

Our best today, better tomorrow

GUESS

ESG REPORT HIGHLIGHTS
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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“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.

A MESSAGE FROM OUR CEO, CARLOS ALBERINI

Leading the change, paving the way



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

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.

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.

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.

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

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

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

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.

GUESS Mission

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

Established

1981

Countries served

100+

Employees

12,000

Building on our heritage

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



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 Values are strongly linked with the GUESS Rules:

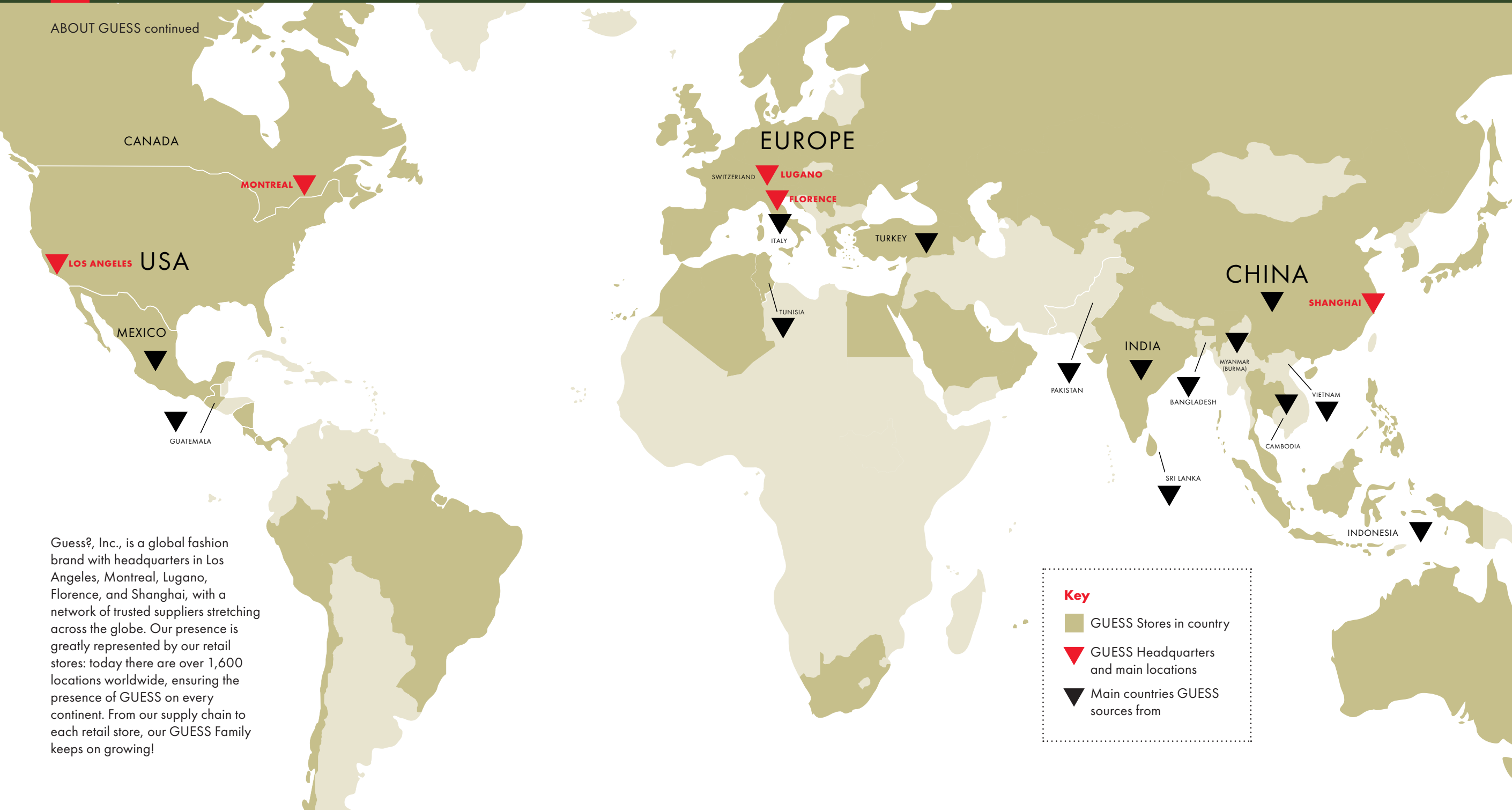
GUESS Values

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.

