect, and inclusivity in the workplace. Corporate associates undergo annual training on unconscious bias and harassment prevention, as part of a broader commitment to fostering an inclusive work environment.

Additionally, GUESS provides training to employees on the Company's Human Rights Policy, which was officially published in the past year. This policy reinforces GUESS's commitment to respecting human rights and promoting diversity, equity, and inclusion throughout its operations and supply chain.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Responsible Sourcing**

Related GRI Disclosures: GRI308-1, GRI308-2, GRI414-1

BOUNDARY AND INVOLVEMENT

The majority of GUESS's social and environmental impacts occur within our supply chain. As a result, it is critical that we have robust policies and processes in place to manage these risks effectively.

We have direct control over internal GUESS processes related to supplier onboarding, audits, and training, particularly for tier 1 suppliers. While our current systems focus on tier 1 factories, we recognize the importance of expanding our influence beyond first-tier suppliers. We are working to enhance transparency and accountability deeper into the supply chain, including raw material sourcing and subcontracted production.

REPORTING LIMITATIONS

Our programs and performance tracking currently primarily focuses on tier 1 suppliers. Accessing verified data and maintaining oversight beyond this level remains challenging due to complex sourcing structures and limitations in direct relationships. We continue to address these limitations through engagement with multi-stakeholder initiatives, third-party verifications, and technological solutions.

ACTUAL OR POTENTIAL IMPACTS

Our responsible sourcing program is designed to manage the social and environmental impacts that occur across our global supply chain. Key risks include labor rights violations, unsafe working conditions, and environmental degradation. Failure to address these issues can result in harm to workers and communities, reputational damage, and potential regulatory non-compliance. Conversely, effective management can improve workers' well-being, reduce environmental harm, and support long-term supplier partnerships.

POLICIES & GOALS

- GUESS Supplier Code of Conduct (CoC): Outlines labor rights expectations in alignment with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. It is reviewed and updated as needed by the Sustainability & ESG team and approved by the GUESS Nominating and Governance Committee.
- GUESS Human Rights Policy (HR Policy): The GUESS Human Rights Policy helps our stakeholders better understand the Company's commitment to human rights and associated requirements, in addition to accountability measures.
- Increase factory employee access to trainings and development opportunities and grievance mechanism.
- Develop training and development opportunities to promote positive change for women.
- Publish and update an interactive multi-tier supply chain map.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

We conduct regular audits of our tier 1 supplier factories and publicly report audit findings on a biennial basis (see relevant disclosure in our latest ESG Report). Audit results and trend analyses inform updates to our training content, delivery formats, and frequency, as well as supplier onboarding and improvement plans.

We assess supplier performance using our Vendor Scorecard Program, which includes key performance indicators on social responsibility, environmental compliance, and innovation. The scorecard integrates audit results, participation in GUESS training sessions, and implementation of corrective action plans. This tool informs business decisions and fosters continuous improvement and accountability.

We also use third-party environmental certifications to identify environmentally preferred materials and better manage supply chain impacts associated with material sourcing and processing.

SPECIFIC REQUIREMENTS

All new tier 1 suppliers must accept the GUESS CoC and HR Policy and provide evidence of their social compliance history through valid third-party audit reports or recognized certifications. GUESS evaluates supplier eligibility using input from industry-aligned audit schemes and multistakeholder programs such as, but not limited to, amfori BSCI, WRAP, and Sedex SMETA.

We are committed to aligning our practices with their intent and international frameworks such as the OECD Due Diligence Guidance for Responsible Supply Chains and the UN Guiding Principles on Business and Human Rights.

GUESS proactively monitors global legislative developments on responsible sourcing and continues to strengthen due diligence practices across its supply chain. In cases where local regulatory requirements are less stringent than the standards set forth in our Code of Conduct or Human Rights Policy, we apply the higher standard.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Management of Material Topics (Continued)**

Nature and Wildlife

Related GRI Disclosures: GRI304-2, GRI304-3

BOUNDARY AND INVOLVEMENT

Biodiversity loss is a critical global challenge, and GUESS recognizes its responsibility to mitigate its impacts on nature. Our primary biodiversity impacts stem from the materials we source, particularly in the production of textiles. As we increase our use of environmentally preferred materials—such as recycled or organic fibers—we aim to reduce our biodiversity footprint.

GUESS's direct operations, primarily comprising retail stores and offices in urban settings, have minimal direct impacts on biodiversity. However, significant impacts occur indirectly through our supply chain, especially in the sourcing of raw materials like cotton and cellulosic fibers. These impacts are associated with land-use changes, deforestation, and agrochemical use.

REPORTING LIMITATIONS

Currently, our visibility into biodiversity impacts beyond tier 1 suppliers is limited. While we can report on the quantity of certified or recycled materials used, detailed information—such as specific species affected or the extent of habitat disruption—is not yet available. We acknowledge the need to enhance our data collection and reporting mechanisms to address these gaps.

ACTUAL OR POTENTIAL IMPACTS

Our supply chain activities have the potential to negatively impact biodiversity, primarily through:

- Deforestation for the production of cellulosic fibers.
- Use of pesticides and fertilizers in conventional cotton farming.

These practices can lead to habitat loss, soil degradation, and water pollution, adversely affecting various species and ecosystems. Conversely, sourcing certified and regenerative fibers can help mitigate or even reverse these impacts by promoting sustainable land management and reducing chemical use.

POLICIES & GOALS

- GUESS Responsible Manmade Cellulosic Fabrics Sourcing Policy: Aims to ensure responsible sourcing of rayon, viscose, and other cellulosic fibers, avoiding materials linked to deforestation or human rights violations.
- GUESS Responsible Cotton Sourcing Policy: Commits to increasing procurement of preferred cotton sources while improving traceability to prevent prohibited cotton sources from entering our supply chain.
- GUESS Animal Welfare Policy: This policy aims to protect the well-being of all animals in our supply chain.
- Develop a biodiversity strategy aligned with the Science Based Targets for Nature (SBTN) by 2025.
- 75% of GUESS global apparel materials portfolio will be environmentally preferred by 2030.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

Our approach to managing biodiversity impacts includes:

- Measuring and increasing the use of certified and recycled materials to reduce reliance on biodiversity-intensive raw materials.
- Collaborating with suppliers to implement sustainable farming practices that minimize habitat disruption and chemical use.
- Developing a biodiversity strategy in line with SBTN guidance, which will involve assessing our environmental impacts, setting science-based targets, and implementing actions to mitigate biodiversity loss.

We are also exploring tools and frameworks, such as the TNFD's LEAP approach, to enhance our understanding and disclosure of nature-related risks and opportunities.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	

SPECIFIC REQUIREMENTS

While there are currently no mandatory biodiversity-specific disclosure requirements applicable to GUESS, we are proactively aligning our practices with emerging standards and frameworks, including:

- GRI 101: Biodiversity 2024, which emphasizes full value chain transparency and location-specific reporting on biodiversity impacts.
- SBTN, guiding companies to set science-based targets for nature, focusing on land and freshwater ecosystems.
- TNFD, providing a framework for organizations to report and act on evolving nature-related risks.

By aligning with these frameworks, we aim to enhance our biodiversity management practices and contribute to global efforts to halt and reverse nature loss.

Water Stewardship

Related GRI Disclosures: GRI303-1

BOUNDARY AND INVOLVEMENT

GUESS is committed to comprehensive water stewardship by integrating policy, innovation, and supplier engagement. Through technologies such as AIRWASH™, the GUESS ECO denim platform, and its long-term goal to become water positive by 2035, the Company continues to reduce its water footprint and promote responsible use of freshwater resources across its global value chain.

Corporate water use within GUESS operations (i.e., stores, offices, and warehouses) is limited and under direct control, yet it represents a negligible share of the overall water footprint. The Company's most significant water impacts occur externally, primarily in upstream value chain stages such as raw material cultivation (especially cotton), fabric dyeing, and garment finishing. Downstream water use also occurs during consumer care (e.g., garment washing). These stages are managed indirectly but influenced through policies, supplier engagement, and product design.

REPORTING LIMITATIONS

As GUESS's primary water impacts lie within its supply chain, the Company does not report on direct water withdrawals and consumption from its owned operations. Instead, disclosures focus on supply chain engagement, innovations with tier 1 suppliers, and practices to reduce water use and improve wastewater quality in denim manufacturing.

ACTUAL OR POTENTIAL IMPACTS

Denim production is highly water-intensive—especially during cotton cultivation, dyeing, and washing stages. These activities can contribute to freshwater depletion and pollution, particularly in water-stressed manufacturing regions. GUESS recognizes these risks and is actively working to mitigate its water footprint and improve water quality across its value chain.

POLICIES & GOALS

- GUESS Water and Chemical Management Policy: This policy aims to address our product impact on water, with a focus on denim.
- Be water positive in supply chain: replenishing more water than used in our supply chain by 2035.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

GUESS continues to implement a targeted and strategic approach to reduce its water impacts, informed by a lifecycle assessment and water footprint conducted in FY2017. Based on the findings, the Company has prioritized high-impact lifecycle stages and introduced innovative production methods.

Among the most significant innovations is GUESS AIRWASH™, developed in partnership with Jeanologia. This technology uses air and humidity instead of water to achieve desired denim finishes—reducing water use and eliminating harmful chemicals. This method is increasingly adopted in our GUESS JEANS denim production.

In addition, the GUESS Water Action Plan, launched in FY2019, continues to guide progress on water reduction and water quality improvements across denim production. The Company also promotes water-conscious consumer care and education.

44% of denim produced for GUESS brand in the Americas and Europe meets GUESS ECO criteria, which includes reduced water impact.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3 ▼	**Management of Material Topics (Continued)**

Water Stewardship (Continued)

SPECIFIC REQUIREMENTS

To support day-to-day operations, GUESS introduced the GUESS Water and Chemical Management Policy. This policy is publicly available on sustainability.guess.com and is reviewed and updated as needed.

The policy draws upon industry recommendations developed by the Textile Exchange and the UNFCCC Fashion Industry Charter for Climate Action task teams. Internally, it is shared via dedicated training sessions and cross-functional meetings with teams such as product development, sourcing, and merchandising.

Compliance with the policy is expected from all denim suppliers. Monitoring tools, such as third-party certifications and internal evaluations, are in place to support implementation and continuous improvement.

Packaging and Waste

BOUNDARY AND INVOLVEMENT

Packaging plays a significant role in GUESS's environmental footprint, encompassing both inbound materials from suppliers and outbound packaging for retail, wholesale, and e-commerce customers. Recognizing the environmental challenges posed by packaging waste, particularly plastic, GUESS is committed to transitioning towards more sustainable packaging solutions that align with circular economy principles.

GUESS holds direct responsibility for the packaging of its e-commerce shipments and deliveries to retail stores. While we have implemented measures to enhance the sustainability of these packaging streams, we acknowledge the need to extend our oversight to include packaging used by our licensee partners and inbound packaging used by suppliers.

REPORTING LIMITATIONS

Currently, GUESS lacks comprehensive visibility into packaging data associated with apparel, handbag, and footwear licensees, as well as full tracking of all inbound packaging from suppliers. Efforts are underway to improve data collection and reporting mechanisms to address these gaps.

ACTUAL OR POTENTIAL IMPACTS

Packaging contributes to downstream waste, placing the responsibility on customers to manage disposal and recycling. Inefficient packaging practices can lead to increased environmental burdens, including resource depletion and pollution. Conversely, adopting recyclable and recycled packaging supports circular economy principles, reduces environmental impacts, and fosters markets for recycled materials.

POLICIES & GOALS

- GUESS Responsible Packaging Policy: This policy reflects our commitment to reduce the environmental and social impacts of GUESS packaging in line with our strategy ACTION GUESS.
- 100% product packaging and hangtags to be recycled and recyclable for all GUESS products (including primary and secondary packaging and hangtags) by 2030.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

GUESS's Responsible Packaging Policy serves as a cornerstone for managing packaging impacts. The policy is disseminated internally through meetings and dedicated training sessions, ensuring that design and product development teams are informed of best practices.

To evaluate effectiveness, GUESS aims to monitor the proportion of recycled and recyclable materials used in packaging and assess compliance with internal standards. Feedback loops with suppliers and licensees facilitate continuous improvement.

Additionally, GUESS is exploring opportunities to enhance packaging sustainability further, including:

- Reducing packaging and eliminating unnecessary packaging components.
- Implementing clearer labeling to aid consumer recycling efforts.
- Exploring reusable packaging solutions, particularly for transport and grouped packaging.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3 ▼	SPECIFIC REQUIREMENTS

GUESS requires the collection of certifications for recycled materials used in packaging to ensure compliance with internal standards and external regulations. The Sustainability & ESG team, in collaboration with product development and licensee teams, regularly reviews and updates the GUESS Responsible Packaging Policy to reflect industry best practices and regulatory changes.

Data Privacy and Cybersecurity

Related GRI Disclosures: GRI418-1

BOUNDARY AND INVOLVEMENT

GUESS remains committed to maintaining robust cybersecurity and data privacy measures, ensuring the protection of sensitive information while complying with regional and international regulations. By continually improving our security frameworks, implementing comprehensive training programs, and adhering to global standards such as ISO/IEC 27001:2022, we aim to foster trust, mitigate risks, and build a resilient digital future for our business and stakeholders.

GUESS is directly responsible for securing the data of its customers, employees, and partners. This responsibility extends across all digital platforms and systems where data is collected, processed, and stored. However, as cyber threats continuously evolve and become more complex, the Company collaborates with third-party suppliers and contractors to ensure robust security across the supply chain.

REPORTING LIMITATIONS

Due to confidentiality and legal considerations, the specifics of GUESS's privacy and security systems are not fully disclosed. This includes detailed information on security protocols, risk management frameworks, and potential vulnerabilities, as revealing such data may compromise security. However, we do ensure that our approach to cybersecurity and data privacy adheres to relevant regulations, and we share progress and key initiatives where feasible.

ACTUAL OR POTENTIAL IMPACTS

Privacy breaches or cyberattacks can significantly impact both customers' and employees' security, finances, and well-being. A data breach could damage GUESS's reputation, erode consumer trust, and expose the business to regulatory fines and legal challenges. Therefore, robust data protection measures are crucial for maintaining trust, ensuring compliance with regulations, and safeguarding personal information.

POLICIES & GOALS

- Continuously improve the current data protection policies to promote sustainable business practices by avoiding costly data breaches that can harm GUESS and our clients.
- Maintain a global "Bug Bounty Program" to incentivize the identification and reporting of potential security vulnerabilities.
- Implement sustainable global asset management to reduce carbon footprint.
- Achieve ISO/IEC 27001 certification, focusing on the protection of customer and employee personal data across GUESS operations by 2026.
- Maintain a company-wide cybersecurity training program to ensure all GUESS employees receive the necessary education to safeguard personal and company data and reduce cyber risks.

IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION

GUESS continuously evaluates its cybersecurity strategy to ensure alignment with the latest threats and regulatory requirements, including regional regulations such as the California Consumer Privacy Act (CCPA) and the EU General Data Protection Regulation (GDPR).

The Company has implemented a robust employee awareness and training program, including online and in-person sessions, to foster a workforce capable of identifying and responding to cybersecurity threats. Phishing simulations, executive workshops, and region-specific training modules help ensure that all employees are equipped to manage potential security risks.

Additionally, GUESS evaluates the performance of its third-party partners in terms of their cybersecurity and data protection capabilities to ensure that the entire supply chain meets its security standards.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	**Management of Material Topics (Continued)** **Data Privacy and Cybersecurity (Continued)** SPECIFIC REQUIREMENTS • Adherence to Global Regulations: GUESS adheres to relevant data protection and cybersecurity regulations in all regions where it operates, including but not limited to the California Consumer Privacy Act (CCPA) and the EU General Data Protection Regulation (GDPR). • ISO/IEC 27001:2022 Certification: GUESS is in the process of aligning its information security management systems with the ISO/IEC 27001:2022 framework, which is a globally recognized standard for information security. This certification strengthens GUESS's ability to manage cybersecurity risks effectively and ensures compliance with international best practices. • Global Cybersecurity Training and Awareness Program: GUESS has expanded its cybersecurity awareness training to cover all employees, contractors, and key stakeholders globally, providing role-specific content and ensuring cultural and regulatory relevance. • Third-Party Risk Management: GUESS performs rigorous risk assessments of third-party suppliers to ensure they meet its cybersecurity standards and protect data in line with GUESS's policies and industry regulations.
	Business Ethics *Related GRI Disclosures: GRI2, GRI3* BOUNDARY AND INVOLVEMENT GUESS recognizes that ethical business conduct is not only a compliance issue, but a strategic priority aligned with its ESG commitments. By promoting transparency, aligning incentives with ESG goals, and maintaining rigorous training and assurance systems, GUESS strives to uphold the highest standards of ethics across all areas of its global business. GUESS is directly responsible for ensuring ethical business practices, legal compliance, and integrity across all global operations and functions. This includes governance frameworks, employee conduct, partner engagement, and stakeholder communication. REPORTING LIMITATIONS Due to confidentiality or legal restrictions certain issues may not be disclosed publicly. However, GUESS remains committed to transparent and responsible reporting wherever possible. ACTUAL OR POTENTIAL IMPACTS Strong ethics and governance are foundational to GUESS' ability to respond effectively to ESG challenges and opportunities. Ethical lapses can result in reputational harm, regulatory penalties, and loss of stakeholder confidence, while strong ethical leadership supports brand equity and long-term business value. POLICIES & GOALS • GUESS Code of Ethics: All GUESS employees are held to our Code of Ethics. The Code guides every facet of our business, including how we operate both internally and externally with suppliers and business partners. • Incentive plans and goals planning allow Executives to consider individual achievements, including achievement of our ESG goals. • Move to annual ESG reporting starting FY2026.

GRI 3: MATERIAL TOPICS

DISCLOSURE	OUR RESPONSE
Material Topics and Their Boundaries (Continued)	
GRI 3-3	IMPACT MANAGEMENT & EFFECTIVENESS EVALUATION GUESS adheres to applicable regulations in every market in which it operates. Compliance is managed by a cross-functional team including legal, customs, and product teams, ensuring alignment with regulatory requirements. Business ethics training is mandatory for all corporate associates and helps to reinforce a strong culture of accountability. Performance in business ethics and governance is benchmarked through third-party ESG ratings such as S&P Global, Sustainalytics, and ISS Quality Scores. GUESS is also committed to continuous improvement in hiring practices, company culture, and ethical awareness among employees. SPECIFIC REQUIREMENTS All new employees and suppliers are required to sign the GUESS Code of Ethics. Corporate employees complete mandatory annual business ethics training. The Code is publicly available and is regularly reviewed and updated to reflect evolving best practices and legal requirements. Full details are available in the FY2025 Annual Report (10-K and Proxy Statement).
	Stakeholder Engagement and Evaluation of Effectiveness Stakeholder input is a vital part of how GUESS shapes and evaluates its ESG management approach. We regularly engage with a wide range of external stakeholders—including investors, suppliers, industry associations, local communities, NGOs, media, and government agencies—as well as internal stakeholders such as our customers and employees. These interactions take place through formal consultations, surveys, industry forums, materiality assessments, and day-to-day collaboration. Insights gathered from these engagements directly inform the design and adjustment of our ESG strategies, policies, and initiatives. For example, supplier input has guided the implementation of our responsible packaging and water stewardship programs. We also use stakeholder feedback to help assess the effectiveness of our management actions—for instance, by momitoring partner adoption of new sustainability standards or reviewing customer sentiment and employee responses to new initiatives. This ongoing dialogue ensures that our ESG efforts remain responsive, relevant, and aligned with the evolving expectations of those we impact.

Topic standards

ENVIRONMENTAL

DISCLOSURE	OUR RESPONSE

GRI 301: Materials (2016)

GRI 301-1

Materials Used by Weight or Volume

Our products are made using a wide range of natural, synthetic and manmade materials.

In FY2025, GUESS used some 54,662,179 equivalent units of material, of which 38,794,034 equivalent units were renewable materials (71%) and 15,868,145 equivalent units were non-renewable materials (29%).

ENVIRONMENT

MATERIALS DATA (EQUIVALENT UNITS)*	FY2022**	FY2023**	FY2024**	FY2025**
Renewable Fibers				
Cotton	Not reported	Not reported	27,523,467	32,626,649
Cellulosic (including Tencel™)	Not reported	Not reported	4,783,391	4,934,603
Other – Natural***	Not reported	Not reported	339,271	417,080
Leather	Not reported	Not reported	844,405	815,702
Angora****	Not reported	Not reported	0	0
Total renewable materials	Not reported	Not reported	**33,490,534**	**38,794,034**
Non-Renewable Fibers				
Synthetic	Not reported	Not reported	14,925,965	15,809,223
Other – MMF	Not reported	Not reported	64,963	55,140
Other	Not reported	Not reported	7,261	28
Metal	Not reported	Not reported	16,841	3,754
Mineral	Not reported	Not reported	2,214	0
Total non-renewable materials	Not reported	Not reported	**15,017,244**	**15,868,145**
Total renewable and non-renewable materials	Not reported	Not reported	**48,507,778**	**54,662,179**

ENVIRONMENT

MATERIALS DATA (% BY EQUIVALENT UNITS)*	FY2022**	FY2023**	FY2024**	FY2025**
Renewable Fibers				
Cotton	62.1%	57.2%	56.7%	59.7%
Cellulosic (including Tencel™)	8.8%	10.3%	9.9%	9.0%
Other – Natural***	0.7%	0.9%	0.7%	0.8%
Leather	1.1%	1.5%	1.7%	1.5%
Angora****	0.0%	0.0%	0.0%	0.0%
Non-Renewable Fibers				
Synthetic	27.1%	30.0%	30.8%	28.9%
Other – MMF	0.2%	0.1%	0.1%	0.1%
Other	0.0%	0.0%	0.01%	0%
Metal	0.0%	0.0%	0.03%	0.01%
Mineral	0.0%	0.0%	0.005%	0%

*• Materials data are calculated on purchased Apparel, Accessories and Footwear merchandise directly purchased (i.e. excluding business generated by licensees and third parties to which GUESS grants the right to manufacture, distribute, or sell GUESS branded items) by Guess US, Guess Canada, Guess Europe, and Greater China (i.e., China mainland, Taiwan, Macau, Hong Kong) excluding samples and merchandise not to be sold (e.g. gift, advertising);

• Materials data for packaging purposes (including paper, cardboard and plastics) are not reported;

• Fiber composition (both equivalent units and weight) of materials of GUESS merchandise is calculated on main fabric only, as reported in the GUESS products' composition label.

**FY2022 and FY2023 data are calculated on 98% of purchased goods; FY2024 and FY2025 data are calculated based on 98.5% and 98.7% of purchased goods, respectively.

***Includes Alpaca Hair, Cashmere, Linen, Mercerized Wool, Virgin Wool, Wool, Recycled Wool, Other Hair.

****Any yarn, fur or wool from the Angora rabbit was removed from our supply chain in FY2017.

ENVIRONMENTAL

DISCLOSURE	OUR RESPONSE

GRI 301: Materials (2016) (Continued)

GRI 301-2

Recycled Input Materials Used

A percentage of recycled input materials used to manufacture the organization's primary products and services.

PREFERRED MATERIALS (% BY EQUIVALENT UNITS)

Recycled Materials*

*GRS (including REPREVE® fabric) and RCS certifications are aggregated and presented as one certification, "Recycled Material".

GRI 302: Energy (2016)

GRI 302-1

Energy Consumption Within the Organization

ENVIRONMENT

	FY2022	FY2023	FY2024	FY2025
Electricity consumption	**304,801**	**322,300**	**307,556**	**290,065**
Non-reneawable Electricity consumption (excl. EACs*)	209,080	223,717	200,636	160,544
Renewable Electricity consumption (only EACs*)	95,721	98,582	106,920	129,521
Fuel consumption	**22,317**	**24,158**	**20,985**	**17,231**
Fuel consumption (from renewable sources)	0	0	0	0
Fuel consumption (from non-renewable sources)	22,317	24,158	20,985	17,231
Cooling consumption	**1,516**	**1,309**	**374**	**341**
Heating consumption	**0**	**0**	**0**	**0**
Steam consumption	**0**	**0**	**0**	**0**
Total energy sold	0	0	0	0
Total energy consumption	**328,634**	**347,767**	**328,915**	**307,637**

Data reported in the table include Guess Korea and Guess Japan. All numbers in Gj - gigajoules.

*In FY2022-2023, we reported renewable energy consumption based on the Renewable Energy Credits (RECs) we purchased. Starting from FY2024-2025, we are referring to these credits as Energy Attribute Certificates (EACs). This change reflects our commitment to a global approach to renewable energy. EACs are a widely recognized term that encompasses various types of energy credits used internationally, ensuring clarity and consistency in our ESG reporting.

GRI 303: Water and Effluents (2018)

GRI 303-1

Interactions with Water as a Shared Resource

GUESS recognizes water as a critical shared resource and is committed to managing its use responsibly across its operations and supply chain. While the water usage in GUESS's direct operations, such as retail stores and corporate offices, is minimal, the company's supply chain activities, particularly in the production of denim and other apparel, are water-intensive and generate significant effluent. These processes are associated with substantial water withdrawals, pollution risks, and potential impacts on water-stressed regions.

GUESS does not own or operate any production facilities, as all manufacturing is outsourced to third-party suppliers. This limits GUESS's direct control over water use and wastewater management practices. However, the Company has established policies and practices to mitigate these impacts indirectly through its partnerships and engagement with suppliers.

Aligned with its "ACTION GUESS" ESG Strategy, the Company has implemented initiatives to promote water stewardship in partnership with suppliers and industry stakeholders. Tier 1 suppliers are required to comply with local water regulations and the environmental standards outlined in the GUESS Supplier Code of Conduct. Through the Sustainable Vendor Rating tool, GUESS evaluates suppliers based on their water management performance, including water conservation, recycling, wastewater testing, and pollution reduction.

