



Our best today, better tomorrow

GUESS

ESG REPORT FISCAL YEARS 2022-2023





We are committed to becoming a worldwide leader in the fashion industry by listening and responding to the needs of our stakeholders, and by continuing to give back to the community, support humanity, and protect the environment.

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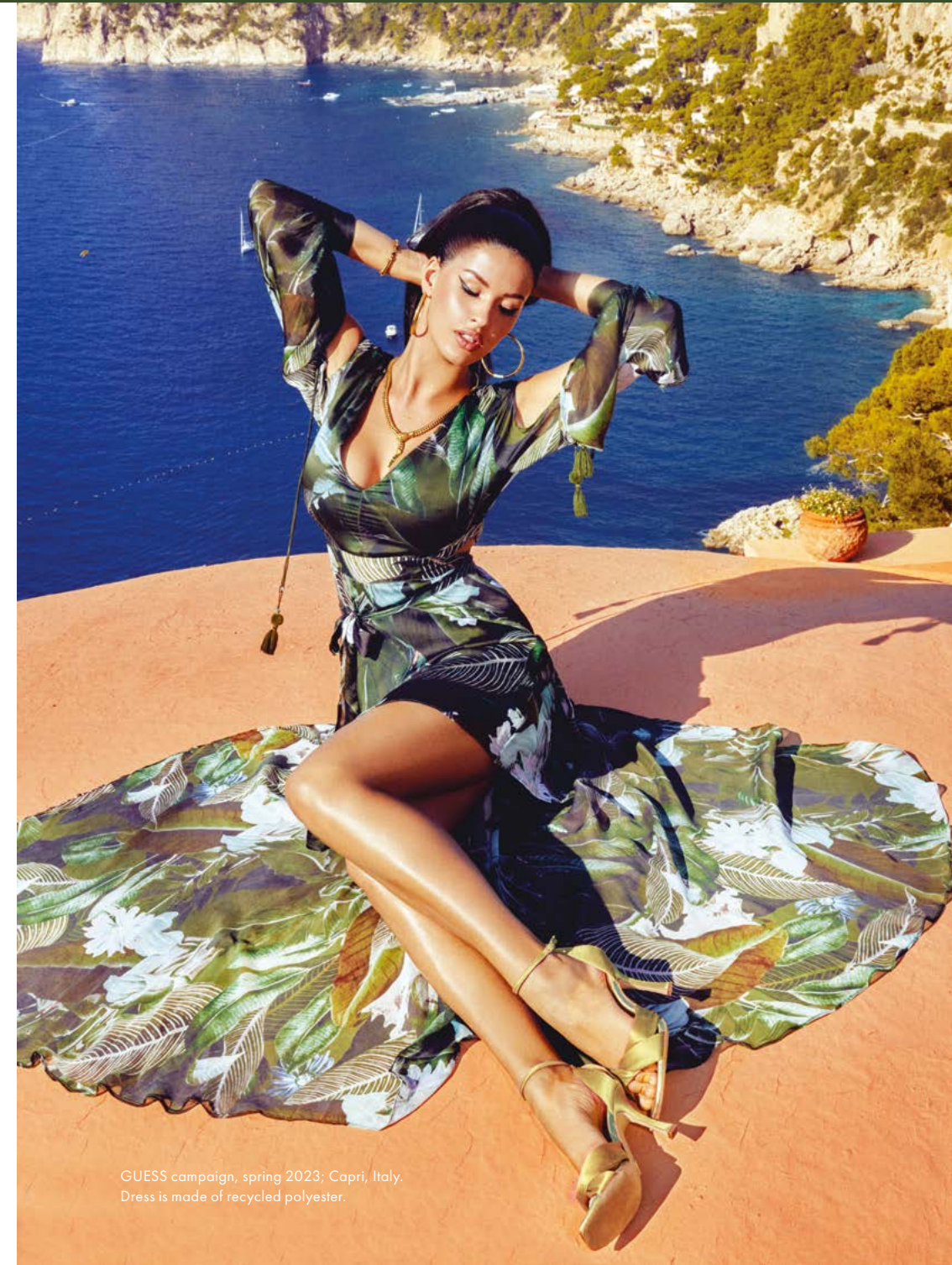
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"Our best today, better tomorrow"
is a quote from American journalist
Ben Bradlee

Visit our online sustainability hub
to see how we are leading the way
sustainability.guess.com



GUESS campaign, spring 2023; Capri, Italy.
Dress is made of recycled polyester.



Carlos Alberini
Chief Executive Officer
and Director, Guess?, Inc.

A MESSAGE FROM OUR CEO, CARLOS ALBERINI
GRI 2-22

Leading the change, paving the way

Dear GUESS stakeholder,

At GUESS, we firmly believe that advancing our purpose-driven sustainability commitments is integral to the wellbeing of our people, the health of our planet, and the ongoing success of our business.

We are pleased to share our FY2022–2023 ESG Report (available at sustainability.guess.com), which details our approach to sustainability, our recent achievements, and our ambitions for the future. For well over a decade, GUESS has embedded environmental, social and governance priorities into all aspects of our business – and we couldn't be prouder of the progress we have made as a result.

While the past two years have been defined by unprecedented crises and formidable challenges, our commitment to our stakeholders has been unwavering. Now more than ever, it is critical that we work with urgency to combat the far-reaching effects of the pandemic, the climate crisis and human rights issues across our world. GUESS has long prioritized and invested in policies and practices to address these head on, and as we look ahead, we are confident that our Company remains poised to pioneer new industry best practices in sustainable apparel.

We continue to anticipate a more heavily regulated environment for ESG practices, with an increased focus on transparency, integrity and accuracy in reporting ESG data. GUESS has fully embraced this industry-wide call for continued improvement and growth in sustainability and the opportunity to enhance our reporting.

In this report, we are excited to highlight the outcomes of our first-ever “double materiality assessment”, our ongoing efforts to reduce carbon emissions, our commitment to using sustainable materials, and our dedication to fair treatment and pay parity. We know that today's consumers want to both look good and feel good about what they're buying. That's why we're proactively expanding both our eco-collection and new upcycled line to give GUESS customers a wider range of exciting, sustainable options to choose from.

A MESSAGE FROM OUR CEO, CARLOS ALBERINI continued
GRI 2-22

“With more than a decade of experience prioritizing sustainability across all aspects of our business, GUESS looks to the future to pioneer new best practices for sustainable apparel.”

We are proud to share that within our organization we have achieved gender pay parity across the United States, Canada, Europe, and Asia, and are actively working towards enhancing diversity and inclusion. We also established new credit facilities in collaboration with UBS Bank and Bank of America, N.A., with key performance indicators (KPIs) directly linked to our ESG Goals, reinforcing our dedication to integrating ESG into our financial strategy. Key ESG metrics and disclosures contained in our FY2020-2021 Sustainability Report were subjected to an examination engagement by KPMG and became one of the first in the fashion industry to obtain reasonable assurance. Additionally, for this reporting period, we engaged a third party to conduct a double materiality assessment as it relates to ESG, and including the potential impact of climate change on the financial health and outlook of our company. This has allowed us to strategically shape and refine our approach to refreshing our ESG Strategy and establishing key milestones.



Paul and Carlos, Store Managers Meeting
(Los Angeles HQ), May 2023.

At GUESS, we continue to evolve the way we do business. We are intentional and thoughtful about the actions we take to enhance our operations and policies and deliver ongoing benefits for our stakeholders. It's both an honor and a privilege to be a part of a company that wholeheartedly embraces its role in being a part of the solution. I know there are many significant and exciting developments to come on our sustainability journey, and we look forward to the path ahead for GUESS.

A handwritten signature in black ink, appearing to read 'CA' followed by a stylized flourish and two dots.

Carlos Alberini
Chief Executive Officer and Director, Guess?, Inc.

Visit our online hub to see how we are continuing our sustainability journey
sustainability.guess.com

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

GRI 2-22

What do we stand for at GUESS?

Since 1981, GUESS has been all about style, creativity, and passion. My personal passion has been to create clothes that bring out the most confident side of every man and woman. As we enter our 42nd year of business the world is changing and the climate crisis progressing, it becomes increasingly important for customers to not only feel confident in the clothes they wear, but to know that the clothes they buy are not contributing to the harm of our environment. I would like to emphasize our unwavering commitment to sustainability – a commitment that runs deep in the very fabric of our company.

We've learned from stakeholders that pollution, climate, and human rights are at the top of the list when it comes to issues they'd like us to address. Our challenge is to make sure that GUESS contributes to the world our customers want to see. Without compromising on our signature flair, we are finding new ways to make sustainability sexy! Through innovation and conscious design choices, we strive to create apparel that not only looks good but feels good – both for our customer and the planet we call home.

Our ESG initiatives have touched almost every aspect of our business, from the products that we offer to the customer experience that we provide, including all channels of distribution, all global markets and all 25 of our product categories. To ensure transparency and accountability, we have implemented rigorous standards throughout our supply chain, carefully vetting our partners and suppliers. By forging strong relationships with like-minded organizations, we aim to foster an ecosystem where sustainability is a shared goal.

Our brand and the GUESS Family are true to our roots, and that will never change. Our commitment to sustainability extends beyond our immediate operations. We recognize the immense influence we wield as an established company, and we are resolved to use our platform to inspire positive change. As we reach new sustainability heights, we're bringing every GUESS customer with us because I believe that style and sustainability go hand in hand. I am very proud of our teams and couldn't be more excited about the future.

Paul Marciano

Paul Marciano

Co-Founder and Chief Creative Officer, Guess?, Inc.



Paul Marciano
Co-Founder and Chief
Creative Officer,
Guess?, Inc.

ABOUT GUESS

GRI 2-1, 2-2, 2-6

Mixing Hollywood glamour with French chic, GUESS continues to be a lifestyle brand that represents being young, sexy, and adventurous for more than 40 years. 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 located in Los Angeles, California. 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, GUESS Accessories, GUESS Activewear, GUESS Kids, GUESS Factory, G by GUESS (GBG), GUESS Jeans U.S.A., GUESS Originals, GUESS Home, GUESS ECO and Consciously Constructed.

Established

1981

Countries served

100+

Employees

12,000

Building on our heritage



Net revenue FY2023 (USD, thousands)

\$2,687,350

Net revenue FY2022 (USD, thousands)

\$2,591,631

Global stores* 2022

1,631

Global stores* 2023

1,608

* Global stores is direct operations, licensees, and distributors.

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 12,000 people.

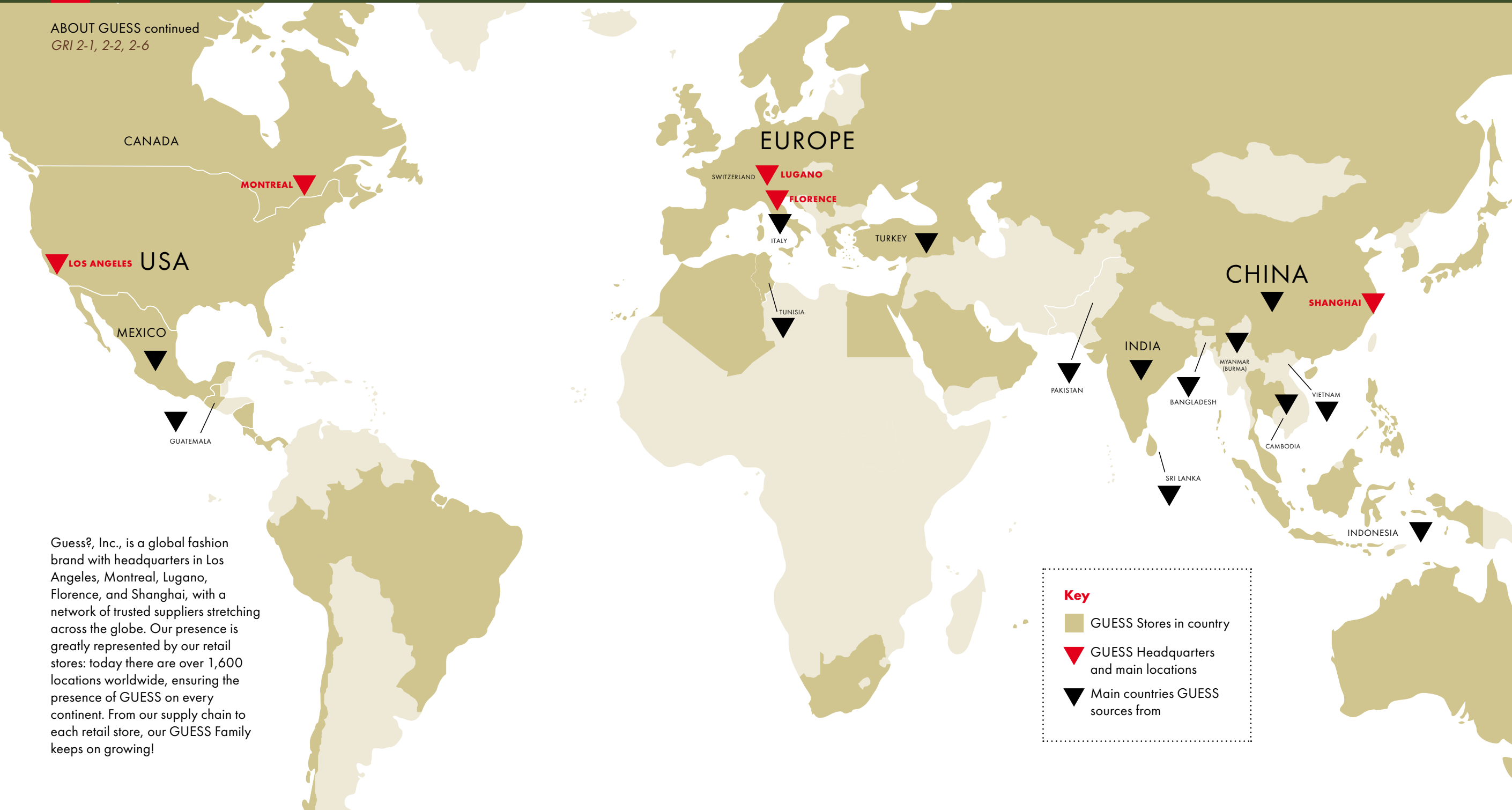
As of January 30, 2023, the company had 941 retail locations across the Americas, Europe, and Asia. The company's partners and distributors additionally operate 667 retail and outlet stores in different parts of the world.

For full information and details on our financial performances, please refer to the FY2023 Annual Report (10-K and Proxy statement). We are proud to have been listed on the New York Stock Exchange (NYSE: GES) since August, 1996.

» Read more about our brands on page 8

GUESS campaign, spring 2023; Capri, Italy.
Men's shirt is made of eco viscose.

ABOUT GUESS continued
GRI 2-1, 2-2, 2-6



CANADA

MONTREAL

LOS ANGELES USA

MEXICO

GUATEMALA

EUROPE

SWITZERLAND

LUGANO

FLORENCE

ITALY

TURKEY

TUNISIA

CHINA

SHANGHAI

INDIA

PAKISTAN

BANGLADESH

SRI LANKA

MYANMAR (BURMA)

CAMBODIA

VIETNAM

INDONESIA

Key

- GUESS Stores in country
- GUESS Headquarters and main locations
- Main countries GUESS sources from

Guess?, Inc., is a global fashion brand with headquarters in Los Angeles, Montreal, Lugano, Florence, and Shanghai, with a network of trusted suppliers stretching across the globe. Our presence is greatly represented by our retail stores: today there are over 1,600 locations worldwide, ensuring the presence of GUESS on every continent. From our supply chain to each retail store, our GUESS Family keeps on growing!

ABOUT GUESS continued

GRI 2-1, 2-2, 2-6

Committed to becoming a worldwide leader in the fashion industry

GUESS Mission

At GUESS, we are committed to becoming a worldwide leader for sustainability in the fashion industry.

We deliver products and services of uncompromising quality and integrity consistent with our brand and our image.

We are committed to listening and responding to the needs of our customers, associates, and business partners, and to honoring their individual values.

We are dedicated to personal and professional enrichment through an environment of open communication, teamwork, trust, and respect.

We continue to give back to the community, support humanity, and protect the environment as part of our responsibilities.

We remain committed to an entrepreneurial spirit that fuels the growth of our company and increases shareholder value.

Through principled leadership, we embrace diversity, and we cultivate strength, pride, and passion to align our personal lives with our professional lives.

GUESS Values are strongly linked with the GUESS Rules:

GUESS Values

1. Belief.
2. Hope. Never give up.
3. Destiny.
4. Trust.
5. Never forget your roots.
6. Respect others.

GUESS Rules

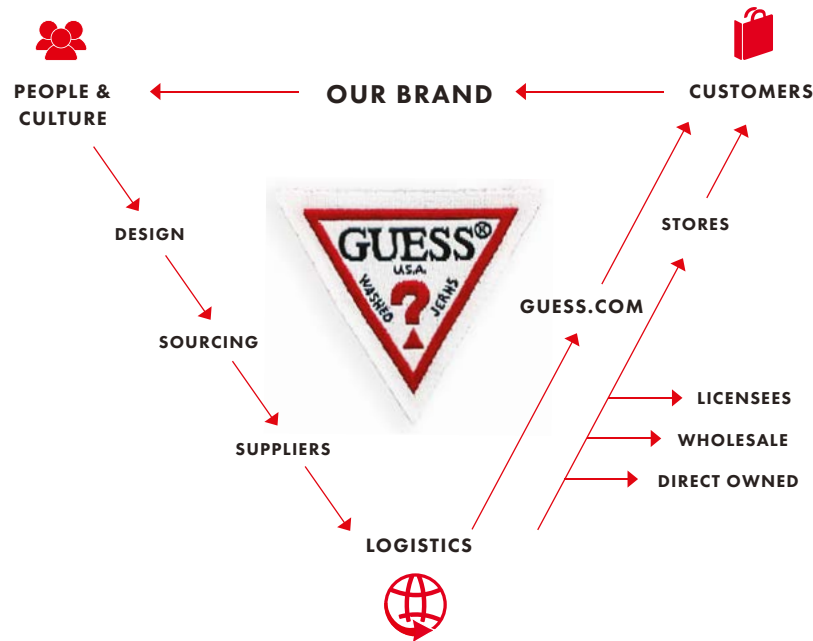
1. Attitude.
2. Common sense.
3. Courage.
4. Get things done.
5. Sense of urgency.
6. Be a good teammate.

GUESS campaign, fall 2022; Quincy, California.



ABOUT GUESS continued
GRI 2-1, 2-2, 2-6

Our global lifestyle brands



We serve the style-conscious consumer through the iconic GUESS brand and nine brand extensions. We deliver this through the hard work of our in-house teams which design, source, market, distribute, and sell our products. With our products manufactured by a network of suppliers around the world, the impact of our value chain is far-reaching, and we recognize the people who contribute to our business throughout the supply chain, from raw materials to fabric mills to the final product.

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-labeled accessory products, such as handbags, watches, footwear, eyewear, fragrance, jewelry, and other accessories.

GUESS Activewear

Designed to maximize performance, comfort, and style, GUESS Activewear 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 Jeans U.S.A.

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

GBG

Vintage California lifestyle makes GBG fashion for the next generation. GBG was created for young, hip, and trendy men and women with an eye for the freshest looks and hottest styles.

Marciano

Marciano, 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 20% of more sustainable materials that satisfy minimum requirements as set by our internal guidelines.

ESG Report milestones



2014

Introduction Americas

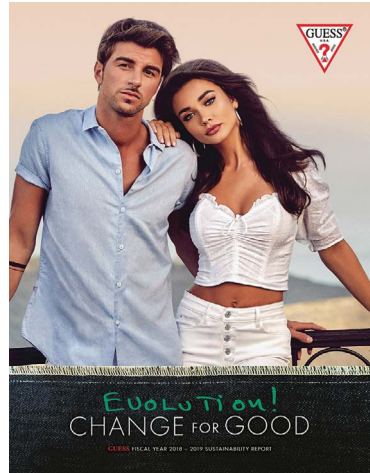
- Introduced sustainability to the company
- Established GRI reporting system
- Limited assurance



FY2016–2017

Getting started Americas, Europe

- First sustainability plan
- First global carbon footprint
- GRI pioneers
- Limited assurance



FY2018–2019

Progress and alignment Americas, Europe, Asia

- Special targets and progress
- Industry alignment: CDP, HRC, circularity
- Reporting best practice
- Limited assurance



FY2020–2021

Industry leadership Americas, Europe, Asia

- Leadership in reporting
- First long-term sustainability strategy – VISION GUESS
- Established SASB reporting
- Introduced our Sustainability Assurance Framework
- Reasonable assurance



FY2022–2023

Industry innovation Americas, Europe, Asia

- Leadership in reporting
- Double materiality assessment
- Improved Sustainability Assurance Framework
- Updated to GRI 2021 reporting
- Update of ESG strategy
- Reasonable assurance

ACTION GUESS
GRI 2-23

Our best today, better tomorrow

ACTION GUESS, our ESG Strategy, isn't just something we do, it's who we are. At GUESS, we believe that fashion and sustainability go hand in hand. We have worked to ensure that in all things we do, we respect the environment, we are good teammates, and we get things done. From that space of care and commitment, ACTION GUESS was born. Our customers want to look good; they want to feel good, and they want to know that the clothes they wear don't come at the cost of the planet. We have listened to investors, customers, suppliers, and our team of employees to get a clearer picture of what matters to them. ACTION GUESS is setting the mark for the goals we all have, goals that will help us reach a better, brighter tomorrow. While focusing on the environment, social, and governance pillars, we have set ambitious targets to continuously challenge ourselves to step into the future. With industry best practices and the UN Sustainable Development Goals as our guide, we dreamed up a plan to be a partner in the solution through our business, our supply chain, and how we connect with our consumers.

Awards and recognition

Sustainability is woven into everything we do at GUESS – making fashion that doesn't compromise our people or our planet. We are proud of our entire business when these efforts are recognized externally.

- **Finalist at Reuters Events® Responsible Business Awards 2022 for the Reporting and Transparency Award** – Since the launch of its first sustainability plan in 2016, GUESS has continued to evolve its sustainability targets, integrating them into the core of the business. The company's sustainability work has been designed to create growth opportunities for the corporation's associates, suppliers, the company, and the communities it serves.
- **GUESS recognized as Supplier Engagement Leader by CDP** – GUESS is proud to announce that the company has been recognized among the top 8% for supplier engagement on climate change, focusing on our role in addressing their environmental impact and driving the transition to a net-zero sustainable economy across our supply chain.



ACTION GUESS continued

ACTION GUESS ENVIRONMENT



Respect nature

For GUESS, being a sustainable company means showing the utmost respect for nature. We recognize the fashion industry’s impact on the environment and take active steps to address these impacts. As we walk into the future, we will continue to innovate in the sustainability sphere, creating new pathways to reduce our footprint, encourage a circular economy, and choose materials wisely.

- Climate
- Responsible materials and products
- Chemicals, pollution, and water stewardship
- Circular economy, packaging, and waste
- Nature and biodiversity



» Read more on pages 12–31

» See page 66 for more information on our double materiality assessment and page 75 for stakeholder engagement

SOCIAL



Be a good teammate

GUESS believes that our company represents a family. From our supply chain partners to our store associates, we work tirelessly to create a workforce that is inclusive and fair, where everyone can thrive. Being a good teammate is about treating people well. We do that by promoting equality, diversity, education, and awareness.

- Supply chain responsibility and labor rights
- Diversity and inclusion
- Employee wellbeing and engagement



» Read more on pages 32–55

GOVERNANCE



Get things done

At GUESS, we value good governance, because doing things the right way is just as important as doing them well. We work within our ecosystem each day to build mutual trust from the supply chain to our stores. By holding ourselves to the highest standards of performance and equality, we align all levels of our company to the GUESS values of excellence and integrity.

- Governance and business ethics
- Responsible marketing
- Data security and privacy



» Read more on pages 56–64



Respect nature

ENVIRONMENT

GUESS campaign, spring 2023; Capri, Italy.
Men's jacket is made of organic cotton; Women's tops are made of recycled polyester and pants made of organic cotton.

ENVIRONMENT INTRODUCTION

Committed to being a part of the solution

Taking care of our planet and respecting our environment are essential parts of the way GUESS does business. Through our operations and supply chain, we are committed to expanding our assortment of apparel that has a lower impact on our environment.

The majority of environmental impact occurs in the supply chain process, and one of the most effective ways we can reduce our footprint is through our choice of materials. This is why at GUESS, we consciously choose materials produced with less water usage, fewer chemicals, and that are sustainably sourced.

In truth, we don't yet know all the ways our environment can be negatively affected, but we're committed to being a part of the solution. We take a precautionary approach to developing products, striving to protect the environment even in the absence of scientific certainty or regulatory requirements.

This world belongs to us all, and at GUESS we are determined to do our part to keep our planet safe.

Sustainable Development Goals



We align with **SDG 6 Clean Water and Sanitation**, **SDG 12 Responsible Production and Consumption** and **SDG 13 Climate Action** of the UN 2030 Agenda. We are committed to reducing our carbon footprint through a science-based approach, and by incorporating climate risks into our strategic thinking; we place great focus on circularity and the sourcing of responsible materials for our collections; we maintain a strong commitment to water-saving practices in our production; and we are increasing our efforts to protect nature and preserve biodiversity.

Key topics

Climate

» Read about on pages 14-16

Responsible materials and products

» Read about on pages 17-23

Circular economy, packaging, and waste

» Read about on pages 24-26

Chemicals, pollution, and water stewardship

» Read about on pages 27-29

Nature and biodiversity

» Read about on pages 30-31

CLIMATE

Working in synergy with our customers, suppliers, investors, and associates to reduce our impact

GUESS recognizes the impact the fashion industry has on the environment and climate change. We are committed to addressing that impact by reducing greenhouse gas (GHG) emissions across our operations and supply chain, working with suppliers, and identifying our climate risks and opportunities.



GUESS Via del Corso
Rome, Italy.

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 CO₂ from atmosphere (2035)
- Announce roadmap to achieve SBTs (2024)

CLIMATE continued
 GRI 302-1, 302-4, 305-1, 305-2, 305-3, 305-5

Reducing our carbon footprint

In our FY2020-2021 Sustainability Report, we announced that our greenhouse gas emissions reduction targets were approved by the Science Based Targets initiative (SBTi) that recognizes our commitment to reducing our absolute emissions by 50% across Scope 1 and 2 and by 30% in Scope 3 (Category 1 – Purchased Goods and Services) by 2030 from our FY2019 baseline.

Our previous goal on Scope 1 and 2 energy intensity reduction of 15% from baseline FY2016 was achieved in FY2021 and therefore no longer put forth again. Our SBTi goals are now based on FY2019 baseline.

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 our overall emissions profile, boundaries and current methodology. The Scope 2 indirect emissions for the base year were calculated using the market-based methodology.

We are proud to be a Business Ambition for 1.5°C campaign member and a signatory of the Fashion Industry Charter on Climate Action, part of the UN Framework Convention on Climate Change. The Charter is guided by its vision to drive the fashion industry to net-zero greenhouse gas emissions no later than 2050 with the aim of keeping global warming below 1.5°C.

Since FY2019, we have reduced our Scope 1 and 2 GHG emissions (market based) by 50% by making our stores

more energy-efficient while increasing our use of renewable energy through the purchase of renewable energy credits (RECs)¹. In fact, from FY2022, GUESS partnered with an external provider to purchase renewable energy attribute certificates across multiple markets to reduce our Scope 2 emissions. As a part of setting our new roadmap to achieve our SBTs, we are continuing to develop our renewable energy purchasing strategy in FY2024, which we will share publicly next year. This strategy will set out our plans to reduce the number of credits we buy, and plans to implement a thoughtful and impactful renewable energy purchasing strategy.

Focusing on our apparel Purchased Goods and Services, we have committed to reducing Scope 3 emissions by 30% against our FY2019 baseline by 2030 as part of our SBTs.

Many of the decisions we make on a day to day basis can impact Scope 3 emissions, so we will continue to make educated choices in terms of the materials we use, sustainable product design, and increased durability for our products.

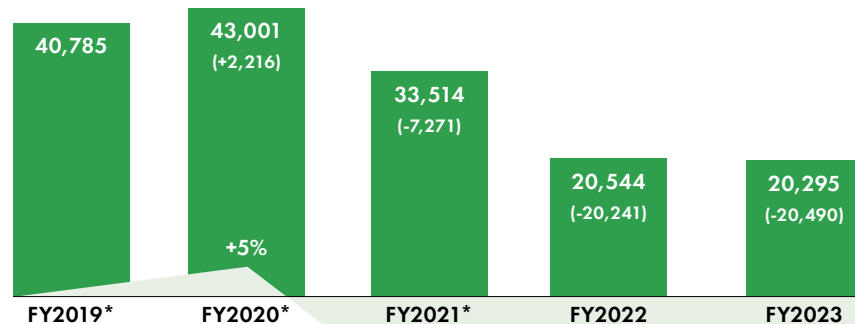
In FY2022 GUESS saw its Scope 3 (Category 1 – Purchased Goods and Services) emissions increase proportionally with the increase in production and sales during that same fiscal year. For FY2023, to evaluate their impact, we took into consideration the switch to environmentally preferred materials on our Scope 3 emissions. A more detailed and thoughtful strategy will be disclosed in 2024.

¹ Certificates included guarantee of Origin in EU, I-RECs in China, REGO in UK, RECs in North America.

GHG Emissions

Scope 1 and Scope 2 (Market Based)

GHG in MTCO₂e (reduction vs. FY2019)



GHG emissions reduction % reduction vs. FY2019

-50% (2030 TARGET FOR GHG REDUCTION)

-50%
 Scope 1 and 2 emissions reduced by 50% since FY2019

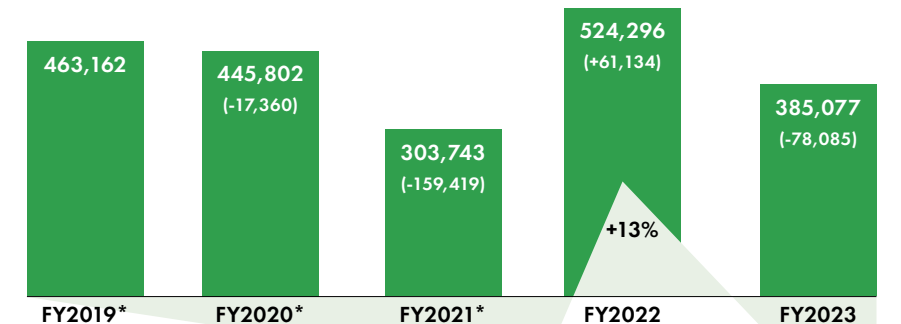
-17%
 Scope 3 (Category 1 – Purchased Goods and Services) emissions reduced by 17% since FY2019

* Prior periods are covered by previous KPMG assurance reports; FY2019 at the limited assurance level and FY2020-2021 at the reasonable assurance level.

GHG Emissions

Scope 3 (Category 1 – Purchased Goods and Services)

GHG in MTCO₂e (reduction vs. FY2019)



GHG emissions reduction % reduction vs. FY2019

-30% (2030 TARGET FOR GHG REDUCTION)

-34%

CLIMATE continued
 GRI 302-1, 302-4, 305-1, 305-2, 305-3, 305-5

Reducing our carbon footprint continued
 CDP results

Reporting since 2018, GUESS is committed to continue responding to the CDP on an annual basis. The scoring of our climate change report ranges within the top tier, between "A" and "B". Any variance is primarily due to more stringent scoring related to impact measurement in the supply chain and climate-related risks governance.

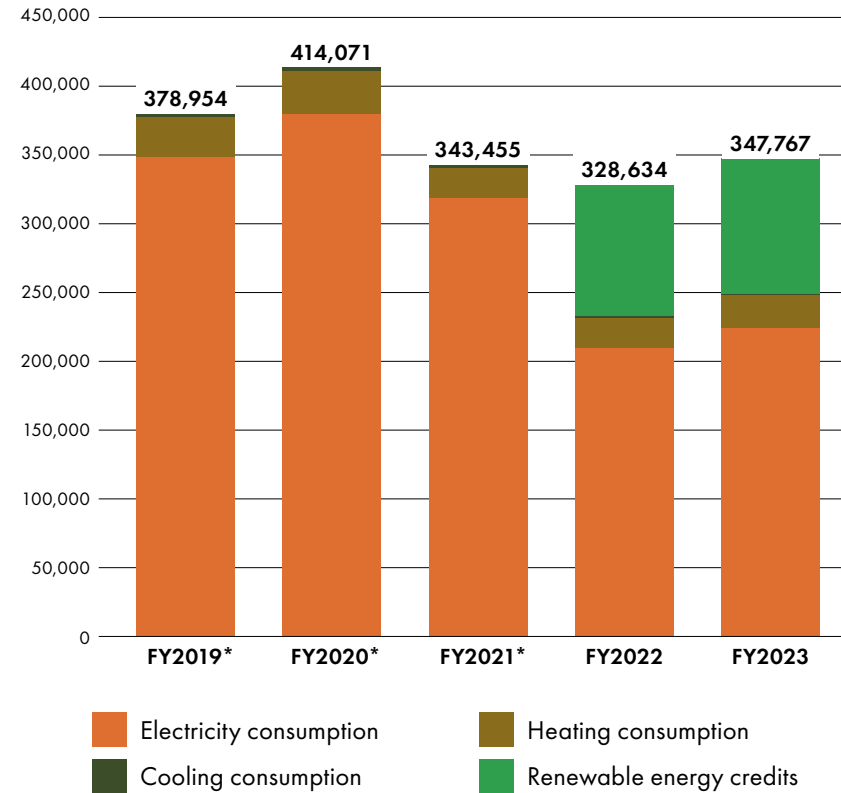
We continue to strive for excellence in impact and reporting, both in this ESG Report and in our CDP responses. As part of our commitment to transparent reporting, we obtained reasonable assurance related to our Scope 1, 2, and 3 GHG emissions prior to submission of our FY2022 CDP response. In addition, management's assertion over FY2023 Scope 1, 2, and 3 GHG emissions was subject to KPMG's assurance engagement, as described in the Independent accountants' report on page 80.