ABOUT GUESS continued



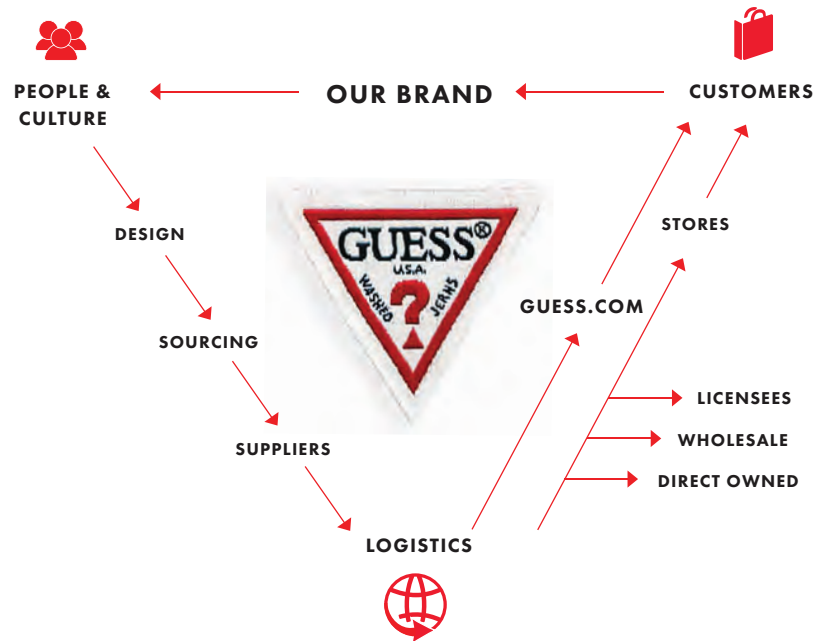
Guess?, Inc., is a global fashion brand with headquarters in Los Angeles, Montreal, Lugano, Florence, and Shanghai, with a network of trusted suppliers stretching across the globe. Our presence is greatly represented by our retail stores: today there are over 1,600 locations worldwide, ensuring the presence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

Key

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

ABOUT GUESS continued

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.

ACTION GUESS

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 9-19

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 20-31

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 32-34

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.

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

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.

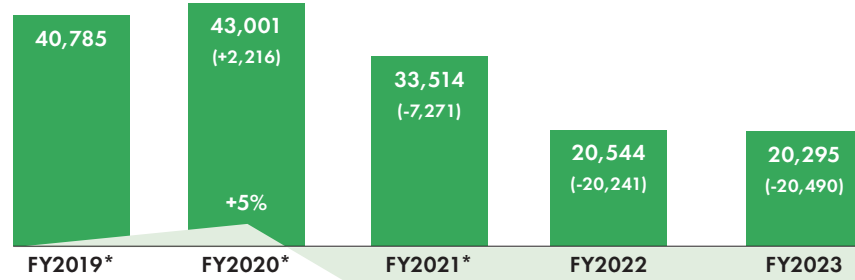
We are proud to be a Business Ambition for 1.5°C campaign member and a signatory of the Fashion Industry Charter on Climate Action, part of the UN Framework Convention on Climate Change. The Charter is guided by its vision to drive the fashion industry to net-zero greenhouse gas emissions no later than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

CLIMATE continued

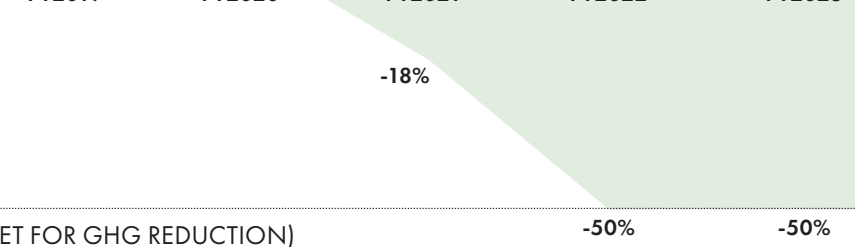
GHG Emissions

Scope 1 and Scope 2 (Market Based)

GHG in MTCO₂e (reduction vs. FY2019)



GHG emissions reduction % reduction vs. FY2019

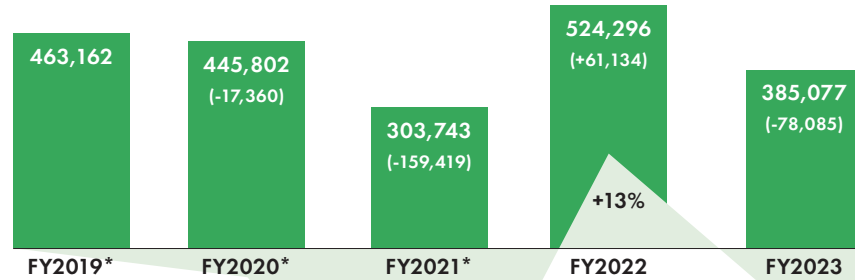


-50% (2030 TARGET FOR GHG REDUCTION)

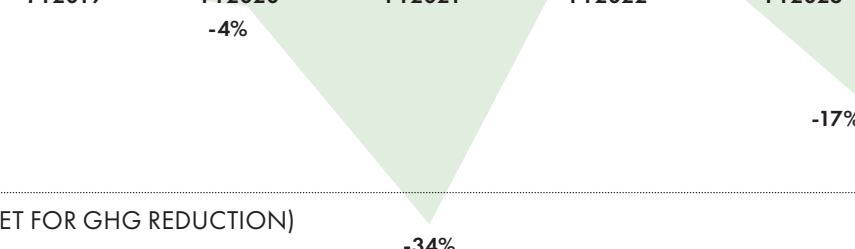
GHG Emissions

Scope 3 (Category 1 – Purchased Goods and Services)