ENVIRONMENTAL

DISCLOSURE	OUR RESPONSE
GRI 303: Water and Effluents (2018) (Continued)	
GRI 303-1 ▼	**Interactions with Water as a Shared Resource (Continued)** GUESS has developed a targeted, strategic approach to reducing the water impact of its products, with a particular focus on denim. This strategy addresses high-impact areas throughout the product lifecycle, identifying opportunities for influence and improvement. As part of this approach, the Company has introduced the GUESS Water and Chemical Management Policy, applicable to all denim suppliers and their facilities. The policy emphasizes water savings and water quality at each phase of the denim lifecycle. GUESS also promotes the use of innovative garment production methods, particularly for GUESS ECO denim products, to achieve significant water and chemical savings. Suppliers are encouraged to adopt advanced technologies, such as ozone treatments and e-flow, which reduce water consumption and the generation of pollutants in effluent. These technologies lessen the load on wastewater treatment systems and are particularly effective in water-stressed regions, where responsible water management is critical. In alignment with its ACTION GUESS strategy, GUESS has set the goal of becoming water positive within its supply chain by 2035. GUESS actively promotes adherence to international standards, such as the Zero Discharge of Hazardous Chemicals (ZDHC) initiative. The Company aims to become a ZDHC signatory and adopt the ZDHC Manufacturing Restricted Substances List (MRSL) by 2026, with the goal of achieving ZDHC-approved compliance across its supply chain by 2030. These standards provide suppliers with clear guidance on chemical use, wastewater testing requirements, and effluent management practices, ensuring alignment with global best practices. Despite these efforts, GUESS acknowledges significant challenges in tracing water use and wastewater management beyond tier 1 suppliers. Limited visibility into upstream processes, such as dyeing and fabric finishing, poses challenges in fully understanding and mitigating water-related risks. The Company also does not currently collect or report detailed metrics on water intensity or the percentage of water treated through primary, secondary, or tertiary methods. Addressing these gaps is a priority for GUESS as it continues to enhance traceability and data collection capabilities. To strengthen its oversight and improve water-related outcomes, GUESS plans to leverage its Sustainable Vendor Rating system and engage suppliers to align with international standards. These efforts are supported by collaboration with stakeholders and participation in industry initiatives to address water challenges in high-risk regions. GUESS remains dedicated to improving water stewardship across its supply chain by promoting sustainable practices, investing in supplier capacity building, and aligning with global standards. Through these measures, the Company aims to reduce its water footprint, support the preservation of shared water resources, and contribute to the resilience of ecosystems and communities dependent on these resources.
GRI 304: Biodiversity (2016)	
GRI 304-2 ◥	**Significant Impacts of Activities, Products, and Services on Biodiversity** The biodiversity impacts of GUESS's own operations, which primarily consist of retail stores and offices located in urban settings worldwide, are minimal. GUESS recognizes that while it does not directly source raw materials, its reliance on tier 1 suppliers for finished products indirectly impacts biodiversity. These indirect impacts originate from upstream activities in the supply chain, including the production of raw materials such as cotton, polyester, and manmade cellulosic fibers. These materials represent the majority of the volume used in GUESS products, and their production and processing can lead to deforestation, land degradation, and water pollution, particularly in biodiversity-sensitive regions. A high-level biodiversity and water risk assessment conducted in collaboration with Quantis, an external sustainability expert, in 2024 identified general hotspots where biodiversity impacts are more pronounced, offering a foundation to prioritize actions and commitments that could be part of a future biodiversity strategy. Aligned with its "ACTION GUESS" ESG Strategy, the Company has established policies that help address biodiversity-related impacts. The Responsible Cotton Sourcing Policy focuses on increasing the use of preferred cotton sources while avoiding high-risk regions associated with unsustainable practices. Similarly, the Responsible Manmade Cellulosic Fabrics Sourcing Policy ensures that these materials are sourced from suppliers committed to the prevention of deforestation in ancient or endangered forests. By emphasizing certified and responsible sourced materials, GUESS aims to reduce its contribution to deforestation, land degradation, and other biodiversity impacts. To further mitigate these impacts, GUESS evaluates tier 1 suppliers using tools such as the Sustainable Vendor Rating, which incentivizes and prioritizes suppliers that demonstrate effective water conservation and pollution mitigation practices. While full adherence of the supply chain to the Zero Discharge of Hazardous Chemicals (ZDHC) program is a long-term commitment targeted for 2030, the Company actively recognizes and values suppliers already implementing robust chemical and water management systems. Supplier assessments and collaborative efforts encourage alignment with GUESS's sustainability goals, fostering improvements in biodiversity-related practices within the supply chain.

Report Coverage Key: ▼Full ◥Partial ▽Omission

ENVIRONMENTAL

DISCLOSURE	OUR RESPONSE
GRI 304: Biodiversity (2016) (Continued)	
GRI 304-2 ◥	GUESS acknowledges its current traceability limitations, which extend only to tier 1 suppliers. While the Company can report on the quantity of certified or recycled materials used, it currently lacks visibility into detailed supply chain biodiversity impacts, such as the species affected or the extent of the impacted areas. Enhancing traceability remains a key focus for future improvement. To address this, GUESS plans to explore advanced traceability tools and collaborate with industry stakeholders to implement standardized practices that improve supply chain transparency and deepen its understanding of upstream biodiversity impacts. These efforts will strengthen GUESS's ability to mitigate biodiversity-related risks and contribute meaningfully to global conservation goals.
GRI 304-3 ▼	**Habitats Protected or Restored** At GUESS, we recognize the importance of biodiversity conservation and ecosystem restoration as key pillars of our sustainability strategy. Through strategic partnerships and targeted reforestation initiatives, we actively contribute to the protection and restoration of habitats worldwide. Our efforts focus on enhancing biodiversity, supporting climate resilience, and fostering long-term environmental stewardship. By restoring degraded ecosystems and promoting sustainable land use, we are committed to making a meaningful impact on global conservation efforts while integrating responsible practices into our business operations. Our partnership with One Tree Planted has been instrumental in this regard. The GUESS Foundation partnered with One Tree Planted to help restore areas through North America, Europe, and Asia. During FY2024 and FY2025, GUESS contributed to planting 26,000 trees, supporting the following projects: • British Columbia, Canada: we planted 1,496 trees across 209 hectares, restoring ecosystems affected by wildfires, floods, and invasive species. This project supported wildlife habitats, particularly in Old Growth and Riparian Management Areas, and engaged multiple Indigenous groups, fostering community resilience and economic development. • Minnesota, USA: in partnership with local organizations, we planted 9,404 trees across 1,157 hectares. This initiative focused on enhancing forest resilience, restoring habitats for over 20 species identified in the Minnesota State Wildlife Action Plan, and improving water quality in the Lake Superior watershed. • Romania: in response to wind damage in Transylvania, we planted 11,516 trees across 91 hectares to rehabilitate affected forest areas. The reforestation impact of this project extends beyond ecological restoration to encompass climate resilience, increased biodiversity, and sustained ecosystem health in the Hasmas and Tarcu Mountains. • Vietnam: we planted 2,088 trees across an estimated 1,300 hectares to restore degraded forest habitats and support biodiversity conservation efforts. This project employed multiple reforestation approaches, including afforestation, enrichment planting, and agroforestry to provide sustainable livelihoods while enhancing forest conservation. • Ontario, Canada: we supported the planting of 1,496 trees across 1,060 hectares through the Healthy Forests Restoration Program. This project focused on enhancing biodiversity, improving soil health, and creating wildlife habitats while engaging local communities and promoting long-term forest sustainability. Since the beginning of our collaboration with One Tree Planted in 2022, we have planted 32,000 trees across British Columbia, California, Minnesota, Romania, Vietnam and Ontario. To offset the unavoidable printed paper use at our offices and stores, we have implemented the PrintReleaf program across our European offices and stores. In FY2024 and FY2025, this initiative resulted in planting over 900 trees in key reforestation projects worldwide. Since the program's inception in 2016, we have planted over 2,300 trees. Through PrintReleaf, GUESS has supported reforestation projects globally: • In the Carpathian Basin (Romania), we contributed to restoring wind-damaged forests by planting native species like spruce and beech to enhance biodiversity and prevent soil erosion. • In Tanzania's Pangani River Basin, trees were planted to protect waterways, support agriculture, and strengthen community resilience against climate change. • In Malaysia's Kinabatangan River area, reforestation efforts restored degraded lands, provided critical wildlife habitats, and created local employment opportunities. • In Northern California and British Columbia, projects focused on wildfire restoration, reintroducing native species to rebuild forest ecosystems and protect against future fires. • In France's Normandy-Maine region, diverse tree species were planted to revitalize forests affected by insect damage, improving the resilience and biodiversity of the ecosystem. These initiatives are part of GUESS's broader commitment to biodiversity protection and habitat restoration. We ensure that all areas where reforestation or restoration activities have taken place are actively monitored and maintained to promote ecological recovery. In regions where our projects have been completed, we continue to engage with local stakeholders and environmental organizations to support long-term conservation efforts.

ENVIRONMENTAL

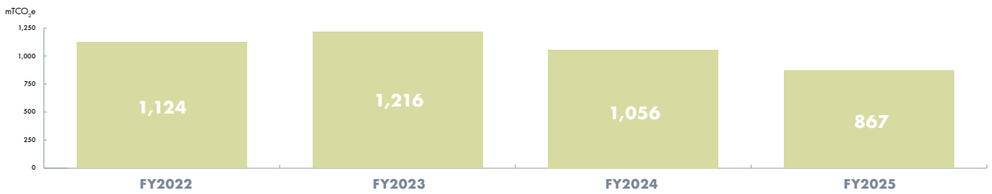
DISCLOSURE	OUR RESPONSE

GRI 305: Emissions (2016)

GRI 305-1

Direct (Scope 1) GHG Emissions

Total direct (Scope 1) GHG emissions were 867 $mTCO_2e$ in FY2025. For methodological calculation and reporting boundaries, see Methodological Statements for GHG Emissions and Energy Consumption.

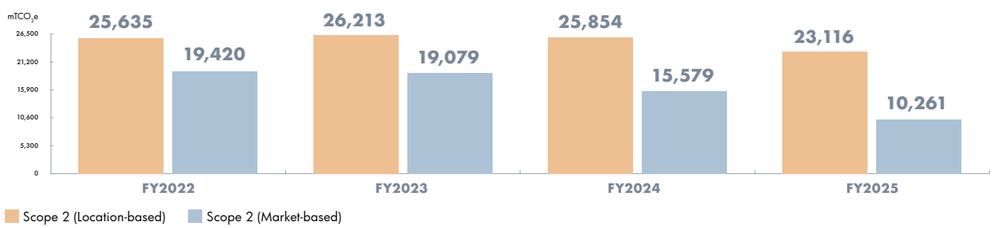


Data reported include Guess Korea and Guess Japan. All numbers in $mTCO_2e$ - metric tons carbon dioxide equivalent.

GRI 305-2

Indirect (Scope 2) GHG Emissions

Total indirect (Scope 2) GHG emissions were 10,261 (market-based) $mTCO_2e$ in FY2025. For methodological calculation and reporting boundaries, see Methodological Statements for GHG Emissions and Energy Consumption.

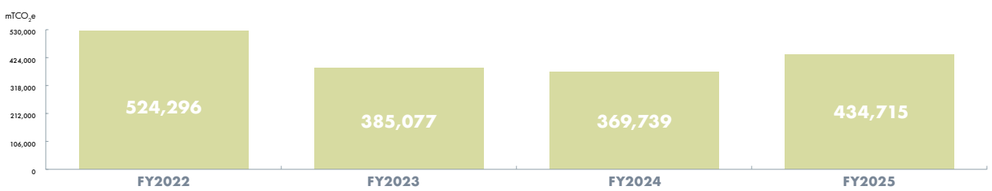


Data reported include Guess Korea and Guess Japan. All numbers in $mTCO_2e$ - metric tons carbon dioxide equivalent.

GRI 305-3

Other Indirect (Scope 3) GHG Emissions

Total other indirect (Scope 3) GHG emissions (Category 1 – purchased goods and services) in FY2025 were 434,715 $mTCO_2e$. The base year is FY2019. For methodological calculation and reporting boundaries, see Methodological Statements for GHG Emissions and Energy Consumption.



Data reported include Guess Korea and Guess Japan. All numbers in $mTCO_2e$ - metric tons carbon dioxide equivalent.

Report Coverage Key: ▼Full ▼Partial ▽Omission

ENVIRONMENTAL

DISCLOSURE	OUR RESPONSE

GRI 305: Emissions (2016) (Continued)

GRI 305-5

Reduction of GHG Emissions

ENVIRONMENT

REDUCTION OF SCOPE 1,2,3 GHG EMISSIONS	FY2022 vs. FY2019	FY2023 vs. FY2019	FY2024 vs. FY2019	FY2025 vs. FY2019
Scope 1, $mTCO_2e$	-415	-323	-483	-672
Scope 1, %	-27%	-21%	-31%	-44%
Scope 2 Location-based, $mTCO_2e$	-9,275	-8,697	-9,056	-11,794
Scope 2 Location-based, %	-27%	-25%	-26%	-34%
Scope 2 Market-based, $mTCO_2e$	-19,826	-20,167	-23,667	-28,985
Scope 2 Market-based, $mTCO_2e$ (only EACs)*			*-15,189*	*-17,729*
Scope 2 Market-based, $mTCO_2e$ (excl. EACs)*			*-8,478*	*-11,256*
Scope 2 Market-based, %	-51%	-51%	-60%	-74%
Scope 2 Market-based, % (only EACs)*			*-39%*	*-45%*
Scope 2 Market-based, % (excl. EACs)*			*-22%*	*-29%*
Scope 3 (Category 1 - Purchased Goods and Services), $mTCO_2e$	61,134	-78,085	-93,423	-28,447
Scope 3 (Category 1 - Purchased Goods and Services), %	13%	-17%	-20%	-6%

Data reported in the table include Guess Korea and Guess Japan.

*In FY2022-2023, we reported renewable energy consumption based on the Renewable Energy Credits (RECs) we purchased. Starting from FY2024-2025, we are referring to these credits as Energy Attribute Certificates (EACs). This change reflects our commitment to a global approach to renewable energy. EACs are a widely recognized term that encompasses various types of energy credits used internationally, ensuring clarity and consistency in our ESG reporting.

GRI 308: Supplier Environmental Assessment (2016)

GRI 308-1

New Suppliers That Were Screened Using Environmental Criteria

NEW SUPPLIERS

New Suppliers That Were Screened Using Environmental Criteria

GRI 308-2

Negative Environmental Impacts in the Supply Chain and Actions Taken

ASSESSED SUPPLIERS	FY2022	FY2023	FY2024	FY2025
Number of suppliers assessed for environmental impacts	**	**	278	282
Number of suppliers identified as having significant actual and potential negative environmental impacts	28	38	30*	25*
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	**	**	100%	100%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	**	**	0%	0%

*The most common issues were due to missing/inadequate environmental monitoring, environmental policy, environmental impact assessment, air emission, water use, water saving and water discharge reduction plan, missing the environmental management plan approval, missing the environmental impact assessment approval, waste management, environmental law monitoring, grievance mechanism in place to address the environmental concerns of surrounding communities, missing water discharge permit, environmental protection facility approval.

**In FY2022-2023 the assessments of suppliers included both social and environmental impacts.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 404: Training and Education (2016)

GRI 404-1

Average Hours of Training per Year per Employee

	EMPLOYEE CATEGORY	AVERAGE HOURS PER EMPLOYEE FY2022	AVERAGE HOURS PER EMPLOYEE FY2023	AVERAGE HOURS PER EMPLOYEE FY2024	AVERAGE HOURS PER EMPLOYEE FY2025
Gender	Female	Not reported	Not reported	8	6
	Male	Not reported	Not reported	10	9
	Not declared	Not reported	Not reported	16	13
Category	Executive Management - Global Level	Not reported	Not reported	3	1
	Associates in Americas - Corporate	Not reported	Not reported	1	1
	Associates in Americas - Retail	Not reported	Not reported	17	14
	Associates in Europe - Corporate	Not reported	Not reported	5	6
	Associates in Europe - Retail	Not reported	Not reported	4	3
	Associates in Asia - Corporate	Not reported	Not reported	0	4
	Associates in Asia - Retail	Not reported	Not reported	2	4
	Total	Not reported	Not reported	9	7

The data above reflects training hours tracked by HR Departments for employees included in the headcount as of fiscal year-end. While the figures include centrally managed and locally tracked HR training, any other training activities not tracked, even if managed by HR, are not included in these numbers (e.g., training activities towards EMEA retail new hires not tracked centrally). Additionally, the data does not account for the majority of training activities organized directly by individual business departments as part of day-to-day operations. Therefore, the data presented provides only a partial view of the overall training efforts within the Company.

GRI 404-2

Programs for Upgrading Employee Skills and Transition Assistance Programs

At GUESS, we are committed to ensuring a seamless onboarding experience for our employees by providing comprehensive support for accessing benefits and resources. We recognize that employee benefits play a crucial role in attracting and retaining exceptional talent. Across our corporate and retail teams, we prioritize the need for core benefits such as health care, leave of absence, retirement plans, and adequate paid time off. We tailor additional benefits based on geographical location and applicable local laws.

Below is an overview of the benefits offered by country:

- United States: We provide a wide range of benefits to both full-time and eligible part-time associates, including medical, dental, and vision coverage, flexible spending accounts, retirement savings plans, and associate stock purchase plans. Additional benefits include life and accident insurance, disability coverage, and employee assistance programs.
- Canada, Europe, and China: Benefits vary by country or province and typically include health care, life and disability insurance, critical illness coverage, and more.

To further support our employees' futures, GUESS offers vital transition assistance programs tailored to each country. These programs are designed to ensure continued employability and manage career transitions, whether due to retirement or employment termination. Services typically include pre-retirement planning, retraining opportunities, and counseling for a smooth transition to life beyond GUESS.

KYDC TRANSITION ASSISTANCE

In May 2024, after conducting regular operational reviews and reallocating resources to areas of need, the decision was made to transfer ownership of the Kentucky Distribution Center by Guess?, Inc. The building and property were acquired by GXO, our long-time third-party distribution partner in Europe to further streamline our global supply chain. GXO Logistics, Inc. is an American global contract logistics company that manages outsourced supply chains and warehousing, and reverse logistics for blue-chip customers in over thirty countries. To support employees affected by the transition, GUESS implemented a range of support programs over a six-month period. Those impacted received assistance throughout the process, including one-on-one resumé workshops, outplacement services, severance packages (which included salary continuation and healthcare benefits), and mental health support, among other resources.

LEARNING AND DEVELOPMENT

At GUESS, we are committed to fostering the growth and development of our associates by offering a broad spectrum of training and development opportunities. We provide tailored training programs for associates in every region, supporting their operational needs and career advancement goals at every stage of their careers. Our training formats include in-person classroom sessions, e-learning, external seminars, and virtual workshops. Through our e-learning platforms, MyAcademy and Cornerstone, employees can access these resources from anywhere.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 404: Training and Education (2016) (Continued)

GRI 404-2

In FY2024, we proudly expanded our GES Conversations (Growth, Engagement, Satisfaction) to Regions 1 and 2 corporate employees, a development tool launched initially for field employees in the US, to enhance and support individual performance. Additionally, we offer an extensive array of training programs for corporate employees, including:

- Management Development Program – During FY2024–2025, 42 US Managers and 90 EU HQ Managers participated in this six-month development program, which supports essential leadership skills, including basic management, effective communication, delegation, conflict resolution, and coaching. In FY2025 Europe added a module on Diversity & Inclusion to the program.
- Style Your Development (EMEA) – a specific and customized individual development plan introduced in FY2025 to develop participants' key competencies leveraging on different tools (formal trainings, coaching and manager's support). The first step of the program consists in an assessment based on Company's Competency Model. The program lasts one year from the delivery of the Individual Development Plan.
- Stitch Your Path (EMEA) – Several monthly coaching sessions of 60 to 90 minutes, based on participants needs and assessments.
- Coaching programs (EMEA) – We provide coaching sessions with external partners on demand to enable associates to unlock their full potential, maximizing their performance level and personal growth.
- Performance management (EMEA) – We provide trainings for Managers to support their teams to reach their goals.
- Design Your Knowledge (EMEA) – We provide a catalog of nearly 100 online training courses focused on personal development.

We also offer a variety of training for retail employees including:

- Product Knowledge trainings – Provides knowledge of GUESS products to field teams to support them in becoming brand ambassadors and personal stylists. In EMEA, through the MyAcademy app Product Knowledge is provided to stores teams for all seasons, all categories and deliveries via PK courses, focused on providing key knowledge, selling points, characteristics and benefits of the products and how to style them. These trainings include information on trends, fabrics, style and sustainability.
- Level Up Training (US & CA) – A monthly training series on different topics including growth mindset, goal setting, loyalty, hiring, product knowledge, scheduling, new field training initiatives, and other topics of interest to our employees in the field. Masterclass level up training topics were reinforced through monthly Managers' meetings to turn concepts into actions in each store.
- Captains of Green Ambassadors (CGA) Program - The CGA is an exclusive program that is designed to highlight the knowledge and expertise in working on synergy with our customers, suppliers, investors, and associates to reduce our impact. Our stores are an essential part of our business, and this program is designed to show life at GUESS through the passion for the brand.
- District Visual Lead (DVL) Program – The DVL program is designed for co-managers that love to merchandise, analyze product reports to impact business, and problem solve. As a leader in their district, a DVL supports the DM through district communication and training.
- District Training Manager (DTM) Program – Store Managers are selected for the DTM program to create, develop, and facilitate training initiatives. By collaborating with leadership and the training department, DTMs have the chance to shape the future of our brand with their passion for training.
- District Manager in Training (DMIT) Program - The DMIT program is a development program for Store Managers with a proven track record and a desire to be in a multi-store management position in the future. From operations to people development, they take part in training calls with corporate partners, meetings, store visits, and individual development calls.
- Manager in Training (MIT) Program - As a MIT, you will gain valuable insight on how to successfully manage a GUESS store. This training is designed to be an introduction and overview of the tools and systems in place, but the learning doesn't stop there.
- Future Leader (FL) Program - This program is for sales associates with a focus on development and builds the skills necessary to be a leader here at GUESS. Gain insight into the different aspects of running a store and leading your team.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 404: Training and Education (2016) (Continued)

GRI 404-2

Programs for Upgrading Employee Skills and Transition Assistance Programs (Continued)

- Interactive Mobile E-learnings - Through the MyAcademy platform, the GUESS mobile learning management platform launched in 2021 for all EMEA countries, we are able to reach each individual salesperson in Europe with dedicated, customized and interactive e-learning opportunities. The app provides content, knowledge tests, tracks usage, allows sales associates to comment on each other's posts, increases engagement by assigning badges, and provides other interactivity opportunities such as battles and competitions through the leaderboard.
- Art of selling - Our customer service curriculum is designed to provide associates with engaging, interactive learning experiences that enhance their skills in communication, client engagement and management. This digital curriculum allows for consistent delivery and easy tracking of progress, ensuring that all sales associates receive high-quality training that aligns with our commitment to exceptional customer service. Through scenarios & quizzes, employees are equipped to deliver an elevated customer experience, supporting both their professional growth and the Company's sustainability goals.
- Customer service & Retail operations trainings are offered to all stores staff in EMEA using different formats. Online courses are provided through the mobile MyAcademy app, structured in micro-learning pills adaptable to the working schedule of young and passionate salespersons. Moreover, training courses with external retail coaches are locally organized in different countries with the aim of developing skills on customer service, employees management, operational effectiveness, etc. Finally, virtual training sessions are organized with the participation of trainers from other departments, for example when implementing new tools or systems.
- Sharing Knowledge About Our Sustainable Products:
  - Sustainability is always a key message in all training programs delivered to retail as well as corporate teams in all EMEA countries. Product knowledge training, in all its parts (including PK videos, courses on MyAcademy platform and virtual sessions) always include messages and information on sustainable properties in GUESS products. Information on new eco technologies, production processes and fabrics are always included and highlighted.
  - On MyAcademy app, all EMEA employees (both retail and corporate) have access to a training course dedicated to sustainability in GUESS. It provides knowledge on preferred raw materials used in our collections, more sustainable product information for all categories, from denim to accessories, animal welfare policy, gas, chemical and water reduction in production processes, recycling initiatives, social responsibility, and the commitment of the Company in the areas of supply chain and people related processes.
  - Moreover, training and informative webinars have been organized in collaboration between the Training and the Sustainability & ESG teams to offer all corporate employees the opportunity to deepen their knowledge on sustainability in GUESS, in particular covering all main aspects of the ESG reporting.

FOSTERING THE GROWTH OF EMERGING TALENT

At GUESS, we are committed to nurturing the next generation of talent, starting with our internship program. We offer a 10-week, full-time internship in the US & EU, alongside an additional apprenticeship program in Europe.

Our US internship program provides interns with valuable hands-on experience. In FY2024 and FY2025, interns took part in various activities, such as panel discussions with different Company departments, a visit to the Marciano Art Foundation, planning GUESS Kids @Work, learning about operations at our flagship store, and custom denim creation at our denim laser day event. They also participated in two philanthropic initiatives: building and painting playhouses for Habitat for Humanity and organizing a bake sale competition to raise funds for local Los Angeles charities, Daniel's Place and A Safe Place for Youth. Additionally, career development workshops were held, where recruiters offered guidance, advice, and feedback on resumés and LinkedIn profiles.

Over the past two years, we've hosted several interns across various departments, including Advertising, Buying/Planning/Allocation, Customer Care, Design, Finance, Marketing, Merchandising, E-commerce, Internal Audit, Sustainability, Licensing, Field Operations, MIS, Wholesale, and Supply Chain. In both years, some interns were offered extended internships or full-time positions. The success of our program was further validated when GUESS received Yello's 2023 Top 100 Internship Programs award and Vault's Top 150 Best Internships of 2024.

In Europe we have continued to develop our apprenticeship program aimed at Business School students in Ticino. The apprenticeship is three years, and it helps support the integration of potential future associates into the Company by facilitating structured rotations between departments including HR, Accounting, Logistics, Customer Service and Marketing. In FY2024 and FY2025 we also ran a 10-week full time internship experience for summer interns.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 404: Training and Education (2016) (Continued)

GRI 404-3

Percentage of Employees Receiving Regular Performance and Career Development Reviews

	EMPLOYEE CATEGORY	FY2022	FY2023	FY2024	FY2025
Gender	Female	Not reported	Not reported	16%	14%
	Male	Not reported	Not reported	22%	20%
	Not declared	Not reported	Not reported	24%	14%
Category	Executive Management - Global Level	Not reported	Not reported	2%	13%
	Associates in Americas - Corporate	Not reported	Not reported	31%	42%
	Associates in Americas - Retail	Not reported	Not reported	27%	19%
	Associates in Europe - Corporate	Not reported	Not reported	46%	46%
	Associates in Europe - Retail	Not reported	Not reported	Not available	Not available
	Associates in Asia - Corporate	Not reported	Not reported	6%	6%
	Associates in Asia - Retail	Not reported	Not reported	16%	21%
	Total	Not reported	Not reported	17%	15%

The data above reflects performance and career development reviews tracked by the HR Departments for employees included in the headcount as of fiscal year-end. Performance appraisals are generally conducted on a yearly basis and are aimed at assessing whether employees meet the expectations set by their direct managers, following a management by objectives approach.