In the last CDP reporting period, GUESS was recognized on the Supplier Engagement Rating Leaderboard as being among the top 8% of companies for supplier engagement on climate change. The CDP Supplier Engagement Rating recognizes companies that are playing a crucial role in addressing their environmental impact and driving the transition to a net-zero sustainable economy across their supply chain. This rating is based on the four categories of governance, targets, reporting of Scope 3 emissions, and supplier engagement.

Managing climate-related risks and opportunities

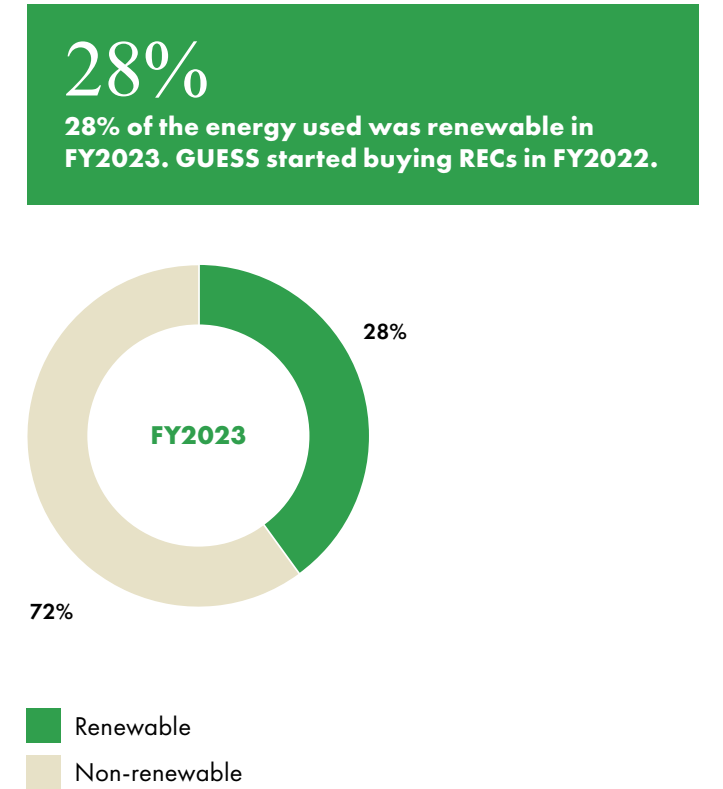
As a global brand in the fashion industry, our operations and supply chain are subject to various climate interruptions. Extreme weather can disrupt the typical cotton growing season, which critically affects our supply. To ensure our resilience to evolving times, we assess our climate-related risks annually. In addition, the global flexibility and diversity of our operations and supply chain help mitigate the risks of changing weather patterns in particular regions.

Total energy consumption (gigajoules)**



* Prior periods are covered by previous KPMG assurance reports; FY2019 at limited assurance, FY2020 and FY2021 at reasonable assurance.
 ** Energy from all sources have converted to gigajoules in line with GRI requirements.

Renewable vs. Non-renewable energy consumption



RESPONSIBLE MATERIALS AND PRODUCTS

Responsible materials and products

At GUESS, we are conscious of the environmental impact of the materials we use. Each material brings its own considerations, with cotton production requiring high water use; polyester being manufactured with non-renewable petroleum products, and high carbon footprint; and manmade cellulosics carrying risks of deforestation. To increase our ability to innovate in Climate Positive fashion, it's imperative we increase our sourcing of environmentally preferred materials.

To that end, the impact of our clothing and the materials we use reach far beyond production. We must consider product transportation, the packaging we use, and what happens to our products at the end of their lifecycle. Having a well-rounded approach to responsibly sourcing materials and circularity of our products is an important part of our commitment to sustainability.



Goals

- 30% of GUESS global apparel materials portfolio will be environmentally preferred (2023)
- 75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)
- 75% of all fibers used in men's bags main material will be environmentally preferred (2025)
- 80% recycled or biobased polyester will be used for the apparel mainline (2025)
- 80% recycled or biobased polyester will be used for all apparel brands (2030)
- 80% regenerative, recycled, or organic cotton will be used for all apparel brands (2030)
- 75% of GUESS denim apparel mainline will be GUESS ECO (2030)
- 50% of GUESS all apparel mainline will be GUESS ECO (2025)
- 35% of GUESS apparel Factory mainline will be Consciously Constructed (2025)
- 50% of GUESS men's bags will be GUESS ECO (2025)

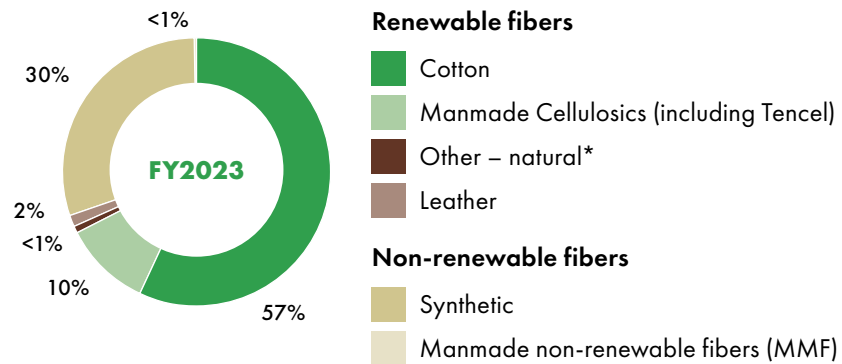
RESPONSIBLE MATERIALS AND PRODUCTS continued
SASB CG-AA-440a.1

Responsible material sourcing

Our products are comprised of a wide range of natural, synthetic, and manmade materials. Each material carries its own unique social and environmental impacts as well as risks around the ability to source them consistently and reliably. For each of our main material types, we are finding lower impact alternatives:

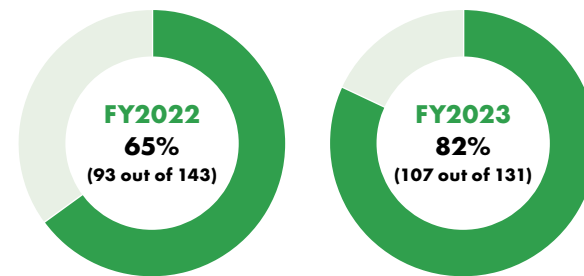
Main materials (top 3 materials by usage)	% of global material portfolio in FY2023	Alternative materials
Cotton – used to make our classic denim and logo tees	57%	We are making the move to using organic cotton, which avoids the use of pesticides and synthetic fertilizers that can be harmful to farmers, biodiversity, and soil. Our goal is to use 80% regenerative, recycled, or organic cotton for all apparel brands by 2030.
Synthetics such as polyester, nylon, and spandex	30%	We plan to increase our use of recycled polyester in place of virgin polyester as it uses less energy and supports circular principles. Our goal is to use 80% recycled or biobased polyester for apparel mainline by 2025, and for all apparel brands by 2030.
Manmade cellulosics such as viscose/rayon, modal, and lyocell	10%	To address deforestation risks associated with manmade cellulosics, GUESS uses more sustainable materials from producers Lenzing™ and Birla, which have pledged to manufacture viscose more sustainably. We aim to source all wood-based materials from only sustainably managed forests, sourcing materials certified by the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC).

Global materials portfolio



* Includes alpaca hair, cashmere, linen, wool, mercerized wool, virgin wool, recycled wool, other hair.

Percentage (number) of new suppliers screened using environmental criteria



» See Sustainable Vendor Rating on page 39 for additional information



GUESS campaign, spring 2023; Capri, Italy.
Women's shirt made of recycled polyester and pants made of eco Tencel™; Men's shirt is made of eco viscose.

RESPONSIBLE MATERIALS AND PRODUCTS continued

SASB CG-AA-440a.1

Reduce vulnerability

To reduce vulnerability in cotton-growing regions, GUESS implements diversification strategies in sourcing practices. This approach considers direct concerns related to material production and indirect concerns related to garment production. By considering these various factors, GUESS aims to enhance supply chain resilience and minimize risks across all production stages.

From a material standpoint, GUESS focuses on exploring certified alternatives to conventional cotton, such as organic and recycled cotton, or other sustainable materials that can reduce the water footprint of cotton production. All responsible alternatives used are certified by standards that establish a consistent framework for evaluating materials.

As mentioned in the latest report published by the World Wildlife Fund (WWF) on June 5, 2023, titled "[Benchmarking of Sustainability Standards used in Cotton Production](#)", it is crucial that sustainability efforts go beyond certification to ensure a holistic approach to improving sustainability throughout the entire cotton value chain.

As part of the risk assessment and in line with this approach, GUESS conducts a thorough assessment of its supplier base to gather information and evaluate the practices employed by its suppliers, with a specific focus on regions affected by water scarcity. The goal is to identify suppliers that demonstrate more sustainable water management practices and prioritize responsible water usage, contributing to mitigating the challenges posed by water scarcity in their regions.

Considering that denim production significantly impacts water use due to various manufacturing stages that require water, GUESS particularly focuses on denim suppliers that enhance water conservation measures. These measures may include implementing comprehensive water management strategies, optimizing processes, investing in water-efficient technologies, and implementing water recycling systems within production facilities. These actions help minimize water consumption, reduce freshwater usage, and minimize the discharge of polluted water into the environment throughout the denim manufacturing process.

This sourcing approach helps mitigate potential problems, ensuring a more secure and stable cotton supply, and aligns with GUESS' commitment to responsible sourcing practices.

“GUESS aims to enhance supply chain resilience and minimize risks across all production stages.”

Mitigate the risk of price variability

To mitigate the risk of price variability, establishing and maintaining long-term supplier relationships is crucial for GUESS. By building stable partnerships, prioritizing loyalty and commitment, GUESS strengthens its position to effectively navigate price fluctuations and ensure a secure and stable cotton supply.

Building stable and enduring partnerships with vendors that produce cotton products offers enhanced security and stability in terms of pricing. Strong relationships with vendors reduce the uncertainty associated with fluctuating market conditions and help GUESS manage the risk of sudden price increases or fluctuations.

In addition, diversifying sourcing locations across different markets such as China, India, Pakistan, and Bangladesh allows GUESS to minimize risks related to relying solely on a single market, which can lead to disruptions in the supply chain. For example, reducing dependence on regions susceptible to water scarcity helps mitigate the impact on pricing. By exploring alternative regions that prioritize sustainable water management practices, the company can reduce vulnerability to localized water scarcity.

Moreover, different markets provide distinct advantages in terms of production expertise and sourcing options. By venturing into different markets, GUESS can identify the most suitable options that align with its internal cost considerations.

Policies

Our raw material sourcing and responsible production policies are at the heart of reducing our supply chain impacts. These policies help to protect the environment, workers, and communities by encouraging the use of raw materials produced with higher environmental and social standards.

Core policies

- **GUESS Responsible Cotton Sourcing Policy** – Aims to increase procurement of preferred cotton sources while working to improve traceability and keep prohibited cotton sources from entering our supply chain
- **GUESS Responsible Sourcing – Policy on Manmade Cellulosic Fabrics** – Aims to ensure responsible sourcing of rayon/viscose, modal, and lyocell fabrics, from sources which do not put at risk the world's ancient and endangered forests
- **GUESS Denim Water and Chemical Management Policy** – Aims to address our product impact on water, with a focus on denim
- **GUESS Animal Welfare Policy** – Aims to protect the wellbeing of all animals in our supply chain

» All above policies are available at sustainability.guess.com

RESPONSIBLE MATERIALS AND PRODUCTS continued

Brand eco collections: GUESS ECO and Consciously Constructed

Creating more sustainable products for our customers begins with innovative design and responsible selection of materials. We currently offer two collections of more sustainable products:

- The Consciously Constructed range consists of products which are developed using at least 20% of environmentally preferred materials
- Whereas our GUESS ECO collection is specific to GUESS branded products that are not only made with at least 20% of environmentally preferred materials but can additionally use production methods that reduce their environmental impact

We developed internal guidelines for products in the GUESS ECO and Consciously Constructed collections that help support our product teams to choose environmentally preferred materials, avoid harmful processes and embellishments, and encourage the use of innovative production methods that reduce environmental impact.

Our guidelines help to ensure our product teams consider our commitments to sustainable materials. These guidelines are vital to develop goods that reflect our ESG Goals for apparel, accessories, and footwear without compromising the GUESS brand DNA.

* Percentage by receipt units; 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. Apparel 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, GBG, GUESS Jeans U.S.A., GUESS Originals).

** Percentage by receipt equivalent units; environmentally preferred materials include both certified materials (i.e. organic and recycled materials for which we received/expect to receive a Transaction Certificate according to certification bodies guidelines) and more sustainable non-certified materials (e.g. hemp, linen, Lenzing™).

Since FY2020, we have increased the percentage of environmentally preferred raw materials for the two collections. More than 50% of apparel mainline products are now made with environmentally preferred materials.

Some of our brand eco collection materials include:

Cotton:

- Organic and recycled cotton, reducing agricultural pollution and waste to create butter-soft denim and natural fabrics

Cellulosics:

- Lenzing™ materials, such as Tencel™ and Ecovero™, extracted from sustainably grown wood sources and used primarily in our Kids’ collections

Synthetic:

- Repreve™, a performance fiber made from recycled materials such as plastic bottles
- Polylactide (PLA) fibers, a degradable¹ bioplastic fiber used to create an eco-denim fabric
- Roica V550, an innovative degradable¹ stretch fiber, that lends a great stretch to our denim products
- Recycled silicone and thermoplastic polyurethane, to replace PVC material for our rubber patches
- VIRIDIS, a biobased material, to replace leather patches on the back of our denim products

Leather:

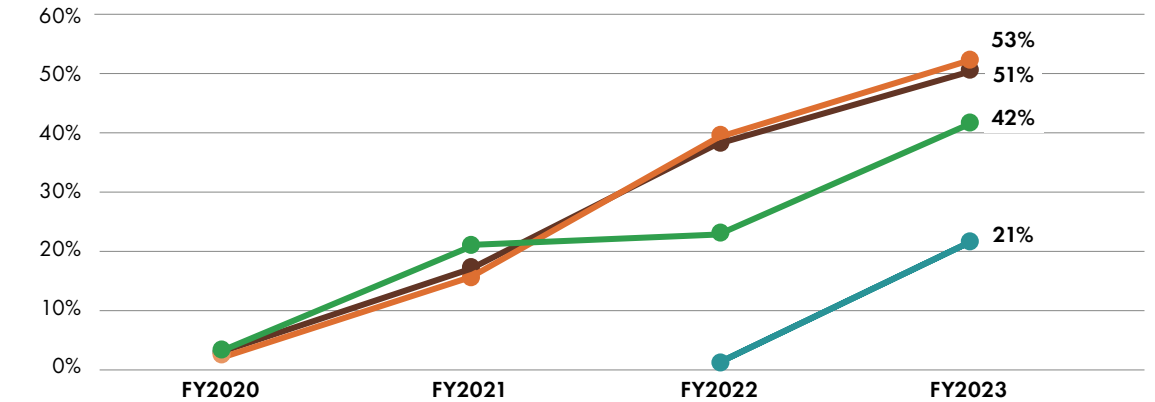
- Leather Working Group certified chrome-free leather used for actual leather patches

Other – non-natural:

- Recycled metals for our trims, including buttons, rivets, and plackets

¹ Degradable only under certain conditions.

Percentage of brand eco collections
Percentage against total receipt units

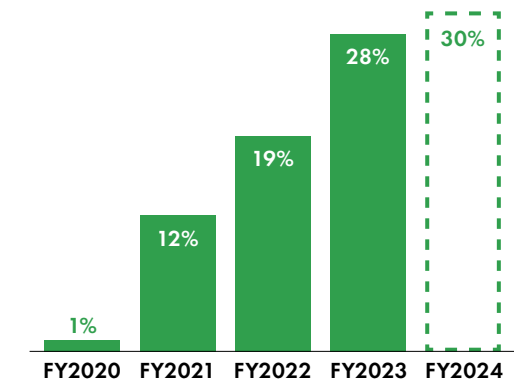


— GUESS ECO units of GUESS apparel mainline denim only percentage by receipt units at GUESS distribution centers
 — GUESS ECO units of GUESS apparel mainline non-denim only percentage by receipt units at GUESS distribution centers
 — GUESS ECO units of GUESS apparel mainline (denim and non-denim) percentage by receipt units at GUESS distribution centers
 — Consciously Constructed units of GUESS apparel Factory mainline by receipt units at GUESS distribution centers

51%
GUESS ECO accounts for 51% of apparel mainline products*

28%
Overall 28% of our global materials portfolio was environmentally preferred**

Environmentally preferred materials**



RESPONSIBLE MATERIALS AND PRODUCTS continued

Brand eco collections: GUESS ECO and Consciously Constructed continued

During FY2022-2023, we revised our requirements for items to be classified as GUESS ECO or Consciously Constructed by increasing the minimum content percentage of environmentally preferred materials. We are continuing our research in this area by assessing the environmental impact of the materials we use now and in the future.

Due to the success of our GUESS ECO collection, we began to expand the range in FY2024 to include handbags and more sustainable footwear options. Instead of nylon, leather, and polyurethane, the handbags and shoes will now include recycled polyester or recycled polyurethane.

Sustainable product initiatives

In order to uphold the integrity of our products, we consistently conduct meticulous assessments of their sustainability credentials while remaining vigilant in our pursuit of novel sustainable materials and technologies.

It's important to GUESS that we can still create products that align with our brand and carry the level of excellence our customers love. With every new material and process we pilot, we run testing to ensure quality is never compromised. When it comes to denim, which traditionally uses a large amount of water, energy, and chemicals, we have been using the Indigo Flow™ dyeing process, part of the Earth Feel Denim initiative. This process allows us to reduce water use and produce minimal waste while continuing to make the same high-quality fabrics and colors.

We are very selective about the sustainable product initiatives that we follow. We want to make sure that we embrace each one fully, apply it correctly, and collaborate with the right partners to achieve the best result in our finished products. To do this, we help our suppliers adopt new technologies that allow them to use less water, fewer chemicals, and less energy. We have also been using EIM technology throughout the manufacturing process to measure environmental impact and identify areas of improvement. We exercise discernment when choosing sustainable product initiatives to pursue. Our objective is to wholeheartedly embrace each initiative, implement it accurately, and foster collaboration with suitable partners to achieve optimal outcomes in our final products.

“We are committed to continuing our research in this area by assessing the environmental impact of the materials we use now and in the future, and using more sustainable materials where possible.”



RESPONSIBLE MATERIALS AND PRODUCTS continued
SASB CG-AA-440a.1

Using environmentally preferred materials

We use environmentally preferred materials across our brands, selecting fibers to create garments that have the distinctive GUESS look and quality our customers expect with a lower environmental impact. As well as using organic and recycled certified fibers in our main material categories, we also use a range of natural fibers, including linen, silk, and bamboo.



RECYCLED COTTON

Recycled cotton is commonly made using recycled industry fabric or scrap waste (pre-consumer). Progress is being made to make new materials out of pre-loved garments (post-consumer).



ORGANIC COTTON

This fiber is developed using organic grown crops that replenish and maintain soil health and fertility, whilst avoiding the use of toxic and persistent synthetic pesticides.

*Did you know?
Organic cotton uses less water than traditional cotton and is treated with fewer chemicals, which is beneficial for people and the planet.*

Tencel™ lyocell with Refibra™ technology uses recycled cotton from fabric cutting scraps.



RECYCLED POLYESTER

This fiber is made of recycled plastic and bottles, aimed at reducing waste and increasing diversion from landfill.



Tencel™, Lenzing™ and Ecovero™ branded fibers

Tencel™, Lenzing™ and Ecovero™ are trademarks of Lenzing AG. These fibers come from responsibly managed forests, are made of renewable materials, and are manufactured using processes with lower emissions.



RESPONSIBLE MATERIALS AND PRODUCTS continued

Innovating for sustainable jewelry

As consumer awareness regarding sustainable fashion continues to grow, the demand for sustainable jewelry has shown an increase. In recent years, we have diligently pursued the goal of enhancing the sustainability of our jewelry collections. Our efforts have entailed transitioning from varied metals to recycled stainless steel, thereby minimizing our reliance on virgin resources, and curtailed the use of non-branded crystals in our designs. We have also replaced water plating with ion plating techniques, resulting in reduced wastewater generation.

Although we are progressing with eco jewelry, the shift is not without its challenges. Sources of virgin stainless steel are finite. In response to this challenge, we have progressively increased our use of recovered raw material from sustainable sources. We have started using certified post-consumer recycled stainless steel in our jewelry, with some products containing up to 90% recycled material. With each roadblock we encounter, we're finding new ways to innovate sustainable goods.

Enhancing traceability in our supply chain

In our pursuit of responsible materials, traceability plays a pivotal role as it guarantees the authenticity and quality of our inputs and production procedures. Within the GUESS ECO and Consciously Constructed range, numerous products incorporate raw materials that have received certification from recognized third-party sustainability standards (e.g. Textile Exchange Content Claim Standard - CCS). These materials can be traced all the way from their source to the final garment.

Our approach includes:

- Rigorous internal processes to track and trace certified materials and fabrics used to manufacture our garments
- Respect for the chain of custody
- Collection and management of the supporting documentation
- Laboratory testing

Prior to placing the production order of goods made with certified materials, we maintain the chain of custody and the integrity of our sustainable sourcing practices by obtaining a third-party supplier plant-level certificate. We also secure a transaction certificate tied to the relevant GUESS purchase order. This allows us to confidently trace materials from production to final product delivery, ensuring fibers are correctly managed from a sustainability point of view.

For goods made with other environmentally preferred materials, such as the manmade cellulose developed by Lenzing™ and Birla, we also require our suppliers to unequivocally link the preferred fabric to the final garment to accurately trace the fabric along the apparel development process and enhance transparency and traceability across the supply chain. We also make sure to follow up with participating plants on a regular basis to verify their certification renewals.

Many of our suppliers already hold the necessary supporting sustainability documents. To encourage the use of more sustainable process and environmentally preferred materials, we are committed to raising awareness among our suppliers to apply for similar approvals not only for products but to extend to manufacturing processes. Although it requires resources, supporting and engaging more suppliers to make these improvements, ultimately it benefits the wider fashion industry.

» See Social section on page 34 for more details regarding traceability

GUESS Fine Jewelry campaign, fall 2023; Como, Italy.

CIRCULAR ECONOMY, PACKAGING, AND WASTE

Circular economy, packaging, and waste

Keeping materials in use for longer

GUESS is continually looking for new ways to promote the circular economy. What was once considered waste, is looped back into the system and transformed into fashionable, sustainable goods. This is the ultimate cycle of reuse.

Across our organization, the business case for circularity is clear: the materials used in our supply chain represent the largest part of our environmental footprint. By engaging the circular economy, we have an opportunity to reduce that footprint. We do this by sourcing more sustainable materials and implementing a circular approach that keeps materials in use for longer. By investing in, applying, sharing, and scaling circular business models, we can help our industry shift from linear to circular where the value of raw materials is maximized.

As we develop GUESS' circularity strategy, we've set out to define what "circularity" means for us. As the conversation continues, we have been able to relaunch our RESOURCED takeback program across our stores. This program provides space for customers to recycle unwanted apparel and footwear from any brand. Working in partnership with Homeboy Industries & Recycling at our US stores and I:Collect (I:CO®) in selected stores in Austria and Germany, the unwanted apparel and footwear is sorted, reused, and recycled, saving these items from landfills.

Expanding our RESOURCED recycling program is just one of the ways we are contributing to our Global Fashion Agenda's 2020 Circular Fashion System Commitment. For more information about RESOURCED, check out our video on the GUESS YouTube channel.

In FY2023, through our textile recycling, reuse partnerships, and customer takeback schemes, we diverted 101,515 kg of apparel, accessories, footwear, and jewelry from landfills.

Managing non-sellable products

Since FY2017 the SOEX Group and Saado Trading company 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.

THE JEANS REDESIGN

Ellen MacArthur Foundation's Jeans Redesign

In FY2020, GUESS joined the Ellen MacArthur Foundation's Jeans Redesign project, which works to make the denim production process more sustainable and supports the health of garment workers. Part of the Foundation's Make Fashion Circular initiative, the project uses the principles of a circular economy and lays out guidelines for producers to ensure products are durable and made with recycled and recyclable materials. The project also creates guidelines to ensure products have a minimal social and environmental impact. Since FY2022, we have proudly offered a portion of our denim that meets these requirements.

GUESS Vintage

GUESS Vintage continues to be a driving interest among our valued customers. With over 40 years of product design, we're constantly looking for new ways to celebrate our rich history. We've started doing this by giving new life to vintage pieces through pop-up offerings, upcycling and recycling partnerships, and rounding out an extensive archive. Since FY2017, our designers have looked to vintage designs to gather inspiration for our brand divisions, GUESS Jeans U.S.A. and GUESS Originals. This focus on vintage apparel has led to increased demand in the resale market and success for our climate safe offerings.

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 to be recycled and recyclable for all apparel and men's bags (including primary and secondary packaging and hangtags) (2030)

GUESS®
ORIGINALS



CIRCULAR ECONOMY, PACKAGING, AND WASTE continued

RESOURCED program: Homeboy Takeback Program (US)

In April 2022, we established a new partnership with Homeboy Industries' social enterprise, Homeboy Recycling. This partnership worked to launch a new in-store recycling program in US stores which in return creates new jobs for deserving people. Homeboy Recycling is a mission-driven business that provides jobs for formerly gang-involved and previously incarcerated people as well as providing customers with reuse and recycling solutions. The work that Homeboy Recycling and GUESS do together gives second chances to clothing and people.

Our new in-store recycling program allows customers to bring five items of clothing or more (including damaged items) from any brand to GUESS stores and in return, receive a 15% discount on their next full-priced qualifying purchase. All items are then sent to Homeboy Recycling to be sorted and processed for repair, resale, upcycling, and recycling. This program is valid at all GUESS, GUESS Accessories, GUESS Factory, GUESS Factory Accessories, GBG, and Marciano stores in the United States.

“Our partnership with Homeboy Recycling creates a pathway toward the development of more sustainable products. This initiative represents another strong step toward our ACTION GUESS commitment to develop more circular business models and creates economic opportunities for our Los Angeles community and offers a solution for apparel and textile waste.”

– Carlos Alberini, CEO, Guess?, Inc.



“For Homeboy Recycling, our focus is to develop businesses that create jobs and meaningful training opportunities in our community. After careful research and a pilot program with GUESS, Homeboy Recycling is thrilled to announce this new line of business. We learned that this type of program is aligned with the skill set of our workforce and fills a significant need for industry. We look forward to continuing this partnership and working with the industry to address textile waste.”

– Chris Zwicke, CEO, Homeboy Recycling



CIRCULAR ECONOMY, PACKAGING, AND WASTE continued
SASB CG-MR-410a.3

Enhancing our packaging

Packaging that is recycled and recyclable

The packaging customers take with them from our stores, or that is delivered to their door – including bags, boxes for wallets and shoes, jewelry pouches, and accessory inserts – are primary contributors to the waste generated by our retail operations around the world. We are developing strategies to help combat this, by adopting additional recyclable and recycled materials and making waste reduction improvements such as upgrading packing efficiencies in our distribution centers.

We are already making progress and introducing recyclable, recycled, and responsible materials, including:

- Recycled polyester, certified to the Global Recycling Standard (GRS) for certain labels and packaging items
- Recycled paper, certified by the Forest Stewardship Council (FSC) for hang tags, shipment packaging, and jewelry gift boxes
- Recycled PET polybags for jewelry purchases
- 100% recycled and recyclable packaging for our Europe e-commerce shipping boxes
- Water-based inks and vinyl glue on boxes, avoiding heavy metals or formaldehyde

In our stores, we have introduced a QR code as a paperless solution for marketing materials. We are also currently working on introducing another QR code as an alternative to printed return labels.

All of our shipping boxes and bags have been designed to be reused and, in case of disposal, are labeled with the appropriate EU regulated recycling symbol.

In FY2024, we plan to start using 100% recycled envelopes for small packages sent from our EU e-commerce and to introduce polybags that wrap all of our merchandise made from 80-100% pre-consumer recycled LDPE material, which is also recyclable.

GUESS Responsible Packaging Policy

For accessories, handbags, footwear, fragrance, and cosmetics, our global responsible packaging policy aims to reduce plastics and packaging overall. We ensure that packaging is recyclable and/or contains certified recycled content, and supports options for reuse.

This policy covers varied packaging types including airbag fillers, dust bags, jewelry boxes, polybags, hangtags, and other forms of packaging. The policy has been implemented globally by both GUESS and our largest licensee business partners.

Sustainable deliveries

The packaging our products are transported in and how they travel to our customers are both part of our vision to deliver more sustainable solutions. We have introduced new shipping options in Germany and Poland, such as lockers and options for pick-up and drop-off through PUDO, which we expect to help condense the number of delivery trips required and remove the tricky “last-mile” of deliveries. This has:

- Expectation up to a 75% reduction in CO₂ impact compared to home delivery due to optimized routes and reduced exhaust emissions – our logistic partner claims that each parcel locker reduces CO₂ emissions by up to 14 tons per year
- Reduced noise pollution as fewer trips are being made

We intend to roll out locker and PUDO options in more countries in the upcoming years.



CHEMICALS, POLLUTION, AND WATER STEWARDSHIP

Chemical and wastewater management

Chemicals that are used and end up in wastewater can contribute considerably to the pollution of nearby natural ecosystems and communities. Additionally, if wastewater is not managed, treated, and disposed of properly, these chemicals can pose a risk to the environment and workers' health.

We have chosen to take a cautious approach, restricting the chemicals used by our suppliers and using industry tools to monitor performance.

Dave Johnson, Senior Manager of Laundry Operations, (Los Angeles HQ).



Goals

- Eliminate unnecessary use of persistent organic pollutants (“forever chemicals” / PFAS) in line with the requirements of our LRSM (2025)
- Be water positive in supply chain: replenishing more water than used in our supply chain (2035)
- Clean wastewater – Zero hazardous chemicals leaving wet processors (2030)
- Become signatory of ZDHC and adopt ZDHC MRSI (2026)
- All supply chain ZDHC approved (2030)

CHEMICALS, POLLUTION, AND WATER STEWARDSHIP *continued*
 GRI 416-1, 416-2, SASB CG-AA-250a.1, CG-AA-250a.2, CG-MR-410a.2

Our approach to safe chemicals

To aid supply chain participants seeking to increase product safety and reduce their environmental impact, GUESS provides guidance on limiting the use of certain substances in apparel, accessories, footwear, and jewelry.

To effectively manage the chemicals used in the manufacturing of GUESS products, we require suppliers to utilize our GUESS Apparel Performance and GUESS Accessories Performance Manuals as well as our category-specific List of Restricted Substances and Materials (LRSM). The GUESS LRSM has been developed in accordance with the strictest standards found in any of the countries where we operate. It 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.

All product requirements and compliance with the GUESS LRSM are covered in our factory vendor agreement, which is updated and managed in collaboration with our Legal department. All vendors receive complete documentation and are asked to confirm their full understanding.

Suppliers are required to confirm compliance with the GUESS LRSM through a written affirmation and the testing of either finished products or raw materials. In addition, we carry out independent testing, using accredited third parties, based on the product category and type.

For example, our products are tested according to all target markets' regulations and vendors are asked to provide quality tests regarding raw materials, embellishments, and final product.

In addition, GUESS performs random chemical testing of painted articles, plastic parts, metal and metalized articles in contact with skin, consumer articles, surface of coated materials, trims and leather.

Products or raw materials that do not pass testing may be accepted with contingencies to be reserved or reworked, and retested or rejected depending on adherence to legal requirements.

The GUESS LRSM is reviewed and updated annually, in partnership with a third-party expert. Our approach in updating the LRSM is to ensure completeness and accuracy against the European Union's REACH requirements and regulations in other markets. We also monitor industry developments regarding chemical risks through industry groups, vendor communications, etc. Our GUESS ECO products are on the cutting edge of this industry, with increasingly strict chemical management requirements.

To further support our commitment to reducing our chemical footprint, we started to track the vendors which are compliant with the Zero Discharge of Hazardous Chemicals (ZDHC) program for safer chemical use.

» The GUESS LRSM is publicly available at sustainability.guess.com

Dave Johnson, Senior Manager of Laundry Operations, (Los Angeles HQ).



In FY2023, the number of our key denim mills suppliers reporting to Higg FEM has risen from 33% to 100% since FY2020.

CHEMICALS, POLLUTION, AND WATER STEWARDSHIP continued

GRI 303-1, SASB CG-AA-430a.1

Working with suppliers

To manage chemical and wastewater impacts, we focus on our denim supply chain and the industry-wide tools that are emerging to measure performance and build capacity in this area.

All suppliers are required to have appropriate environmental monitoring in place, as well as the legally required licenses. The GUESS Code of Conduct, signed by all GUESS business partners, specifies that suppliers procuring and disposing of wastewater or other types of waste, must be prepared to provide evidence of compliance by maintaining valid wastewater and waste disposal permits.

Beyond our Code of Conduct, we use two key tools to track and measure supplier chemical and wastewater management:

1. Higg FEM Index

All our denim mills and major suppliers with qualifying volumes, must complete the Higg FEM Survey, an industry-wide tool that enables us to track how supplier sites are performing on water and chemicals management.

Since FY2020, the number of our key denim mills suppliers reporting to Higg FEM has risen from 33% to 100%. We attribute this to the improved relationships with our consolidated vendor base, as well as an increased prioritization of sustainability from our production team and vendors alike.

2. Environmental Impact Measurement (EIM) scoring

EIM software was developed by Jeanologia to provide laundries and finishers with a tool to help them implement more sustainable processes. The EIM platform allows laundry factory Managers to enter information about the factory, the brand (such as GUESS), the wash formula, the machines, and production practices. Based on this input, the software calculates an environmental impact score that measures water, chemicals, and energy consumption as well as workers' health. This EIM score is coded by performance, enabling factory personnel and our company to benchmark the product by its social and environmental impact.

Water stewardship at GUESS

From the growing of cotton to the washing of fabrics to customer care, denim can be water intensive to produce. In knowing this, water stewardship, tracking, and monitoring are fundamental to our environmental responsibility. As the effects of climate change increase, we also need to include water scarcity in our risk management processes.