GHG in MTCO₂e (reduction vs. FY2019)



GHG emissions reduction % reduction vs. FY2019

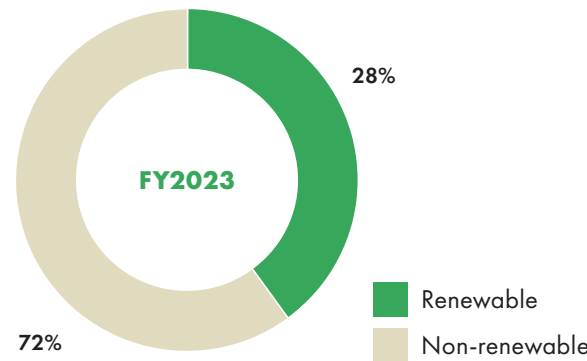


-30% (2030 TARGET FOR GHG REDUCTION)

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

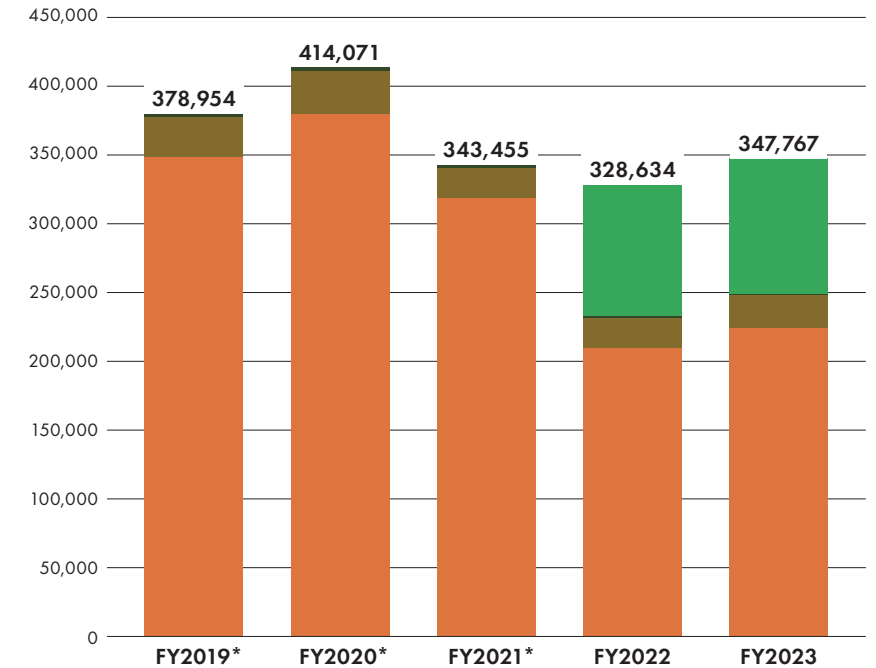
-17%
Scope 3 (Category 1 – Purchased Goods and Services) emissions reduced by 17% since FY2019

Renewable vs. Non-renewable energy consumption



28%
28% of the energy used was renewable in FY2023. GUESS started buying RECs in FY2022.

Total energy consumption (gigajoules)**



- Electricity consumption
- Heating consumption
- Cooling consumption
- Renewable energy credits

* 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.

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 cellulose 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)

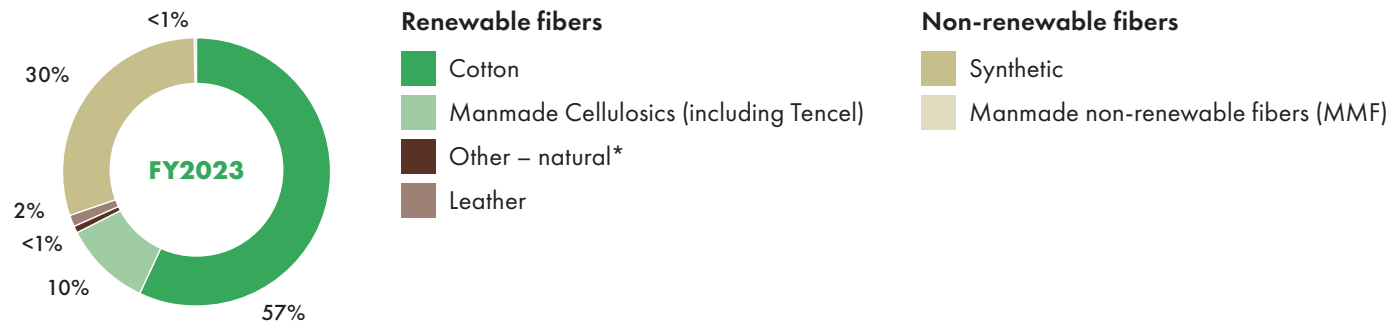
RESPONSIBLE MATERIALS AND PRODUCTS continued

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.