While performance assessments are also conducted for Europe Retail employees, these activities are managed locally. As a result, the related data is not centrally tracked and therefore not included in the figures presented.

GRI 405: Diversity and Equal Opportunity (2016)

GRI 405-1

Diversity of Governance Bodies and Employees

EMPLOYEE CATEGORY	DIVERSITY CATEGORY		FY2022	FY2023	FY2024	FY2025
Board of Directors	Gender	Female	37%	29%	29%	29%
		Male	63%	71%	71%	71%
	Age group	30-50	0%	0%	0%	0%
		Over 50	100%	100%	100%	100%
	Ethnicity	White	88%	86%	86%	57%
		Hispanic or Latinx	12%	14%	14%	14%
		Black or African American	0%	0%	0%	29%

EMPLOYEE CATEGORY	DIVERSITY CATEGORY		FY2022	FY2023	FY2024	FY2025
Executive Management - Global Level	Gender	Female	31%	30%	30%	27%
		Male	69%	70%	70%	73%
		Not declared	0%	0%	0%	0%
	Age group	Below 30	0%	0%	2%	2%
		30-50	40%	32%	30%	20%
		Over 50	60%	68%	68%	78%
Associates in Americas - Corporate	Gender	Female	64%	64%	64%	66%
		Male	35%	34%	34%	31%
		Not declared	1%	2%	3%	4%
	Age group	Below 30	18%	16%	16%	19%
		30-50	51%	51%	48%	48%
		Over 50	31%	33%	36%	33%
Associates in Americas - Retail	Gender	Female	62%	59%	62%	60%
		Male	22%	22%	21%	21%
		Not declared	16%	19%	17%	19%
	Age group	Below 30	77%	76%	73%	70%
		30-50	21%	21%	23%	25%
		Over 50	2%	3%	4%	5%

Data reported in the table include Guess Korea and Guess Japan.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 405: Diversity and Equal Opportunity (2016) (Continued)

GRI 405-1

Diversity of Governance Bodies and Employees (Continued)

EMPLOYEE CATEGORY	DIVERSITY CATEGORY		FY2022	FY2023	FY2024	FY2025
Associates in Europe - Corporate	Gender	Female	65%	66%	67%	67%
		Male	35%	34%	33%	33%
		Not declared	0%	0%	0%	0%
	Age group	Below 30	22%	23%	22%	23%
		30-50	71%	70%	68%	66%
		Over 50	7%	7%	11%	11%
Associates in Europe - Retail	Gender	Female	88%	88%	89%	89%
		Male	12%	12%	11%	11%
		Not declared	0%	0%	0%	0%
	Age group	Below 30	67%	67%	68%	67%
		30-50	32%	32%	30%	31%
		Over 50	1%	1%	2%	2%
Associates in Asia - Corporate	Gender	Female	70%	70%	69%	67%
		Male	30%	30%	31%	33%
		Not declared	0%	0%	0%	0%
	Age group	Below 30	10%	8%	9%	8%
		30-50	84%	83%	83%	85%
		Over 50	6%	9%	8%	7%
Associates in Asia - Retail	Gender	Female	86%	85%	85%	84%
		Male	14%	15%	15%	16%
		Not declared	0%	0%	0%	0%
	Age group	Below 30	36%	31%	23%	24%
		30-50	62%	67%	74%	73%
		Over 50	2%	2%	3%	3%

Data reported in the table include Guess Korea and Guess Japan.

RACIAL/ETHNIC GROUP (U.S. EMPLOYEES ONLY)	EMPLOYEE CATEGORY	FY2022	FY2023	FY2024	FY2025	FY2025 (ALL EMPLOYEES)
Indigenous American/ Alaska Native	Executives only*	0%	0%	0%	0%	<1%
	Corporate**	0%	0%	0%	0%	
	Retail**	1%	1%	1%	1%	
Asian	Executives only*	26%	23%	22%	24%	7%
	Corporate**	19%	19%	18%	22%	
	Retail**	4%	4%	4%	4%	
Black or African American	Executives only*	0%	0%	0%	0%	15%
	Corporate**	9%	9%	9%	4%	
	Retail**	16%	18%	16%	17%	
Hispanic or Latinx	Executives only*	4%	4%	4%	8%	53%
	Corporate**	27%	28%	30%	34%	
	Retail**	57%	54%	57%	57%	
Native Hawaiian/ Pacific Islander	Executives only*	0%	0%	0%	0%	<1%
	Corporate**	1%	1%	1%	1%	
	Retail**	1%	0%	1%	1%	
White	Executives only*	66%	69%	70%	64%	19%
	Corporate**	40%	39%	38%	32%	
	Retail**	16%	18%	17%	17%	
Other	Executives only*	0%	0%	0%	0%	0%
	Corporate**	0%	0%	0%	0%	
	Retail**	0%	0%	0%	0%	
Two or more races	Executives only*	4%	4%	4%	4%	5%
	Corporate**	4%	4%	4%	5%	
	Retail**	5%	5%	5%	5%	

* Executives includes VPs and above
** Excluding Executives

Report Coverage Key: ▼Full ▼Partial ▽Omission

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 405: Diversity and Equal Opportunity (2016) (Continued)

GRI 405-2

Ratio of Basic Salary and Remuneration of Women to Men

		AMERICAS				EUROPE				GREATER CHINA				GLOBAL			
CATEGORY		FY2022	FY2023	FY2024	FY2025	FY2022	FY2023	FY2024	FY2025	FY2022	FY2023	FY2024	FY2025	FY2022	FY2023	FY2024	FY2025
Corporate		**94%**	**96%**	**96%**	**101%**	**101%**	**99%**	**100%**	**102%**	**91%**	**92%**	**97%**	**103%**	**97%**	**97%**	**98%**	**101%**
Retail		**100%**	**99%**	**99%**	**98%**	**98%**	**95%**	**96%**	**96%**	**104%**	**101%**	**104%**	**100%**	**100%**	**98%**	**98%**	**97%**
Distribution center		**79%**	**82%**	**84%**	**79%**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**N/A**	**79%**	**82%**	**84%**	**79%**
Corporate	Vice President	104%	103%	109%	122%	114%	120%	120%	131%	N/A	N/A	N/A	N/A	107%	108%	112%	125%
	Senior Director/ Director	88%	95%	95%	100%	91%	91%	96%	97%	85%	89%	109%	135%	89%	93%	96%	99%
	Senior Manager/ Manager with team	93%	94%	91%	90%	96%	99%	94%	93%	94%	98%	104%	102%	95%	96%	93%	92%
	Senior Manager/ Manager without team	95%	99%	97%	100%	112%	95%	99%	95%	89%	83%	96%	96%	101%	96%	98%	97%
	Other employees	88%	88%	88%	90%	93%	92%	91%	95%	94%	97%	77%	79%	92%	91%	90%	93%
Retail	Store Manager	101%	99%	98%	96%	96%	93%	93%	93%	118%	107%	110%	107%	100%	98%	97%	96%
	Other employees	100%	98%	99%	99%	99%	98%	98%	99%	90%	96%	99%	92%	99%	98%	98%	99%
Distribution center	Vice President	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Senior Director/ Director	58%	67%	68%	63%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	58%	67%	68%	63%
	Senior Manager/ Manager with team	86%	86%	89%	90%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	86%	86%	89%	90%
	Senior Manager/ Manager without team	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Other employees	94%	93%	94%	84%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	94%	93%	94%	84%

Our corporate categories include associates working at our headquarters across the Globe; our distribution center categories include employees at our directly operated distribution centers in North America; and our retail categories encompass directly employed retail staff across the Globe. Salary ratios between women and men have been calculated for comparable job positions within the same employee category and country and then aggregated at the regional level or the Americas, Europe, and Greater China, and at the Global level. These ratios are based on 92% in FY2024 and 91% in FY2025 of employees who held comparable positions across genders for FY2024 and FY2025.

The calculation is based on basic salary for office and distribution center employees, and for retail employees, it includes hourly base salary plus commissions. Currently, remuneration data including bonuses for office and distribution center employees is not available centrally. With reference to retail, in some countries and regions, basic salary alone is not fully representative of total compensation for retail employees, as a significant portion of their earnings is commission-based. For this reason, we opted to report based on total compensation (basic salary plus commissions) to better reflect actual earnings.

This data reflects our commitment to monitoring and addressing gender pay equity across all significant geographic regions and employee categories.

GRI 406: Non-Discrimination (2016)

GRI 406-1

Incidents of Discrimination and Corrective Actions Taken

▽

Omission for confidentiality

GUESS considers the information confidential and cannot report it publicly. Any form of discrimination is not tolerated as outlined in our Human Rights and Global Anti-Discrimination and Sexual Harassment policies.

SOCIAL

DISCLOSURE	OUR RESPONSE
GRI 407: Freedom of Association and Collective Bargaining (2016)	
GRI 407-1 ▼	**Operations and Suppliers in Which the Right to Freedom of Association and Collective Bargaining May Be at Risk** With operations spread around the world, GUESS is a truly global company. A large assortment of our merchandise is designed at GUESS, then produced by our trusted suppliers with finished items distributed worldwide. We source our apparel, bags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to. With a supply chain spanning the globe and production located in various geographies that pose their own unique risks, we consider all countries from where we source as posing a potential risk that must be managed effectively. We pay particular attention to China, Bangladesh, and India as these three countries combined cover over 80% of GUESS' production volume. By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. We have always been committed to helping our suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. These commitments illustrate GUESS' longstanding approach to supply chain responsibility. Collaboration with our suppliers is always front of mind. When any issues of non-compliance occur in the supply chain, we work with our suppliers to support remediation and corrective action. However, when assessments or other interactions show evidence of significant concerns that cannot be remediated, we do one of two things. Pending investigation, we either cease work with the supplier factory, or terminate the onboarding process for a new supplier. These critical issues are referred to as show-stoppers, and include the following: • Use of forced, prison, indentured, or bonded labor, including human trafficking and slavery • Use of child labor • Corporal punishment, mental, or physical disciplinary actions • Harassment of workers, including sexual harassment • Discrimination of any kind • Unsafe working or living conditions • Unpaid workers • Unethical conduct In both FY2024 and FY2025, we did not have to eliminate any supplier factories from our supply chain due to the presence of any show-stoppers. Via our social compliance program, we can effectively monitor our supply chain and ensure that workers right to freedom of association and collective bargaining are appropriately protected within our supply chain. Our social compliance program is focused on 3 specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Additionally, our operating guidelines, Supplier Code of Conduct and Human Rights Policy, and monitoring programs all help to implement our social compliance program and therefore help protect workers rights to freedom of association and collective bargaining. We acknowledge that the right to freedom of association and collective bargaining can be at risk beyond our tier 1 suppliers, for which we at GUESS have less control over. Our raw material sourcing and responsible production policies help to mitigate the risk of materials associated with workers rights abuses entering our supply chain and help to protect workers and communities by encouraging the use of raw materials produced with higher environmental and social standards. These policies are all publicly available on the GUESS Sustainability website, sustainability.guess.com. We continue to strive to help elevate workers voices across our supply chain. We recognize that the people who know our supply chain best, are the people who work in it. We are working daily to empower these people to communicate issues to their managers and to GUESS so swift action can be taken. In select Chinese factories we manage the confidential Handshake Workers' Hotline through our ongoing and successful partnership with Inno Community Development Organization. Additionally, we have kickstarted a worker engagement pilot program with a select Indian supplier which aims to establish a two-way channel of communication between managers and workers to discuss and resolve workplace issues. At GUESS we are constantly monitoring our supply chain for any cases of non-compliance and show-stopper critical issues. If any issues are found our main desire is always to elevate the performance of our suppliers and help them meet our requirements. To facilitate this, we provide suppliers with an atmosphere of support and trust in which we help them uncover any problematic issues, identify root causes, and develop solutions. In this environment, compliance issues can be discussed openly and remedied collaboratively.

Report Coverage Key: ▼Full ◥Partial ▽Omission

SOCIAL

DISCLOSURE	OUR RESPONSE
GRI 408: Child Labor (2016)	
GRI 408-1 ▼	**Operations and Suppliers at Significant Risk for Incidents of Child Labor** With operations spread around the world, GUESS is a truly global company. A large assortment of our merchandise is designed at GUESS, then produced by our trusted suppliers with finished items distributed worldwide. We source our apparel, bags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to. With a supply chain spanning the globe and production located in various geographies that pose their own unique risks, we consider all countries from where we source as posing a potential risk that must be managed effectively. We pay particular attention to China, Bangladesh, and India as these three countries combined cover over 80% of GUESS' production volume. By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. We have always been committed to helping our suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. These commitments illustrate GUESS' longstanding approach to supply chain responsibility. Collaboration with our suppliers is always front of mind. When any issues of non-compliance occur in the supply chain, we work with our suppliers to support remediation and corrective action. However, when assessments or other interactions show evidence of significant concerns that cannot be remediated, we do one of two things. Pending investigation, we either cease work with the supplier factory, or terminate the onboarding process for a new supplier. These critical issues are referred to as show-stoppers, and include the following: • Use of forced, prison, indentured, or bonded labor, including human trafficking and slavery • Use of child labor • Corporal punishment, mental, or physical disciplinary actions • Harassment of workers, including sexual harassment • Discrimination of any kind • Unsafe working or living conditions • Unpaid workers • Unethical conduct In both FY2024 and FY2025, we did not have to eliminate any supplier factories from our supply chain due to the presence of any show-stoppers. Via our social compliance program, we can effectively monitor our supply chain and ensure that no child labor is present in our supply chain. Our social compliance program is focused on 3 specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Additionally, our operating guidelines, Supplier Code of Conduct and Human Rights Policy, and monitoring programs all help to implement our social compliance program and therefore help prevent cases of child labor appearing in our supply chain. Furthermore, our social compliance program takes into consideration young workers and strictly forbids them from any hazardous work. We acknowledge that the risk of Child labor also exists beyond our tier 1 suppliers, for which we at GUESS have less control over. Our raw material sourcing and responsible production policies help to mitigate the risk of materials associated with child labor entering our supply chain and help to protect workers and communities by encouraging the use of raw materials produced with higher environmental and social standards. These policies are all publicly available on the GUESS Sustainability website, sustainability.guess.com. At GUESS, we are constantly monitoring our supply chain for any cases of non-compliance and show-stopper critical issues. If any issues are found our main desire is always to elevate the performance of our suppliers and help them meet our requirements. To facilitate this, we provide suppliers with an atmosphere of support and trust in which we help them uncover any problematic issues, identify root causes, and develop solutions. In this environment, compliance issues can be discussed openly and remedied collaboratively.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 409: Forced or Compulsory Labor (2016)

GRI 409-1

Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor

With operations spread around the world, GUESS is a truly global company. A large assortment of our merchandise is designed at GUESS, then produced by our trusted suppliers with finished items distributed worldwide. We source our apparel, bags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to. With a supply chain spanning the globe and production located in various geographies that pose their own unique risks, we consider all countries from where we source as posing a potential risk that must be managed effectively. We pay particular attention to China, Bangladesh, and India as these three countries combined cover over 80% of GUESS' production volume. By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. We have always been committed to helping our suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. These commitments illustrate GUESS' longstanding approach to supply chain responsibility.

Collaboration with our suppliers is always front of mind. When any issues of non-compliance occur in the supply chain, we work with our suppliers to support remediation and corrective action. However, when assessments or other interactions show evidence of significant concerns that cannot be remediated, we do one of two things. Pending investigation, we either cease work with the supplier factory, or terminate the onboarding process for a new supplier. These critical issues are referred to as show-stoppers and include the following:

- Use of forced, prison, indentured, or bonded labor, including human trafficking and slavery
- Use of child labor
- Corporal punishment, mental, or physical disciplinary actions
- Harassment of workers, including sexual harassment
- Discrimination of any kind
- Unsafe working or living conditions
- Unpaid workers
- Unethical conduct

In both FY2024 and FY2025, we did not have to eliminate any supplier factories from our supply chain due to the presence of any show-stoppers.

Via our social compliance program, we can effectively monitor our supply chain and ensure that no forced, prison, indentured, or bonded labor, enters our supply chain. Our social compliance program is focused on 3 specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Additionally, our operating guidelines, Supplier Code of Conduct and Human Rights Policy, and monitoring programs all help to implement our social compliance program, and therefore help prevent cases of forced labor appearing in our supply chain.

We acknowledge that the risk of forced labor also exists beyond our tier 1 suppliers, for which we at GUESS have less control over. Our raw material sourcing and responsible production policies help to mitigate the risk of materials associated with forced labor entering our supply chain and help to protect workers and communities by encouraging the use of raw materials produced with higher environmental and social standards. Of importance is our Responsible Cotton Sourcing Policy, which specifically bans sourcing cotton from areas know to have issues regarding forced labor practices.

At GUESS we are constantly monitoring our supply chain for any cases of non-compliance and show-stopper critical issues. If any issues are found our main desire is always to elevate the performance of our suppliers and help them meet our requirements. To facilitate this, we provide suppliers with an atmosphere of support and trust in which we help them uncover any problematic issues, identify root causes, and develop solutions. In this environment, compliance issues can be discussed openly and remedied collaboratively.

SOCIAL

DISCLOSURE	OUR RESPONSE

GRI 414: Supplier Social Assessment (2016)

GRI 414-1

New Suppliers That Were Screened Using Social Criteria

ASSESSED SUPPLIERS	FY2022	FY2023	FY2024	FY2025
Percentage of new suppliers that were screened using social criteria	99%	98%	100%	100%

GRI 414-2

Negative Social Impacts in the Supply Chain and Actions Taken

ASSESSED SUPPLIERS	FY2022	FY2023	FY2024	FY2025
Number of suppliers assessed for social impacts	265	266	278	282
Number of suppliers identified as having significant actual and potential negative social impacts	143	162	180	180
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	100%	100%	100%	100%
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	0.38%	0.00%	0.00%	0.00%
Total number of suppliers supported in corrective action plan implementation	Not reported	Not reported	28	38

ASSESSED SUPPLIERS	FY2022	FY2023	FY2024	FY2025
Health and safety	133	142	162	161
Hours of work	91	108	120	119
Wages and benefits	93	106	103	117
Freedom of association and collective bargaining	21	32	30	31
Laws and regulations	43	55	48	20
Monitoring and compliance	8	13	13	7
Health and safety - dormitories	9	2	3	3
Communication	8	7	5	2
Harassment	7	2	6	1
Subcontracting	0	2	2	1
Women's rights	1	1	2	0
Child labor	3	2	1	0
Non-discrimination	0	0	1	0
Forced labor	1	0	0	0

GRI 416: Customer Health and Safety (2016)

GRI 416-1

Assessment of the Health and Safety Impacts of Product and Service Categories

	FY2022	FY2023	FY2024	FY2025
Assessment of the health and safety impacts of product and service categories	Not reported	Not reported	49%	61%

GRI 416-2

Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services

Currently, at the global level, we do not track non critical compliance issues. However, within the EU, following the implementation of the EU GPSR (Regulation no. 2023/988) manufacturers/importers need to keep an internal register of complaints entailing safety of products as well as of product recalls and any corrective measures taken to bring the product into conformity. In addition, we have disclosed our approach to prohibit or limit chemicals that may harm our products' safety in the disclosures SASB CG-AA-250a.1, SASB CG-AA-250a.2 and SASB CG-MR-410a.2, and provided supporting detail in "GRI 3-3 Material topics and their boundaries".

SOCIAL

DISCLOSURE	OUR RESPONSE
GRI 417: Marketing and Labeling (2016)	
GRI 417-1 ▼	**Requirements for Product and Service Information and Labeling**

	FY2022	FY2023	FY2024	FY2025
Requirements for product and service information and labeling	Not reported	Not reported	59%	64%

GUESS ensures comprehensive and accurate labeling for its products, adhering to global standards for transparency and consumer safety. Labels are designed not only to meet regulatory requirements but also to build customer trust by providing clear and actionable information. Through our labeling practices, customers can easily identify the product, the entity responsible for placing it on the market, and other essential details. This fosters accountability and confidence in our brand.

Our labeling practices include detailed information on:

- Product composition: Clear and accurate fiber content information, aligned with relevant regulatory requirements in all regions where we operate.
- Country of origin: "Made in" information is prominently displayed on all product labels, providing transparency about the manufacturing location and compliance with applicable regulations.
- Care instructions: Thoughtfully crafted guidelines tailored to maintain product longevity and reduce environmental impact. Apparel care instructions focus on proper washing, drying, and storage methods, emphasizing low-energy and water-saving practices. For accessories, recommendations include specific preservation techniques for materials such as leather, metals, and coated surfaces, ensuring durability and encouraging responsible use.
- Sustainability claims: Labels highlight the use of environmentally preferred materials, such as recycled fibers and sustainably sourced cotton. Our GUESS ECO and Consciously Constructed lines feature prominently in this effort, showcasing our commitment to reducing our environmental footprint.
- Functional/Technical Claim: GUESS ensures that products comply with the relevant functional performance requirements before any claims are made. While most functional claims are not based on specific regulatory requirements, a dedicated section in the GUESS testing protocol provides guidance on selecting the most appropriate methods to verify these claims and requirements.
- Packaging disposal instructions: Clear guidelines on the correct disposal or recycling of product packaging to support customer participation in circular economy practices.

For all product lines, GUESS provides specific instructions for material preservation and responsible disposal practices for items such as leather goods and jewelry packaging.

Additionally, GUESS complies with the European Union's Product Labeling Directives and other international regulations (e.g China GB standard), ensuring that customers receive comprehensive and reliable information.

SOCIAL

DISCLOSURE	OUR RESPONSE
GRI 417: Marketing and Labeling (2016) (Continued)	
GRI 417-2 ◥	**Incidents of Non-Compliance Concerning Product and Service Information and Labeling** Currently, at the global level, we do not track noncritical compliance issues. However, within the EU, following the implementation of the EU GPSR (Regulation no. 2023/988) manufacturers/importers need to keep an internal register of complaints entailing safety of products as well as of product recalls and any corrective measures taken to bring the product into conformity. In addition, we have disclosed our approach to define the requirements for product and service information and labeling in the disclosures GRI 417-1.
GRI 417-3 ▼	**Incidents of Non-Compliance Concerning Marketing Communications** GUESS has had no non-compliance with regulations and/or voluntary codes in this reporting period. GUESS deems material incidents based on financial scoping (financially relevant and reported also in the Annual Report -10K).
GRI 418: Customer Privacy (2016)	
GRI 418-1 ▽	**Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data** Omission for confidentiality At GUESS, we prioritize customer data privacy and security, integrating transparency and compliance with global standards such as GDPR and CCPA. GUESS considers the information confidential and cannot report it publicly. Despite confidentiality constraints, we have disclosed our approach to privacy and data security in the disclosure SASB CG-MR-230a.1, and provided additional supporting detail in "GRI 3-3 Material topics and their boundaries".

SASB Report

We report in accordance with the Sustainable Accounting Standards Board (SASB) sector supplement for Apparel, Accessories and Footwear (2023-06), and the Multiline and Specialty Retailers & Distributors (2023-06). For the avoidance of doubt, forward-looking information, including our commitments, targets, and goals, as well as any aspirational statements, were not subject to KPMG LLP's assurance. Additionally, any information referred to via hyperlinks in the Data and Disclosures of this report was not subject to assurance by KPMG.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Management of Chemicals in Products	
SASB CG-AA-250a.1 ▼	**Discussion of Processes to Maintain Compliance with Restricted Substances Regulations** GUESS maintains a comprehensive compliance framework to ensure adherence to global restricted substances regulations across all product lines. The foundation of this framework is the GUESS List of Restricted Substances and Materials (LRSM), a document updated annually to reflect international laws, industry standards, and emerging trends. The LRSM outlines detailed specifications for allowable chemical thresholds, testing protocols, and certification requirements. The latest revision of the LRSM is publicly available at sustainability.guess.com under the Policies and Resources section. It is reviewed and updated in order to reflect the strictest regulation in all the countries or markets in which the brand operates and sells products. The LRSM is distributed to all suppliers, who must confirm adherence and implement its guidelines throughout the production process. Collaboration with third-party laboratories strengthens GUESS's ability to adapt its LRSM to evolving regulations and maintain leadership in industry standards. These partnerships provide access to advanced testing methodologies and insights that drive continuous improvement. This iterative review process allows GUESS to continuously align with the most recent scientific advancements and regulatory updates, driving both compliance and product integrity. Tier 1 suppliers are required to sign agreements affirming that the final products they deliver to GUESS are in compliance with the LRSM requirements. GUESS implements a unified training framework tailored to the specific needs of both the Apparel and Accessories Divisions. For apparel, training focuses on compliance with textile treatments, dye processes, and fiber safety, ensuring that materials meet stringent benchmarks for quality and environmental impact. In the accessories category, particular emphasis is placed on leather, metals, and coatings, including adherence to international standards and heavy metal regulations such as cadmium and lead. These measures ensure robust safety and sustainability across all product categories. GUESS employs a rigorous testing process to ensure chemical and mechanical safety compliance throughout its supply chain. In the early stages of product development, risk assessments identify potential safety issues. For apparel, this involves evaluating textiles and dyes during proto and Salesman Sample phases. Accessories undergo material-specific tests for metals and coatings to address risks related to direct skin contact and prolonged use. Testing continues into production, with batch-specific assessments conducted by third-party laboratories to verify adherence to GUESS's stringent standards. Randomized post-production testing further ensures compliance, focusing on high-risk categories such as children's apparel and accessories. To uphold these standards, GUESS's Compliance team conducts audits on products and verifies testing protocols at every production stage. Non-compliance is managed through a structured corrective action plan, which includes root-cause analysis, supplier collaboration, and production adjustments. This approach ensures that any deviations are swiftly addressed, safeguarding product integrity and consumer safety. All compliance activities are documented and tracked using shared folders, ensuring transparency, traceability, and accountability. This system serves as a repository for insights that inform future strategies and supplier training programs.
SASB CG-AA-250a.2 ▼	**Discussion of Processes to Assess and Manage Risks and/or Hazards Associated with Chemicals in Products** GUESS has implemented a robust risk assessment process tailored to the unique needs of all product divisions to identify and mitigate hazards associated with chemicals in products. This approach integrates both hazard and risk dynamics to thoroughly assess the presence of substances and evaluate their potential to cause harm based on scientific evidence and regulatory standards. Concurrently, GUESS evaluates risk dynamics by focusing on exposure scenarios across the usage and product lifecycle, ensuring a comprehensive understanding of potential impacts.