With a focus on denim, our goal is to influence and improve water management throughout the life cycle. This is laid out in our Denim Water and Chemicals Management Policy which applies to all denim suppliers and their facilities.

Established in FY2019, the GUESS Water Action Plan addresses each phase of the denim life cycle to prioritize water savings and water quality. The plan also emphasizes the importance of water education with our employees, denim suppliers, customers, and community including garment care, and community access to clean water.

Water-saving technologies

Saving water, like many other aspects of sustainability, starts with responsibly growing and manufacturing fibers. In addition to sustainable fibers, we also focus on efficient and innovative garment production methods. Some of the approved water and chemical saving eco production methods for GUESS ECO products include:

- Ozone with e-flow for fabric softening
- Laser treatment to distress denim
- Stonewashing with reusable stones or without reusable stones through additional laser and ozone treatment
- Cleaner yarn and fabric dye processes
- Modern print processes, such as digital printing and water or soy-based ink

On the way to water-free denim

Many of our suppliers are using e-flow technology to reduce water and chemicals in the finishing processes. Using electromechanical shocks to create nano bubbles and a flow of wet air, e-flow breaks up the garment's surface, resulting in a soft, high-quality feel with reduced shrinkage. This process requires a minimal amount of water and produces zero discharge.

Water use in own operations

Compared to the water used in our supply chain, corporate water use at GUESS-owned operations is minimal. This water use includes bathrooms, kitchens, test laundries, and irrigation. We monitor and manage water use locally as needed.

Wiser Wash

Wiser Wash is a new technique that gives gorgeous bleaching results without harming human health or the planet. Thanks to the ozone gas generated from oxygen, Wiser Wash provides abrasions and bright contrasts with reduced pollution. The technology behind Wiser Wash gives revolutionary results using up to 80% less water.



NATURE AND BIODIVERSITY

Protect nature and preserve biodiversity

The COP 15 UN Biodiversity Conference in 2022, communicated the bold steps needed to protect nature and preserve biodiversity in the coming decades. We recognize our part in this, and we are committed to developing a Science-Based Targets for Nature (SBTN) aligned biodiversity strategy over the next two years.

Our primary biodiversity impacts are through our materials choices, and as we increase our use of environmentally preferred materials – such as recycled or organic materials – we will continue to reduce our biodiversity impacts. Due to its deforestation risks, one of our top focuses is manmade cellulose. To mitigate these risks, we are committed to sourcing cellulosic materials from responsibly managed forests. We are also experimenting with innovative materials such as recycled and alternative sources to help further relieve our dependence on natural resources.

**Goal**

- Develop a biodiversity strategy aligned with SBTN (2025)

NATURE AND BIODIVERSITY continued

Customer engagement

At GUESS, we believe we have a responsibility to help educate and inspire our communities to be active sustainability advocates with the wellbeing of the planet at heart.

Treedom

As part of this endeavor, we launched the campaign “Be(leaf) in Change” in partnership with Treedom, a tree-planting initiative that works closely with farmers in Italy, Africa, and South America. When customers purchase two products from our brand eco collection, they receive a code to claim a tree through Treedom’s website, which is then planted on their behalf. With the goal of building knowledge about nature and its value, customers can receive updates on the tree planting project, including the species and health of their tree.

The campaign launched on Earth Day in Italy in April 2022 and is present in 348 stores across Europe, as well as online. GUESS planted 5,000 trees as part of the project.

GUESS partnered with Urban Vision to help reduce pollution in the environment. Urban Vision specializes in air purifying advertising billboards using absorbent technology. The materials used in the billboards, which were erected in Italy, are crafted to absorb and break down polluting molecules, taking advantage of the natural movement of the air as it passes through the fabric.



Be a good
teammate

SOCIAL



SOCIAL INTRODUCTION

People are the backbone of GUESS

From the employees in our offices and in our stores, our supply chain, and our wider communities, people are the key to our shared success.

Supporting this means creating a healthy, inclusive, and engaged workforce built on a foundation of respect, a place where everyone can create the best versions of themselves. Our values don't stop at our direct workforce; instead, we are committed to implementing these values across our supply chain. We create strong relationships with our suppliers and look for ways to give back to the communities that help make GUESS the brand it is today.

Sustainable Development Goals



At GUESS, we are committed to treating our people well. We do this in many ways. We provide decent working conditions to our employees and those in our supply chain, we support diversity and inclusion regardless of race, gender, religion, disability, or sexuality. We align our work to **SDG 5 Gender Equality** and **SDG 8 Decent Work and Economic Growth** standards. Specifically, we hone in on targets 5.5, 8.5, 8.7, and 8.8 which 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.

Key topics

- Supply chain responsibility and labor rights
» Read about on pages 34-40
- Diversity and inclusion
» Read about on pages 41-44
- Employee wellbeing and engagement
» Read about on pages 45-50
- Customer engagement
» Read about on pages 51-53
- Community investment
» Read about on pages 54-55

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS

Supply chain responsibility

At GUESS, we believe that we represent everyone along our supply chain. From those who grow and process raw materials, to those who spin fibers into fabric and manufacture our clothing and accessories, we are one team with united values. We have the space to drive positive change in the fashion industry, and that is both an opportunity and a responsibility. This is why, as an iconic, global company, we apply our scale, resources, and expertise to help our supplier partners implement best-in-class practices every step of the way.

GUESS manufacturing partner,
Los Angeles, California.

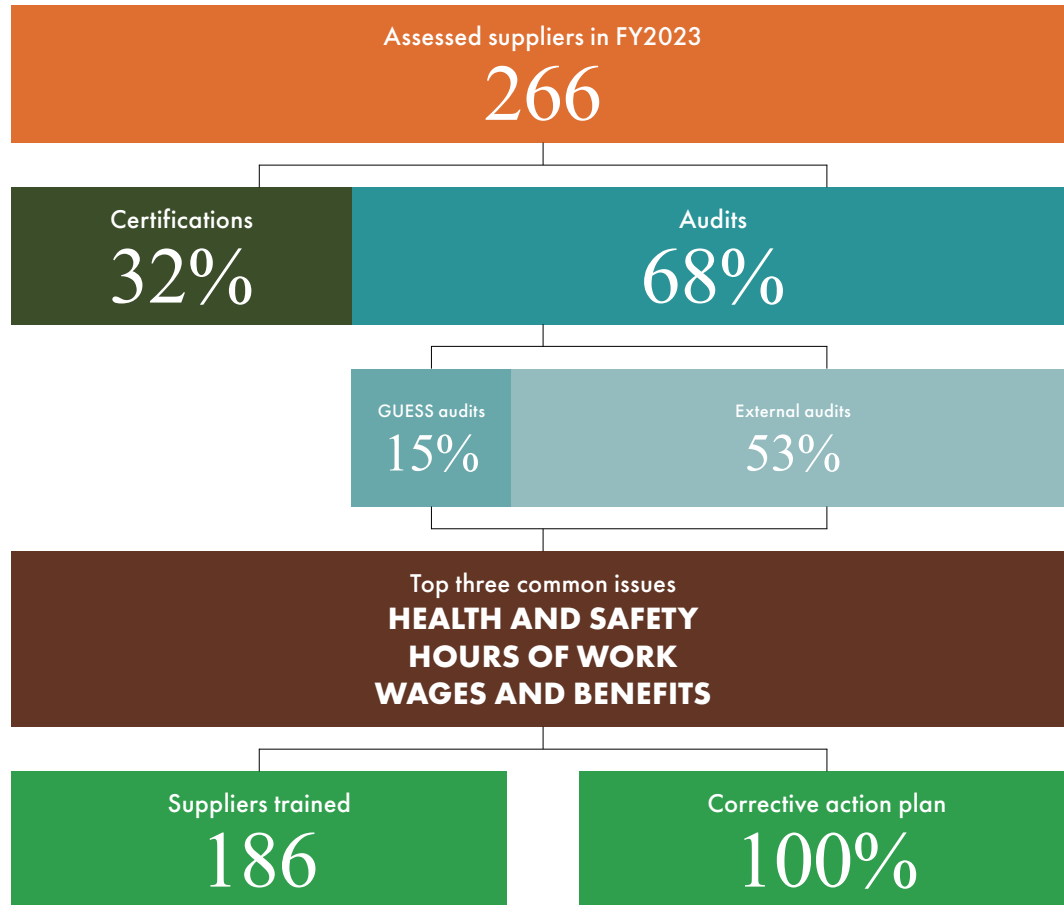


Goals

- Publish and update an interactive multi-tier supply chain map (2025)
- Becoming member of best-in-class associations for social compliance (such as The Bangladesh Accord and Better Work) to ensure all key factories have worker safety and wellbeing (2025)
- Establish training program for GUESS suppliers in key regions (2023)
- 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)

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
 GRI 2-6, 407-1, 408-1, 409-1, 414-2, SASB CG-AA-430b.1, CG-AA-430b.2

Supply chain social compliance



Social compliance show-stoppers

GUESS keeps collaboration at the front of its mind, so when issues of non-compliance occur in the supply chain, we work with 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 showstoppers. They include:

- 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 FY2022–2023, we did not eliminate any supplier factories from our supply chain due to show-stopper non-compliances.

Our 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.

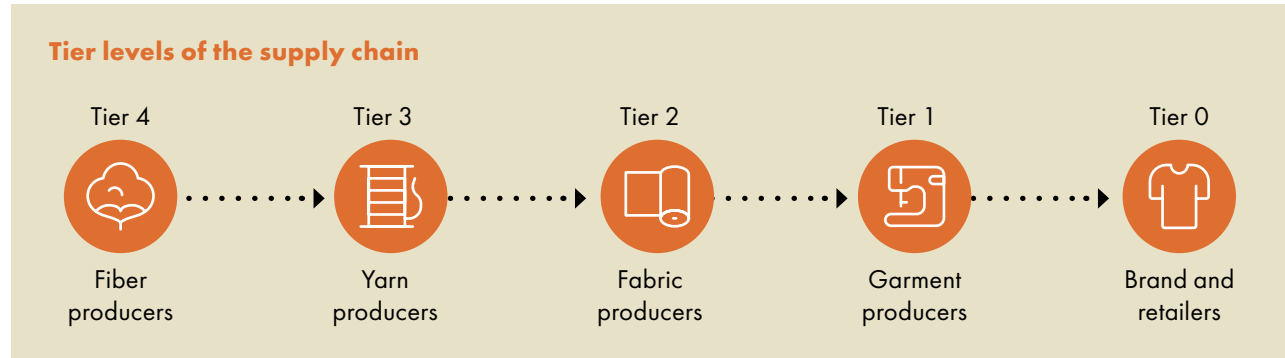
By building strong relationships with our suppliers, we are better able to manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain.

» 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.

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
 GRI 407-1, 408-1, 409-1, 414-1, 414-2, SASB CG-AA-430b.1, CG-AA-430b.2



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.

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.

» Our Supplier Code of Conduct is 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

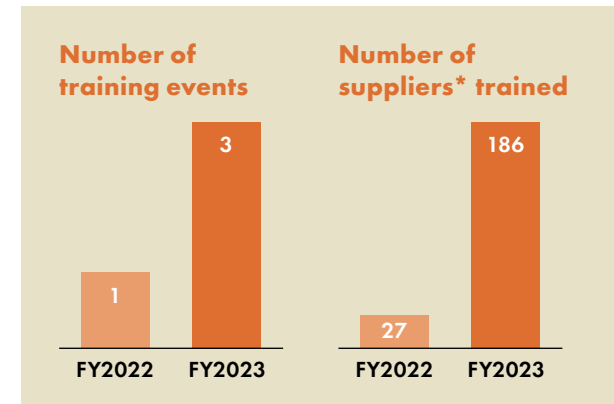
On a larger scale, educating and training our suppliers is one of the best practices we can use to reduce risks in our supply chain.

In FY2023, GUESS dramatically increased the number of training events across the supply chain by tripling the events and greatly expanding audience attendance.

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.



* Suppliers include both vendors and plants.

The first four training events focused on health and safety topics, working hours, and grievance mechanisms. 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. The 99% and the 98% of new suppliers were assessed using social criteria in FY2022 and FY2023 respectively.

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
 GRI 2-25, 2-26, 407-1

Amplifying workers' voices

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.

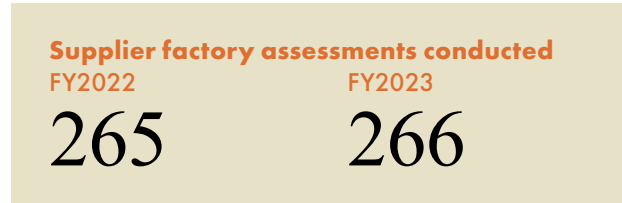
We are working with external experts to pilot a new worker engagement program in India, Bangladesh, and Pakistan. This program aims to establish a two-way channel of communication between Managers and workers to discuss and resolve workplace issues.

Another way we are amplifying workers' voices is by piloting a digital grievance mechanism platform in supplier factories. This platform will enable workers to report their grievances safely, and support factories in resolving these grievances. The platform will also give us the ability to track remediations in real time. We will pilot the program following the deployment of the worker engagement program.

This work will be run in parallel with our existing programs. Additionally, we manage the confidential Handshake Workers' Hotline which we provide to select China facilities through our ongoing and successful partnership with Inno Community Development Organization.



SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
 GRI 407-1, 408-1, 409-1, 414-2, SASB CG-AA-430b.2, SASB CG-AA-430b.3



Supply chain assessment

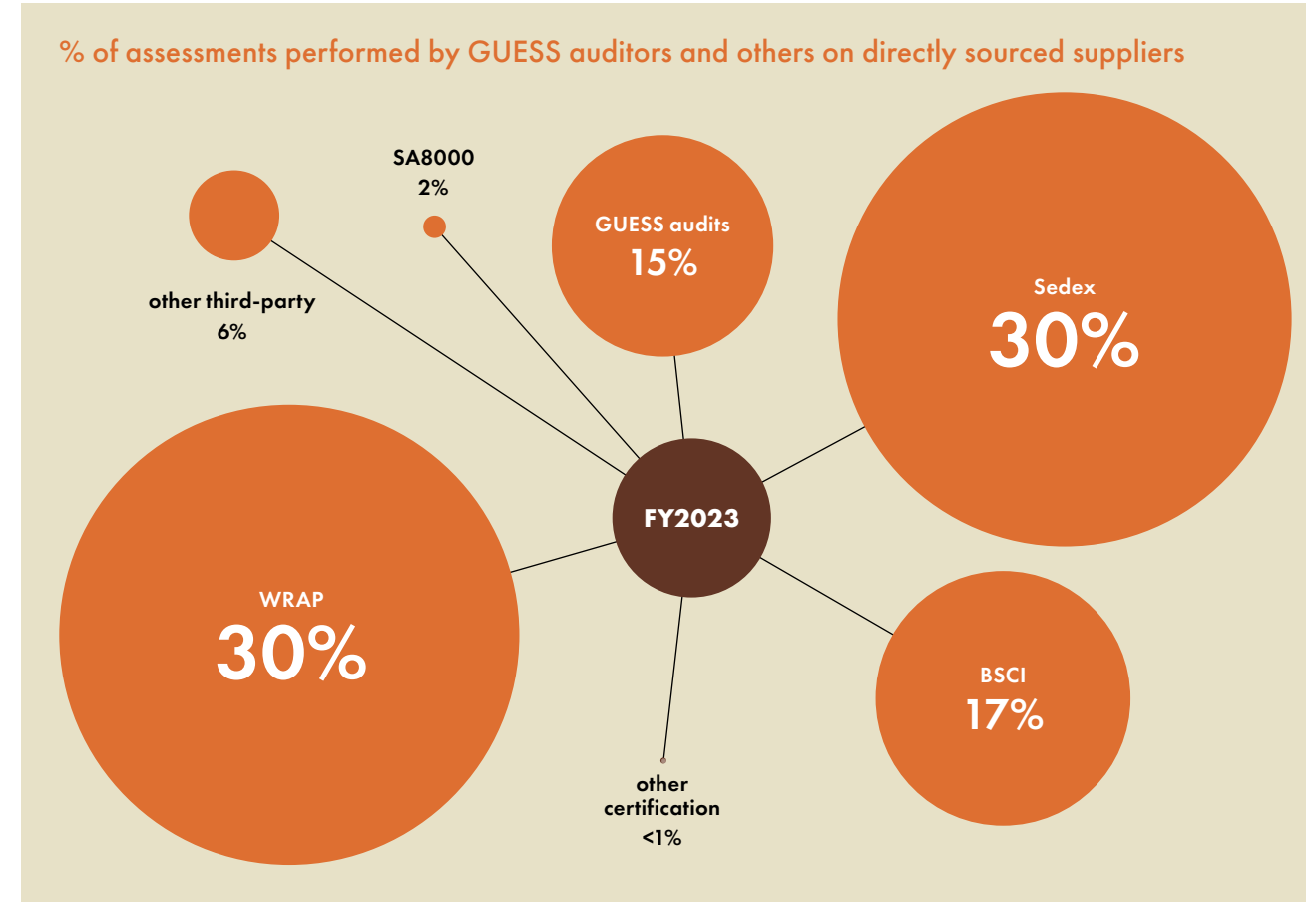
Supply chain assessments are carried out according to third-party standards such as Sedex, BSCI, WRAP, and SA8000 Standards or following the GUESS standard.

In FY2022 92% and in FY2023 90% of the assessments of our directly sourced suppliers indicated significant, actual, or potential social impacts. We want to be realistic and cautious with these figures and are more interested in ensuring that our suppliers have appropriate controls and improvement programs in place than driving this number down. 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. The three issues most commonly reported were: health and safety, hours of work, and wages and benefits, with hours and wages being closely linked. Most issues were related to procedures and paperwork, as opposed to issues that threaten worker safety, compensation, or wellbeing.

- **Health and safety** – In general, GUESS suppliers manage health and safety extremely well. They do so by maintaining safe buildings and work environments, as well as providing workers with appropriate personal protective equipment (PPE) like masks, metal mesh gloves, protective shoes, and hearing protection where required. As we know that new health and safety issues may arise from evolving regulation requirements, we stress the importance of regular training to promote understanding and prioritization.

- **Hours of work** – The GUESS Supplier Code of Conduct stipulates that working hours should not exceed 60 hours per week and a maximum of six days per week, though if local regulations are stricter then suppliers should follow those. Issues related to working hours are typically found in countries where our limits set the standard. When a GUESS supplier is found to have a working hour non-compliance, we collaborate with them to understand their workers' needs. Often, we learn that workers have asked for more hours to earn more money. To help them address this, we encourage factory managers to explore additional options for incentivizing and rewarding workers, emphasizing efficiency and productivity over number of hours. Improving workspace organization and workflow can increase factory productivity, which then frees up funds to provide workers with premiums for efficiency, number of pieces finished, and quality. This approach boosts overall productivity without reducing income.
- **Wages and benefits** – When assessments uncover a supplier's failure to provide 100% of its employees with the required benefits, we work with them to set up an action plan to rectify the issue. We ensure they are aware of the legal requirements to provide the correct benefits to their employees.

To align with evolving regulations, we update our requirements annually (or more often as needed). We also provide outreach and training to suppliers to make sure they understand and can comply with the newest requirements. As suppliers adjust their processes, the increased stringency of new requirements can occasionally lead to non-compliance findings.



SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
 GRI 2-25, 308-2, 407-1, 408-1, 409-1, SASB CG-AA-430b.2

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. In FY2022–2023, 100% of assessed suppliers, presenting issues, were issued corrective action plans. This number is notably high, and it reflects our attention to detail and strict compliance requirements.

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.

We endorse the concept of equal partnership, as promoted by the Sustainable Apparel Coalition (SAC). The SAC focuses on working toward collective goals with respect for everyone in the supply chain. To further this ideal, GUESS has partnered with hundreds of suppliers over the years and monitored about 3,500 factories since our program started. This helps support continued improvements in both social and labor practices. Today, our supply chain social compliance program has become a significant asset, but there is always more to do. We are constantly evolving and expanding with new requirements and training taking place each year.

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.

» For more, please see our Responsible Cotton Sourcing Policy, GUESS Denim Water and Chemical Management Policy and Responsible Sourcing Policy on Manmade Cellulosic Fabrics available on sustainability.guess.com.

Vendor Scorecard (VSC)

Our goal is to build solid and long-term relationships with our supply chain partners. To support this goal, we created a scoring mechanism – the VSC – to measure the performance and effectiveness of all core vendors that provide goods to GUESS.

Each vendor and its related sites are regularly evaluated against six pillars. These results are then compared with previous performance to help identify areas of weakness and opportunities for improvement. The pillars cover quality, performance, and ESG topics and include qualitative and quantitative indicators, at both the supplier and site levels. Our VSC will be updated in the fall of FY2024.

Sustainable Vendor Rating (SVR)

The SVR will be integrated with the VSC to provide a comprehensive assessment of the GUESS supply chain. The assessment is based on a unique rating system (six tiers) and on a percentage score for the evaluation and improvement of the sustainability performance of the GUESS supply chain. This enables us to evaluate and prioritize suppliers based on environmental performance. In FY2023, 82% of new suppliers were screened on environmental criteria using the SVR tool. This data encompasses suppliers who failed to provide the necessary information: these suppliers have been assigned with the lowest rating due to their lack of transparency. In fact, at GUESS, we consistently prioritize transparency as a

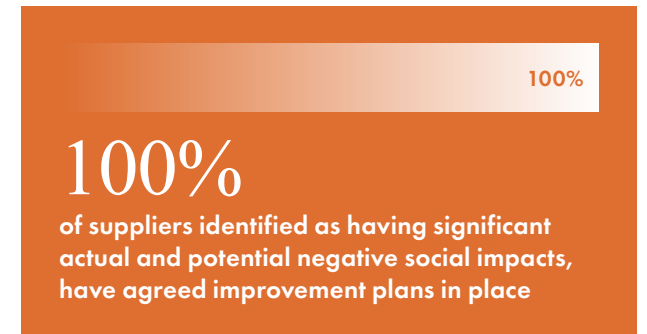
fundamental value in our partnerships with all business partners. Hence, we expect all participants in our supply chain to uphold and embrace this shared value providing all needed information when required.

The categorization of suppliers into tiers based on their performances as captured in the SVR, enables GUESS to immediately identify any risks in the supply chain related to environmental sustainability performance that plants may have. The tiers have been developed taking into consideration GUESS policies, company requirements, and GUESS ESG Goals. This makes it easy to quickly assess the plants benefits or potential negative impacts based on its tier level. We also created an ad hoc action plan to be implemented which aims to mitigate the potential impacts identified through the tier categorization. We will continue to work on improving the analysis carried out with the SVR tool. As the granularity of the data improves, we plan to begin reporting more details in the upcoming ESG Reports.

Beyond SVR and HIGG FEM assessments, GUESS does an environmental screening of its suppliers during social compliance assessments. Major environmental impacts during these assessments refer to waste management, mainly in terms of the missing use of authorized contractors, the missing retention of hazardous waste disposal’s records and the improper disposal of chemical or solid waste, and to missing/inadequate environmental monitoring. Other impacts include the absence/inadequate environmental permits. The assessments did not detect any non-conformities related to discharge of waste in water supplies. In FY2022–2023, 100% of assessed suppliers, presenting environmental issues, were issued corrective action plans. No supplier was terminated in FY2022-2023 as a result of this assessment.

Regulatory oversight

Although GUESS’ approach to supply chain responsibility is driven by best practices, it is also increasingly influenced by ESG regulation.



The GUESS Conflict Mineral Policy supports the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act on conflict minerals. While GUESS does not source any conflict minerals and, in most cases, is many tiers removed from these mining activities, we continue to clearly articulate our expectations of suppliers on this matter. Suppliers are strongly encouraged to support industry efforts to enhance transparency and traceability in the supply chain.

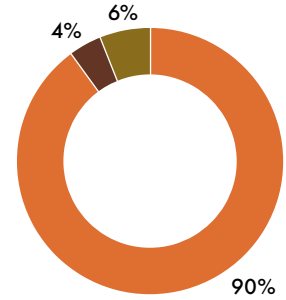
Since 2006, Guess US has conducted security audits of its overseas factories as part of the Customs-Trade Partnership Against Terrorism (C-TPAT) program. The audits are conducted in cooperation with US Customs and Border Protection, which is an agency of the Department of Homeland Security, to further improve security measures throughout the supply chain.

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS *continued*
GRI 2-6

Total suppliers used in FY2023

375

Factories by region



- Asia
- North America and Central America
- Europe, Middle East, and Africa

We work with our suppliers to meet our high standards of product quality and safety, as well as ethical, social and environmental principles.

By engaging our partners and cultivating strong relationships, we help mitigate risks and strengthen our supply chain.

GUESS' directly sourced apparel, jewelry, and accessories by country and units purchased

Asia

Country	FY2023
China	31%
Bangladesh	29%
India	17%
Pakistan	3%
Myanmar	2%
Vietnam	2%
Indonesia	2%
Sri Lanka	1%
Cambodia	<1%
Other	2%



Europe, Middle East, and Africa



Country	FY2023
Italy	2%
Turkey	2%
Tunisia	2%

North America and Central America



Country	FY2023
Guatemala	3%
Mexico	1%

DIVERSITY AND INCLUSION

Celebrating diversity and inclusion

GUESS is built on the belief that a strong organization is a diverse and inclusive one. This is a value that has always been held by the Marciano brothers, and at GUESS, we always strive to create a workplace that is fair, where the culture is inclusive, and where everyone can be their most authentic selves.

Our rich and vibrant culture is grounded in the various backgrounds, attitudes, ideas, and perspectives of our talented and diverse team. Diversity and inclusion are the cornerstones of our business and is something that we actively seek out and promote.

These beliefs are also reflected in our communication with our customers.

GUESS Accessories campaign, spring 2023;
Los Angeles, California.



Goals

- Review company marketing and advertising materials and develop plans to ensure diverse representation (ongoing)
- Maintain gender pay parity at all levels and geographic regions (2025)
- 100% of Directors and above trained on harassment prevention in workplace (2025)
- 100% of Managers covered with unconscious bias training (2025)

DIVERSITY AND INCLUSION continued
 GRI 2-25, 2-26, 405-1, 405-2, SASB CG-MR-330a.1

Diversity and inclusion at GUESS

Our expectations to support a diverse and welcoming workplace are detailed in the Guess?, Inc. Code of Ethics, and we expect everyone here to promptly report and investigate concerns about potential discrimination. We instituted an open-door policy that fosters honest and open communication.

To further create a safe workplace, GUESS associates are encouraged to discuss work-related concerns and issues with their Manager, Department Head, Human Resources, and Executive Management. Our global whistleblower hotline allows associates to report concerns about unethical behavior and other potential conflicts.

D&I Council

Our D&I Council aims to foster a workplace where employees enjoy a sense of community, belonging, and opportunity for dialogue. This council supports the integration of D&I throughout the business, focusing on inclusive leadership, employee training, and a work environment that promotes growth and opportunity for all.

Since FY2023, we have added six new members to the council. These new members will help to support the continuation of the US initiatives which include training for associates and Managers, community support through GUESS Foundation and GUESS Cares, greater diversity in advertising and marketing, training and compliance programs in our supply chain, and celebrations of multicultural and inclusive holidays and other days of observance.

At the same time the European D&I Council is in the process of being relaunched, in order to foster greater representation throughout the region. The Council will also aim to redefine the D&I strategic priorities to be in line with the evolution of the organization over the past years.

Gender diversity

Gender diversity remains an important pillar of our beliefs, and we are working to create greater balance across categories and regions. Currently, we see that most of our associate positions are held by women, whereas, globally, most Executive roles are held by men with a ratio of 70% : 30%.

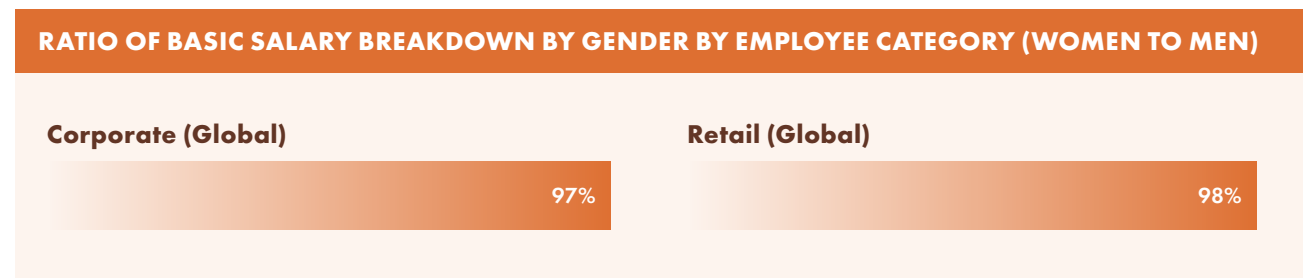
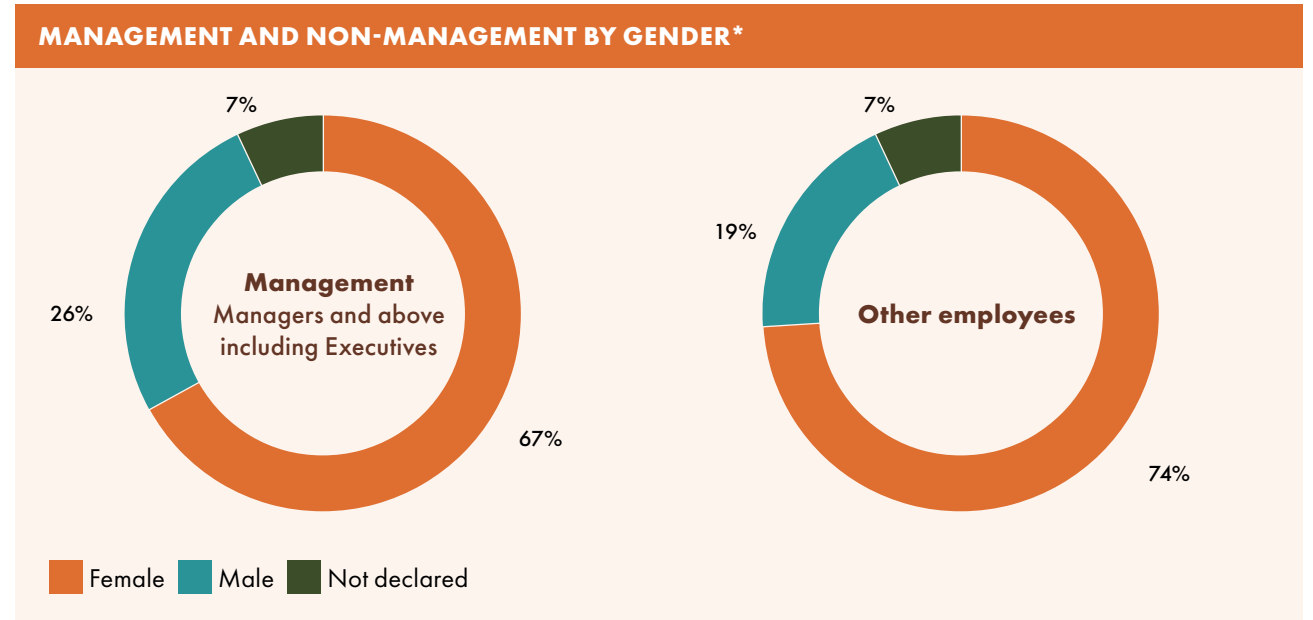
Gender pay parity

GUESS believes that everyone should be compensated fairly for their work, regardless of gender or any other factors. We care about our people through action, and gender pay parity is one way we are working to show that. This is the right thing to do, but it's also the most effective way to ensure that our employees are motivated, engaged, and committed to achieving our company's goals.

As part of our ongoing commitment to gender pay parity, GUESS has started monitoring the pay ratio between male and female employees 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 global level in FY2023.

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 be not fully representative of salary fluctuations occurred during the fiscal year. As a consequence we consider pay parity a ratio of 100% +/-10%.



* All Global retail and corporate employees as of end of FY2023.

DIVERSITY AND INCLUSION continued
SASB CG-MR-330a.1

Ethnic diversity

With the growing focus on ethnic diversity, we have expanded 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 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 relationships

Another way we implement our focus on diversity is through the GUESS Foundation. Starting in FY2021, we committed to donate one million dollars to inspirational and impactful non-profits that promote art, culture, education, empowerment, and wellness within the Black and African American communities. This year, the GUESS Foundation's donations will continue helping fund the following programs:

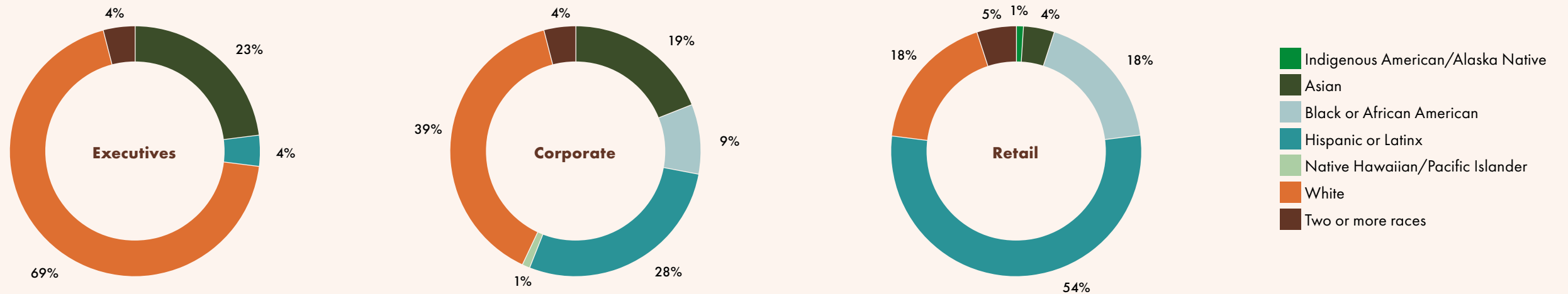
- **Umoja Center** – A collaborative of community-driven non-profits and initiatives that work toward community education, housing stability, cultural programming, and economic empowerment. The GUESS Foundation's donation has supported the Mutual Aid Produce and Vegan Hot Meal giveaways, as well as the Center's annual rent and maintenance needs.
- **The World Stage** – An educational and performing arts center that hosts weekly workshops and concerts for musicians of all ages and skill levels. The GUESS Foundation's donation has supported the purchase of musical instruments for TWS' jazz band classes, funded monthly live performances, and covered rent and building costs.
- **Black Girls Smile** – Funding will support the Therapy Assistance Program, which alleviates the burden of seeking therapy for Black women and girls. The program provides financial support for therapy sessions with culturally, racially, and gender-sensitive mental health professionals.
- **National Black Child Development Institute** – Funding will support childhood education and literacy programs. NBCDI has been developing and delivering strengths-based, culturally relevant, evidence-based, and trauma-informed resources that respond to the unique strengths and needs of Black children around issues including early childhood education, health and wellness, literacy, and family engagement.
- **Performance appraisals** – Performance appraisals now include questions on what associates have done to encourage and integrate diverse ideas into the company culture.
- **Health benefits** – We clarified the language in our benefits plans to better describe our coverage of gender transition services. These benefits have been available to our associates for years, but they are now more clearly defined and communicated, which helps to normalize this topic.
- **FIDM student scholarship** – We revised our scholarship information to be more inclusive and welcoming to all applicants and to support recruitment of underrepresented groups.