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

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

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

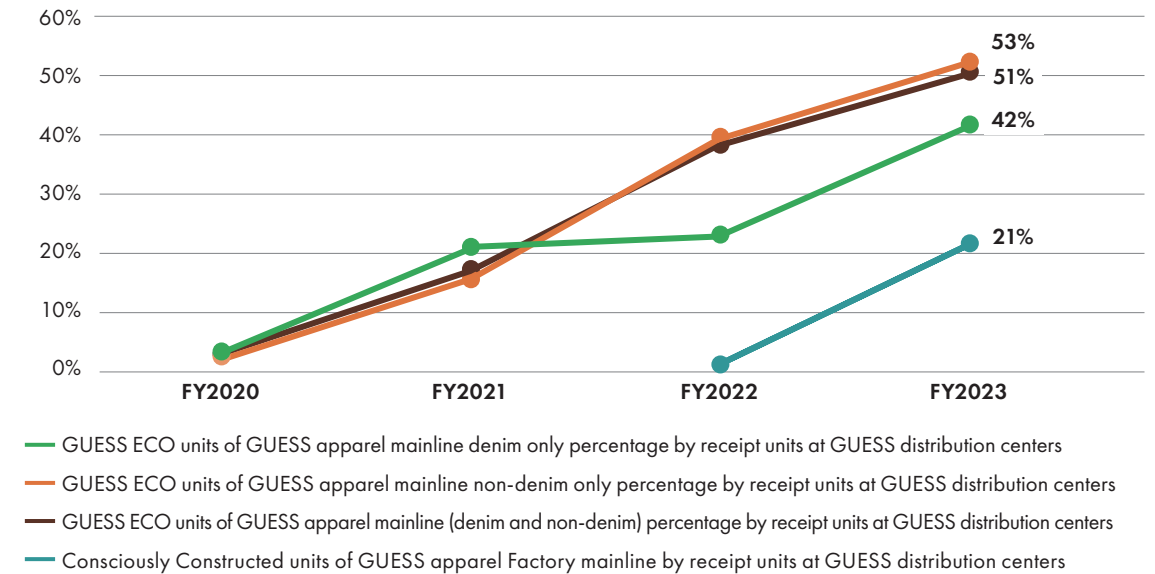
We developed internal guidelines for products in the GUESS ECO and Consciously Constructed collections that help support our product teams to choose environmentally preferred materials, avoid harmful processes and embellishments, and encourage the use of innovative production methods that reduce environmental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

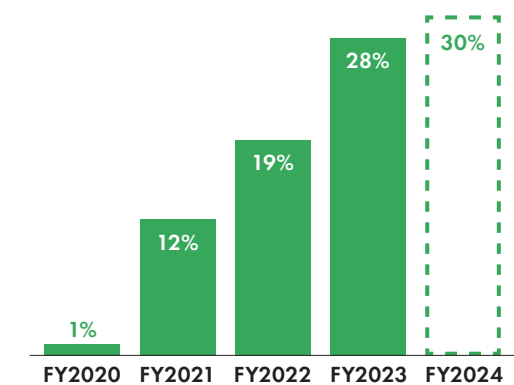
Percentage of brand eco collections
Percentage against total receipt units



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

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

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.

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.

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.

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.

RESOURCED

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.

Enhancing our packaging Packaging that is recycled and recyclable

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 merchandize made from 80-100% pre-consumer recycled LDPE material, which is also recyclable.

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.

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 "pick up and drop off" (PUDO) options in more countries in the upcoming years.

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)



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

Our approach to safe chemicals

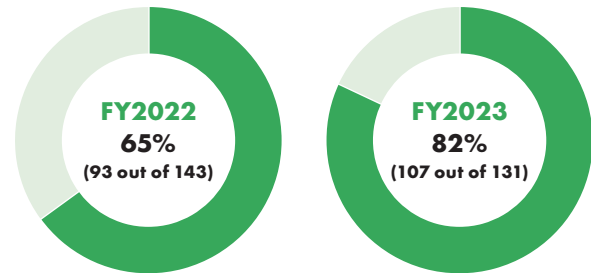
To effectively manage the chemicals used in the manufacturing of GUESS products, we require suppliers to utilize our GUESS Apparel Performance and GUESS Accessories Performance Manuals as well as our category-specific List of Restricted Substances and Materials (LRSM). The GUESS LRSM has been developed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

The GUESS LRSM is reviewed and updated annually, in partnership with a third-party expert.

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

Percentage (number) of new suppliers screened using environmental criteria



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:

- Higg FEM Index
- Environmental Impact Measurement (EIM) scoring

Water management

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.

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.

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 cellulosics. 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.

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.



Goal

- Develop a biodiversity strategy aligned with SBTN (2025)

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.