Report Coverage Key: ▼Full ◥Partial ▽Omission

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Management of Chemicals in Products (Continued)	
SASB CG-AA-250a.2 ▼	To support this methodology, GUESS aligns its practices with its LRSM which provides guidelines for managing restricted substances and minimizing risks across the supply chain, reinforcing the Company's commitment to excellence in chemical safety. During apparel and accessories product development, materials undergo rigorous evaluations for chemical, physical, and mechanical safety from proto samples to Salesman Samples. Specifically, for apparel products, assessments focus on ensuring fiber safety and compliance with international standards and particular attention is given to metals, coatings, and adhesives to address risks related to direct skin contact and prolonged use. The Compliance team plays a pivotal role in selecting styles for bulk testing during production, considering factors such as risk classifications identified during risk assessments, garment construction variations (e.g., long sleeve versus short sleeve), and fabric quality. For apparel styles flagged for testing, vendors are required to send bulk pieces to authorized labs for "Garment Tests" or "Additional Color Tests" as outlined in the GUESS Apparel Testing Protocols. Vendors are also required to provide more detailed test reports for high-risk styles and materials to ensure alignment with GUESS's LRSM. Corrective actions are implemented promptly for any non-compliance, followed by follow-up testing to verify resolution. Special emphasis is placed on mitigating risks related to children's products across kids' product lines. While GUESS does not formally follow the 12 Principles of Green Chemistry, these are partially applied during the design and development of GUESS ECO collections. In particular, the selection of safer input materials, reduction of hazardous substances, and focus on resource-efficient processes all contribute to a more sustainable product design aligned with green chemistry intent. Although third-party chemical certifications are not mandatory, GUESS values certifications such as OEKO-TEX® Standard 100 and Bluesign®, and gives preference to suppliers that hold them—particularly for products under the GUESS ECO label. All GUESS suppliers are required to comply with the LRSM, which is publicly available and updated regularly to reflect global regulatory evolutions. Tier 1 suppliers are contractually bound to meet LRSM requirements. Compliance is enforced through documentation, training, and random testing procedures, with non-compliance triggering structured corrective actions and follow-ups. GUESS actively engages with suppliers to ensure adherence through capacity-building activities, including training tailored to specific material categories and product types. Moreover, GUESS integrates chemical compliance into its Vendor Scorecard, rewarding suppliers who demonstrate strong performance in restricted substances management. This structured approach strengthens both transparency and accountability while promoting safer chemical use throughout the supply chain.
Environmental Impacts in the Supply Chain	
SASB 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 agreements** GUESS exercises direct influence over its internal product quality testing and performance protocol program, viewing this as a fundamental responsibility to its customers. Although external chemical testing within the supply chain is not directly controlled by the company, GUESS is committed to expanding its oversight in this area. The Company also recognizes the importance of managing environmental impacts within its supply chain, particularly wastewater discharge from supplier facilities. These impacts arise predominantly in the production processes of dyeing, washing, and fabric finishing, which are water-intensive and generate significant effluent. GUESS is committed to promoting sustainable practices, reducing risks, and ensuring compliance with environmental standards across its supply chain. MANAGEMENT OF WASTEWATER DISCHARGE IN THE SUPPLY CHAIN To address these challenges, GUESS is dedicated to promoting sustainable practices, mitigating environmental risks, and ensuring compliance with industry and environmental standards across its supply chain. SUPPLIER ENGAGEMENT AND COMPLIANCE GUESS does not own or operate any production facilities. All manufacturing is fully outsourced, which limits the Company's direct control over wastewater management and chemical testing. However, tier 1 suppliers are required to adhere to local wastewater discharge regulations and environmental standards outlined in the GUESS Supplier Code of Conduct. Through the Sustainable Vendor Rating, GUESS evaluates suppliers based on their performance in water management, pollution mitigation, and compliance with legal requirements. This process incentivizes suppliers to prioritize sustainable practices and address environmental risks proactively. Tier 1 suppliers are required to acknowledge and adhere to the GUESS LRSM (List of Restricted Substances and Materials), with additional requirements needed as part of our GUESS ECO guidance. The GUESS LRSM specifies chemicals that are restricted or prohibited in GUESS products or during production due to their potential impact on consumers, workers, and the environment. The list also outlines substances that may be present in finished materials and the acceptable thresholds for those substances.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Environmental Impacts in the Supply Chain (Continued)	
SASB 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 agreements (Continued)**

The LRSM is developed by the Quality Control department in collaboration with external experts, who conduct due diligence to identify the most stringent chemical regulations across all countries where GUESS operates. The policy is approved by the Head of the Technical Department and is updated annually in partnership with third-party experts to ensure compliance with the European Union's REACH regulations and other relevant market- or client-specific requirements. The most recent version of the policy, published in December 2024, is publicly available at sustainability.guess.com.

The LRSM is distributed to tier 1 suppliers via email as an attachment to the business contract (e.g., Factory Vendor Agreement). The Quality Control department is responsible for monitoring supplier compliance with the LRSM. Suppliers are required to provide evidence of testing conducted on final products or raw materials.

Products or raw materials that fail to meet the specified requirements may be accepted with contingencies, such as being reserved or reworked, retested, or, in some cases, rejected outright based on adherence to legal and policy standards.

ALIGNMENT WITH INDUSTRY STANDARDS

To ensure consistent and high-quality wastewater management across diverse regions, GUESS promotes adherence to both local regulations and stringent international standards, such as the Zero Discharge of Hazardous Chemicals (ZDHC) initiative. By 2026, GUESS aims to become a ZDHC signatory and adopt the ZDHC Manufacturing Restricted Substances List (MRSL). By 2030, the Company's goal is to ensure that all its direct suppliers of apparel and accessories with in-house wet processes will be ZDHC-approved. This demonstrates GUESS's alignment with the highest industry standards. Furthermore, GUESS has set a goal of achieving clean wastewater by 2030, ensuring that no hazardous chemicals leave wet processing facilities. These standards provide clear guidance on testing requirements and best practices for wastewater management, supporting GUESS's efforts to indirectly influence supplier performance.

SUPPLY CHAIN RISKS AND ENVIRONMENTAL CONSTRAINTS

GUESS's supply chain faces significant risks associated with wastewater discharge. Environmental constraints include the ability of suppliers to maintain compliance with local and international regulations focused on effluent quality, the elimination of pollutants of concern, and control over stormwater discharges. Inadequate compliance poses risks to ecosystems and water resources, especially in biodiversity-sensitive regions. GUESS's chemical testing program at present includes tier 1 vendors and inbound logistics quality testing. Chemicals used irresponsibly can lead to pollution of waterways and groundwater as well as harm to human health.

Operational and financial constraints also arise, such as liability from non-compliance, reputational risks tied to stakeholder concerns, and increased operational costs due to stringent regulatory requirements. Suppliers may also face challenges in obtaining discharge permits in certain regions, further complicating wastewater management.

Risks vary depending on discharge destinations. Effluents released to surface water or groundwater pose greater risks to local ecosystems compared to those managed through wastewater utilities. The type of destination often determines the level of treatment required and the potential environmental impact.

ADOPTION OF ADVANCED PRACTICES

GUESS promotes the adoption of advanced technologies and practices among its suppliers to address wastewater management and reduce the environmental impact of their operations. Specifically, suppliers are encouraged to implement biological and chemical wastewater treatment systems that improve the quality of discharged effluent by removing contaminants and reducing harmful pollutants. In addition to treatment methods, GUESS advocates for production technologies such as ozone treatments and e-flow technologies that reduce water consumption and minimize the generation of pollutants in effluent. These technologies lessen the load on wastewater treatment systems, making them more effective. Such innovations are particularly critical in water-stressed regions, where managing water resources responsibly supports both local ecosystems and community needs.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Environmental Impacts in the Supply Chain (Continued)	
SASB CG-AA-430a.1	

CURRENT CHALLENGES AND TRANSPARENCY

GUESS acknowledges significant limitations in its ability to measure or track wastewater-related metrics, including the percentage of water treated at various stages (primary, secondary, or tertiary treatment). Data on water intensity and effluent quality remain under the control of its suppliers, and GUESS currently lacks traceability beyond tier 1 suppliers. This lack of visibility presents challenges in fully understanding and mitigating wastewater impacts, particularly upstream at dye houses and other processing facilities.

The Company recognizes the importance of improving traceability and data collection across its supply chain to enhance its oversight of wastewater practices. As a step toward this goal, GUESS is leveraging its vendor Code of Conduct and Sustainable Vendor Rating to progressively encourage suppliers to align with industry standards and disclose more comprehensive wastewater management data.

AUDITED SUPPLIERS*

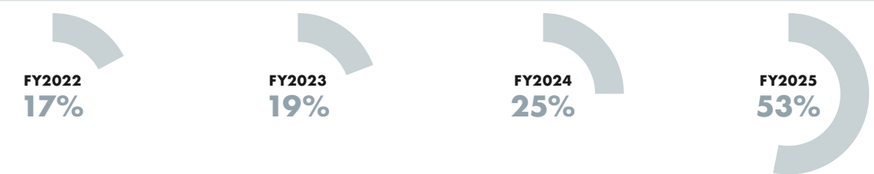
Percentage of Supplier Facilities in Compliance With Wastewater Discharge Permits and/or Contractual Agreements

*Data presented refer to tier 1 suppliers only; GUESS has not yet started to track the completion rate of its tier 2 suppliers.

SASB CG-AA-430a.2	**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**

SUPPLIERS FACILITIES*

Percentage of Supplier Facilities That Have Completed the Higg FEM Assessment



*Data presented refer to tier 1 suppliers only; GUESS has not yet started to track the completion rate of its tier 2 suppliers.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Labor Conditions in the Supply Chain (Continued)	
SASB CG-AA-430b.1	**Percentage of: (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor**

AUDITED SUPPLIERS*

Percentage of Supplier Facilities That Have Been Audited to a Labor Code of Conduct

Percentage of Total Audits Conducted by a Third-Party Auditor

Standards of Labor Code of Conduct Compliance

GUESS Supplier Code of Conduct is publicly available at sustainability.guess.com

*Data presented refer to tier 1 suppliers only; GUESS has not yet started to track the completion rate of its tier 2 suppliers.

SASB CG-AA-430b.2

Priority Non-Conformance Rate and Associated Corrective Action Rate for Suppliers' Labor Code of Conduct Audits

Our approach to supply chain social responsibility is driven by our social compliance program. This program focuses on three specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Our operating guidelines, Supplier Code of Conduct, and monitoring programs help implement our program. Although cooperation of all suppliers is required, visibility into the daily practices of our suppliers, licensees, and joint ventures can be limited.

SUPPLIER FACTORY APPROVAL

To begin our supply chain management process, factories must first pass through our strict approval processes. This includes an initial onboarding call and audits, which allow us to assess compliance and train new suppliers on our standards. Depending on the specific geographic risk factors, additional proof of social, health and safety, or security compliance may be required. All suppliers must sign and agree to our Supplier Code of Conduct. This document details our requirements for full compliance with legal requirements, child labor, freedom of association, human rights, health and safety, labor rights, ethics, environmental protection, decent work, payment, and administration.

In addition, we require factories to provide evidence of their social compliance record. To effectively assess a factory's social performance, we require audit reports and certificates issued by peer companies, third-party audits and certification bodies, or multi-stakeholder organizations.

SUPPLIER TRAINING AND EDUCATION

On a larger scale, educating and training our suppliers is one of the best practices we can use to reduce risks in our supply chain. By taking a proactive approach, we can help suppliers recognize their areas for improvement, identify root causes of any non-compliance issues, and build compliance capacity.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Labor Conditions in the Supply Chain (Continued)	
SASB CG-AA-430b.2	SUPPLIER FACTORY MONITORING

Monitoring is an integral part of strengthening our supplier management. We partner with experienced factory auditors to conduct regular supplier assessments. These assessments evaluate the factories' current standing and identify any areas needing improvement, including both social and environmental issues. Additionally, to track performance over time, GUESS collects evidence of social compliance from the previous two years.

SUPPLY CHAIN ASSESSMENT

Supply chain assessments are carried out according to third-party standards such as Sedex, BSCI, WRAP, and SA8000 Standards or following the GUESS standard. We are interested in ensuring that our suppliers have appropriate controls and improvement programs in place. Any suppliers identified as having significant actual and potential negative significant social impacts have agreed and implement improvement plans in their facility.

AUDITS AND REMEDIATION

Our desire is that all GUESS suppliers will elevate their performance while meeting our requirements. To facilitate this, we provide suppliers with an atmosphere of support and trust in which we help them uncover any problematic issues, identify root causes, and develop solutions. In this environment, compliance issues can be discussed openly and remedied collaboratively. Our remediation process includes root cause analysis, goal setting, corrective action planning, follow-up, and training. Our goal is to improve social and environmental performances in the supply chain, not necessarily to reduce the number of corrective action plans. Every Corrective Action Plan (CAP) issued to a supplier is tailor made for the unique issues found and reported at the facility. The timeline for the CAP is decided based on the severity of the issues found, as well as the feasibility of resolving the issues in the proposed timeline. We choose to leverage these opportunities to encourage open dialogue and transparency. We also focus on incident prevention by improving training frequency and effectiveness and supporting suppliers in creating better working environments and management systems.

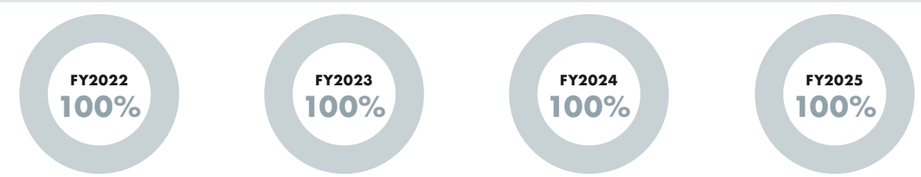
PROTECTING WORKERS THROUGH RESPONSIBLE SOURCING

In addition to improving transparency, training, and oversight in our supply chain, our raw material sourcing and responsible production policies and initiatives help to protect workers and communities by encouraging the use of raw materials produced with higher environmental and social standards.

AUDITED SUPPLIERS

Suppliers Non-Conformance with Labor Code of Conduct Rate (%)

Suppliers Non-Conformance with Labor Code of Conduct Subject to Corrective Action Rate (%)



APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Labor Conditions in the Supply Chain (Continued)	
SASB CG-AA-430b.2 ▼	**Priority Non-Conformance Rate and Associated Corrective Action Rate for Suppliers' Labor Code of Conduct Audits (Continued)**

AUDITED SUPPLIERS

Suppliers Priority Non-Conformance with Labor Code of Conduct Subject to Corrective Action Rate (%)

Terminated Suppliers as a Result of Non-Conformances with Labor Code of Conduct (%)

FY2022	FY2023	FY2024	FY2025
0.4%	0%	0%	0%

*No priority non-conformances were identified during the audits conducted in FY2025

SASB CG-AA-430b.3 ▼

Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain

With operations spread around the world, GUESS is a truly global company. A large assortment of our merchandise is designed at GUESS, then produced by our trusted suppliers with finished items distributed worldwide.

We source our apparel, bags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to. By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. A list of our key suppliers is available on sustainability.guess.com.

Over the years, the fashion industry has been working collaboratively to improve working conditions, human rights, health and safety, and work hours. Together, we have come a long way, but we are still not finished.

Ongoing improvements, training, and monitoring are still necessary.

We have always been committed to helping suppliers implement best practices in safe and fair labor and achieve meaningful improvements in the lives of their workers. These commitments illustrate GUESS' longstanding approach to supply chain responsibility.

OUR APPROACH TO SUPPLY CHAIN SOCIAL RESPONSIBILITY

Our approach to supply chain social responsibility is driven by our social compliance program. This program focuses on three specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Our operating guidelines, Supplier Code of Conduct, and monitoring programs help implement our program. Although cooperation of all suppliers is required, visibility into the daily practices of our suppliers, licensees, and joint ventures can be limited.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Labor Conditions in the Supply Chain (Continued)	
SASB CG-AA-430b.3 ▼	SUPPLIER FACTORY APPROVAL

To begin our supply chain management process, factories must first pass through our strict approval processes. This includes an initial onboarding call and social audits, which allow us to assess compliance and train new suppliers on our standards. Depending on the specific geographic risk factors, additional proof of social, health and safety, or security compliance may be required. All suppliers must sign and agree to our Supplier Code of Conduct and Human Rights Policy.

These documents detail our requirements for full compliance with legal requirements, child labor, freedom of association, human rights, health and safety, labor rights, ethics, environmental protection, decent work, payment, and administration laws. GUESS suppliers are expected to act and operate in line with legal requirements and international standards such as the International Bill of Human Rights and ILO Declaration on Fundamental Principles and Rights at Work. Our Supplier Code of Conduct and Human Rights Policy are publicly available at sustainability.guess.com.

In addition, we require factories to provide evidence of their social compliance record. To effectively assess a factory's social performance, we require audit reports and certificates issued by peer companies, third-party audits and certification bodies, or multi-stakeholder organizations.

SUPPLIER TRAINING AND EDUCATION

On a larger scale, educating and training our suppliers is one of the best practices we can use to reduce risks in our supply chain.

By taking a proactive approach, we can help suppliers recognize their areas for improvement, identify root causes of any non-compliance issues, and build compliance capacity. To do this, we provide two main types of supplier training and education:

- One-on-one supplier onboarding training to introduce all new suppliers to our social compliance program and our requirements and expectations.
- Virtual training sessions (since FY2022) focused on the most common issues from our social compliance assessment program as well as supplier needs and feedback.

As part of our ongoing commitment to increase factory employee access to trainings and development opportunities, we launched a new development program at the end of FY2022. This program is Focused, Tailor-Made, and Effective (FTME). Each FTME training highlights specific social and environmental topics and was designed with the ambition of capacity building on a wide scale. The FTME has since became a pillar of our Social Compliance program and continues to deliver free training to all our supply chain; latest topic we discussed with our suppliers about Wages and Benefits, our Human Rights policy requirements and GHG Emissions reduction.

To promote increased attendance and accessibility, we have conducted multiple online versions of the same training, in multiple languages. This allows our suppliers to join in from different time zones. The sessions have been designed to be both informative and interactive, providing participants with data covering different topics as well as practical examples of how to address challenges typically found in the supply chain.

We will continue to strengthen our FTME training program for suppliers and plan to organize in-person conferences. To facilitate collaboration and best practice knowledge sharing, we will target supplier programs in our major sourcing countries as soon as possible.

SUPPLIER FACTORY MONITORING

Monitoring is an integral part of strengthening our supplier management. We partner with experienced factory auditors to conduct regular supplier assessments. These assessments evaluate the factories' current standing and identify any areas needing improvement, including both social and environmental issues.

To track performance over time, GUESS collects evidence of social compliance from the previous two years. On average, GUESS performs an assessment of each supplier every 12 months. In FY2024 and FY2025 all new suppliers were assessed using social criteria.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION

Labor Conditions in the Supply Chain (Continued)

SASB CG-AA-430b.3

Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain (Continued)

DESCRIPTION OF THE GREATEST LABOR AND ENVIRONMENTAL, HEALTH, AND SAFETY RISKS IN THE SUPPLY CHAIN

GENERAL ISSUES	N. OF AUDITS PRESENTING THE ISSUE	% OF AUDITS PRESENTING THE ISSUE	DESCRIPTION
FY2022			
Health and safety	102	84%	No or missing machine guards
			Missing/inadequate emergency and H&S lighting/signs/markings
Wages and benefits	74	61%	Failure to provide 100% of employees with pension, medical and work-related injury insurance
			Failure to provide 100% of employees with unemployment and maternity insurance
Hours or work	72	59%	Overtime in excess of law or code
			Systematic or periodic excessive overtime on a regular basis
Environment	N/A	N/A	Environment issue category was not reported for FY2022
FY2023			
Health and safety	108	77%	No or missing machine guards
			Chemicals are not stored in appropriate secondary containers, kept off the ground, and/or labeled properly with safety precautions
Hours or work	82	59%	Overtime in excess of law or code
			Systematic or periodic excessive overtime on a regular basis
Wages and benefits	80	57%	Failure to provide 100% of employees with pension, medical and work-related injury insurance
			Failure to provide 100% of employees with unemployment and maternity insurance
Environment	N/A	N/A	Environment issue category was not reported for FY2023
FY2024			
Health and safety	135	84%	No or missing machine guards
			Personal protective equipment not properly utilized
Hours or work	103	64%	Overtime in excess of law or code
			Systematic or periodic excessive overtime on a regular basis
Wages and benefits	86	53%	Failure to provide 100% of employees with pension, medical and work-related injury insurance
			Failure to provide 100% of employees with unemployment and maternity insurance
Environment	24	15%	Missing/inadequate environmental monitoring
			No/inadequate environmental permits
FY2025			
Health and safety	124	84%	No or missing machine guards
			Personal protective equipment not properly utilized
Hours or work	95	64%	Overtime in excess of law or code
			Systematic or periodic excessive overtime on a regular basis
Wages and benefits	91	61%	Failure to provide 100% of employees with pension, medical and work-related injury insurance
			Failure to provide 100% of employees with unemployment and maternity insurance
Environment	18	12%	Missing/inadequate environmental monitoring
			No/inadequate environmental permits

Report Coverage Key: ▼Full ▼Partial ▽Omission

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION

Raw Materials Sourcing

SASB CG-AA-440a.3

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

PRIORITY RAW MATERIAL

ENVIRONMENTAL OR SOCIAL FACTORS	DISCUSSION OF BUSINESS RISKS OR OPPORTUNITIES	MANAGEMENT STRATEGY
Cotton		
• Climate change impacts • Production methods that result in water pollution, soil degradation, deforestation, or loss of biodiversity • Regulations on labor practices or human rights	Climate change may impact cotton sourcing, as the increase in temperatures and/or chronic drought could reduce cotton yields, especially in countries where water availability is low. Moreover, conventional cotton sourcing faces risks from environmental contamination, human health hazards, and regulatory pressures due to excessive pesticide and synthetic fertilizer use. Human rights concerns at the farm level could also affect cotton availability and price volatility. Non-compliance with regulations, such as the Uyghur Forced Labor Prevention Act, can lead to significant penalties and can put the entity's brand value and reputation at risk.	GUESS is transitioning to using organic cotton, which avoids the use of pesticides and synthetic fertilizers that can be harmful to farmers, biodiversity, and soil. GUESS is also committed to increasing the use of recycled cotton, which conserves water, reduces landfill waste, and lowers greenhouse gas emissions compared to virgin cotton production. GUESS's goal is to use 80% regenerative, recycled, or organic cotton for all apparel brands by 2030.* GUESS is constantly monitoring its progress toward this goal; in FY2024 and in FY2025, 27% of the cotton used for all apparel brands was environmentally preferred. Replacing conventional cotton with lower-impact cotton is one of the first actions taken by management, and GUESS is partnering with Textile Exchange to support this transition toward environmentally preferred materials. Further actions will be identified following a study conducted with the support of external experts on the impact of GUESS's activities on biodiversity conservation, water consumption, and water pollution. In recognition that cotton sourced from certain regions may present risks of Human Rights violation, including but not limited to forced child labor, GUESS seeks to prohibit any such cotton from entering our supply chain and regularly investigate any claim. GUESS follows the laws and regulations that are applicable wherever we do business, and continuously monitors for emerging risks and takes management measures accordingly.
Leather		
Suppliers' animal welfare, labor, and human rights practices	Negative publicity about animal welfare practices can lead to boycotts, decreased sales, and damage to the brand's reputation. NGOs, animal rights activists, and other stakeholders can exert significant pressure, resulting in costly legal battles and public relations crises. Improving animal welfare practices often requires investments in infrastructure, training, and technology, which can lead to higher production costs.	As part of our commitment to protect our environment, we aim for our use of animal-derived material in our products to uphold our commitment to the ethical and humane treatment of animals. Through the GUESS Animal Welfare Policy, guided by international best practices in accordance with "The Five Freedoms for Animal Welfare" by the Farm Animal Welfare Council, our suppliers are prohibited from using any fur, mohair, angora, exotic leather or any other parts from vulnerable, endangered, or wild-caught species. The use of feathers and downs or other animal derived hair is subject to limitation and use with caution.
Manmade Cellulosics		
Production methods that result in water pollution, soil degradation, deforestation, or loss of biodiversity	Sourcing man-made cellulosics poses significant business risks linked to deforestation. These risks include supply chain disruptions due to raw material shortages and price volatility, reputational damage from consumer backlash and investor pressure, regulatory challenges such as stricter environmental laws and trade restrictions, and operational hurdles like ensuring supply chain transparency and obtaining sustainability certifications.	To address the deforestation risks associated with man-made cellulosics, GUESS uses more sustainable materials from producers Lenzing™ and Birla, who have committed to more sustainable viscose production. We aim to source all wood-based materials from sustainably managed forests, ensuring they are certified by the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).
Polyester		
Regulation on greenhouse gases (GHGs)	Given polyester's petroleum-based origins, GUESS may encounter significant challenges in achieving its Scope 3 science-based emissions reduction targets. Additionally, there is potential for negative public perception associated with the use of polyester fibers in its products.	We plan to increase our use of recycled polyester in place of virgin polyester, as it requires less energy and supports circular principles. GUESS aims to use 80% recycled or bio-based polyester for its apparel mainline by 2025, and for all apparel brands by 2030.* We are continuously monitoring our progress toward this goal; in FY2024 and in FY2025, 19% of the polyester used for all apparel brands was environmentally preferred. Replacing conventional polyester with lower-impact alternatives is one of the initial actions taken by management, and GUESS is partnering with Textile Exchange to support this transition towards environmentally preferred materials.

The Apparel, Accessories & Footwear Standard has been updated in May 2022 through the revision of the Raw Materials Sourcing disclosure topic and two corresponding metrics:

- Revise metric CG-AA-440a.1. "Description of environmental and social risks associated with sourcing priority raw materials" to 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 of business risks and/or opportunities associated with the environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities";
- Revise metric CG-AA-440a.2. "Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard" to 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".