Integrating D&I into HR processes and tools

During FY2022–2023, we continued to review and update human resource tools to support diversity and inclusion. These initiatives included:

- **Job descriptions** – We revised the language in our job descriptions to ensure that it's inclusive, reflects our diverse brand, and emphasizes our commitment to diversity and inclusion.

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



DIVERSITY AND INCLUSION continued
SASB CG-MR-330a.1

D&I training

Creating a culture where everyone is welcome requires engagement and education. To do this, we have facilitated a variety of events to promote the inclusion of marginalized groups, support differing communication styles, and share the benefits of diversity in our business.

Expert-led Training

Several members of the D&I Council completed a six-part virtual diversity and inclusion training program with Cornell University. We have also made additional training programs available to all associates.

A first set of D&I and wellbeing dedicated Training has been launched through the “Design your knowledge” platform, a repository that is addressed to all countries in Europe, with all courses’ localization in local languages.

Among the main trainings available on the platform we launched:

Wellbeing

- Bye-bye burnout
- Mind your Brain
- Oh yess, it’s stress

Communication

- Writing emails
- Cultural diversity

Personal strength

- Curb your bias
- Mindfulness
- Confronting bullying and harassment

GUESS Developmental Series

We value that our employees and customers are endlessly diverse. Our GUESS Family spans nationalities, cultures, and even generations. In FY2023, we launched our GUESS Developmental Series to supplement our D&I 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 email etiquette, inclusive language, engagement, and meeting inclusivity.

Courageous Conversations

Our FY2023 Courageous Conversations panel discussions aimed to create a safe environment for like-minded individuals to speak on topics such as Women of GUESS, Mental Health Awareness, and How to Celebrate Pride. The conversations included external experts as well as our brilliant associates. Asking thought-provoking questions around the stigma of mental health, the fashion industry’s role in normalizing diverse understandings of what it means to be a “woman” and the meaning of pride, the discussions help promote inclusivity and give visibility to marginalized groups.

Mandatory Cornerstone training

In FY2023, we launched two new D&I 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. We are planning to create additional mandatory D&I curriculums through Cornerstone.

Gyrl Wonder Conference

Our partner since FY2021, this past year, Gyrl Wonder hosted its inaugural #gyrlgethired conference in New York City which featured women of color in leadership roles sharing how they built their careers. The #gyrlgethired conference also provided attendees with compelling panel discussions spotlighting participants from GUESS, BuzzFeed, Dior, Bunim and Murray, and Gyrl Wonder.

The World Stage (Los Angeles HQ).



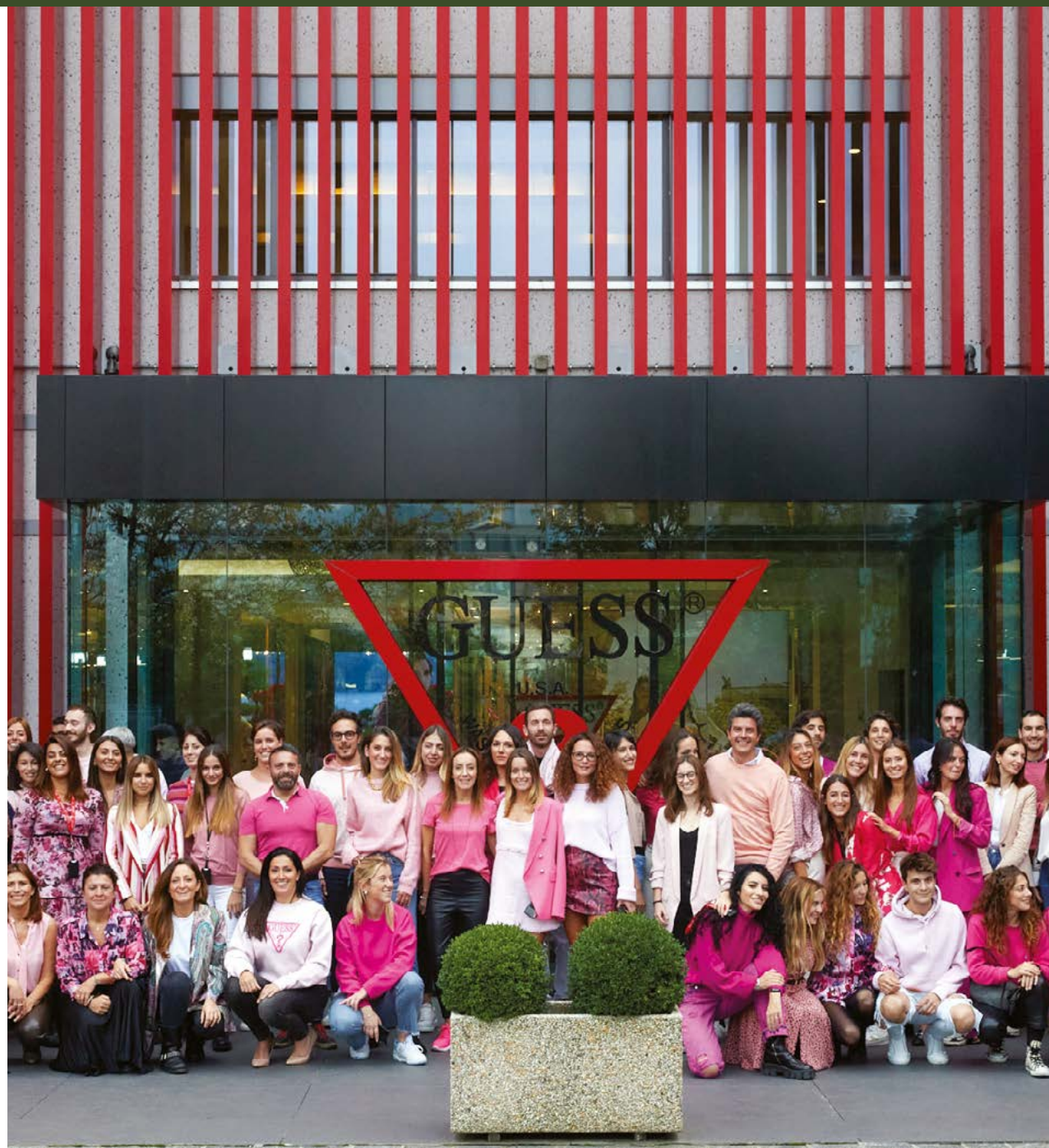
EMPLOYEE WELLBEING AND ENGAGEMENT

Empowering our teams

Everything we do comes back to our people and our values. For GUESS, it has always been about hope, belief, creativity, and excellence. These are values we hold dear, values that guide our decision making and propel our businesses. These are the values that help us to gather a team of talented creatives that build our brand and enrich the GUESS Family.

Our teams are the ultimate priority, and we empower them to build long-lasting and rewarding careers at GUESS. With utmost respect for the individuals we employ, we provide our teams with opportunities and training to achieve their individual goals. From early career development opportunities to valuable leadership skills, we encourage our associates throughout their careers with resources that support their wellbeing and their individual beliefs.

GUESS Wears Pink
(Lugano, Switzerland HQ).



Goals

- All associates will be sustainability literate (2025)
- Expand wellness and mental health programs for all employees (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)

EMPLOYEE WELLBEING AND ENGAGEMENT continued
GRI 404-2

Employee benefits

When we hire someone, we take on the responsibility of supporting that employee, and part of that support is ensuring their access to benefits. Benefits are an important part of attracting and retaining talent. Across our corporate and retail teams, we ensure that each employee receives appropriate rest and vacation time, as well as bespoke benefits depending on location such as health care, parental leave, employee discounts, and retirement provision.

In the US, we offer a variety of benefits to both full-time and eligible part-time associates. These benefits include medical, dental, and vision coverage, flexible spending accounts, retirement savings plans, and in some cases, bonus and associate stock purchasing plans. Additionally, we offer life and accident insurance, disability coverage, and associate assistance programs.

In Canada, Europe, and China, benefits are country or province specific and include health care, life, and disability insurance, and critical illness coverage, among others. In Korea, benefits include coverage of medical checkups, national pension, employment insurance, workers' compensation insurance, and a retirement gratuity system.

To help support employees on their paths beyond GUESS, we offer vital transition assistance programs. These vary by country but are provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. Typically, services are available only to direct employees and can include pre-retirement planning for intended retirees, retraining for those intending to continue working, severance pay, and assistance (such as training, and counseling) on transitioning to a non-working life.

Over 80% of retail and distribution center employees earn over minimum wage.

Health and wellbeing

At GUESS, the safety and wellbeing of our associates is a top priority, and we recognize that mental and social wellbeing are as essential to overall health as physical wellbeing. Today, mental health issues are among the top workplace issues in the US, with one in five Americans impacted by mental illness during their lifetimes. We have all endured and continue to experience a time of unprecedented challenges and uncertainty. We believe that by supporting mental and physical wellbeing, we can do our part to create a positive work environment for all.

Guess US offers an incentive-based wellness program aimed at supporting associates to achieve their personal physical and mental wellness goals. This platform offers a variety of on and offsite activities where associates can earn points for health-related activities like gym visits, nutrition seminars, meditation classes, and biometric screenings. Time can often be our biggest adversary, so we provide employees with time and space through dedicated walking groups, a convenient gym at our campus headquarters, and classes like cycling and yoga.

Supporting our associates during the pandemic

Our commitment to the health and wellbeing of our associates has never been as important as during the pandemic. We created a global COVID-19 Emergency Response Committee that has been working to share resources around remote working and health and safety.

To support colleagues, we have continued to offer our health and safety hotline, made available 24/7. We also expanded our regular health and safety email series to cover overall wellness and self care tips.

In our distribution centers, we have taken additional precautions to ensure safe working conditions and mitigate the risk of large outbreaks, including staggered scheduling.

GUESS Halloween costume competition (Los Angeles HQ).

Employee recognition

We believe in celebrating the successes and achievements of our employees, and we recognize the hard work they put in on a daily basis.

We show employee recognition in many ways. Every month, the GUESS Management teams share emails thanking employees for their efforts. When a team member has a work anniversary, we take time to individually thank them for their dedication to the company.

We also run a monthly recognition program to provide space for colleagues to show gratitude to one another. Employees can send appreciation cards to their colleagues to thank them for their role on a project, task, or team, and as part of the thank you, colleagues are entered into a monthly raffle with a chance to win a prize.



EMPLOYEE WELLBEING AND ENGAGEMENT continued GRI 404-2

Health and wellbeing continued Mental health training

To educate our associates on mental health, we partner with experts in the field to offer our employees data and support to help educate them about their own wellbeing and the wellbeing of their colleagues.

In FY2023, we were proud to partner with Project Healthy Minds and the National Network of Depression Centers to offer specialized trainings for employees that provide them with tools to address mental health problems and support colleagues who may be struggling. Project Healthy Minds seeks to destigmatize mental health by creating campaigns with celebrities, hosting panels and events, and partnering with brands.

Guess US established a wellness program in FY2023 to help raise awareness and understanding of mental health and wellbeing. This program was comprised of panels, workshops, and various training for employees. At the heart of our wellness program is the Wellness Wednesday's series, which hosts external speakers such as licensed therapists, psychologists, and life coaches to discuss topics including emotional intelligence and coping skills, burnout, grief, and sourcing professional help.

Employee training and development

At GUESS, we are dedicated to supporting the growth and development of our associates by providing a diverse range of training and development opportunities.

We offer customized training for associates in each region, supporting their operations and career advancement goals no matter their career stage. These trainings come in a variety of formats including classroom courses, e-learning, external seminars, and virtual training.

Our e-learning platform, MyAcademy, enables employees to access these trainings no matter where they are based.

In FY2023 we were excited to launch our new development tool, GES Conversations (Growth, Engagement, Satisfaction), aimed at field employees in the US. This tool will be used to help focus and support individual performance. We also offer a wide range of training for corporate employees including:

- **Management Development Program** – During FY2022–2023, 49 US Managers and 100 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.
- **Coaching and assessment (EMEA)** – We provide coaching sessions 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.



GUESS Community panel discussion on gender equality
(Lugano, Switzerland HQ).

EMPLOYEE WELLBEING AND ENGAGEMENT *continued*
GRI 404-2

Employee training and development *continued*

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

- **Future Leaders Program (US)** – Aims to develop high-potential sales associates for succession into management. In FY2022-2023, 47% of those who participated in the Future Leaders Program received a promotion.
- **Product Knowledge trainings** – Provides knowledge of GUESS products to field teams to support them in becoming brand ambassadors and personal stylists.
- **The Master Class (US)** – 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 training topics were reinforced through monthly Managers' meetings to turn concepts into actions in each store.

We provided valuable, real world work experience to 54 interns at our Los Angeles corporate head office in FY2023.

Developing young talent

We are always on the hunt for talent from the next generation, and that search begins with our internship program. GUESS runs a 10-week, full-time internship experience in the US as well as an apprenticeship program in Europe.

Our US internship program is designed to be experiential, aimed at providing interns with valuable, real world experience. In FY2023, our interns participated in a variety of activities including discussion panels, a visit to the Marciano Art Foundation, and teachings about operations at our flagship store. We also hosted special career development workshops where recruiters helped review participating interns' resumes. In total, we hosted 54 interns across multiple 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 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.

GUESS summer 2022 internship program
(Los Angeles HQ).



EMPLOYEE WELLBEING AND ENGAGEMENT continued

Employee engagement

Employee engagement is an essential part of workplace satisfaction. Throughout the last year, we have hosted various events to help bring employees together and celebrate the diversity of our business.

- **Celebrating Mother’s Day and Family Day** – To recognize the value in the diversity of colleagues’ families, we asked associates with children from across the business to share their experiences as working parents. In turn, they recorded videos which were then edited and shared on our social media.
- **Recognizing European Day of Languages** – As a global company, GUESS has talent across the world, speaking multiple different languages. In celebration of this diversity, we asked colleagues to share what working at GUESS means to them, with answers submitted in their native languages.
- **Hosting fun Halloween activities** – In both our European and US HQs, we ran a Halloween costume competition across different departments. Colleagues voted on the most creative, and the winners received a free breakfast or a GUESS gift card.
- **Farmers’ market and bingo** – In the US, we held a several in-person events focused on bringing our colleagues together in an interactive way to support charities and small business owners. These events included farmers’ market and annual pride-themed bingo.

Building on the above, we have executed several events through GUESS Fun, an initiative from our European HQ that organizes activities that create a sense of belonging and community for teams across the company. Thanks to GUESS Fun, a cooperation group has been created to channel and organize activities ranging from contests and raffles, to sporting activities such as skiing, volleyball, and football.

Our GUESS Community program in the EU helps bring associates together to work towards a common goal that will positively impact their lives and society. Through the GUESS Community program, we hosted several events to help support mental and physical health and wellbeing, with themes including mental health, gratitude, gender equality, and the environment. We brought in expert speakers to take part in panel discussions and hosted forums for community experience sharing.

Sustainability employee engagement

One of the best ways we encourage sustainability is through the products we sell. By educating store associates on the sustainability features of our GUESS ECO and Consciously Constructed merchandise, we can help drive impact on a wider scale through our customers.

When it comes to corporate and retail training programs, product knowledge training is a valuable tool. These trainings include videos, courses on MyAcademy, information on the sustainability credentials of GUESS products, and the sustainable technologies and production processes we use.

The MyAcademy platform is available for EMEA employees and includes trainings on animal welfare, our supply chain practices, and recycling.

Additional training and informative webinars have been organized and developed in collaboration with the Sustainability and ESG team to support a deeper understanding of sustainability across the business, with a particular focus on sustainability reporting.



GUESS ECO Men’s Upcycle Event,
November 2022; Throw Clay L.A.

EMPLOYEE WELLBEING AND ENGAGEMENT continued

Volunteering and fundraising

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.

Our approach is driven by our GUESS Cares program, an employee-led philanthropic initiative. We are proud to host at least one GUESS Cares event or volunteering opportunity every month.

Volunteering activities

Over the last year, GUESS associates have supported various initiatives benefiting victims of natural disasters, breast cancer research, pediatric cancer research, children’s charities, veterans’ organizations, animal rescue, and more.

Volunteering and fundraising highlights from FY2022–2023 include:

- **Fundraising for refugees** – Associates from our GUESS Poland office came together to raise funds to buy supplies for refugees affected by the war in Ukraine.
- **Tree planting** – Guess US donated 5,415 trees, one for every North American corporate and retail employee, to be planted in areas affected by forest fires in California and British Columbia. Trees were planted by One Tree Planted in partnership with GUESS Foundation.

5,415

trees donated in California and British Columbia

- **Creating spaces for children** – Members of our internship program built playhouses for families with the organization Habitat for Humanity.
- **Supporting children’s learning** – We provided back-to-school supplies, including 200 backpacks, for children in multiple Youth Activity Leagues through the Sheriff’s Youth Foundation.
- **GUESS Wears Pink** – As part of Breast Cancer Awareness Month, colleagues in the US bought t-shirts to support the donation to Breast Cancer Angels. At the same time, our employees from other global offices came to work wearing pink to demonstrate support for breast cancer survivors.
- **Employee wellness** – We have held wellness workshops through the GUESS Cares program, aimed at supporting the mental and physical wellbeing of our own employees.

Holiday extravaganza

To celebrate the cheer of the holiday season, our GUESS offices put on various activities and events. In the US, employees were invited to a Holiday Mingle and Jingle celebration with food, drinks, a raffle, and an ugly sweater competition. The D&I team also coordinated a Holiday Farmers’ Market where employees could shop in support of small businesses.

Similar celebrations took place in Switzerland, with a Christmas market being held at our headquarters. We also ran a raffle to raise money for our charity partners and had a friendly competition for the best decorated office department.



GUESS Wears Pink (Los Angeles HQ).

CUSTOMER ENGAGEMENT

Engaging our customers

Everything we do is about our people, and our customers are an integral part of our GUESS Family. From the Marciano brothers and the 3-Zip Marilyn jean in 1981, to becoming an iconic lifestyle global brand, customers have always been at the center of what we do.

Creating positive customer interactions is imperative to the health and success of our business. We work tirelessly to deliver customers an enjoyable and seamless shopping experience, in store, online, and on our mobile app. Whether fashion tastes lean towards sophisticated, trendy, streetwear, or vintage, our customers can choose from designs that provide uncompromising quality and flawless finishes with a commitment to customer safety and sustainability.

While customer engagement did not appear as a priority topic in our materiality assessment, we want to recognize the steps we are taking to act responsibly and build this vital relationship.



GUESS campaign, summer 2023; Tenerife, Spain.
Dress is made of recycled nylon.

Commitment

- Deliver iconic designs made with uncompromising quality backed by exceptional customer service and a commitment to customer safety and sustainability

CUSTOMER ENGAGEMENT continued

Talking to customers about sustainability

Sustainability is becoming a bigger part of consumers' purchasing decisions. We want to help them make choices that support their values and use our platform to engage consumers on sustainability.

We use product labels to communicate directly with our customers on product features.

Our GUESS ECO jeans include pocket flashers made of recycled paper that explain the fabric benefits including things like water-saving production methods and the use of responsible manmade cellulosic fibers. Other identifiers used include sewn-in, embroidered, or printed labeling to display more sustainable products. For our eco jewelry collections, we include a label on the 100% recycled polyester pouch and insert a Forest Stewardship Council (FSC) certified card to confirm the use of recycled materials in the jewelry itself.

Circular initiatives

A big part of talking to customers about sustainability is encouraging them to make more sustainable purchasing decisions. One way we do this is by encouraging customers to bring in their old clothing for recycling. RESOURCED, our clothing takeback program, is located in all North American stores and select stores in Austria and Germany, with further expansion planned. Our GUESS vintage line promotes product buy-back and resale, allowing customers to support circular fashion while enjoying classic GUESS looks.

Eco events

Each year, we hold eco events with influencers and the press to help engage our customers on sustainability topics. Events have included educational talks on our eco materials and processes, a beach clean-up, sessions on zero-waste cooking, making herbal teas, and creating clay pots. We also celebrated the launch of our latest GUESS ECO collection with a terrarium building workshop. Sample events from across Europe include:

Ocean Generation, London, UK

- To celebrate the GUESS ECO Kids collection, we created an artificial "beach clean" made from sandpits with hidden "rubbish". Children were guided through the sandpits to search, and collect the rubbish and were treated to an educational talk by Ocean Generation on the importance of protecting our oceans and beaches.

Upcycling workshop, Munich, Germany

- We held a sustainability brunch in Munich with 15 influencers and friends and learned about different ways to upcycle and recycle fashion. The workshop was hosted in conjunction with THE RENEWERY, a young Munich-based fashion business, that upcycles vintage clothes.

GUESS ECO: Gift with purchase

To shine a light on our brand eco collection, GUESS recently established the Gift with purchase campaign where customers receive a gift when they purchase an item from our GUESS ECO range. In previous years, we have offered a reusable cotton bag or mug, and last year we were able to give customers a code to have a tree planted through the "Be(leaf) in Change" Treedom project. Customers were also able to use the code to see where the tree was planted and follow its life.

GUESS Upcycle Collection Event, April 2022:
Conservatory, West Hollywood, CA.



CUSTOMER ENGAGEMENT continued

Customer satisfaction

Customer satisfaction and customer feedback have always been vital to us, so we continue to create more channels for customers to easily engage with us at their convenience. These channels include:

- **GUESS Customer Care** – Here customers can submit comments through our OpinionLab software on our website, request a call back, or chat with us online.
- **GUESS Loyalty Program** – Through multiple channels, we engage and update customers on the latest events, products, and services, as well as rewarding customers with points for purchases. Our Loyalty Program is industry benchmarked and internally audited to ensure we provide best-in-class experiences.
- **GUESS mobile app** – US customers can chat with a stylist while shopping, receive personal recommendations, track orders, become a member of the GUESS Loyalty Program, and talk to a customer care representative.

- **Social media** – Here our customers can connect directly with the brand, provide feedback, and engage with the GUESS community.
- **Retail and pop-up events** – We select stores to showcase product releases, special initiatives, and new partnerships.
- **PR events** – GUESS PR hosts events for local key opinion leaders and influencers to build awareness and provide education around product releases and special initiatives. GUESS influencers have the ability to expand the brand’s reach through their social media followings and influence potential new customers as representatives of the company.

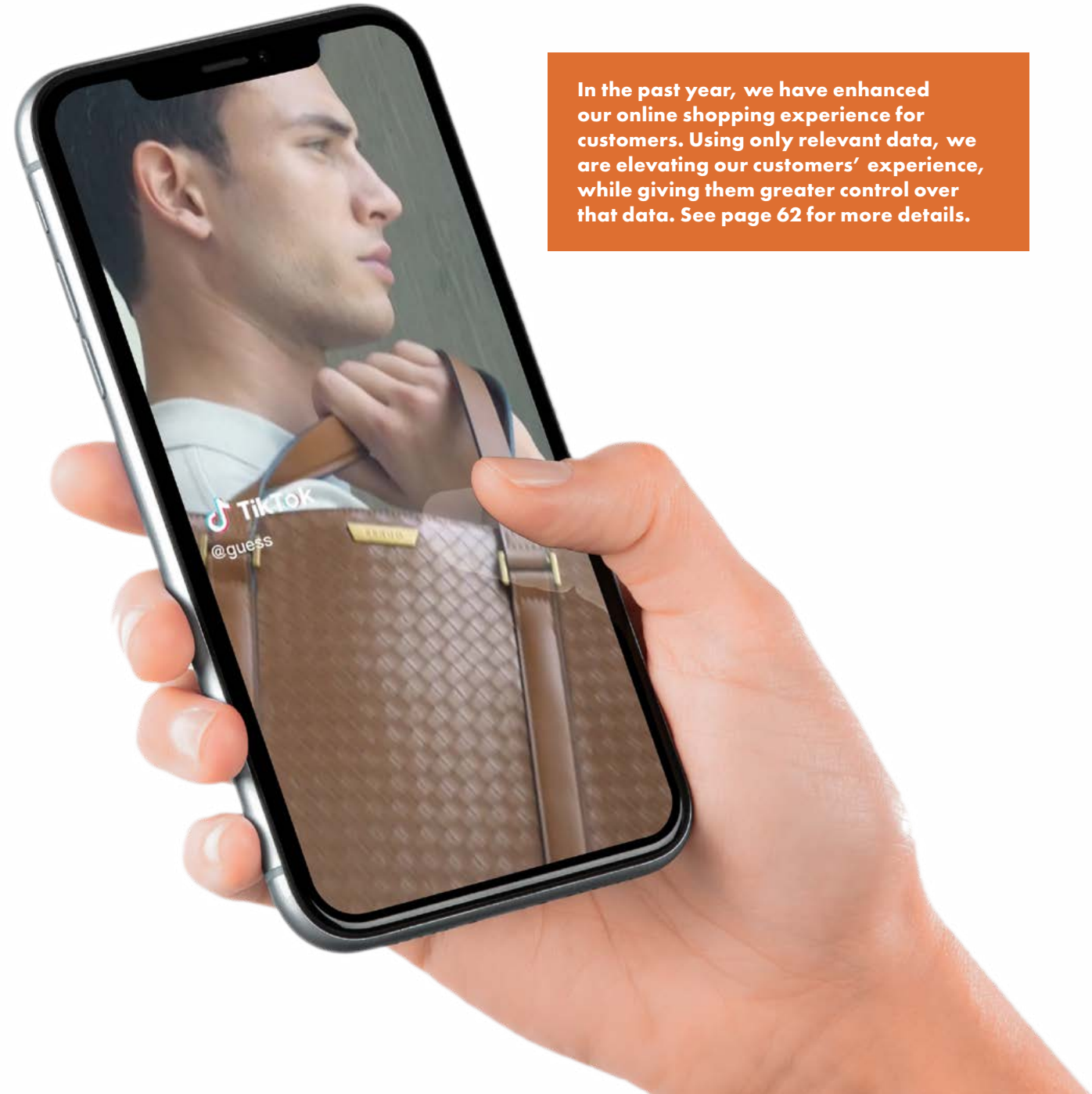
Since 2019, our Customer Care Better Business Bureau rating has consistently remained at an A+.

Product quality testing

Product safety and quality is an important part of our interactions with consumers. We have stringent quality and safety controls in place throughout our operations and supply chain. As part of our quality control program, we conduct quality, health and safety inspections for all product styles throughout the supply chain: from raw materials and prototype testing to contractor manufacturing and distribution centers. We perform random, in-line quality control checks during and after production, as well as before distribution. This strict protocol not only maintains the high quality and reputation of our products, but ensures the safety and satisfaction of our customers. For all our merchandise, we ask all vendors to provide quality tests regarding raw materials, embellishments and the final product, all in accordance with applicable regulations and our LRSM. For more about safer chemicals in our supply chain, see page 28.

Product compliance

At GUESS we are committed to providing high-quality apparel while ensuring compliance with all relevant regulations and industry standards. We diligently monitor and comply with all applicable laws, regulations, and directives related to the manufacturing, distribution, and sale of apparel in every region in which we operate. This includes, but is not limited to, regulations concerning safety, labeling, chemical restrictions, and product performance standards. It is important to note that GUESS has had no critical compliance issues over the past two years. Occasionally, there have been issues related to state or local requirements. If there is any question related to compliance, we address the issue and immediately recall the product. We continuously strive to improve our processes and maintain the highest level of product compliance to safeguard the trust our customers place in us.



In the past year, we have enhanced our online shopping experience for customers. Using only relevant data, we are elevating our customers’ experience, while giving them greater control over that data. See page 62 for more details.

COMMUNITY INVESTMENT

Supporting communities

Our commitment to giving back to our communities is embedded in our mission statement, and we do this by partnering with and supporting organizations that foster positive social change, development, and wellbeing.

During FY2022–2023, we honored this commitment by supporting various projects and the people behind them that are transforming our communities every day.

Over the course of this time frame, GUESS Foundation donated to over 40 non-profits while GUESS Cares supported close to 50 organizations. These contributions included clothing donations to centers for homeless youth and for communities near our LA HQ, volunteer events at low income community centers, and employee led drives to collect necessities such as apparel, computers, toys, and food to support these organizations. In addition to our charitable donations, both in the US and in Europe, we are always looking for ways to increase effective engagement in our local communities. Because after all, we are all connected.

While community investment did not appear as a priority topic in our materiality assessment, we recognize the value this brings to communities, employees and other stakeholders.



GUESS Cares x Alex's Lemonade Stand (Los Angeles HQ).

Commitment

- Our mission commits us to “give back to the community, support humanity, and protect the environment as part of our responsibility”

COMMUNITY INVESTMENT continued

GUESS Foundation

The mission of the GUESS Foundation is to pursue social, health, and educational opportunities that enhance the wellbeing, development, and protection, of men, women, and children in our global environment.

Founded in 1994, the GUESS Foundation supports a wide range of causes whose messages promote social change. In FY2023, we donated to the Children’s Burn Foundation, the Los Angeles Children’s Hospital, the Crenshaw Subway Coalition, the Los Angeles Regional Food Bank, the World Stage Performance Gallery, Violence Intervention Program-Community, the Tower Cancer Research Foundation, and many more!

Through the Foundation, we have also been able to support our local communities hit by natural disasters and other hardships by sending product donations to those in need. Thousands of pieces of apparel and footwear were sent to organizations like Shelter Partnerships, Safe Place for Youth, LA LGBT Center, Jordan Down’s Center, Sheriff’s Youth Foundation, and the Global Gift Foundation.

GUESS Foundations in Europe

The Fondazione GUESS Onlus was established in October 2014 by the Italian subsidiary of the GUESS Group. It represents 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.

Among the organizations and initiatives supported by GUESS in Europe during FY2022–2023 are:

- The **Associazione Fiorenzo Fratini Onlus** oversees charitable projects in Italy and abroad. Through this charity we supported the donation of a portable echocardiograph to help children with rheumatic disease in Eritrea, and the donation of a transport incubator to the Meyer Children’s Hospital in Florence, Italy.
- The **IEO-Monzino Foundation** to support the Follow the Pink program, which aims to raise awareness of the importance of prevention and early diagnosis of cancers and support the European Institute of Oncology’s research on tumors affecting women.
- The **Ocean Generation**, an inclusive global movement advocating and engaging people to nurture a more sustainable relationship between humanity and the ocean. Our donations helped support the Project Ocean Academy, which aims to bring the ocean into classrooms for a new generation of children and provide open-source material about the ocean and how to protect it.

Jordan Down’s Center.



Get
things
done



GOVERNANCE

GUESS Kids campaign, spring 2023; Los Angeles, California.
Outfits contain organic cotton.

GOVERNANCE INTRODUCTION

Honesty, integrity, and strong governance

The GUESS brand is built on the foundation of honesty, integrity, and strong governance across our supply chain and operations. We see our company as a team. From the supply chain to our stores, our GUESS Family is built on good values and support.

To ensure the success of the GUESS brand, we have to implement the right structures so we can grow and evolve. We evaluate our performance throughout the supply chain, collaborating with partners and reporting on our achievements – and mistakes – openly and transparently. Building trust and respect with all those we work with is essential to the way we do business. This allows us to build lasting and mutually rewarding relationships with our associates, suppliers, and partners.

Sustainable Development Goals



We believe in strong governance to manage our impacts robustly and embed accountability into our business, while working with others to amplify our efforts. We align our work to **SDG 16 Peace, Justice and Strong Institutions** and **SDG 17 Partnerships for the Goals**, and specifically target 16.6 to develop effective, accountable, and transparent institutions at all levels, and 17.16 to take part in multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology, and financial resources, to support the achievement of the SDGs.

Key topics

Governance and business ethics

» Read about on pages 58-61

Responsible marketing

» Read about on page 62

Data security and privacy

» Read about on pages 63-64

GOVERNANCE AND BUSINESS ETHICS
GRI 2-9, 2-13

ESG governance

Our Sustainability and ESG team works to ensure that environmental and social responsibility is at the forefront of our decision making. Our global Sustainability and ESG team is made up of Directors and Senior Managers in the US, Europe, and Asia. This team reports to our Vice President of Internal Audit and ESG, who administratively reports to our Chief Executive Officer and directly reports to the Board of Directors’ Audit Committee.

This chain of command ensures that those involved in internal auditing and sustainability performance have a direct line of communication with the Board of Directors. By doing this, we elevate the importance of ESG company wide and allow for additional independence among our Internal Audit and Sustainability and ESG team. This structure strengthens our approach and the integrity of our data.

When it comes to ESG priorities there are several moving parts to ensure continued progress. ESG issues are covered by the GUESS Nominating and Governance Committee Charter, which is the leading supervisory body on ESG topics. Providing the Board with valuable intel, the charter helps determine ongoing ESG Strategies and Directives. ESG topics are discussed in detail annually and at Board meetings, as deemed necessary.