Goals

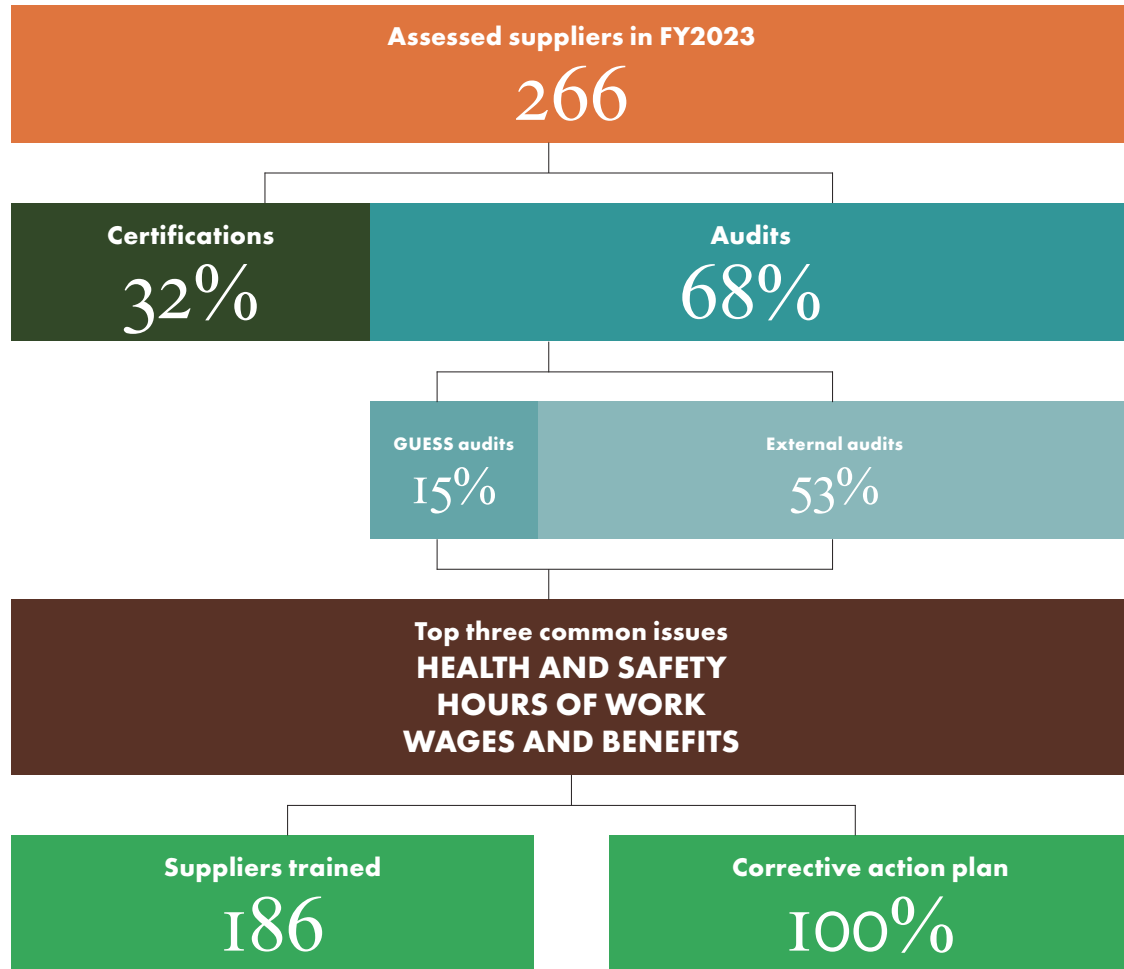
- Publish and update an interactive multi-tier supply chain map (2025)
- Becoming member of best-in-class associations for social compliance (such as The Bangladesh Accord and Better Work) to ensure all key factories have worker safety and wellbeing (2025)
- Establish training program for GUESS suppliers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

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.

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS continued

Supply chain social compliance



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.

Our approach to supply chain social responsibility

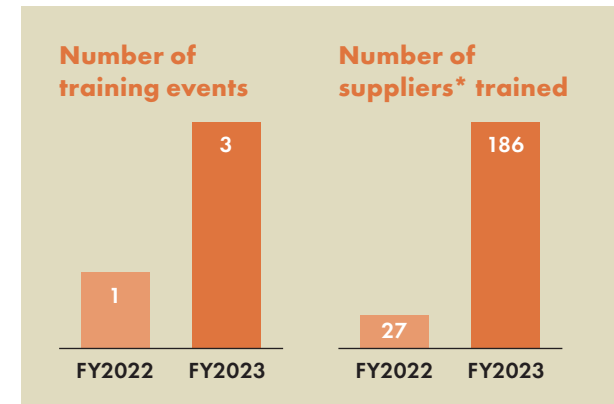
Our approach to supply chain social responsibility is driven by our social compliance program. This program focuses on three specific areas: factory approvals, supplier training and education, and factory monitoring and remediation. Our operating guidelines, Supplier Code of Conduct, and monitoring programs 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 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.