Therefore, the KPI results are related to FY2024-2025 only.

*In the updated ACTION GUESS strategy, these goals have been incorporated into the medium-term materials portfolio target: "75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)" (see ACTION GUESS section).

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Raw Materials Sourcing (Continued)	
SASB 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 or social standard, by standard**

PRIORITY RAW MATERIAL

AMOUNT PURCHASED (METRIC TONS)			AMOUNT CERTIFIED (METRIC TONS)	
FY2024	FY2025	CERTIFICATION STANDARD	FY2024	FY2025
Cotton				
		OCS organic cotton	1,526	2,393
		GOTS organic cotton	279	260
		OCS organic cotton in conversion	95	165
10,972	13,695	GOTS organic cotton in conversion	208	-
		Regenagri	-	38
		RCS recycled cotton	19	311
		GRS recycled cotton	256	19
Leather				
20 (Missing the uptake conversion factor)		No certified material used in FY2024	No certified material used in FY2024	No certified material used in FY2025
Manmade Cellulosics				
		FSC/PEFC Ecovero™ Viscose	639	430
		FSC/PEFC Livaeco™ Viscose	13	13
2,225	2,378	FSC/PEFC Tencel™ Lyocell	135	206
		FSC/PEFC Tencel™ Modal	52	60
		FSC/PEFC Birla EXCEL Viscose	-	6
Polyester				
		GRS Coolmax	-	1
		GRS Recycled polyester	649	836
4,910	5,624	RCS Recycled polyester	101	88
		GOTS* Recycled polyester	0.14	-
		GRS REPREVE®	154	85

*When polyester is used in a GOTS-certified product, it must be recycled polyester

The Apparel, Accessories & Footwear Standard has been updated in May 2022 through the revision of the Raw Materials Sourcing disclosure topic and two corresponding metrics:

- Revise metric CG-AA-440a.1. "Description of environmental and social risks associated with sourcing priority raw materials" to 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 of business risks and/or opportunities associated with the environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities";
- Revise metric CG-AA-440a.2. "Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard" to 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".

Therefore, the KPI results are related to FY2024-2025 only.

Reason for choosing the specified third-party certification(s)/standard(s)

COTTON

By adhering to globally recognized standards such as the Global Organic Textile Standard (GOTS), Textile Exchange's Organic Content Standard (OCS), Global Recycled Standard (GRS), Recycled Claim Standard (RCS) and Regenagri, GUESS can assure consumers of the authenticity, traceability, and sustainability of its certified raw materials. These certifications provide rigorous verification of organic content, recycled materials, and social and environmental performance throughout the supply chain. By demonstrating transparency and commitment to ethical practices, GUESS can enhance brand reputation, build consumer trust, and differentiate its products in the increasingly conscious marketplace.

LEATHER

No certified material used in FY2024 and FY2025.

MANMADE CELLULOSICS

By adhering to globally recognized standards such as the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC), GUESS can assure consumers of the ethical and sustainable sourcing of its certified raw materials.

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Raw Materials Sourcing (Continued)	
SASB CG-AA-440a.4 ▼	

These certifications provide independent verification of responsible forest management, contributing to environmental protection, social well-being, and economic viability. By demonstrating transparency and traceability throughout the supply chain, GUESS can enhance brand reputation, build consumer trust, and differentiate itself in the market.

POLYESTER

By adhering to globally recognized standards such as the Global Organic Textile Standard (GOTS), Textile Exchange's Global Recycled Standard (GRS), and Recycled Claim Standard (RCS), GUESS can assure consumers of the authenticity, traceability, and sustainability of its certified raw materials. These certifications provide rigorous verification of organic content, recycled materials, and social and environmental performance throughout the supply chain. By demonstrating transparency and commitment to ethical practices, GUESS can enhance brand reputation, build consumer trust, and differentiate its products in the increasingly conscious marketplace.

How the certified materials contribute to managing the entity's business risks and opportunities

COTTON

Organic and regenerative cotton cultivation typically requires less water compared to conventional methods, mitigating the risk of supply chain disruptions caused by water scarcity. Moreover, the use of organic or regenerative cotton empowers GUESS to reduce dependency on price fluctuations of conventional cotton, thereby enhancing the predictability and control of raw material costs. Furthermore, by substituting conventional materials with organic and regenerative alternatives, GUESS can align with consumer preferences for products that prioritize human health and environmental sustainability, thereby enhancing the brand reputation.

Compared to virgin cotton, recycled cotton significantly reduces water consumption, landfill waste, and greenhouse gas emissions associated with land use change. By incorporating recycled cotton, GUESS can mitigate risks stemming from raw material shortages due to water scarcity while enhancing brand reputation by appealing to environmentally conscious stakeholders and reducing the likelihood of negative publicity.

LEATHER

No certified material used in FY2024 and FY2025.

MANMADE CELLULOSICS

Lenzing™ and Birla textiles offer significant benefits in mitigating deforestation risks. By providing traceability and sourcing from certified sustainable forests, these branded initiative textiles enable GUESS to avoid sourcing materials from regions prone to deforestation. This reduces the risk of negative publicity and strengthens brand reputation.

POLYESTER

Compared to virgin polyester, recycled polyester offers substantial reductions in energy consumption and plastic waste generation. By incorporating recycled polyester into its products, GUESS can effectively mitigate challenges associated with achieving Scope 3 science-based emissions reduction targets. Simultaneously, this strategic shift enhances the brand's reputation by appealing to environmentally conscious stakeholders and reducing the risk of negative publicity linked to resource depletion and plastic pollution.

Quantitative targets set for certified priority raw material

COTTON

GUESS is committed to using 80% regenerative, recycled, or organic cotton for all apparel brands by 2030.*

LEATHER

No targets set for leather.

MANMADE CELLULOSICS

No targets set for manmade cellulosics.

POLYESTER

GUESS is committed to using 80% recycled or biobased polyester for apparel mainline by 2025, and for all apparel brands by 2030.*

*In the updated ACTION GUESS strategy, these goals have been incorporated into the medium-term materials portfolio target: "75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)" (see ACTION GUESS section).

APPAREL, ACCESSORIES, AND FOOTWEAR

DISCLOSURE	LOCATION
Number of Suppliers (Tier 1 and Beyond Tier 1)	
SASB CG-AA-000.A	**Number of: (1) Tier 1 suppliers and (2) suppliers beyond Tier 1**

	FY2022	FY2023	FY2024	FY2025
Number of tier 1 suppliers	360	375	368	373
Number of significant* tier 1 suppliers	Not reported	Not reported	Note[1]	309

GUESS has not yet started to track the completion rate of its tier 2 suppliers.

*Significant suppliers are suppliers identified as having significant business relevance to GUESS.

Note[1]: During FY2024, GUESS sourced from 368 tier 1 suppliers (those directly involved in cut-and-sew operations), of which 296 were considered to be of significant business importance to GUESS.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

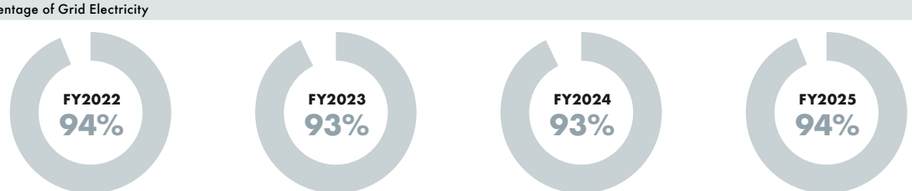
DISCLOSURE	LOCATION
Energy Management in Retail & Distribution	
SASB CG-MR-130a.1	**(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable**

ENERGY RETAIL AND DISTRIBUTION CENTERS

Total Energy Consumed

FY2022	FY2023	FY2024	FY2025
276,216	299,892	283,151	262,859

Percentage of Grid Electricity



Percentage of Renewable Energy: EACs*

Data reported include Guess Korea and Guess Japan.

*In FY2022-2023, we reported renewable energy consumption based on the Renewable Energy Credits (RECs) we purchased. Starting from FY2024-2025, we are referring to these credits as Energy Attribute Certificates (EACs). This change reflects our commitment to a global approach to renewable energy. EACs are a widely recognized term that encompasses various types of energy credits used internationally, ensuring clarity and consistency in our ESG reporting.

Report Coverage Key: ▼Full ▼Partial ▽Omission

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Data Security	
SASB CG-MR-230a.1	**Description of Approach to Identifying and Addressing Data Security Risks**

GLOBAL PRIVACY GOVERNANCE: REDEFINING COMPLIANCE AS A STRATEGIC PILLAR OF ESG LEADERSHIP

Over the past two fiscal years, GUESS has undertaken a comprehensive transformation of its global Privacy Governance model, further embedding legal and ethical accountability into its core operations. Spearheaded by the Legal Department, this initiative reflects our commitment to a principled, risk-based, and human-centric approach to data protection—an essential component of our broader ESG vision.

We have developed and implemented a Group-wide Privacy Governance Framework, fully aligned with applicable European legislation—most notably the GDPR, which remains the global benchmark for data protection—and enriched by internationally recognized standards, including key elements from the ISO family of certifications.

This framework represents the first unified and fully integrated privacy model in GUESS history. It consolidates over 60 tailored policies, procedures, and guidelines, covering critical areas such as:

- Role designation and data processing principles
- Regulation and monitoring of employee-assigned IT tools
- Third-party management and data transfers
- CCTV and workplace surveillance governance
- HR data processing and employee rights
- Marketing practices and digital tools oversight
- AI governance and privacy-by-design protocols
- Supply chain controls and cross-border compliance
- Data breach prevention, response, and notification strategies
- Data subject rights and regulatory engagement
- Technical and organizational measures for continuous protection

The framework was first adopted by our European holding company in the Netherlands at the end of 2023, followed closely by legal entities across the EU and Switzerland. Recognizing jurisdictional differences, the model has been localized to meet country-specific regulatory requirements, with particular attention to labor laws and user protection norms.

In 2025, the implementation roadmap will expand to include non-EU jurisdictions, building on the successful rollout in Switzerland, with the aim of achieving global adoption across all legal entities by 2026. This project is a key milestone in building a globally harmonized yet locally adaptable privacy culture.

Beyond this structure, GUESS maintains continuous privacy and legal oversight across all business areas where personal data is processed. In line with our legal-tech and digital-first vision, this framework is not only regulatory in nature but fully operationalized. Strategic decisions—particularly in areas such as marketing, advanced digital tools, and AI—are made in close coordination between Compliance and Business units, ensuring responsible innovation aligned with ESG values. Wherever data exists, we act with one guiding principle: protecting the individual behind the information.

To reinforce this commitment, and despite our extensive in-house expertise, GUESS has appointed an external, independent, international law firm as Group Data Protection Officer (DPO). This decision ensures a high level of impartial oversight and specialized guidance, reinforcing transparency, compliance integrity, and long-term trust with all stakeholders.

SECURING THE DIGITAL FUTURE

The cybersecurity landscape is evolving at an unprecedented pace, shaped by technological advancements, regulatory pressures, and increasingly sophisticated threats. As businesses worldwide embrace digital transformation, the volume of data generated and processed is growing exponentially—exposing organizations to new vulnerabilities. At the same time, artificial intelligence (AI) has become a double-edged sword: while it enhances threat detection and automation or defenders, cybercriminals are also leveraging AI to launch more targeted and scalable attacks.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Data Security (Continued)	
SASB CG-MR-230a.1 ▼	**Description of Approach to Identifying and Addressing Data Security Risks (Continued)**

Governments and regulatory bodies are responding with stricter data protection laws and cybersecurity mandates, requiring companies to adopt proactive risk management frameworks. However, maintaining robust security in this dynamic environment is not just a technical challenge—it is a strategic imperative closely tied to Environmental, Social, and Governance (ESG) principles.

DATA PROTECTION & PRIVACY: SAFEGUARDING TRUST

The rise of data-hungry systems, particularly AI, has introduced unprecedented opportunities—and risks. While businesses harness AI for innovation, cybercriminals exploit it to launch sophisticated attacks, making robust data protection and privacy more critical than ever. At GUESS, we remain unwavering in our commitment to securing not only business-critical information but also the personal data entrusted to us by customers, employees, and partners. This is not merely a legal obligation—it is a fundamental responsibility to foster secure digital environments where individuals can trust that their information is protected.

To uphold this commitment, we have implemented a multi-layered approach. Continuous monitoring allows us to identify and reduce attack surfaces, while data minimization practices ensure we retain only what is necessary, limiting exposure. Equally vital is our ongoing employee awareness and training program, which equips teams with the knowledge to recognize and mitigate threats such as phishing and social engineering. Beyond internal measures, we have strengthened our third-party risk assessment process, rigorously evaluating critical suppliers to ensure they meet our security standards.

In a landscape where data is both an asset and a target, we recognize that privacy and protection require constant evolution—not only in technology but also in people. Recognizing this, we have expanded our Global Cybersecurity Awareness and Training Program, reaching employees, contractors, and key stakeholders in every region in which we operate.

The program includes both online and face-to-face training sessions, offering interactive modules, phishing simulations, executive workshops, and region-specific content to ensure cultural and regulatory relevance. Our objective is to foster a resilient workforce that can recognize, avoid, and report cyber threats effectively.

We have seen remarkable results from our in-person training sessions, which provide a dynamic forum for discussing cyber threats, exploring real-world risks, and developing practical defenses for all aspects of digital life—with the added benefit of receiving immediate, actionable feedback from participants.

In 2025, we aim to go even further by developing tailored learning paths for different roles and responsibilities, supported by new and engaging initiatives.

ADOPTING ISO 27001:2022 FOR HOLISTIC SECURITY AND PRIVACY MANAGEMENT

To support our long-term security goals, we have formally adopted the ISO/IEC 27001:2022 framework, one of the most respected international standards for information security management systems (ISMS). This updated framework emphasizes the integration of security controls with privacy considerations, making it particularly well-suited to our current and future needs.

Through the implementation of this framework to govern and manage information security, we aim to continuously improve our risk assessment methodologies, aligning them with emerging threats such as supply chain attacks, data sovereignty concerns, and privacy-by-design requirements.

Additionally, our internal policies and procedures have been updated to reflect this rigorous approach, ensuring alignment with the highest standards of compliance, governance, and auditability.

This adoption has not only strengthened our internal capabilities but has also enhanced our credibility with customers and partners by demonstrating our unwavering commitment to global best practices.

LOOKING AHEAD: BUILDING A RESILIENT AND RESPONSIBLE DIGITAL FUTURE

As we look toward the future, our cybersecurity strategy will continue to evolve to meet emerging challenges. Yet our direction remains clear: people-first, risk-informed, and standards-driven. We will continue to invest in advanced technologies, refine our policies, and engage our global workforce to build a security culture that aligns with our broader mission of sustainable and responsible business.

Cybersecurity is not a standalone function—it is a pillar of our ESG vision. It supports human rights by safeguarding personal data, strengthens governance through risk-based accountability, and aligns with environmental goals by promoting efficient and sustainable technology practices.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION

Data Security (Continued)

SASB CG-MR-230a.2 ▼

(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected

GUESS is committed to assuring the protection of personal information of our customers and taking care to implement best practices and follow the regulatory safeguards within each country we operate. At GUESS, we prioritize customer data privacy and security, integrating transparency and compliance with global standards such as GDPR and CCPA. To learn more about our general data security program, refer to the disclosure for SASB CG-MR-230a.1. Any financially material non-compliance with laws and regulations is reported in the quarterly and annual reports where the methodology to define the significance of such non-compliance is also described.

Labor Practices

SASB CG-MR-310a.1 ▼

(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region

AVERAGE HOURLY WAGE (EXCL. OVERTIME) OF RETAIL/DISTRIBUTION CENTERS EMPLOYEES AS AT FISCAL YEAR END (IN USD)

FINANCIAL REPORTING SEGMENT/COUNTRY	FY2022	FY2023	FY2024	FY2025
Americas (Retail)				
Canada*	14	14	14	13
United States*	16	17	17	18
Americas (Distribution Centers)				
Canada*	20	18	19	17
United States*	26	25	26	33
Europe (Retail)				
Andorra	11	9	10	10
Austria	15	16	18	18
Belgium	13	14	15	15
Cyprus**	8	8	8	9
Czechia	9	9	9	8
Denmark*	19	19	19	20
Finland*	14	13	14	14
France	13	14	14	13
Germany	14	15	15	16
Greece**	6	7	7	7
Hungary	7	6	7	7
India	No retail employees	No retail employees	No retail employees	No retail employees
Ireland*	13	14	15	15
Italy	12	11	12	12
Kazakhstan	3	4	4	4
Luxembourg	15	15	18	17
The Netherlands	12	14	15	16
Norway*	17	17	17	17
Poland	6	6	8	8
Russia	4	4	4	4
San Marino***	Not applicable	Not applicable	13	13
Singapore	10	10	12	11
Spain	11	11	12	11
Sweden*	15	15	15	15
Switzerland	26	28	31	30
Turkey**	2	3	4	5
United Kingdom*	13	13	14	15
Asia (Retail)				
Chinese Mainland	6	5	6	5
Hong Kong SAR	10	10	11	10
Macau SAR	13	12	10	10
Taiwan Region	9	8	8	7

*Average wage are calculated on basic salary only (w/o commissions).
**Average wage are calculated on basic salary only (w/o commissions) for FY2022 and FY2023.
***Average wage are calculated on basic salary only (w/o commissions) for FY2024

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE **LOCATION**

Labor Practices (Continued)

SASB CG-MR-310a.1

(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region (Continued)

RETAIL AND DISTRIBUTION CENTERS EMPLOYEES EARNING MINIMUM WAGE AS AT FISCAL YEAR END (IN USD)

CATEGORY	FINANCIAL REPORTING SEGMENT/COUNTRY	FY2022	FY2023	FY2024	FY2025
Earning minimum wage	Americas	23%	17%	25%	29%
	Europe	16%	15%	11%	14%
	Asia (Greater China only)	1%	0%	3%	5%
Exceeding minimum wage	Americas	77%	83%	75%	71%
	Europe	84%	85%	89%	86%
	Asia (Greater China only)	99%	100%	97%	95%

SASB CG-MR-310a.2

(1) Voluntary and
(2) involuntary turnover rate for in-store employees

TURNOVER RATE	FY2022	FY2023	FY2024	FY2025
Voluntary Turnover	41%	42%	40%	36%
Involuntary Turnover	11%	11%	11%	12%
Total	52%	53%	51%	48%

SASB CG-MR-310a.3

Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Labor Law Violations

Guess?, Inc. operates in approximately 100 countries around the world, and is committed to provide a workplace where our associates thrive. We are proud of the investment we make to train and develop our associates, and create a culture that empowers our retail teams to take pride and ownership of the store in which they work. We have systems in place to assure that we uphold relevant labor laws in the jurisdictions in which we operate. However, Guess?, Inc. does on occasion receive lawsuits or demands related to wage and hour violations. Any financially material non-compliance with laws and regulations is reported in the quarterly and annual reports where the methodology to define the significance of such non-compliance is also described.

Workforce Diversity & Inclusion

SASB CG-MR-330a.1

Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees

		FY2022	FY2023	FY2024	FY2025
Management*	Female	68%	67%	67%	69%
	Male	26%	26%	27%	25%
	Not declared	6%	7%	6%	6%
Other employees	Female	75%	74%	76%	76%
	Male	19%	19%	17%	17%
	Not declared	6%	7%	7%	7%

Data reported include Guess Korea and Guess Japan.

*Managers and above including Executives

Report Coverage Key: Full Partial Omission

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE **LOCATION**

Workforce Diversity & Inclusion (Continued)

SASB CG-MR-330a.1

U.S. EMPLOYEES ONLY		FY2022	FY2023	FY2024	FY2025
Indigenous American/Alaska Native	Managers and above including Executives	1%	1%	1%	0%
	All other employees	1%	0%	1%	1%
Asian	Managers and above including Executives	8%	8%	7%	7%
	All other employees	6%	6%	6%	6%
Black or African American	Managers and above including Executives	12%	14%	13%	14%
	All other employees	16%	18%	16%	15%
Hispanic or Latinx	Managers and above including Executives	49%	46%	49%	48%
	All other employees	52%	50%	53%	55%
Native Hawaiian/Pacific Islander	Managers and above including Executives	1%	1%	1%	1%
	All other employees	1%	0%	1%	1%
White	Managers and above including Executives	24%	24%	24%	24%
	All other employees	19%	20%	20%	17%
Other	Managers and above including Executives	0%	0%	0%	0%
	All other employees	0%	0%	0%	0%
Two or more races	Managers and above including Executives	5%	6%	5%	5%
	All other employees	5%	5%	5%	5%

Diversity and Inclusion at GUESS

Our expectations to support a diverse and welcoming workplace are detailed in the Guess?, Inc. Code of Ethics and our Global Anti-Discrimination and Sexual Harassment Policy. We anticipate all individuals here to promptly report and investigate any suspicions of discrimination. We've implemented an open-door policy aimed at nurturing transparent communication. To enhance the creation of a safe workplace environment, GUESS associates are encouraged to engage in discussions regarding work-related concerns and issues with their Manager, Department Head, Human Resources, and Executive Management. Additionally, our global HR hotline provides a platform for associates to report concerns related to unethical behavior and other potential conflicts.

DIVERSITY & INCLUSION COUNCIL EXPANSION

The Council is dedicated to cultivating a workplace environment where employees experience a strong sense of community, belonging, and opportunities for meaningful dialogue. It serves as a catalyst for integrating Diversity and Inclusion (D&I) principles across our business, with a focus on nurturing inclusive leadership, providing comprehensive employee training, and fostering a work environment that incorporates growth and opportunities for everyone. In FY2025, Region 2 established a Diversity and Inclusion Council consisting of 15 members, including representatives from the Lugano office, as well as offices throughout Europe. Additionally, a Global Council was created to align policies, practices, and programming between Region 1 and Region 2.

Policy Implementation

To support our Diversity and Inclusion efforts, in FY2025, internal policies and guidelines were implemented. These policies are designed to eliminate discrimination and promote equity by ensuring fair treatment for all individuals, regardless of characteristics such as race, gender, or sexual orientation.

- Diversity and Inclusion Policy
- Global Anti-Discrimination and Sexual Harassment Policy
- Transition Guidelines
- Pronoun Policy
- LGBTQ+ Benefits Guide
- Gender Neutral Restroom Policy

Gender Diversity

Gender diversity remains a fundamental principle, and we are committed to fostering greater balance across all categories and regions. Presently, we observe that a majority of our associate positions are held by women, while globally, most executive roles are filled by men, maintaining a ratio of around 70% to 30%.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Workforce Diversity & Inclusion (Continued)	
SASB CG-MR-330a.1 ▼	**Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees (Continued)**

GENDER PAY PARITY

As part of our ongoing commitment to gender pay parity, GUESS has started monitoring the pay ratio between male and female employees globally at corporate and retail levels. We are continually monitoring pay ratios in all countries where we have direct operations, excluding Korea and Japan. For corporate and retail locations, we were very pleased to see that we have achieved gender pay parity on average at a global level in FY2024 and FY2025.

Given our particular organization and fashion industry turnover, especially in retail locations, we are aware that the spot rate at year end (here represented) may not be fully representative of salary fluctuations which occurred during the fiscal year. As a consequence, we consider pay parity a ratio of 100% +/-10%.

ETHNIC DIVERSITY

With the growing focus on ethnic diversity, we continue to expand the scope of ethnicity tracking in our US operations. This allows us to make informed decisions when developing initiatives that can best address the needs of our employees. Whether it's providing culturally specified training materials, events, or creating specific employee development programs for underrepresented groups, we are pleased that these initiatives are contributing to a more diverse workforce as a whole.

BIPOC COMMUNITY PARTNERSHIPS

Another program where we can honor our commitment of diversity is through the GUESS Foundation. In FY2021, we've pledged to donate one million dollars to influential non-profit organizations that champion art, culture, education, empowerment, and wellness within the Black and African American communities. The GUESS is proud to have completed that commitment in FY2024 supporting the following organizations:

- World Stage is an education and performing arts center based in South Los Angeles that hosts weekly affordable workshops and concerts for musicians of all ages and skill levels. GUESS Foundation's donation will help fund their weekly concert series and their Young Lions Music Series for high school and college students, as well as allow for purchase of new equipment needed.
- Black Design Collective is an organization that is committed to developing and implementing programs that provide the Black design and creative community with the tools and skills necessary to compete and thrive in a competitive marketplace. GUESS Foundation's donation will help fund their education, training, and mentorship programs and provide scholarships for their fashion students.
- Black Girls Tennis Club focuses on the liberation and empowerment of Black girls and women through tennis. They recognized that Black communities are underrepresented in tennis, so they created opportunities for them to participate in free tennis clinics and programming. GUESS Foundation's donation will help fund their free tennis clinics and purchase the necessary equipment needed for girls to play the sport.
- Private School Village cultivates and harnesses the power of community to positively transform the private school experience for Black families, so that students fully thrive. They aim to enhance representation and provide aid for students from low-income households, so they have a chance at a private school education. GUESS Foundation's donation will help fund several of PSV's programs and provide scholarship aid.

In FY2025, the GUESS Foundation continued its support through donations to the World Stage and Black Design Collective.

In Honor of AAPI Heritage Month, GUESS Foundation supported the Asian Pacific Counseling and Treatment Centers in FY2024 and FY2025, which was the first mental health center in Los Angeles County that specifically developed to meet the unique needs of Asian Pacific immigrants and refugees.

D&I Training

Establishing an inclusive culture that embraces everyone necessitates active participation and continuous learning. To achieve this goal, we've organized a range of events aimed at fostering the inclusion of marginalized communities, accommodating diverse communication styles, and highlighting the advantages of diversity within our organization.

EXPERT-LED TRAINING

In FY2024 GUESS EU held strategic framing sessions with executive leadership and country managers. The sessions were facilitated by a global DEI professional with extensive international experience in financial communications, fashion/luxury and life science industries.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Workforce Diversity & Inclusion (Continued)	
SASB CG-MR-330a.1 ▼	The session sparked discussions on Diversity and Inclusion (D&I), focusing on strategies to cultivate an environment at GUESS where each individual feels esteemed, respected, and empowered to offer their utmost contributions. It delved into the significance of authenticity at GUESS and explored methods to nurture an inclusive culture that influences our teams in a positive manner.