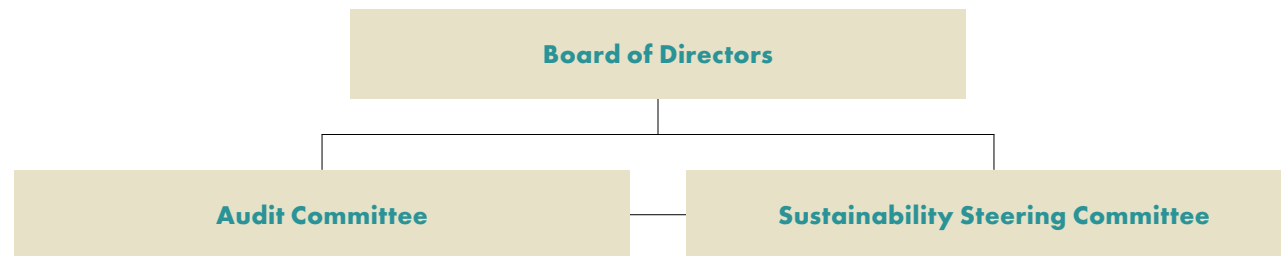
The CEO meets with our Vice President of Internal Audit and ESG quarterly, or as needed to stay informed about ESG Strategy, reporting, climate-related, and other sustainability activities within the organization.

Additionally, our Sustainability Steering Committee reviews plans and monitors progress against our ESG Commitments and Goals. The Committee meets once or twice a year as needed, led by our Chief Executive Officer, along with our Chief Financial Officer and our global Executive leadership teams.

GUESS’ wider corporate governance structure takes a more holistic approach to ensure global accountability and engagement on ESG issues. With our Vice President of Internal Audit and ESG reporting administratively to the Chief Executive Officer, we ensure high-level oversight on all ESG-related commitments to drive successful execution and monitoring. With the support of internal stakeholders, this top-down approach helps to ensure deep integration of ESG across our global footprint.

» GUESS’ general approach to corporate governance is publicly available on our investor relations website at investors.guess.com.

Sustainability governance



Goals

- Align Executive performance incentives with ESG KPI performance (2024)
- Continuously improve GUESS Sustainability Assurance Framework to maintain the highest standards for ESG data quality (ongoing)
- Continue to obtain “reasonable assurance” of our key ESG metrics and disclosures (ongoing)
- Move to annual ESG reporting starting FY2026 (2025)

GOVERNANCE AND BUSINESS ETHICS continued

GRI 2-13, 2-16

ESG risk management

As part of our sustainability assessment this year, we conducted a double materiality assessment to identify our ESG impacts, risks and opportunities through an integrated approach. We are in the process of incorporating ESG into our enterprise risk management framework and will consider the results of our double materiality assessment for future reporting periods.

Code of Ethics

Throughout our global operations, we conduct our business in accordance with the highest ethical standards. All employees – from Executives to associates – 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, with minor regional differences.

All new associates must read and engage with the Code of Ethics, incorporating it into every task and interaction. It clearly states our expectations on topics such as personal responsibility, conflicts of interest, confidentiality, treatment of employees, and many others. Our Code of Ethics emphasizes a standard of ethical conduct that must permeate all business dealings and relationships.

ESG priorities and Executive compensation

At GUESS, protecting the planet and caring for our people remain a top priority, and one of the ways we do that is by implementing environmental, social, and governance (ESG) standards. These standards show evidence of our commitment to safeguard the environment, fairly manage relationships, and conduct responsible governance. As years have passed, we have seen the increasing demand to integrate ESG criteria into reporting, performance evaluation, governance, and oversight. In FY2022, we set the goal to incorporate ESG criteria into our Executive incentive structure. With the continuing COVID-19 pandemic and the challenges businesses have faced, we have yet to meet this goal entirely. Heading into FY2024, we are reestablishing our strong commitment to integrating ESG criteria into our Executive performance incentives.



GOVERNANCE AND BUSINESS ETHICS continued

GRI 2-5

**Accurate, comparable,
and consistent**

Our ESG Report is more than just a way for us to share our sustainability journey with our stakeholders. More than anything, it's a way to demonstrate our continued commitment to create a positive impact on our environment and society. To ensure continued progress in sustainability, we strive to use data that is accurate, comparable, and consistent.

While Transparency and verification did not appear as a priority topic in our materiality assessment, we want to highlight the robust processes we have in place to reassure stakeholders and build confidence in our ESG Reporting.

GUESS ESG Controlling

A roadmap for the full integration of ESG programs in a comprehensive ESG governance system is very complex and requires continuous efforts to set targets, measure progress, and report to stakeholders. While ESG metrics are data intensive and judgment oriented, there are expectations for a higher degree of reliability, an acceleration of ESG Reporting processes, and the implementation of effective governance and internal controls.

To meet stakeholder and regulatory demands, we have created a new ESG Global Controlling function, with a mandate to establish internal controls and reporting structures, set benchmarks and goals, and develop processes to provide robust reporting to our stakeholders, including regulatory bodies.

The role of the ESG Global Controlling function is to establish business requirements aligned with expectations, develop measurement and reporting policies, ensure internal control and governance is appropriate, and monitor ESG progress against our targets.

This will further support GUESS to meet our ESG Commitments, provide accurate and transparent ESG Reporting, and develop and implement the necessary systems, processes, and controls to achieve success.

**GUESS Sustainability Assurance
Framework**

In keeping with our commitment to continuous improvement and transparency in reporting, in FY2021 we undertook a significant internal auditing process to provide robustness and confidence in our sustainability reporting and performance data. By underpinning our reporting with a rigorous internal auditing and testing approach, we can provide GUESS stakeholders with internally verified, quantified, and reliable assessments of our sustainability performance.

Our first step was to create a comprehensive reporting framework, the GUESS Sustainability Assurance Framework, that identified all the key performance indicators (KPIs) needed to provide a complete accounting of our sustainability performance. We also took this opportunity to link internal GUESS KPIs with disclosures and metrics in the GRI Standards and the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard, and the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard.

“We continue to be committed to obtaining reasonable assurance over our key ESG metrics and disclosures and will begin reporting on an annual basis starting FY2026.”

GOVERNANCE AND BUSINESS ETHICS continued

GRI 2-5

GUESS Sustainability Assurance Framework continued

A team of internal Sustainability and ESG Specialists and Internal Auditing Experts collaborated on the framework to ensure it covered the most relevant metrics and indicators. This approach builds on the knowledge and expertise of our Sustainability and ESG and Internal Audit teams as well as drawing from well-established internal auditing methodologies. The resulting framework includes nearly 100 indicators, disclosures, and metrics that are disclosed throughout this report. For each metric, the framework identifies key sources, data owners, IT systems, and other information needed to create a replicable methodology year on year.

In FY2022, we expanded the framework to cover the underlying internal controls, reflecting best practice financial reporting processes. The internal controls must be executed and documented by the process and control owners before they provide and validate the data for the ESG Report. Having built these foundations, we will expand the internal control system in the coming years.

The aim is to provide Management with the tools to prevent any material errors in our reporting, and provide internal assurance of the accuracy, reliability, and robustness of our reporting system. These internal controls demonstrate our commitment to fair, transparent, and reliable reporting.

External reasonable assurance

We have been engaging KPMG as our third-party assurance provider since we released our first Sustainability Report covering calendar year 2014. Over the past eight years we have increased both the scope of the information assured and the level of assurance we receive. For the second report in a row, we have obtained reasonable assurance over our key ESG metrics and disclosures included on pages 81 to 103. Reasonable assurance provides a higher level of assurance than limited assurance about whether the information is fairly stated, in all material respects.

GUESS has been one of the first in the fashion industry to obtain reasonable assurance over ESG metrics and disclosures.

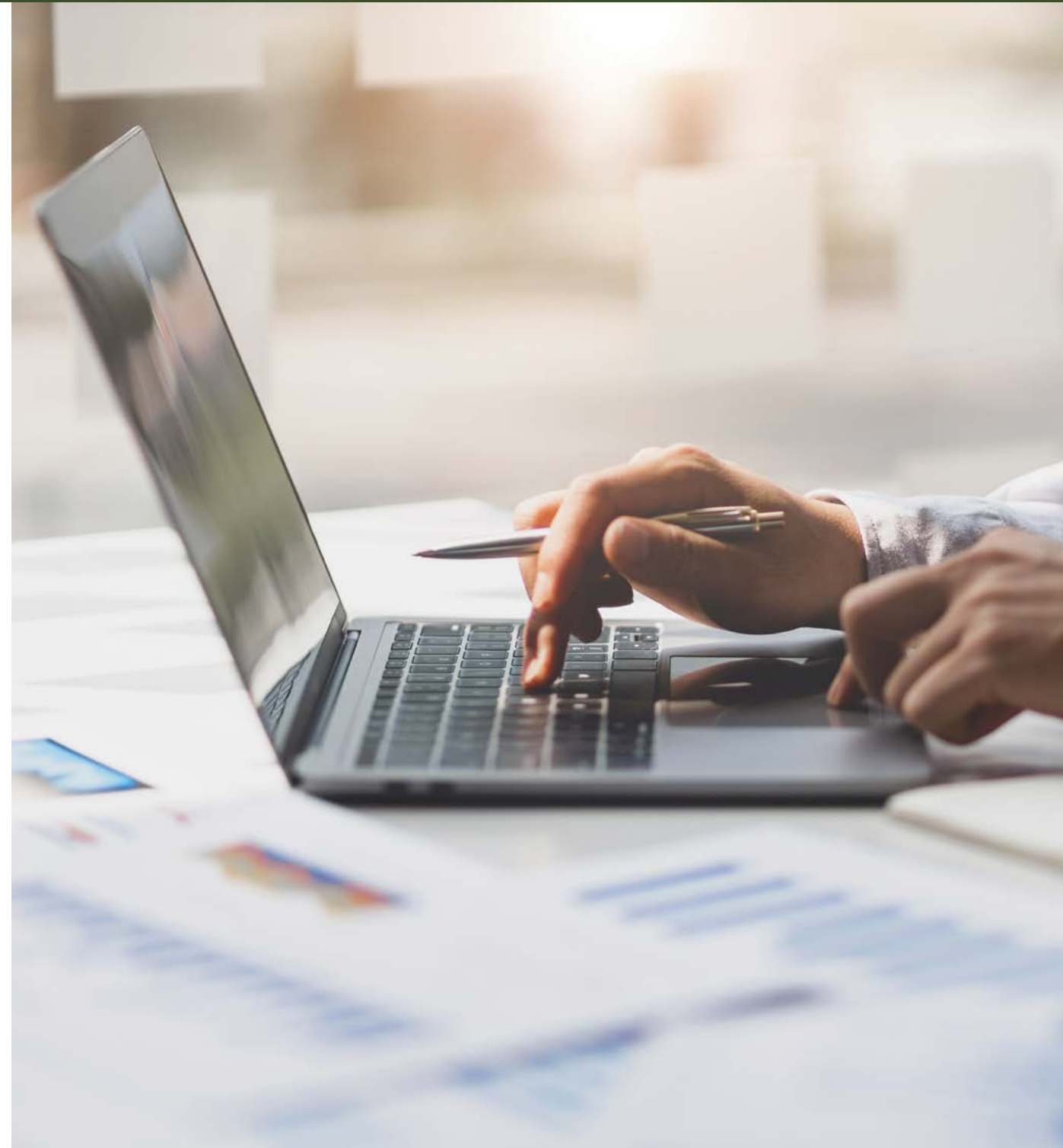
Please see our Independent accountants' report on page 80.

Other initiatives to increase ESG transparency

We strive to be an industry leader in transparency through our continued membership of the Global Reporting Initiative's GOLD Community and our membership on the SASB's Consumer Sector Advisory Group.

We also reported with respect to:

- **Our GHG inventory** – We report to CDP about our climate action approach and scored a B in our FY2023 climate disclosure.
- **Our SBTs** – We have set ambitious science-based GHG reduction targets for our company and supply chain, approved by SBTi in FY2022. We are a Business Ambition for 1.5°C campaign member.



RESPONSIBLE MARKETING

GRI 417-1, 417-2, 417-3, SASB CG-MR-230a.2

Building customer trust

As a brand, we have a responsibility for not only the products we sell but also the ways in which we communicate with our customers. The way we market our products to the public is extremely important and must be done in a careful, and thoughtful way. With public and regulatory scrutiny of green washing growing, we recognize the increased need for transparency and credibility. This means ensuring we include the proper sustainability credentials in marketing for the GUESS ECO and Consciously Constructed collections.

Product information and labeling

Providing customers with essential product information is extremely important. By labeling our products correctly, we encourage customers to shop responsibly. Customers can easily identify the product, the person responsible for placing it on the market, the care instructions, and the information that helps minimize risks. To ensure compliance, GUESS follows global regulations that set the criteria for the information included on apparel product labels.

Our “Guidelines for Eco Fibers & Product Public Facing Claims” provide guidance to various internal stakeholders on eco fibers and the claims that can be made regarding GUESS ECO, Consciously Constructed, and conventional GUESS branded goods which contain environmentally preferred fibers and materials.

The best practices described in the guidelines aim to ensure that GUESS communication is in compliance with the law and provides the consumer with clear, honest, and easy to understand messaging related to a product’s environmentally preferred fibers and material credentials. The guide is updated periodically to reflect changes in the law and market.

In France, new AGEC regulations are driving a shift towards a more circular economy for apparel and footwear. Following these rules, GUESS includes the Triman logo, which indicates how best to dispose of the product at the end of its life. To meet AGEC regulations, this information must be shown on a composition or temporary label and be placed directly on the product or embroidery, on the packaging, or even on a sticker.

As regulation around responsible marketing, sustainable materials, and product claims continues to evolve, GUESS is staying informed of developments in different markets. By carrying out an assessment of product labeling and packaging compliance in France, Italy, and Spain, GUESS reviewed all products, with a particular focus on products sold to customers. We identified a number of potential issues.

To rectify these disparities, GUESS aims to have new product labeling guidelines for all European markets in FY2024, which will reflect potential incoming legislation.

Sustainable communication training

At the beginning of FY2024, we hosted a special training session on the communication of sustainability, where we talked about best practices, benefits, and risks. The training was prepared specifically for GUESS employees and was delivered by a third-party organization.

The aim of the session was to share more information regarding the complexity of effectively communicating sustainable concepts to consumers, and the risks associated with making inaccurate or unfounded claims.

We were proud to see we had good attendance, with members from the Marketing, Communication, Sales, Merchandising, Product Development, Internal Audit, Sustainability and ESG teams present.

Customer data privacy

At GUESS, we see customers as guests in our own homes. We value customer safety, trust, and experience and are always looking for new ways to improve customer satisfaction. As online shopping becomes increasingly relevant, we have introduced a new system to deliver an enhanced guest experience. By using minimal amounts of data regarding shopping preferences and behavior of our guests, they enjoy a personalized shopping experience for ultimate ease of use. The GUESS enhanced shopping system leverages only relevant data to elevate your unique GUESS experience.

Transparency and clear communication are tenets of the GUESS vision. Rather than be unclear about our use of data, we recognize the value of personal data protection and want to assure our customers that precautions are being taken to protect their information. If customers prefer to have GUESS erase all their data, we are happy to accommodate that request, although this will impact their online GUESS experience.

Goals

- Review eco label policy in line with emerging best practice (2025)
- Review eco marketing policy in line with emerging best practice (2024)

DATA SECURITY AND PRIVACY

SASB CG-MR-230a.1, CG-MR-230a.2

A holistic approach towards cyber security

We have a responsibility to protect our customers' data and privacy. We use all the tools available to us to ensure we have systems including technological solutions, strong policies and processes, and employee training. To support this, we give consumers control over how we store and use their data.

Data protection

In the last few years, we have seen a strong push towards working from home which has had repercussions for both work-life balance and cyber security risks. As it stands, the boundaries between work and private places are becoming increasingly blurred. To accommodate for changing times, we are committed to creating new initiatives and protective measures to ensure our cyber safety.

Data protection has always been a focal point in the GUESS information security strategy. That is why we have launched a global project to adopt new technologies to help guarantee higher security standards and greater control of personal and business data.

At the same time, we have created a global vulnerability and patching management program to constantly track vulnerabilities on all company IT assets. This program will also prioritize our remediation efforts by utilizing a risk-based approach.

Aside from these important initiatives, we have also piloted a global cyber security awareness and training program for our employees and collaborators. We want our colleagues to be fully aware of all cyber security threats and foster personal and organizational resilience to cyber risks. Our mission is to equip our team with a toolkit of knowledge that will help protect them against malicious cyber activity.

In FY2023, we implemented an additional security service to monitor our critical assets on a 24/7 basis. Through a Security Operating Center (SOC) service, we have strengthened and widened our capacity to identify potential cyber threats and rapidly respond with appropriate procedures.

Our security staff work in complete synergy with the IT Operations department to optimize the organization's IT resources. This includes streamlining all software, data flows, and systems to improve infrastructure security while reducing our carbon footprint. Thanks to an accurate optimization of processes and business needs, we were able to shut down all physical and virtual obsolete servers. This has resulted in a significant reduction in cyber attacks and an increase in our energy efficiency.

“To accommodate for changing times, we are committed to creating new initiatives and protective measures to ensure our cyber safety.”

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 (ongoing)
- Establish a global “Bug Bounty Program” to incentive the identification and reporting of potential security vulnerabilities (2024)
- Implement sustainable global asset management to reduce carbon footprint (ongoing)



DATA SECURITY AND PRIVACY continued
SASB CG-MR-230a.1, CG-MR-230a.2

Data protection continued

As part of our commitment to ESG, we have improved our process for selecting IT solution providers. We implemented detailed guidelines that consider both cyber security risks and compliance with data protection laws. In order to safeguard our customers' and colleagues' personal data, we have begun to integrate cyber security best practices into the vendor selection process. This allows us to provide protection while also selecting the best IT solutions for our business.

To protect our systems and data, we have adopted a holistic approach toward cyber security and sustainability. We use our resources wisely and continue to invest in technology, personnel, and training to ensure that we stay at the forefront of best practices. To further promote transparency on a company level, we will continue to record progress in our corporate social responsibility reports.

“We have systems and activities in place to maintain a high compliance standard relating to data processing. Privacy and data protection are not a one-shot activity but an ongoing, and constantly evolving process.”

Data privacy

Global attention to cyber security risks has increased markedly in recent years. With a rise in high-profile data breaches, every consumer-facing business must work harder to ensure customer trust. This is reinforced by the enactment of strong data protection regulations in the countries where GUESS operates, in particular, the EU General Data Protection Regulation (GDPR) and California Consumer Protection Act (CCPA).

Reflecting this, we have systems and activities in place to maintain a high compliance standard relating to data processing. Our customers, employees, and suppliers entrust us with their data, and so privacy and protection are core requirements for our company. Improvements in FY2023 include:

- **Revising our Global Corporate Data Transfer Policy in line with European guidelines** – By analyzing the systems, tools, and infrastructure we use to process and transfer data, we have been able to apply the best legal, technical, and organizational measures available regarding data transfer, with a substantial focus on data transfers outside the EU.
- **Reviewing the cookie policy of our e-commerce website in line with European Data Protection Authority guidelines** – Updates following this review give customers the greatest freedom of choice on the cookies that can be installed, allowing them to review their preferences at any time, and making our privacy notice clearer and more transparent.

Privacy and data protection are not a one-shot activity but an ongoing, dynamic, and constantly evolving process to work on, day after day. At GUESS we work continuously to design, develop, and run systems that process personal data in a proportional, fair, and secure manner.



APPENDICES

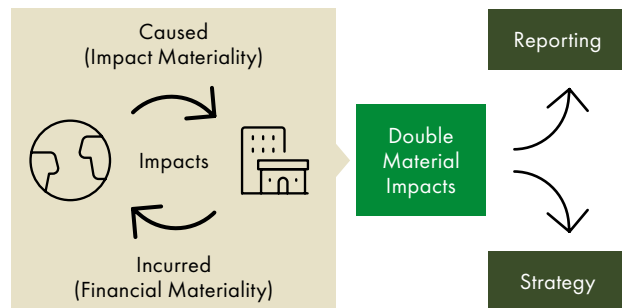
MATERIALITY
GRI 3-1, 3-2

Double materiality assessment

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 Anthesis 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.



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: <ul style="list-style-type: none"> 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 in alignment with emerging ESRS (European Sustainability Reporting Standards) and CSRD (Corporate Social Responsibility Directive) principles when building an updated list. These frameworks informed our choice of topics for assessment, as did the topics from our most recent 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 and 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 material a topic that has at least a significant impact. 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 audited for the upcoming year.

Following the validation of our results with the Sustainability Steering Committee and our CEO, Carlos Alberini, we have been able to refresh our ESG Strategy and targets.

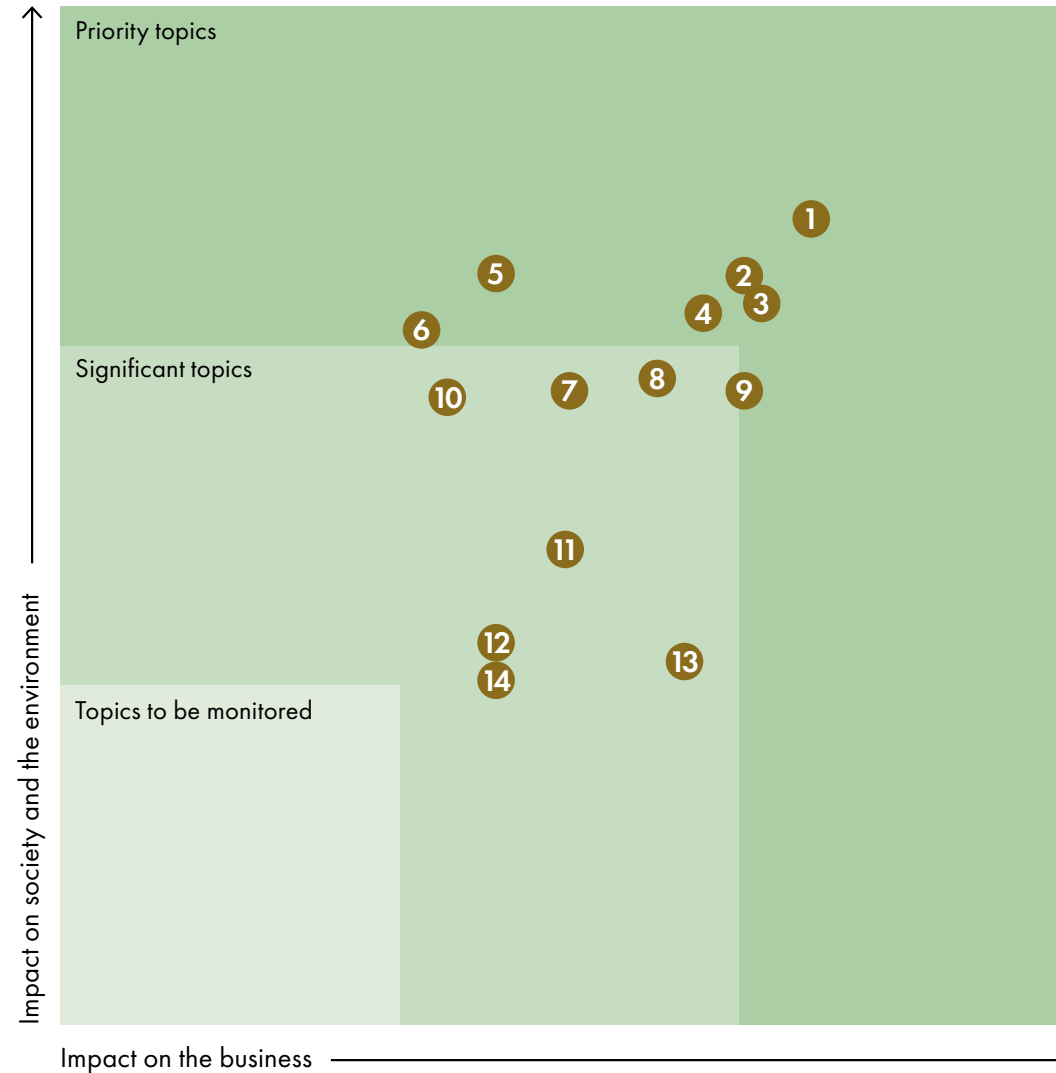
Quantitative Assessment: We carried out portfolio level analysis of our products based on sales volume and life cycle assessments to understand the individual and cumulative impacts of our product categories and materials.

MATERIALITY continued
GRI 3-1, 3-2

FY2022-2023 GUESS ESG material topics

- 1 Labor rights
- 2 Climate
- 3 Sustainable materials and products
- 4 Employee wellbeing 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

Materiality matrix



Changes to the list of material topics compared to the previous reporting period

By reviewing both impacts caused and impacts incurred, our materiality process looked different from our last. Looking beyond stakeholder commentary, we took quantitative sources into account and considered financial impact more formally. Reflecting this and to help shape our ESG Strategy, we have grouped the topics as “Priority” and “Significant” (see left).

Despite the different approach and the time passed since our last assessment, the results have proved to be well aligned to previous assessments. Primary variances include an increase in importance assigned to Climate, Circular economy, Pollution and chemicals, and Nature and wildlife. The main changes are reported in the “Management of material topics” (see pages 68 - 74).

Fortunately, given evolving trends and imperatives, the results have corresponded closely with our expectations at GUESS. We have outlined any implications for our ESG Strategy moving forward at the beginning of this report, for example strengthening some of our targets around chemicals and committing to develop a biodiversity strategy. Major details about our material topics are covered in the next pages.

MANAGEMENT OF MATERIAL TOPICS

GRI 2-23, 2-24, 3-3

Priority topics**1. Labor rights (previously labeled as Human Rights and Labor Relations)**

This is covered in the Supply chain responsibility and labor rights section of our strategy and reporting. Due to the overlap in how we approach the topics, we report on labor rights and sustainable supply chain together.

As a global brand, we source our merchandise from hundreds of supplier factories in approximately 25 countries. As GUESS does not own any manufacturing facilities, we do not have direct visibility over all the workers making our products. It is imperative, therefore, that we work with our suppliers to ensure that the workers in our supply chain are treated with dignity, paid fairly, and provided with safe workplaces.

Trend vs. previous materiality assessment: Topic remaining with a similar level of priority.

Boundary and Involvement: Workers that are hired and managed by factories in our supply chain are external to the organization, and therefore we only have limited, indirect influence, particularly for sub-contracted suppliers with which we do not have a direct relationship.

Reporting Limitations: Workers at our Tier 1 supplier factories (those from which GUESS directly buys) are covered by our social compliance program. However, full visibility of supplier operations, particularly Tier 2 and 3 vendors (such as fabric mills, spinners, weavers, etc.), remains a challenge given the indirect nature of our relationship and large network of supply chain operations.

Actual or potential impacts: With a broad, global supply chain we have the opportunity to provide decent work and economic opportunity to finished product workers, and, further down our supply chain, textile makers and raw material growers. These working environments can also lead to negative impacts around working conditions, human rights, health and safety, and working hours.

Policies & Goals:

- GUESS Supplier Factory Code of Conduct
- Publish and update an interactive multi-tier supply chain map (2025)
- Becoming member of best-in-class associations for Social Compliance (such as The Bangladesh Accord and Better Work) to ensure all key factories have worker safety and wellbeing (2025)
- Develop training and development opportunities to promote positive change for women (2025)

Impact management & effectiveness evaluation:

For Tier 1 supplier factories, we publicly report our audit findings on a biennial basis (see pages 83-85). We use the trends found through audits and assessments to better inform our approach to training (content, format, participants and frequency), relationship building, supplier vetting and civil society engagement and positively impact workers beyond compliance. We are also continuing to monitor our program to align with best industry practice. We use our Vendor Scorecard program to evaluate our partners on key performance indicators that include social responsibility, environmental management, and innovation. The tool includes historical results, corrective action measures and GUESS training participation to ensure that the GUESS approach to vendor management and selection takes into account facility performance on these important topics. In some higher risk countries, we know we can have more impact by working with local or industry community groups such as INNO in China. With this in mind, we have begun working with external experts to pilot a worker engagement program in India, Bangladesh, and Pakistan. As transparency helps facilitate accountability and drive systemic industry change, we also monitor our transparency scores and continue to improve year on year. We measure continuous improvement by setting and reaching goals related to transparency, training and partnership, and publish a list of key facilities to provide transparency of

our supply chain. We aim to publish and update an interactive multi-tier supply chain map by 2025. We also continue to reach our partners through ongoing training, and in an effort to increase the effectiveness of such trainings, ask attendees to share the knowledge internally with all employees.

Specific Requirements: Tier 1 suppliers must sign our policy for responsible business conduct “GUESS Supplier Factory Code of Conduct” (CoC). This policy was drafted conducting an internal due diligence to identify, prevent, mitigate, and account for actual and potential negative impacts regarding human and labor rights violation in the GUESS supply chain. The CoC covers the principles concerning fundamental rights set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The CoC is approved by the GUESS Nominating and Governance Committee and is publicly available at sustainability.guess.com. This policy is updated by the Sustainability and ESG team as deemed necessary and approved by the GUESS Nominating and Governance Committee. The last version of the policy was issued in October 2020. The CoC is always shared with new suppliers as a mandatory document to be approved. The Sustainability and ESG team is responsible to verify the compliance of Tier 1 suppliers with GUESS CoC following the Social Compliance program (see section “Supply chain responsibility and labor rights” for more details regarding this program). Suppliers must provide evidence of their social compliance record via audit reports and certificates issued by peer companies, third-party audits and certification bodies, or multi-stakeholder organizations.

2. Climate (previously labeled as Energy efficiency and greenhouse gas emissions, and Climate Change and Risk Governance)

This is covered in the Climate section of our strategy and reporting.

Climate change is one of society’s most important challenges and we know we must play our part in reducing greenhouse gas emissions. Energy consumption as a retailer is directly linked to climate change, and also offers cost savings if reduced. Reporting GHG emissions is becoming a regulatory requirement in many jurisdictions, and the ability as a business to operate and compete with the expectations of a low carbon economy is important to our business and our stakeholders. We must also respond to the risks posed to our business by climate change.

Trend vs. previous materiality assessment: Topic rising in priority, driven by both risk and impact.

Boundary and Involvement: Scope 1 (direct) and 2 (indirect) emissions are considered internal to the organization in that we have operational control and influence over the energy consumption associated with such emissions. Scope 3 (indirect, other organizational and value chain activities - Category 1 - Purchased Goods and Services) emissions occur outside the organization; however, they are required for our Science Based Target goals and are linked with sustainable materials, products and business operation.

Reporting Limitations: Invoices for electricity use are collected internally. When not available, we use the best available estimates to fill any gaps.

Actual or potential impacts: Through our business and supply chain we contribute to global carbon emissions. With ambitious targets to reduce our emissions, we have an opportunity to lessen this impact. We are also carrying out work to understand how climate change is likely to impact our business and mitigate these impacts.

MANAGEMENT OF MATERIAL TOPICS continued

GRI 2-23, 2-24, 3-3

Priority topics continued**2. Climate (previously labeled as Energy efficiency and greenhouse gas emissions, and Climate Change and Risk Governance) continued****Policies & 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 CO₂ from atmosphere (2035)
- Announce roadmap to achieve SBTs (2024)

Impact management & effectiveness evaluation:

At GUESS, we include climate change and energy use as part of our enterprise-wide risk management evaluation, of which results go directly to our Board of Directors. We also report annually to CDP which ensures we stay current on best practices in terms of climate risk reporting in addition to reporting our improvements in overall GHG emissions. We track year on year greenhouse gas emission reductions and our progress on energy efficiency activities through our annual global carbon inventory tracking. Our Science Based Targets initiative aligned targets are in direct response to the climate crisis, noting that incremental changes are insufficient to meet the needs of this decade. More robust operational policies, creative financing, and new supply chain programs and partnerships will be needed to achieve our Science-based targets.

Specific Requirements: In the US, the SEC is introducing new requirements related to emissions reporting due to come as soon as 2024.

3. Sustainable materials and products (previously labeled as Use of sustainable and recycled materials; and Reducing Environmental Impacts of Products Across the Lifecycle)

This is covered in the Responsible materials and products section of our strategy and reporting.

We are conscious of the environmental impact of the materials used to produce our goods and of what happens to our products at end-of-life. This is of increasing concern to customers and other stakeholders, as well as essential to reaching our Scope 3 science-based target. We are increasing our sourcing and use of environmentally preferred materials, focused on growing our two collections of more sustainable products, GUESS ECO and Consciously Constructed.

Trend vs. previous materiality assessment: Topic rising in priority, driven by both risk and impact.

Boundary and Involvement: We specify the materials in our design for our Tier 1 suppliers to use. We use fabric choice, vendor communication and in some cases, mill communication, to indirectly influence our supply chain, but ultimately, raw material production occurs outside our business.

Reporting Limitations: GUESS is not yet able to track and report on non-core fabric materials, such as the linings or embellishments used in our apparel products; nor are we able to fully disclose the full materials of our accessories and footwear beyond the main core body materials.

Actual or potential impacts: The materials our suppliers use to produce our merchandise have an environmental impact including water use, pollution, biodiversity impacts, carbon emissions, and human rights impacts.

Policies & Goals:

- GUESS Responsible Sourcing – Policy on Cellulosic Fabrics
- GUESS Responsible Cotton Sourcing Policy
- Guidelines for Apparel Eco Products
- 30% of GUESS global apparel materials portfolio will be environmentally preferred (2023)
- 75% of GUESS global apparel materials portfolio will be environmentally preferred (2030)
- 75% of all fibers used in men’s bags main material will be environmentally preferred (2025)
- 80% recycled or biobased polyester will be used for the apparel mainline (2025)
- 80% recycled or biobased polyester will be used for all apparel brands (2030)
- 80% regenerative, recycled, or organic cotton will be used for all apparel brands (2030)
- 75% of GUESS denim apparel mainline will be GUESS ECO (2030)
- 50% of GUESS all apparel mainline will be GUESS ECO (2025)
- 35% of GUESS apparel Factory mainline will be Consciously Constructed (2025)
- 50% of GUESS men’s bags will be GUESS ECO (2025)

Impact management & effectiveness evaluation:

Choosing lower impact materials, such as recycled, organic or regenerative fibers, reduces this impact and provides better quality jobs. We implement policies on raw material sourcing and responsible production to address highest priority issue areas. 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” has also helped to reinforce the importance of certification management with the team.