Supplier training and education

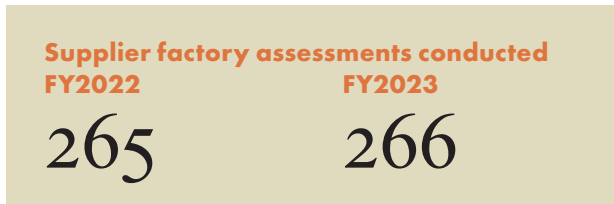
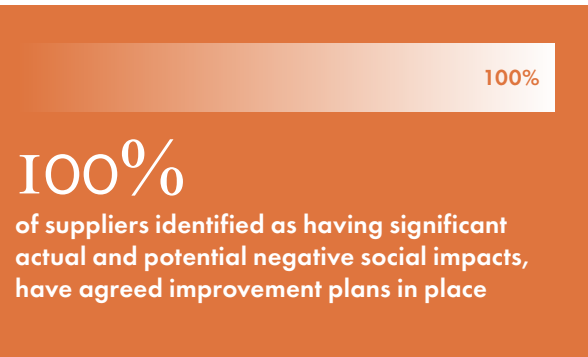
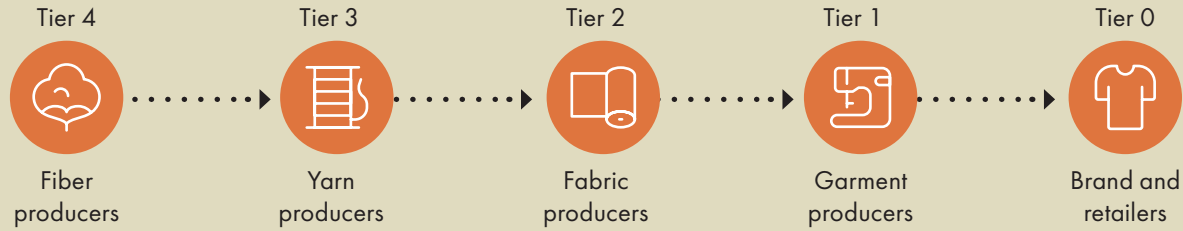
As part of our ongoing commitment to increase factory employee access to trainings and development opportunities, we launched a new development program at the end of FY2022. This program is Focused, Tailor-Made, and Effective (FTME). Each FTME training highlights specific social and environmental topics and was designed with the ambition of capacity building on a wide scale.



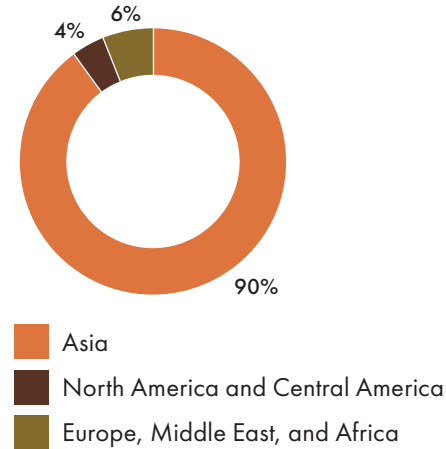
* Suppliers include both vendors and plants.