In FY2025 EU also launched a series of D&I awareness sessions for the entire corporate population. The sessions covered topics such as Introduction to Diversity and Inclusion, Unconscious Bias, Microaggressions, and Inclusive Language.

GUESS DEVELOPMENTAL SERIES

In FY2024, we continued our GUESS Developmental Series to supplement our diversity & inclusion trainings. The goal of this series is to help our employees to communicate and relate to one another more effectively. We covered topics such as by-stander intervention, allyship, courageous con. In FY2025, the series covered topics such as microaggressions, ways to make virtual meetings more inclusive, and generational differences in the workplace.

COURAGEOUS CONVERSATIONS

In FY2024, our Courageous Conversations discussions continued to foster a supportive space for individuals with shared values to engage in meaningful dialogue. Topics ranged from 'DEI Coded' to '5Ds of Bystander Intervention' and 'How to Have Courageous Conversations.' These discussions featured both external experts and our talented associates, who posed thought-provoking questions addressing the stigma surrounding allyship in the workplace, the fundamentals of DEI, and the different methods used to intervene during conflict. By delving into these topics, our conversations aimed to champion inclusivity and amplify the voices of marginalized communities.

MANDATORY CORNERSTONE TRAINING

In FY2024, we implemented two new Cornerstone diversity & inclusion training sessions, which were mandatory for employees in the US. With separate trainings for both Managers and employees, these sessions provided each group with an introduction to D&I as well as microlearning modules assessed through our Learning Management System. At the end of FY2024, GUESS introduced the Global Harassment Prevention for Employees Training e-learning course for the entire corporate workforce. Since then, this course has become mandatory for all new corporate HQ hires to complete within 30 days of their start date.

In FY2025, we expanded our training efforts in the US by rolling out additional mandatory sessions focused on promoting diversity, understanding discrimination, and learning how to prevent it. We also plan to launch more mandatory diversity & inclusion curriculums globally through Cornerstone.

PARTNERSHIPS THROUGH DIVERSITY AND CREATIVITY

In honor of Women's History Month, in FY2025, professional pipeline Gyrl Wonder launched their capsule collection designed by the GUESS Originals team. The partnership came together to create pieces that celebrates the creativity and ingenuity of Gyrl Wonder and Guess?, Inc. The GUESS x Gyrl Wonder capsule collection consisted of three custom pieces available only on www.gyrlwonder.org. A portion of the proceeds went towards the GUESS x Gyrl Wonder scholarship fund for the 2024/2025 academic year.

"Our partnership with Guess?, Inc. was born out of really trying times. It opened the doors of opportunity for our mentees and us as an organization. To date we have partnered for 3 summer internship experiences, and our last Gyrl Wonder recommendation was hired full time!" says founder of Gyrl Wonder, Tola Lawal. "We're excited to be entering the 4th year of this partnership and kicking it off with a collaborative capsule collection!"

At the end of FY2025, Guess Europe teamed up with Progetto Quid to launch a collaborative capsule collection inspired by the brand's iconic daisy print, a nod to GUESS's rich heritage. Progetto Quid, based in Verona Italy, is dedicated to making the workforce accessible to individuals at risk of exclusion and discrimination, with a strong emphasis on empowering women. This collection carries a powerful message of positivity and inclusivity, highlighted by the "Love Culture" t-shirt, which promotes a culture of love and acceptance, free from prejudice—values that align perfectly with GUESS's ethos. The collection debuted online across Europe and in select stores in February 2025 as part of the spring lineup.

"The attention to social and environmental issues that the Company has always shown has motivated us to collaborate with the brand," says Anna Fiscale, President and Founder of Progetto Quid. "Sustainability, inclusion, and the enhancement of diversity are integral parts of both GUESS's and our identity. We are thrilled to have the opportunity to create a unique collection together."

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Workforce Diversity & Inclusion (Continued)	
SASB CG-MR-330a.2 ▼	**Total Amount of Monetary Losses as a Result of Legal Proceedings Associated with Employment Discrimination** Diversity and inclusion is a core value for GUESS, and is fundamental to the way we do business. We appreciate and understand the importance of creating an environment in which all of our employees feel valued, included and empowered, and we strive to ensure that our workforce is reflective of the communities in which we live and work. Guess?, Inc. is an equal opportunity employer that operates without regard to age, ancestry, arrest record, citizenship, race of color, marital or parental status, military discharge status, national origin, pregnancy, religion, sex, sexual orientation, gender identify, union activity, or physical or mental disability, or medical condition unrelated to the individual's ability to perform the job. Our commitment is guided by our Human Rights and Global Anti-Discrimination and Sexual Harassment policies. Any financially material non-compliance with laws and regulations is reported in the quarterly and annual reports where the methodology to define the significance of such non-compliance is also described.
Product Sourcing, Packaging & Marketing	
SASB CG-MR-410a.1 ▼	**Revenue from Products Third-Party Certified to Environmental and/or Social Sustainability Standard**

REVENUE FROM PRODUCTS THIRD-PARTY CERTIFIED STYLES (USD)

FY2022	FY2023	FY2024	FY2025
192,710,060	389,365,710	468,240,656	470,298,715

SASB CG-MR-410a.2 ▼

Discussion of Processes to Assess and Manage Risks and/or Hazards Associated with Chemicals in Products

GUESS employs a comprehensive and structured strategy to ensure chemical safety throughout its supply chain, integrating hazard and risk dynamics to address products effectively. This approach includes identifying and prioritizing chemicals for reduction or elimination, focusing on the potential harm they may cause based on scientific evidence and regulatory standards. Additionally, GUESS evaluates exposure scenarios and usage patterns to assess risks across a product's lifecycle, ensuring a holistic understanding of potential impacts.

To support this methodology, GUESS aligns its practices with its LRSM, which provides guidelines for managing restricted substances and minimizing risks across the supply chain, reinforcing the Company's commitment to excellence in chemical safety. However, as GUESS's production is entirely outsourced, the Company focuses its chemical management efforts on the finished products rather than on the chemicals used during suppliers' production processes.

Disclosure of full chemical formulations is not applicable to GUESS, as the Company designs, develops, and markets fashion apparel and accessories, not complex chemical products. The foundation of our items lies in the textile materials and fibers they are made of, not in chemical formulations.

During the initial testing phase, suppliers are required to submit samples of finished goods for laboratory analysis to ensure compliance with the GUESS LRSM. For metal hardware, particular attention is given to coatings and metal alloys, which are assessed to mitigate risks related to heavy metals and prolonged skin contact. Material substitution assessments are conducted to identify safer alternatives where hazardous substances are identified, enabling GUESS to incorporate alternative chemicals into product design while maintaining the highest safety standards for the end consumer.

The Compliance team plays a critical role in managing testing protocols and selecting styles for bulk testing. Their approach factors in risk levels identified during assessments, garment construction variations (e.g., long sleeve versus short sleeve), and fabric quality. For example, if the same fabric is used across multiple styles, testing is performed on different colors for colorfastness and one representative style for physical testing. Garment tests are conducted on flagged styles to ensure overall safety.

Suppliers are required to send bulk pieces to authorized labs for "Garment Tests" or "Additional Color Tests" following the GUESS Testing Protocols. Vendors must also provide detailed test reports, and results are documented and tracked using shared systems accessible to key stakeholders across the company. Non-compliance is addressed promptly through corrective action plans, which include re-testing and adjustments to ensure alignment with GUESS's stringent requirements. For accessories, additional care is taken to manage compliance for jewelry and small leather goods.

Randomized secondary testing of goods at distribution centers ensures compliance before products are introduced to the market. This measure provides an added layer of quality assurance, helping to identify any non-compliance issues that may arise post-production.

Report Coverage Key: ▼Full ◥Partial ▽Omission

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

DISCLOSURE	LOCATION
Activity Metric	
SASB CG-MR-410a.3 ▼	**Discussion of Strategies to Reduce the Environmental Impact of Packaging** GUESS is committed to reducing the environmental footprint of its packaging by implementing comprehensive practices rooted in its Packaging Policy. Our efforts are driven by a focus on minimizing material usage, enhancing recyclability, and aligning with globally recognized more sustainable products' standards. GUESS prioritizes the use of less impacting materials across all divisions, as outlined in the Packaging Policy. For the Apparel Division, this involves adopting 100% recycled or biodegradable content for primary packaging materials, such as garment bags and hangtags. Meanwhile, the Accessories Division focuses on transitioning to recyclable materials for product boxes and protective wraps, with a particular emphasis on eliminating single-use plastics. By ensuring that packaging materials meet higher environmental performance standards, GUESS reinforces its commitment to sustainability. Recognizing the challenges of scalability in sustainable packaging initiatives, GUESS continues to refine its practices and seek advancements. The Packaging Policy further reinforces these commitments by establishing clear guidelines for sourcing, innovation, and stakeholder engagement. While we are actively increasing the proportion of recycled and recyclable materials in our primary and secondary packaging, we acknowledge that we are not yet able to measure this KPI comprehensively. We are committed to developing a dedicated metric to track progress and ensure transparency in our sustainability efforts.

SASB CG-MR-000.A ▼

Number of: (1) retail locations and (2) distribution centres

	FY2022	FY2023	FY2024	FY2025
Distribution Center	referred to 10-k	referred to 10-k	3	3
Retail	referred to 10-k	referred to 10-k	971	941
Total			**974**	**944**

Data reported in the table include Guess Korea and Guess Japan.

SASB CG-MR-000.B ▼

Total area of: (1) retail space and (2) distribution centres

	FY2022	FY2023	FY2024	FY2025
Distribution Center	referred to 10-k	referred to 10-k	65,807	65,807
Retail	referred to 10-k	referred to 10-k	329,332	322,959
Total			**395,140**	**388,766**

Data reported in the table include Guess Korea and Guess Japan. All numbers in SM - Square meters.

Supplemental KPIs

The table provides the criteria for certain supplemental key performance indicators (KPIs) that are in addition to the metrics used to comply with GRI and SASB standards. For the avoidance of doubt, forward-looking information, including our commitments, targets, and goals, as well as any aspirational statements, were not subject to KPMG LLP's assurance. Additionally, any information referred to via hyperlinks in the Data and Disclosures section of this report was not subject to assurance by KPMG.

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain	
PRO9010 ▼	**Percentage of Environmentally Preferred Raw Material by Equivalent Units to Produce Apparel Units Received at DC (Only Apparel, REG1 and REG2)** Ratio of Environmentally Preferred Raw Materials contained in styles received at DCs out of total materials contained in styles received at DCs during the reporting fiscal year. PREFERRED MATERIALS (% BY EQUIVALENT UNITS) Environmentally Preferred Materials* FY2022 19% FY2023 28% FY2024 25% FY2025 25% *Environmentally Preferred materials include both certified materials (e.g. organic and recycled) and other preferred materials (e.g. Hemp, Linen, Lenzing™…).
PRO9030 ▼	**Percentage of Recycled or Biobased Polyester by Equivalent Units for GUESS Apparel Mainline (Only Apparel Mainline, REG1 and REG2)** Ratio of recycled or biobased polyester contained in styles received at DCs out of total polyester contained in styles received at DCs during the reporting fiscal year. PREFERRED MATERIALS (% BY EQUIVALENT UNITS) Recycled or Biobased Polyester for GUESS Apparel Mainline FY2022 14% FY2023 21% FY2024 30% FY2025 31% GUESS Mainline stands for full-price mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear. Mainline excludes other GUESS branded apparel categories (i.e. Kids, Athleisure, Underwear, Beachwear, Factory), other non-apparel product categories (i.e. Bags, Footwear, Small Leather Goods, Accessories, Home) and other brands (i.e. Marciano by Guess, GBG, GUESS U.S.A., GUESS Originals). Starting from FY2026, this metric will be incorporated into the "Percentage (%) of Environmentally Preferred materials by equivalent units" for all apparel lines metric to align with the updated ACTION GUESS 2025 strategy goal.

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain (Continued)	
PRO9040 ▼	**Percentage of Recycled or Biobased Polyester by Equivalent Units for All Apparel Brands (Only Apparel, REG1 and REG2)** Ratio of recycled or biobased polyester contained in styles received at DCs out of total polyester contained in styles received at DCs during the reporting fiscal year. PREFERRED MATERIALS (% BY EQUIVALENT UNITS) Recycled or Biobased Polyester for All Apparel Brands FY2022 8% FY2023 15% FY2024 19% FY2025 19% All Apparel Brands include also Mainline. Starting from FY2026, this metric will be incorporated into the "Percentage (%) of Environmentally Preferred materials by equivalent units" for all apparel lines metric to align with the updated ACTION GUESS 2025 strategy goal.
PRO9041 ▼	**Percentage of Recycled or Biobased Polyester by Weight for All Apparel Brands (Only Apparel, REG1 and REG2)** Ratio of recycled or biobased polyester contained in styles received at DCs out of total polyester contained in styles received at DCs during the reporting fiscal year. PREFERRED MATERIALS (% WEIGHT, KGs) Recycled or Biobased Polyester for All Apparel Brands FY2022 6% FY2023 14% FY2024 18% FY2025 18% All Apparel Brands include also Mainline.
PRO9050 ▼	**Percentage of Regenerative, Recycled or Organic Cotton by Equivalent Units for All Apparel Brands (Only Apparel, REG1 and REG2)** Ratio of regenerative, recycled or organic cotton contained in styles received at DCs out of total cotton contained in styles received at DCs during the reporting fiscal year. PREFERRED MATERIALS (% BY EQUIVALENT UNITS) Regenerative, Recycled or Organic Cotton for All Apparel Brands FY2022 Not reported FY2023 Not reported FY2024 27% FY2025 29% All Apparel Brands include also Mainline. Starting from FY2026, this metric will be incorporated into the "Percentage (%) of Environmentally Preferred materials by equivalent units" for all apparel lines metric to align with the updated ACTION GUESS 2025 strategy goal.

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain (Continued)	

PRO9060

Received Units at DC of Consciously Constructed Styles for GUESS Apparel Factory Mainline (Only Apparel Factory Mainline, REG1 and REG2) and All Apparel Factory Lines (REG1 and REG2)

Ratio of apparel styles received at DCs that satisfy the minimum requirements established by the Consciously Constructed guidelines and marketed as Consciously Constructed for the brand's eco collection out of the total apparel styles received at DCs during the reporting fiscal year.

GREEN PRODUCTS (% BY UNITS)

Consciously Constructed for GUESS Factory Apparel Mainline*

Consciously Constructed for All GUESS Factory Apparel Lines

GUESS Factory Apparel Mainline stands for mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear sold around the world through our factory outlet stores. Factory mainline excludes other apparel categories (i.e. Kids, Athleisure, Underwear, Beachwear) and other non-apparel product categories (i.e. Bags, Footwear, Small Leather Goods, Accessories, Home).

*Starting from FY2026, this metric will be incorporated into the "Percentage (%) of receipt Apparel Factory Units" metric to align with the updated ACTION GUESS 2025 strategy goal.

GUESS Factory Apparel lines refer to the collections of GUESS branded apparel sold around the world through our factory outlet stores. These lines include Factory Outlet Global (i.e., Factory Mainline), Factory Kids, Underwear Factory Outlet, and GUESS for Departments. GUESS Factory lines exclude full-price collections.

PRO9070

Received Units at DC of GUESS ECO Denim Styles for GUESS Apparel Mainline (Only Apparel Mainline Denim, REG1 and REG2)

Ratio of denim styles received at DCs that satisfy the minimum requirements established by the GUESS ECO guidelines and marketed as GUESS ECO for the brand's eco collection out of the total denim styles received at DCs during the reporting fiscal year.

GREEN PRODUCTS (% BY UNITS)

GUESS ECO Denim for GUESS Apparel Mainline

GUESS ECO stands for GUESS full-price products made using more sustainable materials and processes that satisfy minimum requirements as defined by our internal guidelines for the given year of development. GUESS ECO products are marketed as more sustainable product range by GUESS. In addition to preferred materials, production method is optional for non-denim and required for denim to be branded GUESS ECO.

GUESS Mainline stands for full-price mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear. Mainline excludes other GUESS branded apparel categories (i.e. Kids, Athleisure, Underwear, Beachwear, Factory), other non-apparel product categories (i.e. Bags, Footwear, Small Leather Goods, Accessories, Home) and other brands (i.e. Marciano by Guess, GBG, GUESS U.S.A., GUESS Originals).

Starting from FY2026, this metric will be incorporated into the "Percentage (%) of receipt Apparel full price Units" for all apparel lines metric to align with the updated ACTION GUESS 2025 strategy goal.

Report Coverage Key: ▼Full ▼Partial ▽Omission

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain (Continued)	

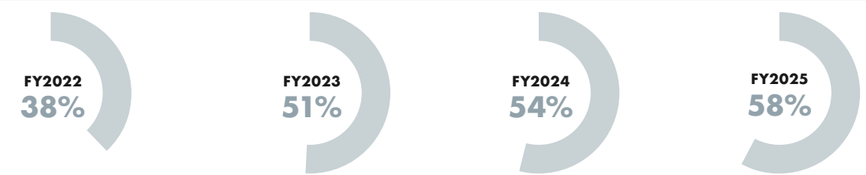
PRO9080

Received Units at DC of GUESS ECO Styles for GUESS Apparel Mainline (Only Apparel Mainline Including Denim and Non-Denim, REG1 and REG2) and All Apparel Full Price Lines (REG1 and REG2)

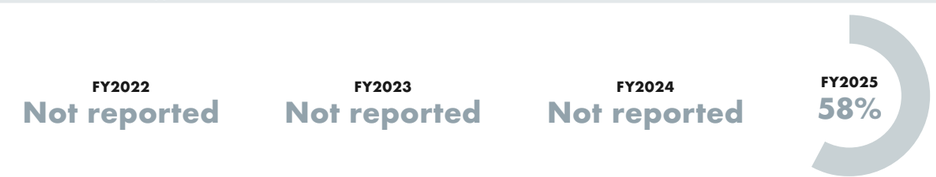
Ratio of apparel styles received at DCs that satisfy the minimum requirements established by the GUESS ECO guidelines and marketed as GUESS ECO for the brand's eco collection out of the total apparel styles received at DCs during the reporting fiscal year.

GREEN PRODUCTS (% BY UNITS)

GUESS ECO for GUESS Apparel Mainline



GUESS ECO for GUESS Apparel Full-Price Lines



GUESS ECO stands for GUESS full-price products made using more sustainable materials and processes that satisfy minimum requirements as defined by our internal guidelines for the given year of development. GUESS ECO products are marketed as more sustainable product range by GUESS. In addition to preferred materials, production method is optional for non-denim and required for denim to be branded GUESS ECO.

GUESS Mainline stands for full-price mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear. Mainline excludes other GUESS branded apparel categories (i.e. Kids, Athleisure, Underwear, Beachwear, Factory), other non-apparel product categories (i.e. Bags, Footwear, Small Leather Goods, Accessories, Home) and other brands (i.e. Marciano by Guess, GBG, GUESS U.S.A., GUESS Originals).

GUESS apparel full-price lines refer to the full-price collections of GUESS brands, including GUESS, GUESS JEANS, GUESS Kids, Underwear, GUESS Athleisure, Marciano by Guess, GUESS Originals, and GUESS U.S.A. These lines encompass all full-price apparel categories for adults and kids sold around the world through our full-price retails stores. The GUESS apparel full-price lines exclude GUESS Factory lines.

PRO9130

Leftovers Diverted from Landfills (REG1 and REG2)

Weight, in kilograms, of unused, damaged and returned goods sent by GUESS directly to a third-party partner for reuse, repair or recycling.

	FY2022	FY2023	FY2024	FY2025
Total amount of leftovers diverted from landfills	49,272 kg	101,515 kg	114,625 kg	26,536 kg

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE

Products and Supply Chain (Continued)

PRO9210

Total Number Directly Sourced Suppliers, Split by Country and % Sourced by Volume

Number of GUESS Tier 1 Suppliers from which GUESS sourced; volume of units sourced from Tier 1 Suppliers; and breakdown by country of sourced volume from Tier 1 Suppliers, during the reporting fiscal year.

GUESS DIRECTLY SOURCED APPAREL, JEWELRY AND ACCESSORIES BY COUNTRY AND UNITS PURCHASED*

	FY2022	FY2023	FY2024	FY2025
Total number directly sourced suppliers	360	375	368	373
Quantity received (million units)	62	58	52	58
% sourced by volume split by country				
China	25.16%	31.31%	34.58%	38.22%
Bangladesh	32.30%	29.05%	29.48%	28.33%
India	17.55%	17.32%	17.08%	15.20%
Pakistan	3.26%	2.77%	3.45%	4.80%
Vietnam	3.74%	2.37%	2.53%	3.03%
Myanmar	2.84%	2.42%	2.31%	2.12%
Guatemala	3.34%	2.88%	1.69%	1.89%
Turkey	2.11%	2.37%	2.25%	1.77%
Tunisia	1.56%	2.21%	1.51%	1.38%
Mexico	1.26%	1.21%	0.89%	0.64%
Italy	1.15%	1.53%	1.28%	0.53%
Sri Lanka	0.68%	0.63%	0.36%	0.37%
Cambodia	1.34%	0.47%	0.49%	0.36%
Indonesia	1.57%	1.63%	0.64%	0.00%
Other	2.15%	1.83%	1.45%	1.36%

* This section includes data from Guess U.S., Guess Canada, Guess Europe and Guess Asia (China subsidiaries only).

Energy and Emissions

ENE9010

Percentage of Renewable Electricity in Company Operated Facilities

Ratio of renewable electricity purchased out of total electricity consumption in Company Operated Facilities during the reporting fiscal year.

Percentage of Renewable Electricity

FY2022	FY2023	FY2024	FY2025
Not reported	Not reported	35%	45%

Data reported include Guess Korea and Guess Japan.

Report Coverage Key: ▼Full ▼Partial ▽Omission

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE

Energy and Emissions (Continued)

ENE9020

Percentage of Scope 1 + 2 Emissions Reduction vs FY2019 Baseline

Ratio of Scope 1 and Scope 2 market-based greenhouse gas emissions reported for the fiscal year compared to FY2019 baseline emissions, expressed as a percentage reduction.

Scope 1 + 2 (Market-Based) GHG Emissions

FY2022	FY2023	FY2024	FY2025
-50%	-50%	-59%	-73%

Data reported include Guess Korea and Guess Japan.

ENE9030

Percentage of Scope 3 Emissions Reduction vs FY2019 Baseline

Ratio of Scope 3 greenhouse gas emissions reported for the fiscal year compared to FY2019 baseline emissions, expressed as a percentage reduction.

REDUCTION OF GHG EMISSIONS

Scope 3 (Category 1 - Purchased Goods and Services), $mTCO_2e$

FY2022 VS. FY2019	FY2023 VS. FY2019	FY2024 VS. FY2019	FY2025 VS. FY2019
61,134	-78,085	-93,423	-28,447

Scope 3 (Category 1 - Purchased Goods and Services), %

FY2022 VS. FY2019	FY2023 VS. FY2019	FY2024 VS. FY2019	FY2025 VS. FY2019
13%	-17%	-20%	-6%

Data reported include Guess Korea and Guess Japan.

Corporate Responsibility

RES9010

Directly Sourced Suppliers' Trainings

Total number of training events delivered to Tier 1 Suppliers and total number of Tier 1 Suppliers reached with the training events during the reporting fiscal year.

	FY2022*	FY2023*	FY2024	FY2025
Number of training events	1	3	3	3
Total attendances of suppliers	27	318	413	371

*The KPI has been recalculated for FY2022-FY2023 aligning the calculation methodology with the one used for the FY2024 KPI. The previous ESG Report included the number of participants in the training sessions, while starting from FY2024, the number of suppliers has been reported. There are cases where one participant represents multiple suppliers. With the new calculation methodology, the goal is to represent the number of suppliers to whom the training session materials have been provided. This new methodology is based on supplier management at the production plant level, in line with GUESS's supply chain management methodology.

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE

Corporate Responsibility (Continued)

RES9030

% of Assessments Performed by GUESS Auditors and Others on Directly Sourced Suppliers

Ratio of social assessments conducted on Tier 1 suppliers during the reporting fiscal year, distinguishing between audits performed directly by GUESS auditors and those conducted by third-party or industry initiatives.

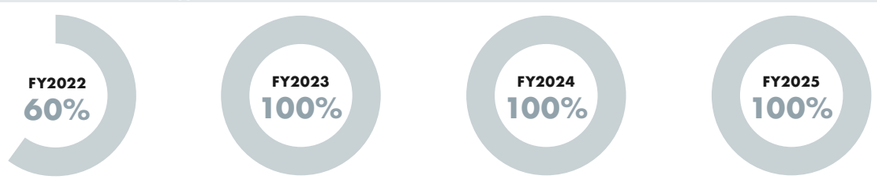
FY2022					
Audits	59%	GUESS Audits	16%	External Auditors	16%
		Sedex	24%	Peer Auditors	43%
		BSCI	12%		
		Other	7%		
Certifications	41%	WRAP	37%		
		SA8000	4%		
		Other	<1%		
FY2023					
Audits	68%	GUESS Audits	15%	External Auditors	15%
		Sedex	30%	Peer Auditors	53%
		BSCI	17%		
		Other	6%		
Certifications	32%	WRAP	30%		
		SA8000	2%		
		Other	<1%		
FY2024					
Audits	70%	GUESS Audits	8%	External Auditors	8%
		Sedex	34%	Peer Auditors	62%
		BSCI	18%		
		Other	10%		
Certifications	30%	WRAP	29%		
		SA8000	<1%		
		Other	<1%		
FY2025					
Audits	68%	GUESS Audits	8%	External Auditors	8%
		Sedex	33%	Peer Auditors	60%
		BSCI	17%		
		Other	10%		
Certifications	32%	WRAP	30%		
		SA8000	1%		
		Other	<1%		

RES9040

GUESS Denim Factories That Fulfilled Higg Index

Ratio of GUESS denim factories that fulfilled Higg FEM out of all denim factories from which GUESS sourced during the reporting fiscal year.

GUESS Denim Factories That Fulfilled Higg Index



Report Coverage Key: Full Partial Omission

SUPPLEMENTAL KPIs

DISCLOSURE	OUR RESPONSE

People

PPO9010

Percentage of Directors and Above Trained on Harassment Prevention in Workplace

As part of our ongoing commitment to fostering an inclusive workplace where all employees feel respected and valued, we have expanded our e-learning course on Global Workplace Harassment Prevention to include employees across the Americas and EMEA regions.