Specific Requirements: Certifications for materials, or other evidence of traceability systems are required for styles to be counted towards our environmentally preferred materials goals. Furthermore, to drive the daily operations of our sourcing teams, the Sustainability and ESG team has proposed the GUESS Responsible Sourcing – Policy on Cellulosic Fabrics and the GUESS Responsible Cotton Sourcing Policy to the GUESS Nominating and Governance Committee for approval. These policies are publicly available at sustainability.guess.com and are updated as deemed necessary. These policies are based on the recommendations shared for the industry by both the Textile Exchange and the UNFCCC task teams. For internal use and guidance to our design and product development teams, the Sustainability and ESG team in cooperation with the product teams leaders, defined the “Guidelines for Apparel Eco Products”, which are updated annually and based on industry best practices. The guidelines set the minimum requirements to consider a garment “GUESS ECO” or “Consciously Constructed”. These policies and guidelines are shared internally through meetings and dedicated training sessions.

4. Employee wellbeing and engagement (previously labeled as Health, Safety and Wellbeing; and Employee Engagement and Training)

This is covered in the Employee wellbeing and engagement section of our strategy and reporting.

Employee wellbeing: With over 12,000 employees globally, the safety and wellbeing of our associates is a top priority, and we recognize that mental and social wellbeing are as essential to overall health as physical wellbeing.

MANAGEMENT OF MATERIAL TOPICS continued

GRI 2-23, 2-24, 3-3

Priority topics continued**4. Employee wellbeing and engagement (previously labeled as Health, Safety and Wellbeing; and Employee Engagement and Training)** continued

Trend vs. previous materiality assessment: Topic rising in priority, driven by both risk and impact.

Boundary and Involvement: Directly owned operations at corporate, retail and distribution, where the company must take precautions to ensure a safe, healthy working environment.

Reporting Limitations: None

Actual or potential impacts: We provide decent work and employment to our workforce, creating a positive impact on individuals economic empowerment and on the economies where we operate. Working in stores, distribution centers and offices can negatively or positively impact individuals' health, safety and wellbeing.

Policies & Goals:

- Expand the wellness and mental health program for all employees (2025)

Impact management & effectiveness evaluation:

We provide training and support on health and wellbeing which varies depending on geography. During the pandemic we offered a 24/7 health and safety hotline and expanded our regular health and safety email series to cover overall wellness and self-care tips. In our distribution centers, we took additional precautions to ensure safe working such as a staggered schedule, regular testing, and contact tracing.

Specific Requirements: Adherence to Occupational Health and Safety guidance, as well as the guidance of the CDC in the US, and local health and safety regulation for all our locations around the world.

Employee engagement: We owe our iconic brand and global presence to our passionate and talented associates, and we aim to create a great place for them to work by offering benefits alongside training and education opportunities.

Trend vs. previous materiality assessment: Topic rising in priority, driven by both risk and impact.

Boundary and Involvement: Our human resources program exists internally to the organization and is something over which we have direct control.

Reporting Limitations: Some specific issues related to employee and human resources may be subject to confidentiality or may be unreportable for organization's decision.

Actual or potential impacts: Providing employees with decent work engagement and development opportunities that help them reach their personal career goals and lifestyle.

Policies & Goals:

- All associates will be sustainability literate (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)

Impact management & effectiveness evaluation:

We track the growth and improved quality of our benefits, education, career advancement opportunities and employee participation in our engagement programs. We are constantly evolving our learning and development offerings to adapt to new technologies and provide relevant training for different job types and goals. Each GUESS Region customizes its training for their associates and their operations, all designed to give our associates the resources and skills they need to advance and achieve their career goals.

Specific Requirements: None.

5. Circular economy (previously labeled as Circular Products and Business Models)

This is covered in the Circular economy, packaging, and waste section of our strategy and reporting. Due to the overlap in how we approach the topics, we report on Circular economy and Packaging and Waste together.

With the global rise in production and consumption of fashion goods, we aim to do our part to reduce waste generation by extending the lifecycle of clothing, keeping resources in use for longer, increasing re-use and recycling, and diverting products from landfill.

Trend vs. previous materiality assessment: Topic rising in importance.

Boundary and Involvement: Most product waste occurs external to our organization. For example, fabric waste in supplier factories and post-consumer waste at the end of a product's life and we have limited, indirect influence over our customers' decisions on what to do with products at end-of-life. GUESS has partnered with a textile recycler to manage product waste, as a direct result of our operations, for returned or damaged apparel. We also run a takeback program, RESOURCED, for customers to recycle unwanted apparel and footwear from any brand.

Reporting Limitation: Although GUESS is able to report on the weight of products given to our textile recycling partner and through RESOURCED, we have little to no visibility into the end-of-life stages of our products after the point of sale.

Actual or potential impacts: A linear economy has been demonstrated to have a negative environmental impact, extracting materials faster than the plant can replenish them and reliant on finite resources.

Policies & 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)

Impact management & effectiveness evaluation:

By choosing recycled materials and designing to reduce waste and support recycling at end-of-life, we can support a more sustainable circular economy. We have introduced goals to develop circular strategy and policy, supported by a circular design playbook that will be applied to one capsule per season by 2030. We also aim to increase customer participation in our RESOURCED program which encourages customers to exchange their old clothing and shoes for a discount on future purchases. By increasing customer participation in the program and committing to international expansion of the program, we help divert unwanted shoes and clothing that would have otherwise ended up in a landfill. In addition to the ongoing program, we set ourselves a goal to introduce or increase repair, resale, and upcycling initiatives in key markets, that can truly drive a circular economy in near future. To achieve this, GUESS is currently revisiting the actual RESOURCED program partnerships and communication to maximize effect with our customer.

Specific Requirements: None

MANAGEMENT OF MATERIAL TOPICS continued

GRI 2-23, 2-24, 3-3, 416-2, 417-2, 417-3, SASB CG-AA-250a.2, CG-AA-430a.1

Priority topics continued**6. Pollution and chemicals (previously labeled as Chemicals Management)**

This is covered in the Chemicals, pollution, and water stewardship section of our strategy and reporting. Due to the overlap in how we approach the topics, we report on Pollution and chemicals, and Water stewardship together.

It is important that the chemicals and dyes used in manufacturing that could pose harm to the health of workers or the environment are properly monitored and managed and avoided where possible.

Trend vs. previous materiality assessment: Topic rising in importance.

Boundary and Involvement: We have direct influence over our internal product quality testing and performance protocol program for our products, seeing this as a fundamental responsibility to our customers. External chemical testing in our supply chain is not under our direct influence though we are striving to extend our responsibility in this direction.

Reporting Limitations: Our chemical testing program at present includes Tier 1 vendors and inbound logistics quality testing.

Actual or potential impacts: Chemicals used irresponsibly can lead to pollution of water ways and ground as well as harm to human health.

Policies & Goals:

- List of Restricted Substances and Materials (2023)
- Eliminate unnecessary use of persistent organic pollutants (“forever chemicals” / PFAS) in line with the requirements of our LRSM (2025)
- Become signatory of ZDHC and adopt ZDHC MRSL (2026)
- All supply chain ZDHC approved (2030)

- Clean wastewater – Zero hazardous chemicals leaving wet processors (2030)

Impact management & effectiveness evaluation:

We require Tier 1 suppliers to comply with our category-specific List of Restricted Substances and Materials (LRSM). This is supported by supplier testing of finished products and independent testing by accredited third parties. In addition, GUESS is aware of risks associated with discharge of water from supplier facilities and in this regard we have set ambitious goals to become signatory of ZDHC and adopt ZDHC MRSL by 2026. Currently, GUESS is not tracking the treatment methods used for wastewater discharge at supplier facilities.

Specific Requirements: Tier 1 suppliers are required to agree to and use our LRSM, with additional requirements needed as part of our GUESS ECO guidance. The LRSM was drafted by the Quality Control department with the support of external expert conducting a due diligence to identify the most stringent requirements on the use of chemicals in each country where GUESS operates. The policy is approved by the Head of the Technical department and is updated annually in partnership with a third-party expert to cover the European Union’s REACH requirements as well as other target markets’ or client specific regulations. The last version of the policy was issued in April 2023 and is publicly available at sustainability.guess.com. The LRSM is shared by email to Tier 1 suppliers as an attachment of the business contract (i.e. factory vendor agreement). The Quality Control department is in charge of verifying the compliance with the LRSM. Suppliers must provide evidence of the testing performed on final products or raw materials. Products or raw materials that do not pass testing may be accepted with contingencies to be reserved or reworked, and retested or rejected depending on adherence to legal requirements.

Significant topics**7. Responsible marketing (previously labeled as Business Ethics and Responsible Marketing)**

This is covered in the Responsible marketing section of our strategy and reporting.

GUESS is responsible for the products the company puts into the marketplace, and properly communicating to our customers about the product whether it be a regulatory requirement or a marketing claim.

Trend vs. previous materiality assessment: Topic remaining with a similar level of priority.

Boundary and Involvement: Marketing and product claims made by GUESS.

Reporting Limitations: Some specific issues related to ethics and integrity may be subject to confidentiality restrictions or may be unreportable for organization’s decision.

Actual or potential impacts: Incorrect claims will mislead customers, breaching trust and marketing regulations. Making accurate, substantiated claims will help build trust and 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 (2025)
- Review eco marketing policy in line with emerging best practice (2024)

Impact management & effectiveness evaluation:

For GUESS ECO and Consciously Constructed, we have guidelines in place on the claims that can be made and provide regular training and guidance updates to provide context, and support associates to understand and apply the guidelines. From a regulatory perspective, we generally remain in compliance with marketing regulations globally.

On occasion, we may have an issue related to specific marketing laws in particular jurisdictions, which is typically a result of human error in our global operation. If such an incident occurs, we immediately act and rectify the situation. We have also introduced goals to review eco label and eco marketing policies in line with emerging best practice.

Specific Requirements: Marketing communication requirements in specific localities, such as new AGEC regulations in France. In addition, for internal use and guidance to our marketing team, the Sustainability and ESG team defined, and update as necessary, the “Guidelines for Eco Fibers & Product Public Facing Claims”. This guideline is based on industry best practice and the recommendation shared for the industry by Textile Exchange. The guideline sets the restrictions for public facing statements and claims that can be made for GUESS branded goods which contain environmentally preferred materials. This guideline is shared internally through meetings and dedicated training sessions.

8. Diversity and inclusion (previously labeled as Diversity, Inclusion, and Equal Opportunities)

This is covered in the Diversity and inclusion section of our strategy and reporting.

With over 12,000 employees globally, we are proud of our inclusive company culture, celebrating diversity and cultivating creativity throughout the business. Diversity and inclusion of all is essential to a healthy business environment that welcomes new ideas and perspectives.

Trend vs. previous materiality assessment: Topic with a small decline in importance.

Boundary and Involvement: The diversity of our organization occurs internally within the organization, over which we have direct responsibility for recruitment and hiring.

MANAGEMENT OF MATERIAL TOPICS continued

GRI 2-23, 2-24, 3-3, 304-2

Significant topics continued**8. Diversity and inclusion (previously labeled as Diversity, Inclusion, and Equal Opportunities) continued**

Reporting Limitations: We report on diversity of associates within our organization to the extent the data can lawfully be collected and reported.

Actual or potential impacts: A diverse, inclusive culture provides employment to all members of society, encourages equity and social justice and gives us a diverse range of perspectives and ideas. Discrimination of people from protected groups will lead to people feeling excluded and leaving our business and opens us up to regulatory non-compliance.

Policies & Goals:

- Guess?, Inc. Code of Ethics
- Review company marketing and advertising materials and develop plans to ensure diverse representation (ongoing)
- Maintain gender pay parity at all levels and geographic regions (2025)
- 100% of Directors and above trained on harassment prevention in workplace (2025)
- 100% of Managers covered with unconscious bias training (2025)

Impact management & effectiveness evaluation:

We review our performance and identify opportunities for improvement, as well as the effectiveness of and participation in training and events. In response to increased calls for social and racial justice in the US, GUESS has continued to grow its D&I council in the US and is in the process of relaunching the European D&I council. We monitor pay parity, and look to improve HR practices to promote diversity and inclusion in recruitment and internal policies. Through the GUESS Foundation, we provide

community outreach that reflects our commitment to support an inclusive culture and community. As we expand the Diversity Council globally, each council's focus will be tailored to be most relevant and appropriate for that region. We track D&I data through our Sustainability Report and submit relevant material to the Human Right Campaign's Corporate Equality Index. Our expectations of everyone at GUESS to support a diverse and welcoming workplace are spelled out in the Guess?, Inc. Code of Ethics. The Guess?, Inc. Code of Ethics is publicly available at investors.guess.com. We expect all at GUESS to promptly report and investigate concerns about possible discrimination, as appropriate, and to facilitate this, we maintain an open-door policy that fosters honest and open communication. GUESS associates are encouraged to discuss work-related concerns or issues with their Manager, Department Head, Human Resources, or Executive Management without fear of repercussion. In addition, our global whistleblower hotline allows associates to report concerns about unethical behavior or other potential conflicts.

Specific Requirements: Updated SEC guidance on general human capital disclosure that include diversity and inclusion topics. All new employees and suppliers sign our Guess?, Inc. Code of Ethics, and corporate associates have compulsory annual training on the topic. For full information and details on Guess?, Inc. Code of Ethics please refer to FY2023 Annual Report (10-K and Proxy statement).

9. Responsible sourcing (previously labeled as Supply Chain Management and Transparency)

This is covered in the Supply chain responsibility and labor rights and Responsible materials and products sections of our strategy and reporting. Due to the overlap in how we approach the topics, we report on the management of labor and environmental management in the supply chain together in Supply chain responsibility and labor rights and the use certification to manage environmental impacts in Responsible materials and products.

The majority of our social and environmental impacts lie in our supply chain. As a result, it is imperative that we have strong policies and processes in place to manage environmental and social risks in the supply chain.

Trend vs. previous materiality assessment: Topic remaining with a similar level of priority.

Boundary and Involvement: Internal GUESS processes to manage supplier onboarding, auditing and training.

Reporting Limitations: Our supplier processes are primarily focused on Tier 1 supplier factories.

Actual or potential impacts: Our responsible sourcing program is designed to manage the social and environmental supply chain impacts outlined in Labor rights and Sustainable products and materials.

Policies & Goals:

- Establish training program for GUESS suppliers in key regions (2023)
- Increase factory employee access to trainings and development opportunities and grievance mechanism (ongoing)

Impact management & effectiveness evaluation:

For Tier 1 supplier factories, we publicly report our audit findings on a biennial basis (see page 83-85). We use the trends found through audits and assessments to better inform our approach to training (content, format, participants and frequency), relationship building, supplier vetting and civil society engagement and positively impact workers beyond compliance. We are also continuing to monitor our program to align with best industry practice. We use our Vendor Scorecard program to evaluate our partners on key performance indicators that include social responsibility, environmental management, and innovation. The tool includes historical results, corrective action measures and GUESS training participation to ensure that the GUESS approach to vendor management and selection takes into account facility performance on these important topics.

We also use material certifications to identify environmentally preferred materials and manage supply chain environmental impacts.

Specific Requirements: New Tier 1 suppliers must sign our GUESS Supplier Factory Code of Conduct and provide evidence of their social compliance record via audit reports and certificates issued by peer companies, third-party audits and certification bodies, or multi-stakeholder organizations.

10. Nature and wildlife (previously labeled as Biodiversity and Wildlife Conservation)

This is covered in the Nature and biodiversity section of our strategy and reporting.

Our primary biodiversity impacts are through our materials choices, and as we increase our use of environmentally preferred materials – such as recycled or organic materials – we will continue to reduce our biodiversity impacts.

Trend vs. previous materiality assessment: Topic rising in importance.

Boundary and Involvement: The biodiversity impacts of our own operations, which are primarily shops and offices in towns and cities across the globe, are minimal. Instead, we focus on our supply chain and the materials we specify in our design.

Reporting Limitations: Although we can report on the quantity of certified or recycled materials, given the nature of our business, we currently have limited visibility of our supply chain biodiversity impacts, and we are not able to provide additional details such as species affected, or the extent of areas impacted.

Actual or potential impacts: Through our supply chain and the materials we source, we have the potential to negatively impact biodiversity primarily through deforestation to create cellulosic fibers, and pesticides and fertilizer use to grow cotton. Certified and regenerative fibers help to mitigate or reverse these impacts.

MANAGEMENT OF MATERIAL TOPICS continued

GRI 2-23, 2-24, 3-3, 303-1, 304-2

Significant topics continued**10. Nature and wildlife (previously labeled as Biodiversity and Wildlife Conservation) continued Policies & Goals:**

- Develop a biodiversity strategy aligned with SBTN (2025)

Impact management & effectiveness evaluation:

Our use of environmentally preferred materials will be key to reducing our supply chain biodiversity impacts. As such, we currently measure the proportion of certified and recycled materials. To expand, strengthen and codify our response to biodiversity impacts, we have a target to develop a biodiversity strategy aligned with SBTN by 2025.

Specific Requirements: None

11. Water stewardship

This is covered in the Chemicals, pollution, and water stewardship section of our strategy and reporting. Due to the overlap in how we approach the topics, we report on Pollution and Chemicals and Water stewardship together.

The GUESS brand was founded on denim, a fabric reliant on water from cotton growing to washing during the manufacturing process to customer care. Cotton can be a water intensive crop, and as GUESS' materials portfolio uses over 50% cotton, water stewardship, tracking and monitoring is fundamental to our environmental responsibility. We also see it as a risk management opportunity as water variability could become higher risk in areas in which we operate.

Trend vs. previous materiality assessment: Topic with a small decline in importance.

Boundary and Involvement: Corporate water use occurs internally to the organization and is something over which we have direct influence, although given the nature of the retail business, is relatively small. The company's water impact occurs external to the organization throughout the product lifecycle – upstream in raw material sourcing

and products manufacturing, and downstream in consumer product care and washing – and is something over which we have indirect control that we continue to influence, especially through our focus on GUESS ECO denim production.

Reporting Limitations: As our material water impact occurs in our supply chain, we do not report on direct operational water use. Our reporting is focused on innovations with Tier 1 suppliers to reduce water use and improve waste-water quality.

Actual or potential impacts: Denim is a water hungry material, using water throughout the life cycle to grow the cotton, and to dye, treat and wash the fabric. This can impact water availability and quality in supply chain communities.

Policies & Goals:

- GUESS Denim Water and Chemical Management Policy
- Be water positive in supply chain: replenishing more water than used in our supply chain (2035)

Impact management & effectiveness evaluation:

We conducted a product water footprint and lifecycle assessment in FY2017 and are continuing to monitor improvements throughout the lifecycle according to this baseline. We have a targeted, strategic approach to reduce our products' impact on water, with an emphasis on denim, throughout the lifecycle based on high impact areas and opportunities for influence and improvement. This strategy has resulted in our Denim Water and Chemicals Management Policy, which applies to all denim suppliers and their facilities. The policy addresses each phase of the denim life cycle to prioritize water savings and water quality. We are also finding innovative garment production methods to provide water and chemical saving for GUESS ECO denim products. These techniques and technologies reduce water impact and help us to have the most influence on our partners' practices. We have also set

an ambitious goal to be water positive in supply chain by 2035.

Specific Requirements: In order to drive the daily operations of our teams, Sustainability and ESG team has proposed the GUESS Denim Water and Chemical Management Policy to the GUESS Nominating and Governance Committee for approval. This policy is publicly available at sustainability.guess.com and is updated as deemed necessary. This policy is based on the recommendation shared for the industry by both the Textile Exchange and the UNFCCC task teams and it is shared internally through meetings and dedicated training sessions.

12. Packaging and waste (previously labeled as Use of Packaging and Packaging Materials; and Waste in Manufacturing and Operations)

This is covered in the Circular economy, packaging and waste section of our strategy and reporting. Due to the overlap in how we approach the topics, we report on Circular economy and Packaging and Waste together.

Responsible packaging and materials occur both inbound from suppliers and outbound to our retail stores, wholesale and e-commerce customers. With plastic waste accumulating in our environment, it is important that we transition our approach to packaging and materials to use more innovative solutions that are better for the environment and create less waste.

Trend vs. previous materiality assessment: Topic with a small decline in importance.

Boundary and Involvement: We are directly responsible for the packaging of our e-commerce shipments and shipments to stores.

Reporting Limitations: Currently we do not have full visibility into our apparel, handbag and footwear licensee packaging data, nor do we have the ability to fully track all inbound packaging from suppliers.

Actual or potential impacts: Packaging creates downstream waste, for our customers to manage, dispose of and recycle. Creating recyclable and recycled packaging supports circular principles and markets for recycled materials and input.

Policies & Goals:

- GUESS Responsible Packaging Policy
- 100% product packaging to be recycled and recyclable for all apparel and men's bags (including primary and secondary packaging and hangtags) (2030)

Impact management & effectiveness evaluation:

Our Responsible Packaging Policy covers varied packaging types including airbag fillers, dust bags, jewelry boxes, polybags, hangtags, and other forms of packaging. The policy has been implemented globally by both GUESS and our largest licensee business partners. We have committed that all product packaging will be recycled and recyclable for all apparel and men's bags (including primary and secondary packaging and hangtags) by 2030.

Specific Requirements: Collection of certifications as required for recycled materials. For internal use and guidance to our design and product development teams, the Sustainability and ESG team in cooperation with the product developer and licensee team leaders, defined and updated as deemed necessary the GUESS Responsible Packaging Policy, based on industry best practices, that set packaging requirements. This policy is shared internally through meetings and dedicated training sessions.

MANAGEMENT OF MATERIAL TOPICS continued
 GRI 2-23, 2-24, 3-3

Significant topics continued

13. Data privacy and cyber security (previously labeled as Management of Customer Data Privacy & Security)

This is covered in the Data security and privacy section of our strategy and reporting.

Protecting our customers’ and employees’ personal and financial data is of critical importance to GUESS. We maintain strong data security processes and infrastructure. High-profile retail data breaches in the media have affected general customer trust, and are a risk to every consumer-facing business.

Trend vs. previous materiality assessment: Topic with a small decline in importance.

Boundary and Involvement: We have direct influence over our privacy and security systems; however, the sophistication and breadth of breaches is significant and constantly evolving. We are also subject to international regulation on this topic.

Reporting Limitations: Our reporting scope is limited by confidentiality as well as legal considerations related to naming or detailing our privacy and security systems publicly.

Actual or potential impacts: A privacy leak can negatively impact customers’ and employees’ security, finances and wellbeing. Strong processes in this area support trust in our brand.

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 (ongoing)
- Establish a global “Bug Bounty Program” to incentivize the identification and reporting of potential security vulnerabilities (2024)

- Implement sustainable global asset management to reduce carbon footprint (ongoing)

Impact management & effectiveness evaluation:

We will continue to evaluate and improve our management approach to ensure we are staying current with the latest threats and key elements of compliance and security.

For every global region where we operate, we also stay abreast of relevant regional regulations, such as the EU General Data Protection Regulation (GDPR) and California Consumer Protection Act (CCPA). We will continue to improve our data protection policies and technologies, and monitor legislation to ensure the customer, associate, and company data handled by GUESS remains safe and protected.

Specific Requirements: Adherence to regulations as relevant by region.

14. Business ethics (previously labeled as Business Ethics and Responsible Marketing; and Sustainability Governance and Business Integration)

This is covered in the Governance and business ethics section of our strategy and reporting.

Our company relies on goodwill, reputation and trust in our brand with our customers, investors, business partners, employees and other stakeholders. Therefore, maintaining ethics and responsibility in how we do business and engage our stakeholders is a priority.

Trend vs. previous materiality assessment: Topic with a small decline in importance.

Boundary and Involvement: GUESS is responsible for acting as a responsible business to continue its operation and in obligation to shareholders.

Reporting Limitations: Some specific issues related to ethics and integrity may be subject to confidentiality or may be unreportable for organization’s decision.

Actual or potential impacts: Governance and ethics practices determine how robustly we can respond to our impact area, affecting performance across our impact areas and on the GUESS bottom line.

Policies & Goals:

- Guess?, Inc. Code of Ethics
- Align Executive performance incentives with ESG KPI performance (2024)
- Continuously improve GUESS Sustainability Assurance Framework to maintain the highest standards for ESG data quality (ongoing)
- Continue to obtain “reasonable assurance” of our key ESG metrics and disclosures (ongoing)
- Move to annual ESG Reporting starting FY2026 (2025)

Impact management & effectiveness evaluation:

GUESS takes great care to adhere to regulatory requirements within each marketplace where we operate globally. Our product compliance, legal and customs teams manage various elements of regulatory monitoring, and work closely with our product teams to assure consistent adherence with the law. We also conduct training for employees on general business ethics. ESG scores, good governance and overall management improvement are enhanced by the accountability provided by our biennial, externally validated Sustainability Report, as well as our hiring practices, employee culture and training. For more related to governance and ethics, please refer to the Corporate Governance section of our investors.guess.com website. We benchmark our progress through continuous improvement of SP Global, Sustainalytics, Independent Shareholder Services (ISS) Quality Scores as well as continuous improvement of our hiring practices, employee culture and training.

Specific Requirements: All new employees and suppliers sign our Guess?, Inc. Code of Ethics, and corporate associates have compulsory annual training on the topic. For full information and details on Guess?, Inc. Code of Ethics please refer to FY2023 Annual Report (10-K and Proxy statement).

STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-1

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 FY2022-2023 engagement platforms for each stakeholder group, along with the topics they raised, are summarized below.

Stakeholder type	Engagement methods	Key topics raised	Stakeholder type	Engagement methods	Key topics raised
Customers	<ul style="list-style-type: none"> • Customer surveys and feedback • Social media • Focus groups • Email and phone • Industry • Company research 	<ul style="list-style-type: none"> • Nature and wildlife • Pollution and chemicals 	Media and industry	<ul style="list-style-type: none"> • Industry associations • Industry initiatives, conferences, meetings • Interviews • Company research • Press events and communication 	<ul style="list-style-type: none"> • Nature and wildlife • Climate • Labor rights • Responsible marketing
Associates	<ul style="list-style-type: none"> • Online surveys • Interviews • Volunteering and training 	<ul style="list-style-type: none"> • Pollution and chemicals • Employee wellbeing and engagement 	Regulators and government	<ul style="list-style-type: none"> • Regulatory reporting and compliance • Meeting on emerging regulations and government initiatives • Work with industry associations 	<ul style="list-style-type: none"> • All topics relevant, particularly climate
Investors	<ul style="list-style-type: none"> • Investor surveys, reports • Company research • Direct communications • Industry 	<ul style="list-style-type: none"> • Nature and wildlife • Employee wellbeing and engagement • Labor rights • Responsible marketing • Community engagement • Business ethics 	Leadership	<ul style="list-style-type: none"> • Interviews • Surveys • ESG meetings 	<ul style="list-style-type: none"> • Circular economy • Responsible sourcing • Data privacy and cyber security • Labor rights • Employee wellbeing and engagement
Suppliers	<ul style="list-style-type: none"> • Interviews • Direct communications • Surveys, audits, trainings 	<ul style="list-style-type: none"> • Circular economy • Climate • Diversity and inclusion 			
Communities and NGOs	<ul style="list-style-type: none"> • Interviews • GUESS Foundation • Partnerships and sponsorships • GUESS Cares • Events • Research • Email 	<ul style="list-style-type: none"> • None identified 			

STAKEHOLDER ENGAGEMENT continued
GRI 2-28

Partnerships and collaboration

Organization	Membership and Collaboration	Topics Working on Together
 COMMUNITY MEMBER 	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 take action toward a more sustainable economy and world.	Transparency
	GUESS is a member of the SASB sector advisory group on consumer goods and actively engaged in our industry disclosures. This report was developed in keeping with two SASB Standards.	Transparency
	Since 2015, GUESS has been a member of the SAC, 19% 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.	Sustainable sourcing through the Higg FEM Index for safer chemistry and chemicals management, packaging, logistics, and others
	Cotton is a water-intensive crop that comprises over half of our material use. BCI helps farmers increase water efficiency, reduce pesticide use, and ensure fair treatment of workers.	Sustainable sourcing, sustainable raw materials
	In 2019, GUESS joined the Ellen MacArthur Foundation's Jeans Redesign Project to design and make jeans fit for a circular economy, today. The Project uses the principles of a circular economy to ensure positive impacts for the environment, society, and the health of those people working in the fashion industry. GUESS launched products that met the Project's Guidelines in fall 2021 and for all 2022 seasons.	Circularity, sustainable materials, recycling
	GUESS submitted its first CDP climate change report in 2018 and achieved leadership status in 2019. We continue to respond to CDP annually. In 2022, GUESS was recognized by the CDP to be among the top 8% for supplier engagement on climate change.	Climate change
	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.	Climate change

Organization	Membership and Collaboration	Topics Working on Together
	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.	Sustainable sourcing, sustainable raw materials
	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.	Climate change
	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.	Community support
	Since 2016, GUESS has sponsored sustainability and fashion classes at the Los Angeles Fashion Institute of Design and Merchandising, educating hundreds of students and associates on material efficiency, circularity, sustainable denim, sustainable life cycle, and other topics.	Sustainability education and engagement
	In China, we partnered with Inno Community Development Organization, a non-profit committed to improving workplace transparency, equality, and public health. We provided a confidential Handshake Workers' Hotline that enables 1,000+ workers to report any concerns anonymously.	Supply chain social compliance, workers' grievance program
	GUESS continues to work together with Homeboy Industries an organization that provides hope, training, and support to formerly gang-involved and previously incarcerated individuals.	Community support

ACTION GUESS & GOALS

GUESS ESG Goals (deadline – calendar year)	FY2023 status
Respect nature	
Climate	
Reduce Scope 1 + 2 GHG emissions by 50% vs baseline FY2019 (2030)	-50%
100% renewable electricity in company operated facilities (2035) ¹	New metric to be established
Reduce Scope 3 ² GHG emissions by 30% vs baseline FY2019 (2030)	-17%
Climate Positive: exceeding carbon neutrality by removing additional CO ₂ from atmosphere (2035) ¹	New metric to be established
Announce roadmap to achieve SBTs (2024) ³	Ongoing
Responsible materials and products	
30% of GUESS global apparel materials portfolio will be environmentally preferred (2023) ⁴	28%
75% of GUESS global apparel materials portfolio will be environmentally preferred (2030) ¹	New metric to be established
75% of all fibers used in men’s bags main material will be environmentally preferred (2025) ¹	New metric to be established
80% recycled or biobased polyester will be used for the apparel mainline (2025) ⁵	21%
80% recycled or biobased polyester will be used for all apparel brands (2030) ⁶	15%
80% regenerative, recycled, or organic cotton will be used for all apparel brands (2030) ¹	New metric to be established
75% of GUESS denim apparel mainline will be GUESS ECO (2030) ⁷	42%
50% of GUESS all apparel mainline will be GUESS ECO (2025) ¹	51%
35% of GUESS apparel Factory mainline will be Consciously Constructed (2025) ¹	21%
50% of GUESS men’s bags will be GUESS ECO (2025) ¹	New metric to be established

1 New goal introduced in GUESS ESG Strategy.
 2 Category 1 – Purchased Goods and Services.
 3 Previous goal was “Announce roadmap to achieve SBTs (2021)”; with the continuing COVID-19 pandemic and the challenges businesses have faced, we have yet to meet this goal entirely. Heading into 2023, we are reestablishing our strong commitment to integrating such commitments in our strategy and deliver the expected results.
 4 Previous goal was “30% of our global materials portfolio will be more sustainable (2023)”; rewording to better specify the goal’s scope.
 5 Previous goal was “100% recycled or biobased polyester for mainline (2024)”; due to constraints on availability, quality, performance and final appearance of the garment, we had to remodulate this target so we can still consistently challenge the innovation of our products but stay true to GUESS fashion.

GUESS ESG Goals (deadline – calendar year)	FY2023 status
Circular economy, packaging, and waste	
Introduce or increase repair, resale, and upcycling initiatives in key markets, that truly drive a circular economy (2025) ¹	New metric to be established
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) ¹	To be started
Apply circular design playbook to one capsule per each season (2030) ¹	To be started
100% product packaging to be recycled and recyclable for all apparel and men’s bags (including primary and secondary packaging and hangtags) (2030) ⁸	New metric to be established
Chemicals, pollution, and water stewardship	
Eliminate unnecessary use of persistent organic pollutants (“forever chemicals” / PFAS) in line with the requirements of our LRSM (2025) ¹	New metric to be established
Be water positive in supply chain: replenishing more water than used in our supply chain (2035) ¹	New metric to be established
Clean wastewater – Zero hazardous chemicals leaving wet processors (2030) ¹	New metric to be established
Become signatory of ZDHC and adopt ZDHC MRSL (2026) ¹	To be started
All supply chain ZDHC approved (2030) ¹	New metric to be established
Nature and biodiversity	
Develop a biodiversity strategy aligned with SBTN (2025) ¹	To be started

6 Previous goal was “100% recycled or biobased polyester for all brands (2029)”; due to constraints on availability, quality, performance and final appearance of the garment, we had to remodulate this target so we can still consistently challenge the innovation of our products but stay true to GUESS fashion.
 7 Previous goal was “75% of GUESS denim mainline will be SMART GUESS (2024)”; due to constraints on availability, quality, performance and final appearance of the garment, we had to remodulate this target so we can still consistently challenge the innovation of our products but stay true to GUESS fashion.
 8 Previous goal was “100% of product packaging to be recycled or recyclable (2025)”; deadline extended to include the whole packaging used during GUESS product life cycle considering both primary and secondary packaging.