SUPPLY CHAIN RESPONSIBILITY AND LABOR RIGHTS continued

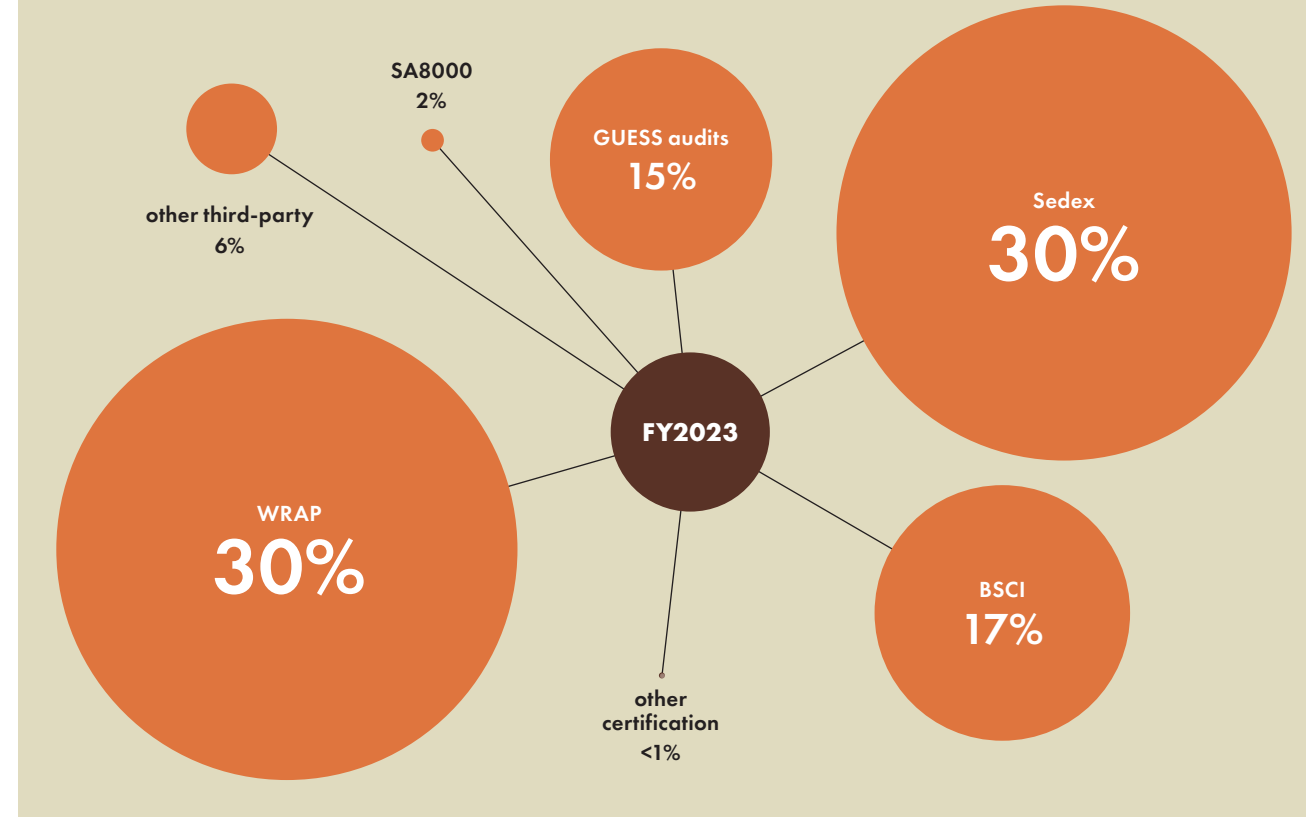
Tier levels of the supply chain



Factories by region



% of assessments performed by GUESS auditors and others on directly sourced suppliers



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

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.

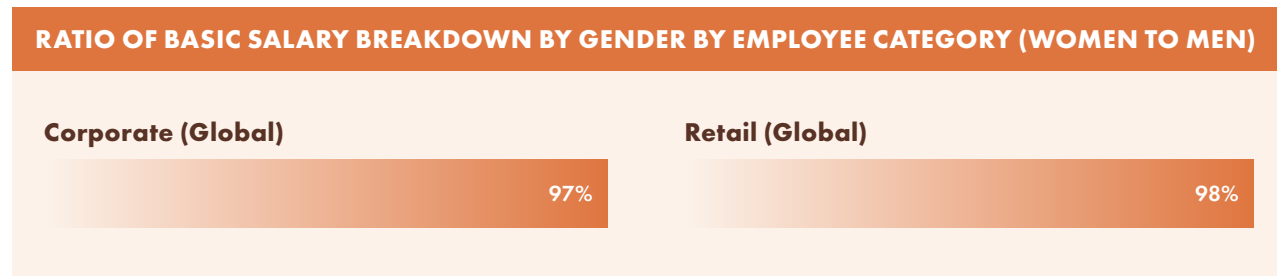
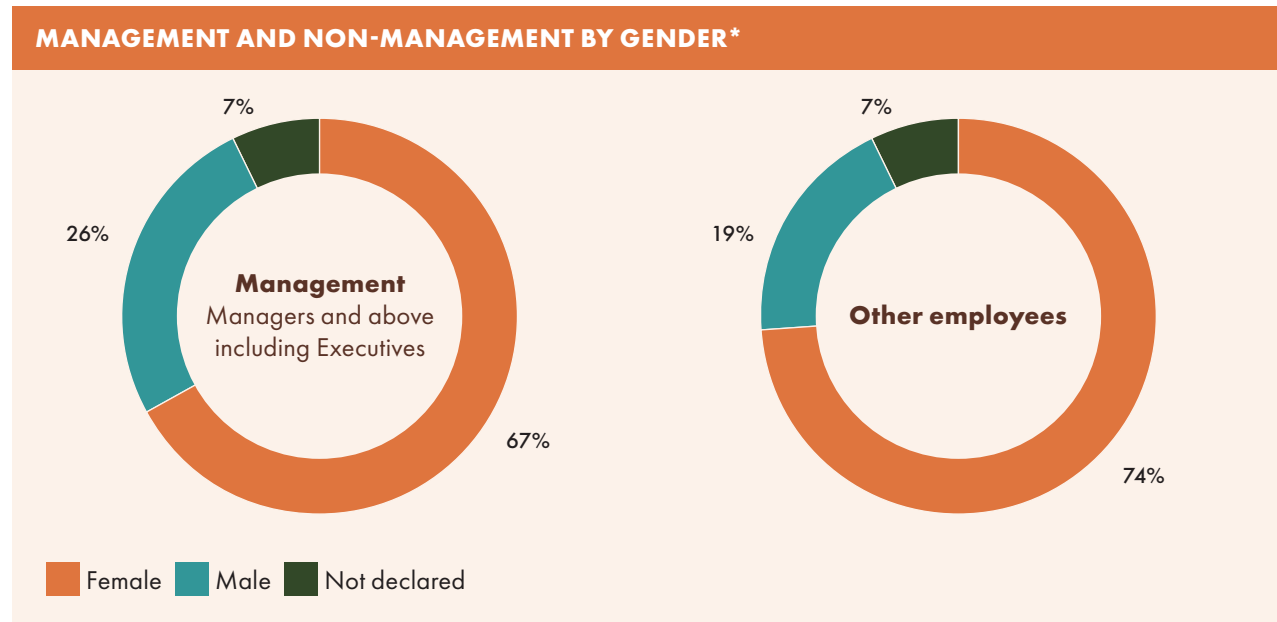
Gender diversity

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.