The course is available online through our corporate learning platforms and is addressed to all corporate employees in these regions.

By the end of FY2025, 46% of directors and above globally had completed the training (in FY2024, completion tracking was limited to the Americas, where 16% of directors and above successfully finished the course).

The program will be rolled out to additional regions in the near future.

PPO9020

Percentage of Managers Covered with Unconscious Bias Training

As part of our broader efforts to foster a more inclusive workplace, we recognize the impact of unconscious bias and the importance of proactively addressing it. In line with our sustainability commitments, we launched a dedicated training program for managers in FY2024 to raise awareness and support inclusive leadership practices.

By the end of FY2025, approximately 8% of our global managerial population had completed the training, with remarkable progress observed in specific regions. Notably, in Switzerland, where this program has been kicked off first, over 70% of office-based managers have already participated, reflecting strong local engagement with the initiative.

It is important to note that this percentage does not account for several training sessions where participant attendance was not tracked, indicating the actual engagement may be even higher.

PPO9030

Internal Promotion Rate to Senior Manager Positions and Above Versus External

Ratio of employees promoted internally to senior manager level positions and above versus those hired externally into equivalent roles during the reporting fiscal year.

GHG Protocol

The table includes certain metrics and disclosures, which along with the methodological statements, are prepared in accordance with the Greenhouse Gas (GHG) Protocol, that are in addition to the metrics used to comply with GRI and SASB standards. For the avoidance of doubt, forward-looking information, including our commitments, targets, and goals, as well as any aspirational statements, were not subject to KPMG LLP's assurance. Additionally, any information referred to via hyperlinks in the Data and Disclosures section of this report was not subject to assurance by KPMG.

GHG PROTOCOL

DISCLOSURE	OUR RESPONSE
GHG Protocol	
ENE3010 ▼	**Description of the Company and Inventory Boundary** Management has selected the control approach (operational control) as the organizational boundary to consolidate GHG emissions. Under the operational control approach, GUESS accounts for 100% of emissions from operations over which the Company or one of its subsidiaries has full authority to introduce and implement operating policies or has the ability to influence energy consumption associated with such emissions. Scope 1 represents direct GHG emissions that occur from sources that are owned or controlled by the Company. Scope 2 accounts for indirect GHG emissions from the generation of purchased utilities consumed by the Company. The operational boundaries for Scope 1 and 2 emissions include leased and owned offices, warehouses, showrooms and stores under operational control in all global regions within which the Company operates. Excluded from these boundaries are entities where GUESS has limited or no influence over daily operations, such as joint ventures (JVs) not directly managed by the Company, concessions, sublicense stores, licensing or franchise operations, and warehouses managed by third-party logistics (3PL) providers. Additionally, minor emission sources considered immaterial to GUESS's overall operations, such as mobile emissions from vehicles or fugitive emissions from refrigerants maintained by landlords, are also excluded from the scope. The operational boundaries for Scope 3 emissions presented in this document represent GHG Protocol Category 1 "Purchased Goods and Services", which only includes activities associated with land use changes, material extraction, textile processing, and final assembly for units sold by GUESS brands. Due to the limited availability of data, accessories and packaging are excluded from this calculation. The Company has determined the exclusion of accessories and packaging are immaterial to its Category 1 Purchased Goods and Services emissions. GUESS' 2025 fiscal reporting year covers the period from February 4, 2024 to February 1, 2025.
ENE3020 ▼	**Information on Emissions*** Total GHG emissions independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.

GHG EMISSIONS	GHG EMISSIONS IN METRIC TONS OF CO_2 EQUIVALENT (FY2025)
Scope 1	867
Scope 2 (Location-based)	23.116
Scope 2 (Market-based)	10.261
Total Scope 1 and 2 (Location-based)	23.983
Total Scope 1 and 2 (Market-based)	11.128

Emissions data for GHGs separately (CO_2, CH_4, N_2O) in metric tonnes and in tonnes of CO_2 equivalent.

	CO_2 (METRIC TONS)	CH_4 (METRIC TONS)	N_2O (METRIC TONS)
Scope 1	866,57	0,02	0,002
Scope 2 (Location-based)	23.014,50	1,18	0,25
Scope 2 (Market-based)	10.244,58	0,15	0,05

	CO_2 (METRIC TONS OF CO_2e)	CH_4 (METRIC TONS OF CO_2e)	N_2O (METRIC TONS OF CO_2e)	TOTAL
Scope 1	866,57	0,44	0,45	867
Scope 2 (Location-based)	23.014,50	31,93	69,52	23.116
Scope 2 (Market-based)	10.244,58	4,14	12,29	10.261

Data reported in the tables include Guess Korea and Guess Japan.

*Details on Scope 3, Category 1 GHG emissions are provided under disclosure GRI 305-3

Report Coverage Key: ▼Full ▼Partial ▽Omission

GHG PROTOCOL

DISCLOSURE	OUR RESPONSE
GHG Protocol (Continued)	
ENE3020 ▼	In FY2021, the Company set GHG emission reduction targets approved by the Science Based Targets initiative (SBTi) utilizing a base year of FY2019. The base year was chosen in accordance with the GHG Protocol guidance for tracking emissions over time as management believes FY2019 provides an accurate reflection of its overall emissions profile, boundaries, and current methodology. Base year and subsequent year reported GHG emissions are adjusted according to guidance as set forth in the GHG Protocol when a significant cumulative change in base year emissions is triggered. The following conditions would require such an adjustment if a significant change is identified: • A structural change of the Company's organizational boundaries (i.e., merger, acquisition, or divestiture); • A change in calculation methodologies or emission factors; • Additional or new data or methodology are available on source emissions that was not previously available; • Outsourcing (i.e., production of goods that is moved outside of the Company's defined reporting boundaries) or insourcing (i.e., opposite of "outsourcing") where the modified case includes emissions that were not previously accounted for within the inventory in Scopes 1, 2, or 3; or • Discovery of a significant error or a number of cumulative errors in the Company's inventory. Significant is defined under the Company's established policy as a cumulative change (plus/minus) of five percent (5%) or larger in the Company's total base year emissions (Scope 1 and Scope 2 emissions (market-based) in total or reported Scope 3 emissions in total) on a CO_2-e basis. Qualitative and quantitative factors are considered when evaluating whether to adjust the base year or prior period information for identified errors. No recalculations or adjustments have been made to base year emissions. GUESS does not emit direct CO_2 from biologically sequestered carbon (e.g., CO_2 from burning biomass/biofuels). GHG EMISSION FACTORS The following table outlines the applicability of emission factor sources by year. Applicability is based on the most up to date information in the year of the GHG emissions calculation. For Scope 1 and 2 GHG emissions, market-based and location-based, the sources of emission factors used for emission calculations, are as follows:

SCOPE	EMISSION SOURCE	CONVERSION FACTOR SOURCE	FY2019 (base year)	FY2022	FY2023	FY2024	FY2025
1	Natural Gas/ Propane	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
	Chilled Water	US EIA Emission Factors for Steam and Chilled Water; Steam and Chilled/Hot Water	Steam and Chilled/Hot Water				
2	Electric Power/ EACs	Environment Canada (NIR)	N/A	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)
		RE-DISS	2018 v1.4	2020 v1.0	2021 v1.0	2022 v2.0	2023
		US EPA eGRID	2018 (2016 data)	2022 (2020 data)	2023 (2021 data)	2024 (2022 data)	2025 (2023 data)
		US Residual Mix (Green-e)	2018 Green-e Residual Mix (2016 certified sales)	2021 Green-e Residual Mix (2019 certified sales)	2022 Green-e Residual Mix (2020 certified sales v2)	2023 Green-e Residual Mix (2021 certified sales)	2024 Green-e Residual Mix (2022 certified sales)
		International Energy Agency	2018 (w/2016 data)	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)

Joint ventures (JVs) not directly managed by GUESS, store-in-stores, concessions, affiliations, sublicense stores/licensing/ franchisee and warehouses managed by 3PL are excluded. Additionally, minor emission sources considered immaterial to GUESS's overall operations, such as mobile emissions from vehicles or fugitive emissions from refrigerants maintained by landlords, are also excluded from the scope.

Methodological Statements for GHG Emissions and Energy Consumption

Reporting Boundaries

Our Scope 1, 2 and 3 greenhouse gas ("GHG") emissions and the related methodological statements were prepared in accordance with the World Resource Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition 2013, including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015).

Management has selected the control approach (operational control) as the organizational boundary to consolidate GHG emissions. Under the operational control approach, GUESS accounts for 100% of emissions from operations over which the Company or one of its subsidiaries has full authority to introduce and implement operating policies or has the ability to influence energy consumption associated with such emissions.

Base Year

In FY2021, the Company set GHG emission reduction targets approved by the Science Based Targets initiative (SBTi) utilizing a base year of FY2019. The base year was chosen in accordance with the GHG Protocol guidance for tracking emissions over time. The Scope 2 indirect emissions for the base year were calculated using the market-based methodology.

Base year and subsequent years' reported GHG emissions are adjusted according to guidance as set forth in the GHG Protocol when a significant cumulative change in base-year emissions is triggered. The following conditions would require such an adjustment if a significant change is identified:

- A structural change of the Company's organizational boundaries (i.e., merger, acquisition, or divestiture).
- A change in calculation methodologies or emission factors.
- Additional or new data or methodology are available on source emissions that was not previously available.
- Outsourcing (i.e., production of goods that is moved outside of the Company's defined reporting boundaries) or insourcing (i.e., opposite of "outsourcing") where the modified case includes emissions that were not previously accounted for within the Scopes 1, 2, or 3 GHG emissions.
- Discovery of a significant error or several cumulative errors in the Company's GHG emissions.

Significant is defined under the Company's established policy as a cumulative change (plus/minus) of five percent (5%) or larger in the Company's total base-year emissions (Scope 1 and Scope 2 emissions (market-based) in total, or reported Scope 3 emissions in total) on a CO_2-e basis. Qualitative and quantitative factors are considered when evaluating whether to adjust the base year or prior period information for identified errors.

No recalculations or adjustments have been made to base year or prior periods' emissions.

Greenhouse Gases

Standard greenhouse gas reporting looks at the emissions associated with seven greenhouse gases:

- Carbon Dioxide – CO_2
- Methane – CH_4
- Nitrous Oxide – N_2O
- Hydrofluorocarbons – HFCs
- Perfluorocarbons – PFCs
- Sulfur Hexafluoride – SF_6
- Nitrogen trifluoride – NF_3

The gases included in the calculation of Scope 1 and 2 GHG emissions are CO_2, CH_4, N_2O.

Due to the nature of GUESS' operations, hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3) are not likely to be released in significant quantifies for tracking and have been omitted as they are not material sources of GHG emissions for the Company. GUESS does not emit direct CO_2 from biologically sequestered carbon (e.g., CO_2 from burning biomass/biofuels).

All GHG emissions are calculated in metric tons (MT) of pollutant (CO_2 , CH_4 , N_2O) and converted to MT of CO_2 equivalents (or "CO_2-e").

Scope 1 and Scope 2 Calculation

Emissions factors, consolidation approach, standards, methodologies, assumptions, and/or calculation tools used

Scope 1 represents direct GHG emissions that occur from sources that are owned or controlled by the company. Scope 2 accounts for indirect GHG emissions from the generation of purchased utilities consumed by the company. The operational boundaries for Scope 1 and 2 emissions include leased and owned offices, warehouses, showrooms and stores under operational control in all global regions within which the Company operates. Excluded from these boundaries are entities where GUESS has limited or no influence over daily operations, such as joint ventures (JVs) not directly managed by the Company, concessions, sublicense stores, licensing or franchise operations, and warehouses managed by third-party logistics (3PL) providers. Additionally, minor emission sources considered immaterial to GUESS's overall operations, such as mobile emissions from vehicles or fugitive emissions from refrigerants maintained by landlords, are also excluded from the scope.

For direct emissions (Scope 1), equivalent emission factors for CO_2 , CH_4, N_2O, by fuel type or process application are used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR). For indirect emissions (Scope 2) emission factors for the specific utility supplied to GUESS' facilities are defined by the following methods, in each relative geography, where GUESS operates:

LOCATION-BASED

US:

- US EPA Emissions & Generation Resource Integrated Database (eGRID)

Non-US:

- Environmental Canada National Inventory Report (NIR)
- International Energy Agency (IEA) CO_2 Emissions from Fuel Combustion (Rest of World)

MARKET-BASED

US:

- US Residual Mix (Green-e Energy Emissions Rates)
- US EPA Emissions & Generation Resource Integrated Database (eGRID)

Non-US:

- RE-DISS European Residual Mix
- Environment Canada National Inventory Report (NIR)
- International Energy Agency (IEA) CO_2 Emissions from Fuel Combustion

While the Company discloses GHG emissions factors using both the location- and market-based methodology, in accordance with the GHG Protocol, Management applies the market-based methodology to measure emissions performance against the stated emission reduction targets as compared to the base year.

Market-Based Methodology

The market-based calculation method utilizes emissions factors that GUESS has identified or been provided through contractual instruments such as:

- Energy attribute certificates: such as renewable energy credits (RECs), international-RECs (i-RECs), and Guarantees of Origin (GoO)s, as in FY2024-2025, GUESS purchased renewable energy credits across various markets.
- Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases.
- Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions"; this residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria.

Additional factors, according to guidance in the GHG Protocol Scope 2 market-based data hierarchy, were used to calculate Scope 2 market-based emissions.

Location-Based Methodology

The location-based calculation method utilizes grid-averaged emission intensities to calculate scope 2 emissions (i.e. US EPA eGrid factors, Environment Canada NIR factors, IEA country factors). Emissions factors utilized during the calculation of the location-based method will be utilized in accordance with the following level of priority:

1. Regional or sub-national emission factors.
2. National production emission factors.

Global Warming Potential

All GHG emissions are calculated in metric tons (MT) of pollutant (CO_2, CH_4, N_2O) and converted to MT of CO_2 equivalents (or "CO_2-e") using the global warming potentials (GWPs). GWPs for GUESS' inventory are taken from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) 2022 using 100-year values.

COMMON NAME	FORMULA	CHEMICAL NAME	GWP (AR6)
Carbon Dioxide	CO_2	-	1
Methane - Generic	CH_4	-	27.9
Methane - Fossil	CH_4	-	29.8
Methane - Non-Fossil	CH_4	-	27
Nitrous Oxide	N_2O	-	273
Nitrogen Trifluoride	NF_3	-	17,400
Sulfur Hexafluoride	SF_6	-	24,300

Source: Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) published in 2022. Values are 100-year GWP values.

The following table outlines the applicability of emission factor sources by year. Applicability is based on the most up to date information in the year of the GHG emissions calculation.

MARKET-BASED

SCOPE	EMISSION SOURCE	CONVERSION FACTOR SOURCE	FY2019 (BASE YEAR)	FY2022	FY2023	FY2024	FY2025
1	Natural Gas/ Propane	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
	Chilled Water	US EIA Emission Factors for Steam and Chilled Water; Steam and Chilled/ Hot Water	Steam and Chilled/Hot Water				
2	Electric Power/EACs	Environment Canada (NIR)	N/A	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)
		RE-DISS	2018 v1.4	2020 v1.0	2021 v1.0	2022 v2.0	2023
		US EPA eGRID	2018 (2016 data)	2022 (2020 data)	2023 (2021 data)	2024 (2022 data)	2025 (2023 data)
		US Residual Mix (Green-e)	2018 Green-e Residual Mix (2016 certified sales)	2021 Green-e Residual Mix (2019 certified sales)	2022 Green-e Residual Mix (2020 certified sales v2)	2023 Green-e Residual Mix (2021 certified sales)	2024 Green-e Residual Mix (2022 certified sales)
		International Energy Agency	2018 (w/2016 data)	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)

LOCATION-BASED

SCOPE	EMISSION SOURCE	EMISSION FACTOR SOURCE	FY2019 (BASE YEAR)	FY2022	FY2023	FY2024	FY2025
1	Natural Gas/ Propane	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
	Chilled Water	US EIA Emission Factors for Steam and Chilled Water; Steam and Chilled/ Hot Water	Steam and Chilled/Hot Water				
2	Electric Power	Environment Canada (NIR)	N/A	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)
		US EPA eGRID	2018 (2016 data)	2022 (2020 data)	2023 (2021 data)	2024 (2022 data)	2025 (2023 data)
		International Energy Agency	2018 (w/2016 data)	2021 (w/2019 data)	2022 (w/2020 data)	2023 (w/2021 data)	2024 (w/2022 data)

Scope 3 Calculation

Gases included, other GHG emissions categories and activities, emissions factors, standards, methodologies, assumptions, and/or calculation tools used

Scope 3 accounts for indirect GHG emissions from the Purchased Goods & Services category, which only includes activities associated with land use changes, material extraction, textile processing, and final assembly for units purchased by GUESS. This Scope 3 Category has been defined as the one significant to set our SBTi goals. All other immaterial sources may be periodically reviewed for relevancy on an ongoing basis. Due to limited data and small contribution to GUESS' overall portfolio, accessories and packaging are excluded from this calculation.

Data for Americas, Europe and Mainland China on purchased units and related materials are retrieved from the same database used for the other GRI and SASB metrics presented in this ESG Report. To date, GUESS is unable to access similar databases of product-level information for its Korea and Japan footprint. As such, material estimates are based on total revenue breakouts in that region to calculate missing unit information assumptions.

For indirect emissions (Scope 3) Category 1 – Purchased Goods and Services – sources of Emission Factors are as follows:

TIER 1 FINAL ASSEMBLY:

- Higg FEM: Data on final assembly are estimated based on information provided by suppliers through their Higg FEM modules. Suppliers have the option to have their modules verified by an independent third party, who reviews and validates the submitted data. To enhance the quality of emissions calculations based on self-reported supplier activity, GUESS considers only verified FEMs from the two most recent reporting years prior to the relevant fiscal year.
- US EPA MRR; EIA; Wood and Wood Residuals; US EPA EF Hub 2021-2024; US EIA Emission Factors for Steam and Chilled Water; DEFRA; International Energy Agency, 2024 publication (with 2022 data).

TIER 2 TEXTILE PROCESSING – WEAVING, KNITTING & DYING:

- EcoInvent 3: Textile, knit cotton {GLO}| textile production, knit; Fabric pretreatment, dyeing and finishing, combined processes, US U; Textile, woven cotton {GLO}| production | Cut-off, S. US LCI 2.2: yarn production, cotton fibers/ kg/GLO; Weaving, synthetic yarn, CN S; Knitting, circular, synthetic yarn/US US-EIU.
- Green materials Livaeco™ and Ecovero™ are pre-treated. Therefore, the emission factor calculation assumes a 0 impact from the "Fabric pretreatment, dyeing and finishing, combined processes".

TIER 3 MATERIAL EXTRACTION & PROCESSING:

- EcoInvent 3: Viscose fiber {GLO} | viscose production | Cut-off, S; Polyethylene terephthalate, granulate, bottle grade {GLO} | market for | Cut-off, S|; Acrylonitrile {GLO} | market for | Cut-off, S; Nylon 6-6 {GLO} | market for | Cut-off, S; Polypropylene, granulate {GLO} | market for | Cut-off, S; Cotton fiber {US} | cotton production | Cut-off, S. US LCI 2.2: yarn production, cotton fibers/kg/GLO; Spinning fiber, synthetic/US U US-EI U. Wrap.org. Higg MSI. Invista LCA: Spandex fiber {INVISTA}, contains data for yarn formation/spinning. Industry data 2.0. The Life Cycle Assessment of Organic Cotton Fiber – A Global Average. Summary of Findings. K. Joseph et al. (2009).
- It is noted that recycled materials are assumed to not have intensity from agricultural production (naturals) or granulate production (synthetics).
- It is noted that the green materials sourced from certified sustainable forests subprocess assume 0 associated Tier 3 emissions.

TIER 4 DIRECT LAND USE CHANGES:

- FAOSTAT. EcoInvent v 3.3: Cotton fiber {US} | cotton production | Cut-off, S. Blonk Consultants: Direct Land Use Change Assessment Tool.
- Recycled materials assume 0 impact from land use changes, as no new cotton is grown for these materials.

Standards, Methodologies, Assumptions, and/or Calculation Tools and Source of the Conversion Factors Used for Energy Calculations

We hired third-party greenhouse gas accounting specialists to support the collection and assessment of our direct metering reports from utilities and/or energy supplier invoices. When information was unavailable, gap fills or estimations were performed to approximate the usage. Approximations can be based on reports or invoices from other months of the same building or from other buildings comparable in size and energy consumption.

Conversion factors used:

1. Natural Gas: HHV of 10260 Btu/scf (US EPA Mandatory Reporting Rule (MRR), 2013).
2. Electric Power & Renewables (Purchased): Standard energy conversions, unlike GUESS' other commodities, the electric power invoices are already provided as energy.
3. Chilled Water: 0.09532 GJ/m^3, and from guidance from Energy Star.
4. Propane: HHV of 3.824 MMBtu/Barrel (Climate Registry Table 13.1 US Default CO_2 Emission Factors for Transport Fuels). Density of 4.12 lbs/gallon – (EPA Mandatory Reporting Rule (MRR)). Thermal expansion coefficient of 270.

Internal KPIs

This table provides the criteria for certain additional internal key performance indicators (KPIs) that are used to measure our internal performance. For the avoidance of doubt, the KPIs reported in this section were not subject to KPMG LLP's assurance.

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain	
PRO9100	**Percentage of Recycled and Recyclable Product Packaging for All GUESS Products (Including Primary and Secondary Packaging and Hangtags)** At GUESS, we are committed to enhancing our product packaging. Based from our FY2023 commitment to apparel and men's bags packaging, we expanded our goal to ensure that 100% of product packaging across all product categories, thus including apparel, accessories, handbags, footwear and jewelry is recycled and recyclable by 2030. This commitment encompasses primary and secondary packaging, as well as hangtags. To further drive this initiative, in FY2025 we updated our Responsible Packaging Policy, which outlines our approach to sustainable packaging materials and design principles. This policy is publicly available on our sustainability website. While we have made significant progress, we acknowledge the complexity in developing a comprehensive metric to track the percentage of recycled and recyclable packaging across our diverse product lines. Currently, data collection is challenged by varying tracking systems and manual processes across different regions and product categories. We are actively working to streamline these systems to enable more accurate and efficient data tracking in the future. Despite these challenges, we have implemented several initiatives to advance our packaging sustainability goal, such as: • Recycled paper, certified by the Forest Stewardship Council (FSC) for hang tags, shipment packaging, and jewelry gift boxes. • E-commerce Packaging: All Europe e-commerce shipments utilize cartons made from FSC certified recycled and recyclable paper. • Recycled pouches for jewelry purchases. • Water-based inks and vinyl glue on footwear boxes, avoiding heavy metals or formaldehyde. • Monomaterial Design: We are prioritizing the use of monomaterial packaging to facilitate easier recycling processes.
PRO9110	**Repair, Resale and Upcycling Initiatives in Key Markets** ADVANCING CIRCULARITY: REPAIR, RESALE, AND UPCYCLING INITIATIVES At GUESS, our commitment to sustainability is deeply embedded in our operations, guiding us toward innovative solutions that promote a circular economy. Aligned with our ACTION GUESS strategy, we have set a goal to introduce or increase repair, resale, and upcycling initiatives in key markets by 2025. Our efforts focus on extending the lifecycle of our products, reducing waste, and engaging our customers in sustainable practices. In Europe, we manage non-sellable products since FY2017 cooperating with Saado Trading company who have supported us with the management and reuse of non-sellable products. With the objective of diverting products from landfill or incineration, they have enabled us to responsibly locate both secondhand markets and recycling solutions for end-of-life items. IN-STORE RECYCLING PARTNERSHIPS In North America, we have established partnerships with Homeboy Threads in the United States and Debrand Services in Canada to facilitate in-store recycling programs. These initiatives provide customers with the opportunity to recycle unwanted apparel and footwear from any brand, reinforcing our commitment to reducing textile waste. Homeboy Threads: As a certified social enterprise and part of Homeboy Industries, the world's preeminent gang rehabilitation and re-entry program, Homeboy Threads offers reuse and recycling services for apparel and textiles, specializing in sorting, grading, and pre-processing. Debrand Services: Founded in Vancouver in 2008, Debrand has established next-life logistics processes for products that brands no longer have use for. From repair and resale to responsible disposal, Debrand works with its established network of solutions partners to recommend the next-best life solution.