ACTION GUESS & GOALS continued

GUESS ESG Goals (deadline – calendar year)	FY2023 status
Be a good teammate	
Supply chain responsibility and labor rights	
Publish and update an interactive multi-tier supply chain map (2025) ⁹	Ongoing
Becoming member of best-in-class associations for social compliance (such as The Bangladesh Accord and Better Work) to ensure all key factories ¹⁰ have worker safety and wellbeing (2025) ¹	To be started
Establish training program for GUESS suppliers in key regions (2023) ¹¹	From FY2022 GUESS established a quarterly training program for GUESS suppliers
Increase factory employee access to trainings and development opportunities and grievance mechanism (ongoing)	Ongoing
Develop training and development opportunities to promote positive change for women (2025) ¹²	New metric to be established
Diversity and inclusion	
Review company marketing and advertising materials and develop plans to ensure diverse representation (ongoing) ¹	Ongoing
Maintain gender pay parity at all levels and geographic regions (2025) ¹	Corporate: 97% Retail: 98% Distribution center: 82%
100% of Directors and above trained on harassment prevention in workplace (2025) ¹	To be started
100% of Managers covered with unconscious bias training (2025) ¹	To be started
Employee wellbeing and engagement	
All associates will be sustainability literate (2025) ¹³	Ongoing
Expand wellness and mental health programs for all employees (2025) ¹	Ongoing
Create a metric to measure internal promotion rate to Senior Manager positions and above versus external (2025) ¹	New metric to be established
Create a metric on learning hours and assess the baseline; disclose medium-term target (2027) ¹	New metric to be established

GUESS ESG Goals (deadline – calendar year)	FY2023 status
Get things done	
Governance and business ethics	
Align Executive performance incentives with ESG KPI performance (2024) ¹⁴	Ongoing
Continuously improve GUESS Sustainability Assurance Framework to maintain the highest standards for ESG data quality (ongoing) ¹⁵	Ongoing
Continue to obtain “reasonable assurance” of our key ESG metrics and disclosures (ongoing) ¹⁶	Ongoing
Move to annual ESG Reporting starting FY2026 (2025) ¹	To be started
Responsible marketing	
Review eco label policy in line with emerging best practice (2025) ¹	To be started
Review eco marketing policy in line with emerging best practice (2024) ¹	To be started
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) ¹	Ongoing
Establish a global “Bug Bounty Program” to incentive the identification and reporting of potential security vulnerabilities (2024) ¹	Ongoing
Implement sustainable global asset management to reduce carbon footprint (ongoing) ¹	Ongoing

1 New goal introduced in GUESS ESG Strategy.

9 Previous goal was “Publish multi-tiered supplier map (2021)”; achieved goal but re-proposed for short term to be an interactive mapping.

10 Factories from which GUESS sources over 250 thousand units per year.

11 Previous goal was “Establish training program for 100% factory owners in key regions (2024)”; rewording to include not only factory owners and anticipated.

12 Previous goal was “Partner with key vendors on disclosures and programs that will lead to positive change for women (2022)”; rewording to better specify the goal’s scope.

13 Previous goal was “100% of product teams educated on sustainability and designing for circularity (2021)”; postponed to 2025 to expand the scope of the goal including all associates.

14 Previous goal was “Connect ESG performance with new incentive structures (2022)”; with the continuing COVID-19 pandemic and the challenges businesses have faced, we have yet to meet this goal entirely. Heading into 2023, we are reestablishing our strong commitment to integrating such commitments in our strategy and deliver the expected results.

15 Previous goal was “Continuously Improve our Internal Audit protocol to maintain highest standards for ESG data quality (ongoing)”; rewording for clarity.

16 Previous goal was “Obtain third-party assurance of non-financial data to increase stakeholder confidence in our reporting”; goal achieved, reworded for continuity.

ABOUT OUR REPORT

GRI 2-2, 2-3, 2-5

About our report

Scope and boundaries

This ESG Report covers the periods from January 31, 2021 to January 29, 2022 (FY2022) and January 30, 2022 to January 28, 2023 (FY2023). Select 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 centers, warehouses, and retail stores directly owned and operated by GUESS unless otherwise indicated. 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.

Data presented in this report includes the entities that are consolidated for financial reporting purposes, with a few exceptions for certain KPIs, including:

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

- Our JV in Russia is included because it is operated by GUESS. We have included 100% of this JV's data in our metrics, rather than make adjustments for minority interests.

The content of this report includes ESG topics determined to be material based on our double materiality assessment, and are topics that 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.

Our contributions to the United Nations Sustainable Development Goals (UN SDGs) are also addressed.

Management's Assertion

The metrics and disclosures referenced in the GRI Index contained on pages 94-99 were prepared in accordance with the Global Reporting Initiative Universal Standards (2021) – "GRI Universal Standards".

The metrics and disclosures referenced in the SASB Index contained on pages 100-102 were prepared in accordance with the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard (2018), and the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard (2018) – collectively, the "SASB Standards".

Our Scope 1, 2 and 3 greenhouse gas ("GHG") emissions contained on page 81 and the related methodological statements on pages 104-106 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, including the GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard – collectively, the "GHG Protocol".

The KPIs in the ESG data summary tables contained on pages 81-93 were prepared in accordance with the GHG Protocol, GRI Universal Standards, the SASB Standards, and the Supplemental KPIs and criteria on page 103, as specified within the tables.

Our Scope 1, 2 and 3 greenhouse gas GHG emissions, the metrics and disclosures referenced in the GRI Index, the metrics and disclosures referenced in the SASB Index, and the KPIs in the ESG data summary tables referenced above 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 responsible for the collection, quantification, and presentation of our Key ESG 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 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 approach to assurance

We are committed to transparently reporting our progress against our ESG Goals and 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.

Internal Audit

Our Internal Audit team has reviewed our FY2022-2023 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 assertions as of and for the fiscal years ended January 29, 2022 and January 28, 2023 described above under the "Management's assertion" section and issued a reasonable assurance report. Please see page 80 for the Independent accountants' report. For avoidance of doubt, forward-looking information, including our commitments and goals, was not subject to KPMG's assurance. In addition, throughout the ESG Report, we've included specific GRI and SASB indicator references on the upper left-hand corner of relevant pages to help facilitate cross-referencing from the GRI and SASB indices. Accordingly, pages within the ESG Report without a GRI or SASB indicator are not subject to KPMG's assurance, unless otherwise specified in the Independent accountants' report on page 80.

INDEPENDENT ACCOUNTANTS' REPORT

GRI 2-5



KPMG LLP
Two Financial Center
60 South Street
Boston, MA 02111

The Board of Directors and Management Guess?, Inc.:

We have examined management of Guess?, Inc.'s assertions on page 79 of the GUESS ESG Report Fiscal Years 2022-2023 (the "ESG Report") that (1) the metrics and disclosures included in the GRI index, (2) the metrics and disclosures included in the SASB index, (3) Guess?, Inc.'s Scope 1, 2 and 3 greenhouse gas (GHG) emissions metrics and disclosures, and (4) the key performance indicators ("KPIs") in the ESG data summary tables as of and for the years ended January 29, 2022 and January 28, 2023 (collectively, the "Key ESG Metrics and Disclosures" appearing on pages 81-106) were prepared in accordance with the Global Reporting Initiative Universal Standards, the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard, and the Multiline and Specialty Retailers & Distributors Sustainability Accounting Standard, the World Resource Institute/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 the Supplemental KPIs and criteria, as specified within the Key ESG Metrics and Disclosures, respectively (collectively, the "Management Assertion"). Guess?, Inc.'s management is responsible for its assertion. Our responsibility is to express an opinion on Management's Assertion based on our examination.

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. Those standards require that we plan and perform the examination to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects. An examination involves performing procedures to obtain evidence about management's assertion. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risks of material misstatement of management's assertion, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the examination engagement.

As discussed in the "Estimation uncertainty" section on page 79, measurement of certain 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 examination was limited to Management's Assertion. All other information presented within the ESG Report, including forward looking statements, hyperlinked information, and prospective information such as targets, goals, ambitions, 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.

In our opinion, Management's Assertion related to the Key ESG Metrics and Disclosures as of and for the years ended January 29, 2022 and January 28, 2023 is fairly stated, in all material respects.

Boston, Massachusetts

June 28, 2023

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.

ESG DATA SUMMARY

KPI	Unit	FY2020*	FY2021*	FY2022	FY2023	
Environment						
Climate						
GHG emissions¹ (GRI 305-1, 305-2, 305-3, 305-5)						
Scope 1	MTCO ₂ e	1,576	1,137	1,124	1,216	
Scope 2 (Location-based)	MTCO ₂ e	37,497	29,694	25,635	26,213	
Scope 2 (Market-based)	MTCO ₂ e	41,425	32,377	19,420	19,079	
Total Scope 1 and 2 (Location-based)	MTCO ₂ e	39,073	30,831	26,759	27,429	
Total Scope 1 and 2 (Market-based)	MTCO ₂ e	43,001	33,514	20,544	20,295	
Scope 3 (Category 1 – Purchased Goods and Services)	MTCO ₂ e	445,802	303,743	524,296	385,077	
Scope 2 (Market-based) emissions reduction due to RECs purchased	MTCO ₂ e	Not reported	Not reported	9,740	11,358	
Energy consumption (GRI 302-1, SASB CG-MR-130a.1)						
Non-renewable energy consumption	Electricity consumption ²	GJ	380,558	318,665	209,080	223,717
	Heating consumption	GJ	31,305	22,590	22,317	24,158
	Cooling consumption	GJ	2,208	2,200	1,516	1,309
	Total	GJ	414,071	343,455	232,913	249,185
Renewable energy consumption	Renewable Energy Credits	GJ	0	0	95,721	98,582
Total energy consumption	Total	GJ	414,071	343,455	328,634	347,767
Energy consumed in retail and distribution centers	Total energy consumed	GJ	362,349	294,317	276,216	299,892
	Percentage grid electricity	GJ	93%	93%	94%	93%
	Percentage renewable	GJ	Not reported ³	Not reported ³	22%	26%
	Total energy sold (GJ)	GUESS does not sell energy, nor does it make any direct purchases of renewable energy sources.				
Responsible materials and products (GRI 308-1, SASB CG-AA430a.2, Internal Criteria – KPI #1)						
New suppliers assessed for environmental impacts ⁴ (SVR)	Number	Not reported	Not reported	93	107	
	Percentage	Not reported	Not reported	65%	82%	
Suppliers assessed for environmental impacts ⁴ (Higg FEM) ⁵	Number	37	43	61	73	
	Percentage	9%	12%	17%	19%	
Denim mills reporting to Higg FEM	Percentage	33%	75%	60%	100%	

* Subject to KPMG’s prior examination engagement. Please see page 91 of the FY2020–2021 Sustainability Report for the Independent accountants’ report.

1 For Scope 1, 2 and 3 emissions FY2019 is the SBTi baseline – Scope 1 FY2019: 1,539 MTCO₂e; Scope 2 FY2019: 39,246 MTCO₂e; Scope 3 FY2019: 463,162 MTCO₂e.

Breakdown of FY2022 and FY2023 emissions data for all relevant GHGs separately, in metric tons of carbon dioxide (CO₂) equivalent (MTCO₂e):

	FY2022				FY2023			
	CO ₂	CH ₄	N ₂ O	Total	CO ₂	CH ₄	N ₂ O	Total
Scope 1	1,122	1	1	1,124	1,215	0.6	0.6	1,216
Scope 2 (Location-based)	25,517	38	80	25,635	26,090	41	82	26,213
Scope 2 (Market-based)	19,390	6	24	19,420	19,063	3	13	19,079

2 Excluding Renewable Energy Credits (RECs).

3 We did not have contracted renewable energy in our energy mix in FY2020 and FY2021 and are therefore unable to claim renewable energy under the Scope 2 Guidance of the GHG Protocol for these years. We are evaluating our renewable energy strategy as part of achieving our science-based target and have started adding RECs into our energy mix starting from FY2022.

4 Starting from FY2022, GUESS introduced a new tool (Sustainable Vendor Rating – SVR) to assess environmental impacts of new suppliers. For future fiscal years, GUESS intends to deploy the SVR tool to existing suppliers. In this report, new suppliers are counted towards the SVR, while all suppliers are counted towards Higg FEM.

5 Tier 1 suppliers only, GUESS has not yet started to track the completion rate of its Tier 2 suppliers to Higg FEM.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023
Environment continued						
Responsible materials and products continued						
GUESS Product Materials Overview by equivalent units purchased⁶ (GRI 301-1)						
Renewable fibers	Cotton	Percentage	59%	60%	62%	57%
	Cellulosic (including Tencel)	Percentage	10%	10%	9%	10%
	Other – Natural ⁷	Percentage	<1%	<1%	<1%	<1%
	Leather	Percentage	1%	1%	1%	2%
	Angora ⁸	Percentage	0%	0%	0%	0%
Non-renewable fibers	Synthetic	Percentage	29%	28%	27%	30%
	Other – MMF	Percentage	<1%	<1%	<1%	<1%
Environmentally preferred raw material⁹ (GRI 301-2, SASB CG-AA-440a.2, CG-MR-410a.1)						
Certified materials sourced	Organic materials ¹⁰	Percentage by weight	0.28%	6%	11%	11%
	Recycled materials ¹¹	Percentage by weight	0.22%	1%	1%	5%
	Total certified materials	Percentage by weight	0.50%	7%	12%	16%
Certified materials sourced	Recycled materials ¹¹	Percentage by equivalent units	0.14%	1%	1%	3%
Sustainable materials sourced	Environmentally preferred materials ¹²	Percentage by equivalent units	1%	12%	19%	28%
Revenues from third-party certified styles		USD \$	15,999,575	74,190,251	192,710,060	389,365,710
Environmentally preferred product⁹ (Internal Criteria – KPI #4, #5, #6)						
Consciously Constructed styles ¹³	GUESS Factory mainline ¹⁴	Percentage by units	Not reported	Not reported	1%	21%
Recycled or biobased polyester sourced	Mainline ¹⁷	Percentage by equivalent units	Not reported	Not reported	14%	21%
	All brands ¹⁵	Percentage by equivalent units (weight)	Not reported	Not reported	8% (6%)	15% (14%)
GUESS ECO styles ¹⁶	Mainline ¹⁷ denim only	Percentage by units	3%	21%	23%	42%
	Mainline ¹⁷ non-denim only	Percentage by units	2%	16%	40%	53%
	Mainline ¹⁷ denim and non-denim	Percentage by units	2%	17%	38%	51%
Circular economy, packaging, and waste (Internal Criteria – KPI #3)						
Total amount of leftovers diverted from landfills		Kilograms	31,374	27,670	49,272	101,515

* Subject to KPMG’s prior examination engagement. Please see page 91 of the FY2020–2021 Sustainability Report for the Independent accountants’ report.

6 Fiber composition (both equivalent units and weight) is calculated on main fabric only – as reported in the composition label, excluding packaging. Data calculated on purchased Apparel, Accessories and Footwear merchandise directly purchased by Guess US, Guess Canada, Guess Europe, and Greater China excluding samples and merchandise not to be sold (e.g. gift, advertising); FY2020 and FY2021 data are calculated on 96% of purchased goods while FY2022 and FY2023 data are calculated on 98% of purchased goods.

7 Includes alpaca hair, cashmere, linen, mercerized wool, virgin wool, wool, recycled wool, other hair.

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

9 Data calculated on apparel only merchandise directly purchased by Guess US, Guess Canada and Guess Europe, excluding samples and merchandise not to be sold (e.g. gift, advertising). Environmentally preferred materials include items for which we have received or expect to receive the required certification (e.g., Transaction Certificate “TC” or other supporting evidence). In accordance with industry guidelines, such documentation may be provided up to six-months after the receipt of the merchandise. FY2023 data has been calculated as of our fiscal year-end and estimated for the remaining amount expected to be received within the six-month window after January 28, 2023. The estimated population, representing 29% of environmentally preferred materials’ equivalent units for FY2023, has been calculated using historical data for the first six-months of the FY2023. 4% of the estimated population represents Branded Initiatives for which there is no timeframe limitation. Such estimates were based on judgment and historical knowledge of each individual supplier.

10 OCS and GOTS certifications are aggregated and presented as one certification, “Organic Material”.

11 GRS (including Repreve™ fabric) and RCS certifications are aggregated and presented as one certification, “Recycled Material”.

12 Environmentally preferred materials include both certified materials (i.e. organic and recycled) and more sustainable non-certified materials (e.g., hemp, linen, Lenzing™).

13 Consciously Constructed stands for GUESS Factory off-price 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 more sustainable product range by GUESS.

14 GUESS Factory mainline stands for off-price mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear. 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).

15 All brands include mainline.

16 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.

17 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, GBG, GUESS Jeans U.S.A., GUESS Originals).

ESG DATA SUMMARY continued

KPI	Unit	FY2020*	FY2021*	FY2022	FY2023
Social					
Supply chain responsibility and labor rights					
Directly sourced suppliers assessed for social impact (GRI 308-2, 414-2a)	Number	329	246	265	266
Suppliers identified as having significant actual and potential negative social impacts (GRI 308-2, 414-2b)	Percentage	96%	94%	92%	90%
Supplier factories reporting compliance issues (GRI 308-2, 414-2c)					
Health and safety	Number	186	123	133	142
Hours of work	Number	120	87	91	108
Wages and benefits	Number	121	80	93	106
Laws and regulations	Number	58	39	43	55
Environment	Number	47	33	28	38
Freedom of association and collective bargaining	Number	24	25	21	32
Monitoring and compliance	Number	33	21	8	13
Communication	Number	16	3	8	7
Health and safety – dormitories	Number	14	9	9	2
Harassment ¹⁸	Number	13	3	7	2
Child labor ¹⁹	Number	7	2	3	2
Subcontracting	Number	3	2	0	2
Women's rights ²⁰	Number	4	0	1	1
Non-discrimination ²¹	Number	4	2	0	0
Forced labor ²²	Number	3	2	1	0
Relationship with suppliers (GRI 414-2d, SASB CG-AA-430b.1)					
Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	Percentage	98%	100%	100%	100%
Supplier factories that have been audited to the GUESS supplier Code of Conduct ²³	Percentage	55%	52%	58%	58%

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

18 Findings related to monetary fine or lack of proper procedures, records or training for disciplinary measure management.

19 Findings related to young workers' overtime issue, lack of proper procedures, document keeping.

20 Findings related to absence or inadequate equipment in lactation room.

21 Findings related to lack of specific anti-discrimination policy and missing hiring of workers with disabilities.

22 Findings related to excessive restrictions placed on basic liberties (clock-in-clock-out to go to toilet).

23 Directly sourced suppliers (Tier 1) that received POs in fiscal year. The related GRI metric includes the number of assessments performed during the reporting period. The SASB standards use the word "audit" and also track completion differently. The difference between the GRI and SASB standards means that if we conduct an audit in the final month(s) of the previous fiscal year and assess the results in the current fiscal year, the number is included for GRI, but not for SASB. In addition, if GUESS does not use a supplier again in the new fiscal year, it is still counted as an active supplier under SASB.

ESG DATA SUMMARY continued

KPI	Unit	FY2020*	FY2021*	FY2022	FY2023	
Social continued						
Supply chain responsibility and labor rights continued						
Relationship with suppliers (GRI 414-2e, SASB CG-AA-430b.1, CG-AA-430b.2) continued						
Audits conducted by third-party auditors	Percentage	99.6%	100%	100%	100%	
Priority non-conformance rate for suppliers' labor code	Percentage	7%	6%	2%	2%	
Non-conformance associated corrective action rate for suppliers' labor code	Percentage	97%	100%	100%	100%	
Priority non-conformance associated corrective action rate for suppliers' labor code	Percentage	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	Percentage	0%	0.4%	0.4%	0%	
Directly sourced suppliers' training programs ²⁴	Number of training events	Number	3	0	1	3
	Number of suppliers trained	Number	80	0	27	186
Description of the greatest labor and environmental, health, and safety risks in the supply chain (GRI 414-2, SASB CG-AA-430b.3)						
Health and safety	No or missing machine guards	Number and %				
	Chemicals are not stored in appropriate secondary containers, kept off the ground, and/or labeled properly with safety precautions		Not reported	Not reported	102 (84%)	108 (77%)
Hours of work	No/Inadequate health and medical checks					
	Overtime in excess of law or code	Number and %				
Wages and benefits	Systematic or periodic excessive overtime on a regular basis		Not reported	Not reported	72 (59%)	82 (59%)
	Failure to provide 100% of employees with pension, medical, and work-related injury insurance	Number and %	Not reported	Not reported	74 (61%)	80 (57%)
	Failure to provide 100% of employees with unemployment and maternity insurance					

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

24 Suppliers include both vendors and plants. All FY2021 trainings postponed due to COVID-19.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023	
Social continued							
Supply chain responsibility and labor rights continued							
% of assessments performed by GUESS auditors and others on directly sourced suppliers (Internal Criteria – KPI #2)							
Audits	GUESS audits	External auditors	Percentage	16%	16%	16%	15%
		GUESS internal auditors	Percentage	<1%	0%	0%	0%
	External audits	Sedex	Percentage	26%	25%	24%	30%
		BSCI	Percentage	0%	0%	12%	17%
		Other	Percentage	19%	16%	7%	6%
	Total		Percentage	62%	57%	59%	68%
Certification		WRAP	Percentage	36%	41%	37%	30%
		SA8000	Percentage	2%	1%	4%	2%
		Serico	Percentage	<1%	1%	<1%	<1%
		Total		Percentage	38%	43%	41%
GUESS' directly sourced apparel, jewelry, and accessories by country and units purchased²⁵ (GRI 2-6, 301-1, SASB CG-AA-000.A)							
	China		Percentage	42%	27%	25%	31%
	Bangladesh		Percentage	15%	23%	32%	29%
	India		Percentage	14%	18%	18%	17%
	Guatemala		Percentage	7%	5%	3%	3%
	Pakistan		Percentage	2%	2%	3%	3%
	Vietnam		Percentage	3%	5%	4%	2%
	Myanmar		Percentage	3%	4%	3%	2%
	Turkey		Percentage	2%	3%	2%	2%
	Indonesia		Percentage	2%	2%	2%	2%
	Tunisia		Percentage	2%	2%	2%	2%
	Italy		Percentage	1%	1%	1%	2%
	Mexico		Percentage	2%	2%	1%	1%
	Sri Lanka		Percentage	1%	1%	1%	1%
	Cambodia		Percentage	0%	1%	1%	<1%
	Other		Percentage	5%	3%	2%	2%
	Total suppliers		Number	438	358	360	375
	Quantity received (units)		Million	Not reported	Not reported	62	58

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

25 This section includes data from Guess US, Guess Canada, Guess Europe, and Guess Asia (China subsidiaries only). Tier 1 suppliers only.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023
Diversity and inclusion						
Racial/Ethnic group representation of the US employees by category (GRI 405-1, SASB CG-MR-330a.1)						
Indigenous American/Alaska Native	Managers and above including Executives	Percentage	Not reported	Not reported	1%	1%
	All other employees	Percentage	Not reported	Not reported	1%	0%
Asian	Managers and above including Executives	Percentage	20%	13%	8%	8%
	All other employees	Percentage	7%	7%	6%	6%
Black or African American	Managers and above including Executives	Percentage	4%	8%	12%	14%
	All other employees	Percentage	15%	15%	16%	18%
Hispanic or Latinx	Managers and above including Executives	Percentage	21%	35%	49%	46%
	All other employees	Percentage	52%	52%	52%	50%
Native Hawaiian/Pacific Islander	Managers and above including Executives	Percentage	Not reported	Not reported	1%	1%
	All other employees	Percentage	Not reported	Not reported	1%	0%
White	Managers and above including Executives	Percentage	50%	36%	24%	24%
	All other employees	Percentage	19%	21%	19%	20%
Other	Managers and above including Executives	Percentage	5%	8%	0%	0%
	All other employees	Percentage	7%	5%	0%	0%
Two or more races	Managers and above including Executives	Percentage	Not reported	Not reported	5%	6%
	All other employees	Percentage	Not reported	Not reported	5%	5%
Racial/Ethnic group representation of the US employees by location (GRI 405-1, SASB CG-MR-330a.1)						
Indigenous American/Alaska Native	Executives only ²⁷	Percentage	Not reported	Not reported	0%	0%
	Corporate ²⁶	Percentage	Not reported	Not reported	0%	0%
	Retail ²⁶	Percentage	Not reported	Not reported	1%	1%
Asian	Executives only ²⁷	Percentage	19%	24%	26%	23%
	Corporate ²⁶	Percentage	18%	20%	19%	19%
	Retail ²⁶	Percentage	5%	4%	4%	4%
Black or African American	Executives only ²⁷	Percentage	Not reported	Not reported	0%	0%
	Corporate ²⁶	Percentage	9%	9%	9%	9%
	Retail ²⁶	Percentage	16%	15%	16%	18%

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

²⁶ Excluding Executives.

²⁷ Executives includes VPs and above.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023	
Diversity and inclusion continued							
Racial/Ethnic group representation of the US employees by location (GRI 405-1, SASB CG-MR-330a.1) continued							
Hispanic or Latinx	Executives only ²⁷	Percentage	4%	4%	4%	4%	
	Corporate ²⁶	Percentage	26%	26%	27%	28%	
	Retail ²⁶	Percentage	56%	56%	57%	54%	
Native Hawaiian/Pacific Islander	Executives only ²⁷	Percentage	Not reported	Not reported	0%	0%	
	Corporate ²⁶	Percentage	Not reported	Not reported	1%	1%	
	Retail ²⁶	Percentage	Not reported	Not reported	1%	0%	
White	Executives only ²⁷	Percentage	77%	72%	66%	69%	
	Corporate ²⁶	Percentage	41%	40%	40%	39%	
	Retail ²⁶	Percentage	16%	18%	16%	18%	
Other	Executives only ²⁷	Percentage	Not reported	Not reported	0%	0%	
	Corporate ²⁶	Percentage	6%	5%	0%	0%	
	Retail ²⁶	Percentage	7%	7%	0%	0%	
Two or more races	Executives only ²⁷	Percentage	Not reported	Not reported	4%	4%	
	Corporate ²⁶	Percentage	Not reported	Not reported	4%	4%	
	Retail ²⁶	Percentage	Not reported	Not reported	5%	5%	
Employees by Executive Management²⁷ and associates²⁶ by retail and corporate by age and gender (GRI 2-9, 405-1)							
Executive Management – Global level	Gender	Female	Percentage	35%	29%	31%	30%
		Male	Percentage	65%	71%	69%	70%
		Not declared	Percentage	Not reported	Not reported	0%	0%
	Age	Below 30	Percentage	Not reported	Not reported	0%	0%
		30-50	Percentage	55%	42%	40%	32%
		Over 50	Percentage	45%	58%	60%	68%

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020-2021 Sustainability Report for the Independent accountants' report.

²⁶ Excluding Executives.

²⁷ Executives includes VPs and above.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023	
Diversity and inclusion continued							
Employees by Executive Management²⁷ and associates²⁶ by retail and corporate by age and gender (GRI 2-9, 405-1) continued							
Associates in Americas – Corporate	Gender	Female	Percentage	65%	64%	64%	64%
		Male	Percentage	35%	36%	35%	34%
		Not declared	Percentage	Not reported	Not reported	1%	2%
	Age	Below 30	Percentage	20%	16%	18%	16%
		30-50	Percentage	51%	50%	51%	51%
		Over 50	Percentage	29%	34%	31%	33%
Associates in Americas – Retail	Gender	Female	Percentage	68%	66%	62%	59%
		Male	Percentage	25%	23%	22%	22%
		Not declared	Percentage	7%	11%	16%	19%
	Age	Below 30	Percentage	81%	79%	77%	76%
		30-50	Percentage	17%	19%	21%	21%
		Over 50	Percentage	2%	2%	2%	3%
Associates in Europe – Corporate	Gender	Female	Percentage	64%	65%	65%	66%
		Male	Percentage	36%	35%	35%	34%
		Not declared	Percentage	Not reported	Not reported	0%	0%
	Age	Below 30	Percentage	22%	22%	22%	23%
		30-50	Percentage	72%	71%	71%	70%
		Over 50	Percentage	6%	7%	7%	7%
Associates in Europe – Retail	Gender	Female	Percentage	86%	89%	88%	88%
		Male	Percentage	14%	11%	12%	12%
		Not declared	Percentage	Not reported	Not reported	0%	0%
	Age	Below 30	Percentage	69%	64%	67%	67%
		30-50	Percentage	30%	35%	32%	32%
		Over 50	Percentage	1%	1%	1%	1%

* Subject to KPMG’s prior examination engagement. Please see page 91 of the FY2020–2021 Sustainability Report for the Independent accountants’ report.

26 Excluding Executives.

27 Executives includes VPs and above.

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023	
Diversity and inclusion continued							
Employees by Executive Management²⁷ and associates²⁶ by retail and corporate by age and gender (GRI 2-9, 405-1) continued							
Associates in Asia – Corporate	Gender	Female	Percentage	72%	71%	70%	70%
		Male	Percentage	28%	29%	30%	30%
		Not declared	Percentage	Not reported	Not reported	0%	0%
	Age	Below 30	Percentage	12%	9%	10%	8%
		30-50	Percentage	84%	84%	84%	83%
		Over 50	Percentage	4%	7%	6%	9%
Associates in Asia – Retail	Gender	Female	Percentage	87%	86%	86%	85%
		Male	Percentage	13%	14%	14%	15%
		Not declared	Percentage	Not reported	Not reported	0%	0%
	Age	Below 30	Percentage	48%	38%	36%	31%
		30-50	Percentage	51%	61%	62%	67%
		Over 50	Percentage	1%	1%	2%	2%
Management (retail and corporate) and non-management (retail and corporate) by gender (SASB CG-MR-330a.1)							
Management ²⁸	Female	Percentage	71%	73%	68%	67%	
	Male	Percentage	29%	26%	26%	26%	
	Not declared	Percentage	0%	<1%	6%	7%	
Other employees	Female	Percentage	75%	75%	75%	74%	
	Male	Percentage	21%	20%	19%	19%	
	Not declared	Percentage	4%	5%	6%	7%	

* Subject to KPMG’s prior examination engagement. Please see page 91 of the FY2020–2021 Sustainability Report for the Independent accountants’ report.

26 Excluding Executives.

27 Executives includes VPs and above.

28 Managers and above including Executives.

ESG DATA SUMMARY continued

KPI	Unit	Americas		Europe		Asia (Greater China only)		Global		
		FY2022	FY2023	FY2022	FY2023	FY2022	FY2023	FY2022	FY2023	
Diversity and inclusion continued										
Ratio of basic salary breakdown by gender by employee category (Women to Men)²⁹ (GRI 405-2)										
Corporate	Ratio	94%	96%	101%	99%	91%	92%	97%	97%	
Retail	Ratio	100%	99%	98%	95%	104%	101%	100%	98%	
Distribution center	Ratio	79%	82%	N/A	N/A	N/A	N/A	79%	82%	
Corporate	Vice President	Ratio	104%	103%	114%	120%	N/A	N/A	107%	108%
	Senior Director/Director	Ratio	88%	95%	91%	91%	85%	89%	89%	93%
	Senior Manager/Manager with team	Ratio	93%	94%	96%	99%	94%	98%	95%	96%
	Senior Manager/Manager without team	Ratio	95%	99%	112%	95%	89%	83%	101%	96%
	Other employees	Ratio	88%	88%	93%	92%	94%	97%	92%	91%
Retail	Store Manager	Ratio	101%	99%	96%	93%	118%	107%	100%	98%
	Other employees	Ratio	100%	98%	99%	98%	90%	96%	99%	98%
Distribution center	Vice President	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Senior Director/Director	Ratio	58%	67%	N/A	N/A	N/A	N/A	58%	67%
	Senior Manager/Manager with team	Ratio	86%	86%	N/A	N/A	N/A	N/A	86%	86%
	Senior Manager/Manager without team	Ratio	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Other employees	Ratio	94%	93%	N/A	N/A	N/A	N/A	94%	93%

²⁹ Our corporate categories include corporate associates working at our headquarters across the globe; our distribution center categories include those working at our directly operated distribution centers in US and Canada; and our retail categories span directly employed retail employees across the Globe. Ratios have been calculated at Americas level, Europe level and Greater China level and then aggregated at Global level. The ratios have been calculated on 92% of employees who had comparable job position (i.e., same employee category) of different genders in the same country for FY2022 and on the 91% for FY2023.

ESG DATA SUMMARY continued

KPI	Unit	FY2020*	FY2021*	FY2022	FY2023
Employee wellbeing and engagement					
Average hourly wage (excl. Overtime) of retail employees/Average hourly wage (excl. Overtime) of distribution center employees (SASB CG-MR-310a.1)^{30, 31}					
Americas (retail)					
Canada ³²	USD \$	12	13	14	14
United States ³²	USD \$	14	14	16	17
Americas (distribution centers)					
Canada	USD \$	16	20	20	18
US	USD \$	18	25	26	25
Europe (retail)					
Andorra	USD \$	10	11	11	9
Austria	USD \$	14	15	15	16
Belgium	USD \$	13	14	13	14
Cyprus ³²	USD \$	7	8	8	8
Czechia	USD \$	9	10	9	9
Denmark ³²	USD \$	21	22	19	19
Finland ³²	USD \$	14	15	14	13
France	USD \$	13	14	13	14
Germany	USD \$	14	16	14	15
Greece ³²	USD \$	6	7	6	7
Hungary	USD \$	6	6	7	6
India	USD \$	1	No retail employees	No retail employees	No retail employees
Ireland ³²	USD \$	13	15	13	14
Italy	USD \$	12	13	12	11
Kazakhstan	USD \$	3	3	3	4
Luxembourg	USD \$	14	17	15	15
Netherlands	USD \$	12	13	12	14
Norway ³²	USD \$	19	19	17	17
Poland	USD \$	6	6	6	6
Russia	USD \$	3	3	4	4
Singapore	USD \$	9	10	10	10

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

30 To translate the average hourly wage (excl. Overtime) of retail employees from source currency to USD, the Company used the spot rates from the date corresponding to the fiscal year-end average wage are calculated on basic salary only (w/o commissions).

31 The SASB Guidance requires the disclosure of average hourly wages by location, in line with SEC segment reporting. However, in order to offer readers a comprehensive perspective on salaries across countries with highly varying pay scales in the same region, we present the data by country.