“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.”

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

DIVERSITY AND INCLUSION continued

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.

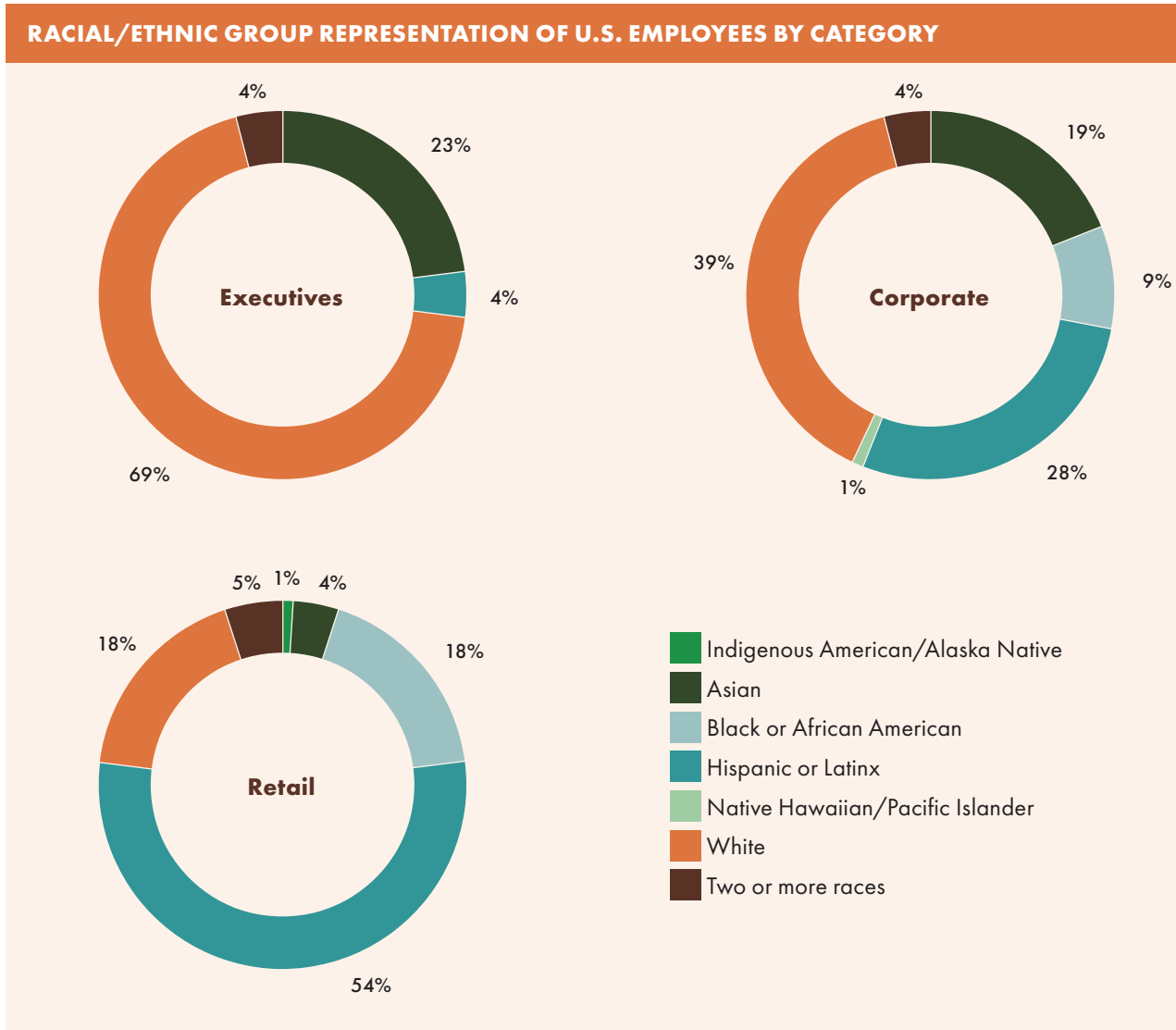
D&I training

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.



“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.”

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*

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.

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.

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

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.

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.

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.

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.

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.

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



COMMUNITY INVESTMENT

Supporting communities

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.

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.

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.



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”

Get
things
done



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

GOVERNANCE

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.

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)

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

Governance and business ethics 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.

GOVERNANCE AND BUSINESS ETHICS continued

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.

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.

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.



GUESS Europe corporate headquarters, Lugano, Switzerland.

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.

GUESS has obtained reasonable assurance over key ESG metrics and disclosures covered in the full FY2022-2023 ESG Report. This highlights report is not covered by the reasonable assurance.



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



GUESS campaign, spring 2023, Capri, Italy.