Report Coverage Key: ▼Full ▼Partial ▽Omission

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
Products and Supply Chain (Continued)	
PRO9110	GUESS AGAIN: E-COMMERCE RECYCLING PROGRAM Expanding our circularity efforts, we launched 'GUESS Again' in FY2025, an e-commerce apparel recycling program in partnership with SuperCircle, the textile recycling platform powering consumer trade-in for leading brands and retailers. This initiative allows U.S. customers to request a prepaid shipping label through the GUESS website and send in worn clothing items from any brand. SuperCircle manages the tech interface, collection, sortation, processing, and disassembly of items at facilities around the country, including in partnership with Homeboy Threads. It then gets the items to best-in-class, fiber-specific textile recycling partners. In exchange for responsibly recycling, customers immediately receive GUESS credit for future purchases. These efforts are part of our broader commitment to a circular economy, ensuring that materials remain in use for as long as possible.
PRO9120	**Use of Persistent Organic Pollutants ('Forever Chemicals'/PFAS) in Line with the Requirements of Our LRSM** GUESS recognizes the importance of addressing the environmental and health impacts associated with per- and polyfluoroalkyl substances (PFAS). As part of the ACTION GUESS strategy, the Company is committed to limiting the use of PFAS where not strictly necessary, always in line with the standards set out in the GUESS List of Restricted Substances and Materials (LRSM). This dedication reflects GUESS's goal to ensure safer products while supporting global sustainability efforts. Recognizing the evolving regulatory landscape, GUESS recently adopted the latest stringent PFAS restrictions introduced in the United States, applying them to all products worldwide. This proactive decision demonstrates the Company's commitment to exceeding regulatory requirements in all markets served. GUESS has implemented a detailed process to manage PFAS within its supply chain. Apparel products treated with water-, oil-, or stain-repellent agents are identified and tested rigorously. Suppliers are required to provide up-to-date Safety Data Sheets (SDSs) and Technical Data Sheets (TDSs) for chemical formulations, ensuring transparency and traceability. Accessories products are tested according to ISO 23702-2018 and EN 14582 standards, with screening performed on at least 5% of final products to measure Total Fluorine content as an indicator of PFAS presence. If Total Fluorine is detected, further testing is conducted to ensure compliance with LRSM standards. In partnership with its suppliers, GUESS prioritizes identifying and replacing materials likely to contain PFAS, particularly those with performance attributes such as water repellency or stain resistance. Collaboration with third-party laboratories and reliance on industry expertise are integral to this effort. GUESS actively engages with its suppliers to ensure that PFAS substances, including membranes like PTFE, are not present in materials and are not formed during manufacturing. While fully eliminating PFAS remains a complex challenge, GUESS continues to promote innovation, exploring alternatives that replicate PFAS functionalities without environmental or health risks.
PRO9180	**Number of Capsules of Circular Designed Styles** GUESS is committed to integrating circular design principles into its collections, with the goal of applying them to at least one capsule collection per season by 2030. As a first step, we are developing a company-specific definition of what qualifies as a circular product. This definition will be formalized in a dedicated Circular Design Playbook by 2025. The playbook will provide clear guidelines on how to design products that are durable, repairable, recyclable, and made with low-impact materials. While this work is still in progress, and no formal metric has yet been established, it will serve as the foundation for applying circular design in practice and for tracking our progress toward our 2030 target.
PRO9190	**Percentage of Tier 1 Suppliers ZDHC Approved** **Ratio of GUESS Tier 1 Suppliers that declared to be ZDHC approved in the SVR out of all Tier 1 suppliers from which GUESS sourced during the reporting fiscal year.** Percentage of Tier 1 Suppliers ZDHC Approved FY2022: Not reported FY2023: Not reported FY2024: 4.6% FY2025: 3.2%

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
Nature	
NAT9010 ▼	**Difference Between Replenished and Used Water at Supply Chain Level** GUESS has set a long-term ambition to become water positive in our supply chain by 2035, aiming to replenish more water than we use across production processes. While the concept is still evolving at a global level, we recognize the urgency of addressing water impacts in fashion supply chains. The path forward is complex, and we are currently evaluating the most effective approach before defining specific actions or metrics. As our understanding grows, we will communicate clear next steps and continue building a credible foundation for this ambitious goal.
Energy and Emissions	
ENE9040 ▼	**Difference Between Removed and Emitted GHG Into the Atmosphere** At GUESS, we are committed to not only reducing our emissions but also actively contributing to the removal of GHGs from the atmosphere. In recent years, GUESS has undertaken several initiatives to restore ecosystems and offset our carbon footprint. Our partnership with One Tree Planted has been instrumental in this regard. The GUESS Foundation partnered with One Tree Planted to help restore areas through North America, Europe, and Asia. During FY2024 and FY2025, GUESS contributed to planting 1,496 trees in British Columbia, 9,404 trees in Minnesota, 11,516 trees in Romania, 2,088 trees in Vietnam and 1,496 trees in Ontario. Since the beginning of our collaboration with One Tree Planted in 2022, we have planted 32,000 trees across British Columbia, California, Minnesota, Romania, Vietnam and Ontario. Additionally, our collaboration with Treedom has led to the creation of the GUESS ECO Forest, known as Be(leaf) in Change. Since its inception in 2022, this forest now boasts 5,000 trees across Colombia, Guatemala, Kenya, Nepal, and Tanzania, comprising 17 different species. These trees are expected to collectively absorb an impressive 1,200,500 kg of CO_2 in the first 10 years, highlighting the impact of our reforestation efforts on carbon sequestration. In Europe, we have implemented the PrintReleaf program to counterbalance the unavoidable paper use at our offices and stores. Initiated at our Guess Europe locations in Switzerland, this program has now expanded to our European offices and stores. In FY2024 and FY2025, we planted over 900 trees through PrintReleaf, contributing to a "small forest" that helps offset our paper consumption. Since the program's inception in 2016, we have planted over 2,300 trees. Despite these substantial efforts in GHG removal, it is essential to recognize that our work is ongoing. Our future commitment at GUESS includes a dedication to more precise and comprehensive reporting on the balance between GHGs emitted and removed. As part of our ESG strategy, we will enhance our data collection methods and provide transparent and accurate accounts of our environmental impact. This commitment will enable us to set more effective targets and strategies to further reduce our carbon footprint and enhance our contributions to global carbon sequestration. By continuously improving our practices and transparently reporting our progress, GUESS aims to lead by example in the fashion industry, demonstrating that sustainable practices and business growth can go hand in hand.
ENE9050 ▼	**Climate Governance and Risk Management** At GUESS, climate governance is embedded across our corporate structure, reflecting our commitment to managing climate-related issues with accountability and strategic foresight. Oversight begins at the highest level, with our Board of Directors, and is operationalized across departments through dedicated governance bodies and processes. BOARD OVERSIGHT AND EXECUTIVE ENGAGEMENT Climate-related issues fall under the purview of the Nominating and Governance Committee of the Board of Directors, which meets regularly at least twice each year. Our CEO, a member of the Board, plays a direct role in climate oversight, meeting as needed with our Vice President of Internal Audit and ESG to review progress on our ESG strategy, including climate-related initiatives. This executive engagement ensures cross-functional alignment and senior-level ownership of our sustainability objectives. At the operational level, GUESS has established a cross-functional Sustainability Steering Committee in the United States and Europe. This group is responsible for integrating sustainability across our global functions and meets regularly. It is led by our Chief New Business Development Officer and includes our CFO and other members of the global executive leadership team. The Committee plays a central role in reviewing action plans and monitoring performance against GUESS's ESG goals. Among the Committee's several strategic decisions is the approval and purchase of renewable energy since FY2022, as part of our strategy aligned with our SBTi commitment to achieve and maintain a 50% reduction of absolute Scope 1 and 2 emissions by 2030, towards a 1.5-degree trajectory.

Report Coverage Key: ▼Full ▼Partial ▽Omission

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
Energy and Emissions (Continued)	
ENE9050 ▼	MANAGEMENT INCENTIVES LINKED TO ESG At GUESS, we recognize that embedding ESG into our leadership framework is key to driving long-term impact. Our CEO is responsible for approving our ACTION GUESS strategy and ensuring its implementation. As part of our ACTION GUESS Strategy, we are committed to integrating ESG performance into our annual performance evaluations. This approach ensures that sustainability is a core component of our business strategy and daily operations. By linking ESG performance to annual evaluations, we foster a culture of accountability and encourage leadership at every level to contribute meaningfully to our sustainability efforts. Our incentive plans and goals planning allows managers to consider individual achievements including the achievement of our ESG goals. CLIMATE RISK MANAGEMENT Our climate risk management process spans the full value chain—from direct operations to upstream and downstream activities—and is structured to assess risks across short-, medium-, and long-term horizons. • Short-term (1–3 years): Risks include seasonal variability, rising electricity costs, and extreme weather events increasingly driven by climate change. • Medium-term (3–5 years): We assess impacts such as raw material cost volatility and the operational implications of carbon reduction strategies. • Long-term (5–15 years): Risks under this horizon include global regulatory changes aligned with the Paris Agreement, shifts in competitor supply chain strategies, and emerging technologies or digital solutions that may be vulnerable to climate disruption. This structured approach to climate risk is integrated into our broader enterprise risk management framework. By evaluating environmental dependencies and emerging climate-related threats alongside financial and operational risks, we ensure our organization remains resilient and responsive in an increasingly dynamic risk landscape.
Corporate Responsibility	
RES9020 ▼	**Develop Training and Development Opportunities to Promote Positive Change for Women (Supply Chain Only)** In Myanmar, the Better Health program with a key accessories supplier focuses on improving worker health and well-being. The initiative leverages peer educators to deliver training on hygiene, reproductive health, and nutrition, ensuring that knowledge cascades through the workforce and into communities. Women, in particular, benefit from targeted sessions addressing maternal health and menstrual hygiene, empowering them to make informed decisions that enhance their quality of life. The Better Finance program in Pakistan, implemented with a key denim supplier, equips workers with essential financial literacy skills, including budgeting, financial planning, and responsible borrowing. This initiative is designed to build economic resilience among employees, with a focus on empowering women to actively participate in financial decision-making, fostering independence and confidence in navigating economic challenges. On a larger scale, educating and training suppliers remains one of the most effective practices GUESS employs to reduce risks and foster responsible practices across its supply chain. Through a proactive approach, GUESS empowers suppliers to identify areas for improvement, address the root causes of non-compliance, and build stronger capabilities in managing social and environmental issues. In line with its ACTION GUESS strategy, GUESS continues to enhance its training programs to cover a broad range of critical topics that support the Company's commitment to sustainable and ethical practices. The Focused, Tailor-Made, and Effective (FTME) development program, introduced at the end of FY2022, remains a cornerstone of GUESS's training efforts. This program emphasizes interactive and targeted learning, equipping suppliers with practical insights and solutions to enhance their performance. FTME training sessions are designed to be both adaptable and impactful, addressing social and environmental issues relevant to suppliers' operations. GUESS has expanded its supplier training initiatives to ensure a deeper understanding of key compliance requirements and to promote continuous improvement. These programs are tailored to address both common challenges in the supply chain and emerging issues, offering practical tools and actionable guidance to suppliers. By leveraging virtual training webinars and multilingual content, GUESS ensures accessibility and participation across diverse regions. In FY2024 and FY2025, GUESS conducted a series of training sessions covering key topics, including its Social Compliance Program and Supply Chain Evaluation, GUESS ECO Products requirements and product certifications, GHG emissions reduction strategies, wages and benefits, and GUESS's Human Rights Policy requirements. Looking ahead, GUESS is committed to further strengthening these programs by organizing in-person events and conferences in key sourcing countries. These initiatives aim to foster collaboration, encourage the exchange of best practices, and reinforce GUESS's dedication to building a resilient, responsible, and sustainable supply chain.

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
Corporate Responsibility (Continued)	
RES9050 ▼	**Factory Employee Access to Trainings and Development Opportunities and Grievance Mechanism** In India, the Connect program with a key knit supplier addresses worker engagement and inclusivity. The program establishes robust grievance redressal mechanisms and facilitates two-way communication between employees and management. Special emphasis is placed on creating safe, respectful workplace environments where women feel supported and valued. This initiative encourages open dialogue, enabling women to voice concerns and contribute meaningfully to workplace improvements. In India, the Connect program with a key knit supplier addresses worker engagement and inclusivity. The program establishes robust grievance redressal mechanisms and facilitates two-way communication between employees and management. Special emphasis is placed on creating safe, respectful workplace environments where women feel supported and valued. This initiative encourages open dialogue, enabling women to voice concerns and contribute meaningfully to workplace improvements. Recognizing the unique challenges faced by migrant workers, the Connect Program has evolved to also focus on their integration into the workforce. Capacity building efforts are undertaken at both the management and worker levels to foster a safe space for dialogue between both parties. These efforts address critical areas such as communication, power imbalances, cultural gaps and nuances, differences in languages, traditions, and workplace practices. By bridging these gaps, the program aims to enhance understanding and cooperation, leading to a more inclusive and harmonious work environment for all. By integrating these programs, GUESS is driving positive outcomes for workers while aligning with its broader sustainability commitments. These initiatives aim to: • Expand access to training and development opportunities, empowering workers to improve their skills and resilience. • Create inclusive systems that enhance worker-management dialogue and ensure effective grievance resolution. • Promote gender equality by addressing the unique challenges faced by women in the supply chain, supporting their health, financial independence, and leadership potential.
People	
PPO9040 ▼	**Internal Training Hours/Events on Sustainability** FY2024 was a year of significant progress in embedding sustainability into our corporate ethos. From enhancing educational outreach to engaging in impactful environmental projects, we have solidified our role as a leader in sustainable practices, ensuring that our business activities contribute positively to the environment and society. Our dedication to sustainability was evident across several facets of our operations, driven by a commitment to educate, engage, and inspire our workforce toward environmentally responsible practices. In the Americas, our dedication to sustainability was evident through various on-campus and offsite events. Highlights included the REPREVE GUESS Mobile Tour, where employees gained firsthand knowledge of the recycled polyester process, and multiple Farmers Markets, which promoted responsible shopping and support for local, eco-friendly businesses. Our GUESS ECO Denim Event at Melrose Place and the North East Trees tree-planting event at Ascot Hills Park further exemplified our hands-on approach to environmental stewardship, directly involving our employees, GUESS models, and influencers in activities that make made a tangible impact on our community and environment. In addition to these events, we prioritized sustainability education through a range of multimedia content and internal communications. We produced and shared educational videos that explored sustainable fashion practices, including the creation of capsule wardrobes with more sustainable products and behind-the-scenes looks at our sustainable denim production processes. Our employees were also invited to participate in webinars, such as The Nature Conservancy's COP15 Webinar, which addressed critical issues like the biodiversity crisis and its link to climate change. These educational initiatives were complemented by ongoing sustainability reminders in our internal newsletters, encouraging employees to reduce, reuse, and recycle in their daily routines. Our Earth Month activities further emphasized our global commitment to sustainability. In collaboration with One Tree Planted and other environmental organizations, we facilitated the planting of 13,000 trees across multiple regions, including the U.S., Canada, Europe, and Asia. This initiative not only supported reforestation efforts but also engaged our global workforce in meaningful environmental action. We also introduced clothing recycling barrels on our campus, promoting fashion circularity and waste reduction, aligning with our broader goals of minimizing our environmental footprint. In Europe, our efforts continued with a series of engaging ESG events aimed at educating and involving our employees in sustainable practices. On April 2023, we celebrated Earth Day at our Bioggio headquarters with a variety of activities, including a Km0 lunch, speeches from external experts, and a special gift for all employees, fostering a sense of community and highlighting our commitment to environmental stewardship.

Report Coverage Key: ▼Full ▼Partial ▽Omission

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
People (Continued)	
PPO9040 ▼	During the summer, on July 26th, our interns presented the outcomes of their sustainability-focused projects, showcasing the valuable contributions they made to our ESG initiatives. This was followed by a series of training sessions in November under the theme "ESG in ACTION," held across our Bioggio and Stabio locations. These sessions aimed to educate employees about our latest ESG Report and the new ACTION GUESS strategy, ensuring alignment and participation in our sustainability journey. Furthermore, we kept our stakeholders informed through various communications. Key updates included new guidelines for Eco Fibers and product claims, as well as celebrating significant milestones such as achieving brand certification for sustainable products on September 22nd. Our efforts culminated with the release of the FY2022-2023 ESG Highlights Reports and the introduction of updated GUESS ECO and Consciously Constructed guidelines at the beginning of 2024. In FY2025, we continued to drive impactful environmental initiatives, reinforcing our commitment to educating, engaging, and inspiring our workforce toward more sustainable practices. At our Los Angeles Headquarters, a hosted a variety of events to engage our employees on sustainability. Our seasonal Farmers Markets offered associates the chance to shop sustainably, support small businesses, and engage with the community. In July 2024, we organized an E-Waste Recycling Drive, encouraging GUESS employees to responsibly recycle unwanted electronic devices through our partnership with Homeboy Electronics Recycling. We created opportunities for our LAHQ Summer 2024 interns to deepen their understanding of sustainability at GUESS. This included an on-campus discussion panel as well as a guided tour of Homeboy Industries and Homeboy Threads, where interns gained firsthand insight into how our recycling partner processes and recycles apparel. Beyond in-person events, we provided employees with valuable resources, including educational videos on our in-store recycling program, the use of more sustainable materials, and GUESS ECO product knowledge. We also highlighted key sustainability initiatives in our monthly corporate newsletter, ensuring ongoing engagement and awareness. In celebration of Earth Month, we supported both local and global sustainability initiatives to support environmental conservation and community well-being. Locally, we partnered with North East Trees, an urban greening nonprofit dedicated to increasing tree canopy and green spaces in underinvested communities throughout Los Angeles. Through the GUESS Foundation, we helped fund their Native Plant Nursery at Ascot Hills Park, supporting biodiversity and ecological restoration efforts. Globally, we continued our collaboration with One Tree Planted to plant 13,000 trees across the US, Canada, Europe, and Asia on behalf of our global employees, reinforcing our commitment to a healthier planet. Additionally, we hosted an Eco Pottery Event for local influencers at Bitter Root Pottery in West Hollywood, highlighting the connection between craftsmanship, sustainability, and mindful consumption. Throughout FY2025, our commitment to sustainability remained strong, marked by key events and impactful communications across Europe. In February and March, we introduced the updated GUESS ECO and Consciously Constructed guidelines at our Swiss headquarters, reinforcing our dedication to using preferred materials and responsible design. On April 29th, we celebrated Earth Day 2024 across Swiss headquarters with a Km0 lunch, expert talks, and special gifts, uniting our teams in support of environmental awareness. This was followed by the Sustainability Claims event on June 6th, where we presented the latest guidelines for Eco Fibers & Product Public Facing Claims. Our Global Summer Internship – Sustainability Testimonials on June 27th showcased the fresh perspectives of our interns, highlighting their contributions to our ESG activities. STRATEGIC COMMUNICATIONS THROUGHOUT THE YEAR ENSURED TRANSPARENCY AND ENGAGEMENT We marked Earth Day's 54th anniversary with educational insights, expanded our Social Compliance approach to include Denim Laundries in May, and celebrated the renewal of our brand certification for more sustainable products on October 18th. To close the year, we introduced a Carbon Footprint Analysis Tool on December 3rd, equipping our teams with advanced capabilities to measure and optimize environmental impact during product development. These initiatives reflect our enduring commitment to sustainable innovation and responsible growth, setting new standards for the fashion industry.

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
People (Continued)	
PPO9050	**Number of Events Regarding Wellness and Mental Health** In FY2024-FY2025, our Company made meaningful progress in fostering a culture of health and wellness. By offering a wide range of events and initiatives, we provided our employees with resources to enhance both their physical and mental well-being, aligning with our commitment to supporting their holistic health. These efforts are critical as we continue to prioritize our employees' well-being and create a supportive work environment across all regions. **FY2024 Initiatives** During the year, we made significant strides in promoting employee wellness and mental health across our regions, holding a total of 37 events to support these initiatives. AMERICAS In the Americas, we organized 21 events focused on employees' wellness. These events ranged from physical health initiatives to nutrition education and stress management. • Physical Activity & Team Building: Early in the year, the "Pull, Push, Play Contest" encouraged 40 participants in Los Angeles (LA) and Kentucky (KY) to embrace physical activity. This was complemented by various team-building events that promoted healthy living, from alcohol alternatives to wholesome snacks. • Holistic Health Approaches: We introduced unique wellness experiences like sound baths, ear seeds therapy, and acupuncture sessions, offering employees stress relief through both traditional and modern methods. Additionally, we focused on preventative care through initiatives such as mammogram screenings, food sensitivity testing, and flu immunization clinics. • Life-Saving Skills and Preparedness: In June, 40 employees became Heart Saver certified through a CPR and First Aid course, and in October, a Disaster Preparedness Fair equipped employees with mental health resources and first aid knowledge for emergencies. Throughout the year, our commitment to wellness was exemplified by various events like blood drives, dental services, and a Men's Health Fair, which provided screenings for cancer and other health markers, ensuring our employees had access to essential healthcare services. In addition to wellness, we prioritized mental health, holding 6 dedicated events. These included virtual and in-person wellness talks, meditations, and workshops. Mental health professionals led sessions on trauma, habit formation, and emotional well-being, ensuring that employees had access to tools and support for their mental health challenges. EUROPE In Europe, we conducted 10 events, with a strong focus on mental health and well-being. Two of these events centered on physical health, while the remaining eight focused on mental wellness. Out of the mental health events, a significant portion explored innovative approaches like the "three brains" concept and Eye Movement Desensitization and Reprocessing (EMDR) techniques. These methods are designed to help employees manage stress, trauma, and emotional challenges, aligning with our commitment to providing comprehensive mental health support.

INTERNAL KPIs

DISCLOSURE	OUR RESPONSE
People (Continued)	
PPO9050	**FY2025 Initiatives** AMERICAS In the Americas, our wellness journey continued with a strong focus on mental health awareness and holistic well-being. During May 2024, we launched the Wellness Wednesdays initiative, offering a series of four virtual workshops dedicated to the concepts outlined in The Four Agreements. These interactive sessions empowered employees with practical tools to overcome self-limiting beliefs, aligning with our commitment to mental resilience and personal growth. Complementing these efforts, we introduced Sound Bath meditations across our campuses, providing moments of relaxation and mindfulness. These immersive experiences, held throughout the day, allowed participants to engage in deep meditative practices, enhancing mental clarity and reducing stress. EUROPE Our European region embraced well-being with innovative approaches. In May 2024, Guess Europe entered into a strategic partnership with Welfood, an innovative well-being support service designed for Swiss Office Employees. Through this partnership, employees were granted confidential access to individual consultations, free of charge, with a choice of well-being professionals, including: • Psychologists • Nutritionists • Sports Coaches • Parenting Counselors • Harassment and Gender Violence Specialists This program, accessible through the Welfood platform, also unlocked further resources such as the Academy and Live Events, enabling employees to explore well-being topics aligned with their personal interests. Furthering our commitment to physical health, since July 2024, Guess Europe hosted a series of Pilates Sessions within our Swiss offices, encouraging physical activity and mindfulness in the workplace. Our focus on preventive health continued into autumn, with an Online Webinar on Nutrition and Cancer Prevention held in October 2024. This event, open to all Swiss Office employees, provided valuable insights into the impact of nutrition on long-term health and disease prevention.
PPO9060	**Mean gender pay gap**

	FY2022	FY2023	FY2024	FY2025
Global Ratio of salary of women to men	Not reported	Not reported	97%	98%
Gender Pay Gap	Not reported	Not reported	3%	2%

Governance	
GOV9010	**Executive With Performance Target (MBO) Linked to ESG KPI** We at GUESS have been exploring ways to integrate ESG performance into executive incentive structures. As part of this effort, we assessed various approaches and benchmarks across the industry. Following internal alignment and review, we transitioned toward an ongoing approach that embeds ESG considerations within individual performance assessments. Today, executive incentive plans are structured to allow consideration of individual contributions toward Company goals, including those related to our ESG strategy. This model enables flexibility while reinforcing accountability for sustainability outcomes across leadership, reflecting our belief that ESG progress must be driven at every level of the organization.

Glossary of Terms

Americas
Includes GUESS in US & Canada. Also referred as Region 1 (REG1).

Asia
Includes GUESS in Greater China, Korea & Japan. Also referred as Region 3 (REG3).

Biodegradable
A material or product is defined as Biodegradable if microorganisms (bacteria, fungi, algae) can break it down into simpler natural components (water, CO_2, biomass, etc.) under natural conditions (with oxygen or without oxygen).

CDP
Carbon Disclosure Project.

Consciously Constructed
Consciously Constructed stands for GUESS Factory products made using more sustainable materials that satisfy minimum requirements as defined by our internal guidelines for the given year of development. Consciously Constructed products are marketed as a more sustainable product range by GUESS.

Degradable
Degradable simply means that a product or material breaks down. Most materials break down over a long enough time.

EACs
Energy Attribute Certificates.

(Environmentally) preferred fiber/material
Fiber or material that results in improved environmental sustainability outcomes and impacts compared to conventional production.

Europe
Includes GUESS in Europe and countries managed by Guess Europe Sagl. Also referred as Region 2 (REG2).

FSC
Forest Stewardship Council.

GHG
Greenhouse Gas.

Greater China
Includes mainland China, Hong Kong, Taiwan and Macau.

GRI
Global Reporting Initiative.

GUESS Apparel Full-Price lines
Refer to the full-price collections of GUESS brands, including GUESS, GUESS JEANS, GUESS Kids, Underwear, GUESS Athleisure, Marciano by Guess, GUESS Originals, and GUESS U.S.A. These lines encompass all full-price apparel categories for adults and kids sold around the world through our full-price retail stores. The GUESS apparel full-price lines exclude GUESS Factory lines.

GUESS ECO
GUESS ECO stands for GUESS full-price products made using more sustainable materials and processes that satisfy minimum requirements as defined by our internal guidelines for the given year of development. GUESS ECO products are marketed as a more sustainable product range by GUESS. In addition to preferred materials, the production method is optional for non-denim and required for denim to be branded as GUESS ECO.

GUESS Factory Apparel lines
Refer to the collections of GUESS branded apparel sold around the world through our factory outlet stores. These lines include Factory Outlet Global (i.e., Factory Mainline), Factory Kids, Underwear Factory Outlet, and GUESS for Departments. GUESS Factory lines exclude full-price collections.

GUESS Human Rights Policy (HR Policy)
The HR Policy helps our stakeholders better understand the Company's commitment to human rights and associated requirements, in addition to accountability measures.

GUESS Supplier Code of Conduct (CoC)
The CoC details our requirements for full compliance with legal requirements, child labor, freedom of association, human rights, health and safety, labor rights, ethics, environmental protection, decent work, payment, and administration.

Higg FEM
The Higg Index's Facility Environmental Module is a standardized sustainability assessment tool to measure and evaluate apparel facilities' environmental performance.

HRC
Human Rights Council.

LCA
Life cycle assessment to measure the impacts on the environment associated with the life cycle of a product, process, or service.

LRSM
GUESS' List of Restricted Substances and Materials which outlines the chemicals that are limited or prohibited in our products or in the production process.

Materials Portfolio
Collection of diverse raw materials used in the production of goods.

MRSL
ZDHC's Manufacturing Restricted Substances List is a list of chemical substances banned from intentional use in the apparel industry.

PFAS
Per- and polyfluoroalkyl substances, so called "Forever chemicals".

RECs
Renewable Energy Credits.

SASB
Sustainability Accounting Standards Board.

SBTi
Science Based Targets initiative.

SBTN
Science Based Targets for Nature.

SVR
The Sustainable Vendor Rating is GUESS' internally developed tool to evaluate suppliers based on environmental performance.

TCFD
Task Force on Climate-related Financial Disclosures.

UN SDGs
United Nations Sustainable Development Goals.

VSC
GUESS' Vendor Scorecard to measure the performance and effectiveness of core vendors.

ZDHC
Zero Discharge of Hazardous Chemicals, an apparel industry program to promote sustainable chemical management within the fashion industry.

PRINTER

Lithographix, Los Angeles, California

Lithographix is an FSC and SFI certified printer with a reduced hazardous waste stream of less than 1% of its consumption, and recycles 98% of all consumable waste. Corporate Social Responsibility serves as the foundation of its business philosophy.

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manufactured with windpower
mohawkconnects.com/environment

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