32 Average wage is calculated on basic salary only (w/o commissions).

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023
Employee wellbeing and engagement continued						
Average hourly wage (excl. Overtime) of retail employees/Average hourly wage (excl. Overtime) of distribution center employees (SASB CG-MR-310a.1) continued						
Europe (retail) continued						
Spain		USD \$	14	12	11	11
Sweden ³²		USD \$	24	18	15	15
Switzerland		USD \$	27	30	26	28
Turkey ³²		USD \$	3	3	2	3
United Kingdom ³²		USD \$	12	13	13	13
Asia (retail)						
Chinese Mainland		USD \$	5	5	6	5
Hong Kong SAR		USD \$	8	7	10	10
Macau SAR		USD \$	9	8	13	12
Taiwan Region		USD \$	6	6	9	8
Retail and distribution center employees earning minimum wage (SASB CG-MR-310a.1)						
Earning minimum wage	Americas	Percentage	22%	15%	23%	17%
	Europe	Percentage	38%	10%	16%	15%
	Asia (Greater China only)	Percentage	4%	7%	1%	0%
Exceeding minimum wage	Americas	Percentage	78%	85%	77%	83%
	Europe	Percentage	62%	90%	84%	85%
	Asia (Greater China only)	Percentage	96%	93%	99%	100%
Turnover rate for retail and distribution center employees (SASB CG-MR-310a.2)						
Voluntary turnover		Percentage	Not reported	36%	41%	42%
Involuntary turnover		Percentage	Not reported	15%	11%	11%
Corporate Board of Directors diversity (GRI 2-9, 405-1)						
Gender	Male	Percentage	67%	67%	63%	71%
	Female	Percentage	33%	33%	37%	29%
Ethnicity	White	Percentage	89%	89%	88%	86%
	Hispanic or Latinx	Percentage	11%	11%	12%	14%
Age	30-50	Percentage	11%	11%	0%	0%
	Over 50	Percentage	89%	89%	100%	100%

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020 - 2021 Sustainability Report for the Independent accountants' report.

32 Average wage is calculated on basic salary only (w/o commissions).

ESG DATA SUMMARY continued

KPI		Unit	FY2020*	FY2021*	FY2022	FY2023	TOTAL – as of FY2023
Employee wellbeing and engagement continued							
Employee numbers (total) (GRI 2-7, 405-1, SASB CG-MR-330a.1)³³							
Americas		Total workforce	Number	7,000	5,500	5,500	5,500
	Full time	Female	Percentage	70%	68%	65%	63%
		Male	Percentage	28%	28%	28%	28%
		Not declared	Percentage	2%	4%	7%	9%
	Part time	Female	Percentage	66%	64%	60%	58%
		Male	Percentage	26%	23%	22%	22%
		Not declared	Percentage	8%	13%	18%	20%
	Regular	Percentage	99.9%	99.9%	100%	100%	100%
	Temporary	Percentage	0.1%	0.1%	0%	0%	0%
Europe		Total workforce	Number	5,000	4,000	5,000	5,500
	Full time	Female	Percentage	77%	77%	77%	77%
		Male	Percentage	23%	23%	23%	23%
		Not declared	Percentage	0%	0%	0%	0%
	Part time	Female	Percentage	87%	92%	90%	90%
		Male	Percentage	13%	8%	10%	10%
		Not declared	Percentage	0%	0%	0%	0%
	Regular	Percentage	74%	91%	73%	78%	100%
	Temporary	Percentage	26%	9%	27%	22%	0%
Asia		Total workforce	Number	1,500	1,000	1,000	1,000
	Full time	Female	Percentage	84%	81%	80%	79%
		Male	Percentage	16%	19%	20%	21%
		Not declared	Percentage	0%	0%	0%	0%
	Part time	Female	Percentage	78%	85%	73%	82%
		Male	Percentage	22%	15%	27%	18%
		Not declared	Percentage	0%	0%	0%	0%
	Regular	Percentage	92%	90%	88%	91%	100%
	Temporary	Percentage	8%	10%	12%	9%	0%

* Subject to KPMG's prior examination engagement. Please see page 91 of the FY2020–2021 Sustainability Report for the Independent accountants' report.

³³ 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. Data on headcounts as at the end of Fiscal Year. "Temporary" refers to seasonal workers hired for specified amount of time; "Full Time" refers to associates that work a full week using country-specific definitions of full time. There are no significant fluctuations across employees' categories between fiscal years.

GRI INDEX

GRI index

Guess?, Inc. has reported the information within and referenced in this GRI index for the periods January 31, 2021 to January 29, 2022 (FY2022) and January 30, 2022 to January 28, 2023 (FY2023) in accordance with the GRI Standards (2021).

In addition, we have included specific GRI indicator references within this ESG Report on specific pages' upper left hand corner to serve as a cross-reference from the sections of the ESG Report that are referenced in the "Location" column herein.

GRI 1 used: Foundation 2021; Applicable GRI sector standard: none.

Disclosure Number	Disclosure Title	Report Coverage	Location
GRI 2: General Disclosures (2021)			
1. The organization and its reporting practice			
2-1	Organizational details	●	About GUESS
2-2	Entities included in the organization's sustainability reporting	●	About GUESS About our report For the complete list of legal entities refer to 10K – Exhibit 21.1 List of Subsidiaries
2-3	Reporting period, frequency, and contact point	●	About our report The frequency of ESG reporting is biennial. Contact us at sustainability@guess.com if you have a questions about the report or reported information.
2-4	Restatements of information	●	No restatements in this report
2-5	External assurance	●	Governance and business ethics (GUESS Sustainability Assurance Framework, External reasonable assurance) About our report Independent accountants' report
2. Activities and workers			
2-6	Activities, value chain, and other business relationships	●	About GUESS Supply chain responsibility and labor rights (Our supply chain, Total suppliers used in FY2023) ESG data summary (GUESS' directly sourced apparel, jewelry, and accessories by country and units purchased)
2-7	Employees	●	ESG data summary (Employee numbers (total))
2-8	Workers who are not employees	●	The number of workers who are not employees is managed at local level, fluctuate on a daily basis, and is not administered centrally, therefore we cannot provide an headcount number. Most of these workers who are not employees work in our distribution centers 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.
3. Governance			
2-9	Governance structure and composition	●	Governance and business ethics (ESG governance) ESG data summary (Employees by Executive Management and associates by retail and corporate by age and gender, Corporate Board of Directors diversity) Proxy statement FY2023 - DIRECTOR AND EXECUTIVE OFFICERS (pag. 20), CORPORATE GOVERNANCE AND BOARD MATTERS - Board Independence, Structure (pag. 27, 28, 29) and Board Leadership Structure (pag. 31)
2-10	Nomination and selection of the highest governance body	●	Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Board Independence, Structure and Committee Composition (pag. 27-28) and Consideration of Director Nominees (pag. 29)
2-11	Chair of the highest governance body	●	Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Board Leadership Structure (pag. 31-32)
2-12	Role of the highest governance body in overseeing the management of impacts	●	Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Our Commitment to Sustainability (pag. 33) and Risk Oversight (pag. 34)

GRI INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
GRI 2: General Disclosures (2021) continued			
3. Governance continued			
2-13	Delegation of responsibility for managing impacts	●	Governance and business ethics (ESG governance) Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Our Commitment to Sustainability (pag. 33)
2-14	Role of the highest governance body in sustainability reporting	●	Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Our Commitment to Sustainability (pag. 33)
2-15	Conflicts of interest	●	Proxy statement FY2023 - CORPORATE GOVERNANCE AND BOARD MATTERS - Board Independence, Structure (pag. 27) and CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS (pag. 82)
2-16	Communication of critical concerns	●	Governance and business ethics (Code of ethics) We have not had any instances of critical concerns communicated through our formal grievance mechanisms during the reporting period. From time to time, we hear from stakeholders such as NGOs, investors or press outlets, with questions or concerns about specific corporate sustainability topics (like those related to cotton sourced from the Xinjiang region in China and its impact on the Uyghur people, or the environmental impacts of certain materials used in our products). Such inquiries are considered internally, including through Senior Management, and, as appropriate, are included in communications with the Board or Committees of the Board related to sustainability and sustainability reporting.
2-17	Collective knowledge of the highest governance body	●	FY2023 Annual Report, 10K - PART I - ITEM 1. Business - Strengthening Sustainability Oversight (pag. 11)
2-18	Evaluation of the performance of the highest governance body	●	Proxy statement FY2023 - ELECTION OF DIRECTORS (pag. 12), COMPENSATION OF THE NAMED EXECUTIVE OFFICERS (pag. 13), ADVISORY VOTE ON THE FREQUENCY OF FUTURE SHAREHOLDER VOTES ON THE COMPENSATION OF THE NAMED EXECUTIVE OFFICERS (pag. 16), CORPORATE GOVERNANCE AND BOARD MATTERS - Board Independence, Structure (pag. 29) and Board Leadership Structure (pag. 32)
2-19	Remuneration policies	●	Proxy statement FY2023 - Compensation Discussion and Analysis - Executive Compensation Program Philosophies and Objectives (pag. 43), Executive Compensation Program Elements for Fiscal 2023 (pag. 45) and 401(k) Retirement Benefits (pag. 51)
2-20	Process to determine remuneration	●	Proxy statement FY2023 - EXECUTIVE AND DIRECTOR COMPENSATION (pag. 37), Compensation Discussion and Analysis - The Role of the Independent Compensation Consultant (pag. 44) and Shareholder Engagement and the Role of Shareholder Say-on-Pay Votes (pag. 45)
2-21	Annual total compensation ratio	●	Proxy statement FY2021 - CEO Pay-Ratio Disclosure (pag. 70) Proxy statement FY2022 - CEO Pay-Ratio Disclosure (pag. 90) Proxy statement FY2023 - CEO Pay-Ratio Disclosure (pag. 74) 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 Statements.
4. Strategy, policies, and practices			
2-22	Statement on sustainable development strategy	●	A message from our CEO, Carlos Alberini A message from our Co-Founder and Chief Creative Officer, Paul Marciano
2-23	Policy commitments	●	ACTION GUESS Management of material topics
2-24	Embedding policy commitments	●	Management of material topics
2-25	Processes to remediate negative impacts	●	Supply chain responsibility and labor rights (Amplifying workers' voices, Audits and remediation) Diversity and inclusion (Diversity and inclusion at GUESS)

GRI INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
GRI 2: General Disclosures (2021) continued			
4. Strategy, policies, and practices continued			
2-26	Mechanisms for seeking advice and raising concerns	●	Supply chain responsibility and labor rights (Amplifying workers’ voices) Diversity and inclusion (Diversity and inclusion at GUESS)
2-27	Compliance with laws and regulations	●	FY2023 Annual Report, 10K - PART I - ITEM 1. Business - Government Regulations (pag. 12) and Notes to consolidated financial statements (pag. F-45) Any financially material not compliance with laws and regulation is reported in the Form 10-K where also the methodology to define their significance is described.
2-28	Membership associations	●	Stakeholder engagement (Partnerships and collaboration)
5. Stakeholder engagement			
2-29	Approach to stakeholder engagement	●	Stakeholder engagement (Stakeholder engagement, Who and how we engage)
2-30	Collective bargaining agreements	○	Omission for information unavailable / incomplete We do not currently report data of employees covered by collective bargaining agreements, but we are working to implement a process to collect and report this information to meet such GRI requirement in future ESG reporting. Collective bargaining agreements, where applicable, differ from country to country and, within a same country, they may vary in terms of employee category. Due to the complexity and fragmentation of this information, we are still working to collect it from more than 50 legal entities across the world and we will be able to report it in the next ESG Report.
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	●	Materiality, Stakeholder engagement (Stakeholder engagement, Who and how we engage)
3-2	List of material topics	●	Materiality
3-3	Management of material topics	●	Management of material topics
Environment			
GRI 301: Materials (2016)			
301-1	Materials used by weight or volume	●	ESG data summary (GUESS Product Materials Overview by equivalent units purchased, GUESS’ directly sourced apparel, jewelry, and accessories by country and units purchased)
301-2	Recycled input materials used	●	ESG data summary (Environmentally preferred raw material) Fiber composition (both equivalent units and weight) is calculated on main fabric only – as reported in the composition label, excluding packaging. Data calculated on purchased Apparel, Accessories and Footwear merchandise directly purchased by Guess US, Guess Canada, Guess Europe, and Greater China excluding samples and merchandise not to be sold (e.g. gift, advertising); FY2020 and FY2021 data are calculated on 96% of purchased goods while FY2022 and FY2023 data are calculated on 98% of purchased goods.
GRI 302: Energy (2016)			
302-1	Energy consumption within the organization	●	Climate (Reducing our carbon footprint) ESG data summary (Energy consumption) Methodological statements (Standards, methodologies, assumptions, and/or calculation tools and source of the conversion factors used for energy calculations)
302-4	Reduction of energy consumption	●	Climate (Reducing our carbon footprint) In FY2022 and FY2023 we accounted reduction in total energy consumption of -50,320 GJ (-13%) and -31,187 GJ (-8%), respectively, compared to baseline of FY2019. Given the nature of our business, the reduction in total energy consumption is due to different factors: while energy efficiency measures may have played a role in optimizing our operations (such as new concept stores with more energy efficient appliances), factors such as changes in sales levels, new store openings and closures, or variations in opening hours and/or weather conditions could impact energy consumption too. Therefore, a breakdown of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives only is not immediate.

GRI INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
Environment continued			
GRI 303: Water and Effluents (2018)			
303-1	Interactions with water as a shared resource	●	Chemicals, pollution, and water stewardship (Water stewardship at GUESS) Management of material topics (Significant topics)
GRI 304: Biodiversity (2016)			
304-2	Significant impacts of activities, products, and services on biodiversity	●	Management of material topics (Significant topics)
GRI 305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	●	Climate (Reducing our carbon footprint) ESG data summary (GHG emissions) Methodological statements (Methodological statements for carbon and energy, Scope 1 and Scope 2 calculation)
305-2	Energy indirect (Scope 2) GHG emissions	●	Climate (Reducing our carbon footprint) ESG data summary (GHG emissions) Methodological statements (Methodological statements for carbon and energy, Scope 1 and Scope 2 calculation)
305-3	Other indirect (Scope 3) GHG emissions	●	Climate (Reducing our carbon footprint) ESG data summary (GHG emissions) Methodological statements (Methodological statements for carbon and energy, Scope 3 calculation) According to GHG protocol we reported on the Scope 3 Category 1 - Purchased Goods and Services.
305-5	Reduction of GHG emissions	●	Climate (Reducing our carbon footprint) ESG data summary (GHG emissions) Methodological statements (Methodological statements for carbon and energy, Scope 1 and Scope 2 calculation, Scope 3 calculation)
GRI 308: Supplier Environmental Assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	●	ESG data summary (Responsible materials and products)
308-2	Negative environmental impacts in the supply chain and actions taken	●	Supply chain responsibility and labor rights (Audits and remediation) ESG data summary (Directly sourced suppliers assessed for social impact, Suppliers identified as having significant actual and potential negative social impacts, Supplier factories reporting compliance issues)
Social			
GRI 404: Training and Education (2016)			
404-1	Average hours of training per year per employee	○	Omission for information unavailable / incomplete We do not currently report data of employees' hours of training per year, but we are working to implement a process to collect and report this information to meet such GRI requirement in future ESG reporting. Despite information on the average number of hours of training is not available, we have disclosed the key training programs developed to support the growth and development of our associates.
404-2	Programs for upgrading employee skills and transition assistance programs	●	Employee wellbeing and engagement (Employee benefits, Employee training and development)

GRI INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
Social continued			
GRI 404: Training and Education (2016) continued			
404-3	Percentage of employees receiving regular performance and career development reviews	○	Omission for information unavailable / incomplete GUESS employees received a regular performance and career development review during the reporting period. Currently, the tracking of the completion rate of the performance reviews of some employees categories in certain countries is not of adequate quality to report, but we are working to implement a process to collect and report this information to meet such GRI requirement in future ESG reporting.
GRI 405: Diversity and Equal Opportunity (2016)			
405-1	Diversity of governance bodies and employees	●	Diversity and inclusion (Gender diversity) ESG data summary (Racial/Ethnic group representation of the US employees by category, Racial/Ethnic group representation of the US employees by location, Employees by Executive Management and associates by retail and corporate by age and gender, Corporate Board of Directors diversity, Employee numbers (total))
405-2	Ratio of basic salary and remuneration of women to men	●	Diversity and inclusion (Gender diversity) ESG data summary (Ratio of basic salary breakdown by gender by employee category (Women to Men))
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken	○	Omission for confidentiality GUESS considers the information confidential and cannot report it publicly. Despite confidentiality constraints, we have disclosed our approach to the management about potential discrimination in the section "Diversity and inclusion at GUESS" and provide supporting detail in "Management of material topics".
GRI 407: Freedom of Association and Collective Bargaining (2016)			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	●	Supply chain responsibility and labor rights (Supply chain social compliance, Our supply chain, Our approach to supply chain social responsibility, Amplifying workers' voices, Supply chain assessment, Audits and remediation)
GRI 408: Child Labor (2016)			
408-1	Operations and suppliers at significant risk for incidents of child labor	●	Supply chain responsibility and labor rights (Supply chain social compliance, Our supply chain, Our approach to supply chain social responsibility, Supply chain assessment, Audits and remediation)
GRI 409: Forced or Compulsory Labor (2016)			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	●	Supply chain responsibility and labor rights (Supply chain social compliance, Our supply chain, Our approach to supply chain social responsibility, Supply chain assessment, Audits and remediation)
GRI 414: Supplier Social Assessment (2016)			
414-1	New suppliers that were screened using social criteria	●	Supply chain responsibility and labor rights (Our approach to supply chain social responsibility)
414-2	Negative social impacts in the supply chain and actions taken	●	Supply chain responsibility and labor rights (Supply chain social compliance, Our supply chain, Our approach to supply chain social responsibility, Supply chain assessment) ESG data summary (Supply chain responsibility and labor rights, Supplier factories reporting compliance issues, Relationship with suppliers, Description of the greatest labor and environmental, health, and safety risks in the supply chain)

GRI INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
Social continued			
GRI 416: Customer Health and Safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	●	Chemicals, pollution, and water stewardship (Our approach to safe chemicals)
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	●	Chemicals, pollution, and water stewardship (Our approach to safe chemicals) Management of material topics (Priority topics) GUESS has had no critical compliance issues in this reporting period. Currently, we do not track non critical compliance issues. In addition, we have disclosed our approach to prohibit or limit chemicals that may arm our products' safety in the section "Chemicals, pollution, and water stewardship (Our approach to safe chemicals)" and provided supporting detail in "Management of material topics".
GRI 417: Marketing and Labeling (2016)			
417-1	Requirements for product and service information and labeling	①	Responsible marketing (Product information and labeling)
417-2	Incidents of non-compliance concerning product and service information and labeling	●	Responsible marketing (Product information and labeling) Management of material topics (Significant topics) 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).
417-3	Incidents of non-compliance concerning marketing communications	●	Responsible marketing (Product information and labeling) Management of material topics (Significant topics) 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)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	○	Omission for confidentiality 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 sections "Responsible marketing (Customer data privacy)" and "Data security and privacy" and provided supporting detail in "Management of material topics".

SASB INDEX

SASB index

We have included specific SASB indicator references within this ESG Report on specific pages' upper left hand corner to serve as a cross-reference from the sections of the ESG Report that are referenced in the "Location" column herein.

Disclosure Number	Disclosure Title	Report Coverage	Location
Apparel, accessories, and footwear			
Management of Chemicals in Products			
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	●	Chemicals, pollution, and water stewardship (Our approach to safe chemicals) GUESS is requiring to comply with chemical management to its Tier 1 suppliers that are responsible to assure the compliance of their suppliers as well.
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemical in product	●	Chemicals, pollution, and water stewardship (Our approach to safe chemicals) Management of material topics (Priority topics)
Environmental Impacts in the Supply Chain			
CG-AA-430a.1	Percentage of: (1) Tier 1 supplier facilities (2) Supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	⓪	Chemicals, pollution, and water stewardship (Working with suppliers, Water-saving technologies) Management of material topics (Priority topics) GUESS has not yet started to track the completion rate of its Tier 2 suppliers.
CG-AA-430a.2	Percentage of: (1) Tier 1 supplier facilities (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	⓪	ESG data summary (Responsible materials and products) GUESS has not yet started to track the completion rate of its Tier 2 suppliers.
Labor Conditions in the Supply Chain			
CG-AA-430b.1	Percentage of: (1) Tier 1 supplier facilities (2) Supplier facilities beyond Tier 1 that have been audited to a labor code of conduct (3) Percentage of total audits conducted by a third-party auditor	⓪	Supply chain responsibility and labor rights (Supply chain social compliance, Our approach to supply chain social responsibility) ESG data summary (Relationship with suppliers) GUESS has not yet started to track the completion rate of its Tier 2 suppliers.
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	●	Supply chain responsibility and labor rights (Supply chain social compliance, Our supply chain, Our approach to supply chain social responsibility, Supply chain assessment, Audits and remediation) ESG data summary (Relationship with suppliers)
CG-AA-430b.3	Description of the greatest: (1) Labor (2) Environmental, health, and safety risks in the supply chain	●	Supply chain responsibility and labor rights (Supply chain assessment) ESG data summary (Description of the greatest labor and environmental, health, and safety risks in the supply chain)
Raw Materials Sourcing			
CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials	●	Responsible materials and products (Responsible material sourcing, Reduce vulnerability, Using environmentally preferred materials)
CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	●	ESG data summary (Environmentally preferred raw material)
Activity Metric			
CG-AA-000.A	Number of: (1) Tier 1 suppliers (2) Suppliers beyond Tier 1	⓪	ESG data summary (GUESS' directly sourced apparel, jewelry and accessories by country and units purchased) GUESS is not currently able to provide an accurate number for its full list of Tier 2 suppliers at this time.

SASB INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
Multiline and Specialty Retailers & Distributors			
Energy Management in Retail & Distribution			
CG-MR-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	●	ESG data summary (Energy consumption)
Data Security			
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	●	Data security and privacy
CG-MR-230a.2	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	●	Responsible marketing (Customer data privacy) Data security and privacy 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. To learn more about our general data security program, refer to Sections “Responsible marketing (Customer data privacy)” and “Data security and privacy”. Any financially material disclosure on this matter would be included in our Form 10-K.
Labor Practices			
CG-MR-310a.1	(1) Average hourly wage (2) Percentage of in-store employees earning minimum wage, by region	●	ESG data summary (Average hourly wage (excl. Overtime) of retail employees/Average hourly wage (excl. Overtime) of distribution center employees, Retail and distribution center employees earning minimum wage)
CG-MR-310a.2	(1) Voluntary (2) Involuntary turnover rate for in-store employees	●	ESG data summary (Turnover rate for retail and distribution center employees)
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 provided 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 losses related to labor law violations would be disclosed in SEC reporting documents. To learn more about our employees and company culture, please refer to sections “Diversity and inclusion” and “Employee wellbeing and engagement”. Any financially material disclosure on this matter would be included in our Form 10-K.
Workforce Diversity & Inclusion			
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for: (1) Management (2) All other employees	●	Diversity and inclusion (Diversity and inclusion at GUESS, Ethnic diversity, Integrating D&I into HR processes and tools, D&I training) ESG data summary (Racial/Ethnic group representation of the US employees by category, Racial/Ethnic group representation of the US employees by location, Management (retail and corporate) and non-management (retail and corporate) by gender, Employee numbers (total))
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 or 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. Any financially material losses as a result of legal proceedings associated with employment discrimination would be reported in our SEC reporting documents. For more information refer to the “Diversity and inclusion” section of the ESG Report.



SASB INDEX continued

Disclosure Number	Disclosure Title	Report Coverage	Location
Multiline and Specialty Retailers & Distributors continued			
Product Sourcing, Packaging & Marketing			
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	●	ESG data summary (Environmentally preferred raw material)
CG-MR-410a.2	Discussion of processes to assess and manage risks and/ or hazards associated with chemicals in products	●	Chemicals, pollution, and water stewardship (Our approach to safe chemicals)
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	●	Circular economy, packaging, and waste (Enhancing our packaging)
Activity Metric			
CG-MR-000.A	Number of retail locations and DCs	●	FY2023 Annual Report, 10K - PART I - Logistics - (pag. 8), 10K - PART II - Executive Summary - Global Store Count (pag. 44)
CG-MR-000.B	Total area of retail space and DCs	●	FY2023 Annual Report, 10K - PART I - ITEM 1. BUSINESS - Business Strengths (pag. 2), 10K - PART I - ITEM 2. Properties (pag. 38)

SUPPLEMENTAL KPIS AND CRITERIA

Supplemental KPIs and criteria

This table provides the criteria for certain supplemental key performance indicators (KPIs) included in the ESG data summary that are in addition to the metrics used to satisfy GRI and SASB standards requirements.

KPI number, title and criteria	Location
1. GUESS denim mills that fulfilled Higg FEM	
Ratio of GUESS denim mills that fulfilled Higg FEM out of all denim mills from which GUESS sourced during previous fiscal year.	ESG data summary (Responsible materials and products)
2. % of assessments performed by GUESS auditors and others on directly sourced suppliers	
Identify and count the GUESS supplier Code of Conduct assessments for the period in scope and categorize by percent by type of auditor or certification type (GUESS auditors, External auditors, Sedex and Other audits, WRAP, SA8000 and Seri.co certifications).	ESG data summary (% of assessments performed by GUESS auditors and others on directly sourced suppliers)
3. Leftovers diverted from landfills	
Weight, in kilograms, of unused, damaged and returned goods sent by GUESS directly to a third-party partner for reuse, repair or recycling.	ESG data summary (Circular economy, packaging, and waste)
4. % of recycled or biobased polyester for GUESS apparel mainline and for all brands	
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. Scope includes GUESS apparel mainline only and GUESS apparel all brands only.	ESG data summary (Environmentally preferred product)
5. Received units at DC of GUESS ECO denim and non-denim styles for GUESS apparel mainline	
Denim and non-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 and non-denim styles received at DCs during the reporting fiscal year. Scope includes GUESS apparel mainline only.	ESG data summary (Environmentally preferred product)
6. Received units at DC of Consciously Constructed styles for GUESS apparel Factory mainline	
Denim and non-denim 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 denim and non-denim styles received at DCs during the reporting fiscal year. Scope includes GUESS apparel Factory mainline only.	ESG data summary (Environmentally preferred product)

METHODOLOGICAL STATEMENTS

GRI 305-1, 305-2, 305-3, 305-5

Methodological statements for carbon and energy

Reporting boundaries

Our Scope 1, 2 and 3 greenhouse gas (“GHG”) emissions contained on page 81 and this 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, including the GHG Protocol Scope 2 Guidance, An amendment to the GHG Protocol Corporate Standard (collectively, the “GHG Protocol”).

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 operational control as explained in the section “About our report” at page 79.

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 as Management believes FY2019 provides an accurate reflection of its overall emissions profile, boundaries, and current methodology. The Scope 2 indirect emissions for the base year were calculated using the market-based and the location-based methodologies.

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
- 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 in total, or Scope 3 emissions on reported categories) on a CO₂-e basis. No recalculations or adjustments have been made to base year emissions.

Greenhouse gases

All GHG emissions figures are presented in metric tons of carbon dioxide equivalents (MTCO₂e). In accordance with the GHG Protocol, the company has included carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O).

Due to the nature of GUESS’ operations, hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are not likely to be released in significant quantities for tracking and have been omitted as they are not material sources of greenhouse gases for the company.

Scope 1 and Scope 2 calculation

Gases included, 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.

For direct emissions (Scope 1), equivalent emission factors for CO₂, CH₄, N₂O, 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 (version detailed in next pages), 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) CO₂ 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) CO₂ Emissions from Fuel Combustion

Market-based approach

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. The location-based methodology quantifies Scope 2 emissions based on average energy generation emission factors for defined geographic locations, whereas the market-based methodology quantifies Scope 2 emissions based on GHG emissions emitted by the generators from which the reporter contractually purchases utilities bundled with contractual instruments, or contractual instruments on their own. Additional factors, according to guidance in the GHG Protocol Scope 2 market-based data hierarchy, were used to calculate Scope 2 market-based emissions as the company purchased renewable energy instruments across various markets in FY2022-2023. These agreements included energy attribute certificates (EACs) such as renewable energy certificates (RECs), international-RECs (i-RECs), guarantees of origin (GoOs), and renewable energy guarantees of origin (REGOs) which all meet the GHG Protocol Scope 2 Quality Criteria requirements. Wind projects were the primary energy generation technology included in the EACs utilized for market-based Scope 2 calculations for FY2022-2023.

METHODOLOGICAL STATEMENTS continued

GRI 305-1, 305-2, 305-5

Scope 1 and Scope 2 calculation continued

Global warming potential

All GHG emissions are calculated in metric tons (MT) of pollutant (CO₂, CH₄, N₂O) and converted to MT of CO₂ equivalents (or “CO₂-e”) using the global warming potentials (GWPs). GWPs for GUESS’ inventory are taken from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) 2014 using 100-year 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 inventory publication.

Market-based

Scope	Source	Proposed	FY2019	FY2020	FY2021	FY2022	FY2023
1	Natural Gas	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
1	Propane	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
1	Chilled Water	US EIA Emission Factors for Steam and Chilled Water; Steam and Chilled/Hot Water	Steam and Chilled/Hot Water				
2	Electric Power/RECs	Environment Canada (NIR)	2019 (w/2017 data) 2020 (w/2018 data) 2021 (w/2019 data) 2022 (w/2020 data)				
2	Electric Power/RECs	RE-DISS	2018 v1.4	2018 v1.4	2019 v1.0	2020 v1.0	2021 v1.0
2	Electric Power/RECs	US EPA eGRID	2018 (2016 data)	2020 v2 (2018 data)	2021 (w/2019 data)	2022 (2020 data)	2023 (2021 data)
2	Electric Power/RECs	US Residual Mix (Green-e Energy Emissions Rates)	2018 (w/ 2016 data)	2019 (w/2017 data)	2020 (w/2018 data)	2021 (w/2019 data)	2022 (w/2020 data)
2	Electric Power/RECs	International Energy Agency	2018 (w/ 2016 data)	2019 (w/2017 data)	2020 (w/2018 data)	2021 (w/2019 data)	2022 (w/2020 data)

Location-based

Scope	Source	Proposed	FY2019	FY2020	FY2021	FY2022	FY2023
1	Natural Gas	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
1	Propane	US EPA Mandatory Reporting Rule (MRR) – Final Rule (40 CFR 98) – Commercial Sector 2013	US EPA MRR 2013				
1	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)	2019 (w/2017 data) 2020 (w/2018 data) 2021 (w/2019 data) 2022 (w/2020 data)				
2	Electric Power	US EPA eGRID	2018 (2016 data)	2020 v2 (2018 data)	2021 (w/2019 data)	2022 (2020 data)	2023 (2021 data)
2	Electric Power	International Energy Agency	2018 (w/ 2016 data)	2019 (w/2017 data)	2020 (w/2018 data)	2021 (w/2019 data)	2022 (w/2020 data)

METHODOLOGICAL STATEMENTS continued
GRI 302-1, 305-3, 305-5

Scope 3 calculation

Gases included, other GHG emissions categories and activities, emissions factors, standards, methodologies, assumptions, and/or calculation tools used

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 purchased by GUESS. This Scope 3 Category has been defined as the one significant to set our SBTi goals.

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 projections 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:

- Tier 1 Final Assembly:
 - Higg FEM: Data on final assembly are estimated based on information retrieved from survey submitted by suppliers in their Higg FEM modules. Suppliers can choose to have their module validated by a third party, who reviews and approves the information. As GUESS seeks to improve data quality of its calculations based on self-reported supplier activity data, the final assembly activities data for units purchased is tested for quality assurance within reasonable threshold ranges. To date, the majority of GUESS suppliers do not report verified data. As such, the data is assessed for

exclusions from likely errors in reporting unverified energy and emissions data from suppliers, then supplemented with estimations. These estimates are derived from assumptions based on inputs such as, the total units of reported data, the average energy per unit, % of units per country of origin, and assumed fuel breakdowns. This approach will be re-assessed once a majority of GUESS’ self-reporting suppliers report better quality, third-party verified data

- US EPA MRR; EIA; US EPA Hub 2021-2023; US EPA EF Hub 2021-2023; International Energy Agency, 2022 publication (with 2020 data)
- Tier 2 Textile Processing – Weaving, Knitting & Dyeing:
 - EcolInvent 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; Fabric pretreatment, dyeing and finishing, combined processes US U. US LCI 2.2: yarn production, cotton fibers/kg/GLO; Weaving, synthetic yarn, CN S; Knitting, circular, synthetic yarn/US US-EIU
 - It is noted that the 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:
 - EcolInvent 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. SAC 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. EcolInvent 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 collect and assess 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 (Purchased): Standard energy conversions, unlike GUESS’ other commodities, the electric power invoices are already provided as energy
- 3) Chilled Water: 0.09532 GJ/m³, and from guidance from Energy Star
- 4) Propane: HHV of 3.824 MMBtu/Barrel (Climate Registry Table 13.1 US Default CO₂ Emission Factors for Transport Fuels); Density of 4.12 lbs/gallon – (EPA Mandatory Reporting Rule (MRR)); Thermal expansion coefficient of 270

GLOSSARY OF TERMS

Americas	Includes GUESS in US & Canada
Apparel Factory mainline	GUESS Factory mainline stands for off-price mainline collection of GUESS branded clothes for adults, both women and men, that encompasses all apparel categories, from t-shirts to outerwear. 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). In FY2023 Factory mainline represented 44% of global apparel products purchased (excluding Guess Korea and Guess Japan)
Apparel mainline	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, GBG, GUESS Jeans U.S.A., GUESS Originals). In FY2023 apparel mainline represented 30% of global apparel products purchased (excluding Guess Korea and Guess Japan)
Asia	Includes GUESS in Greater China, Korea & Japan
BCI	Better Cotton Initiative
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 off-price 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 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
Europe	Includes GUESS in Europe and countries managed by Guess Europe Sagl
FSC	Forest Stewardship Council
Greater China	Includes mainland China, Hong Kong, Taiwan and Macau
GHG	Greenhouse Gas

GRI	Global Reporting Initiative
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 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
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

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.

For more about the scope and boundary of this report, please see About our report on page 79.

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Catalog #382



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.



mohawk

manufactured with windpower
mohawkconnects.com/environment

PAPER

Project printed on Mohawk Options Smooth, 100% PC White, 65 cover/176 gsm and 70 text/104 gsm.

Mohawk Options is certified by Preferred by Nature for FSC® standards. Mohawk purchases Renewable Energy Certificates (RECs) to match 100% of the electricity used in its operations. Mohawk Options recycled papers contain at least 30% post-consumer waste fiber and meet the EPA guidelines for recycled content paper,s and all recycled fiber content in Mohawk papers is process chlorine free (PCF).



