

FISCAL 2025

*Corporate
Citizenship &
Sustainability
Report*

SIGNET
JEWELERS



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Our Fiscal 2025 Corporate Citizenship and Sustainability Report cover image is a tributary of the Okavango River in Botswana, home to Signet's natural diamond cutting and polishing factory.

About This Report

Signet's Fiscal 2025 Corporate Citizenship & Sustainability Report presents performance information for our businesses in North America and the United Kingdom. For the purposes of this Report, the terms "Signet," the "Company," "we," "us," and "our" are used interchangeably and mean Signet Jewelers Limited and its subsidiaries. Unless otherwise noted, all data is from Signet's Fiscal year ended February 1, 2025 ("Fiscal 2025"). Signet's responsible sourcing data is for calendar year 2024 as it aligns with our Conflict Minerals Report filing. The Signet Love Inspires Foundation data is for calendar year 2024. Additional quantitative and qualitative material has been included from previous years to provide context on Signet's sustainability program. This report was published on June 3, 2025.

Signet's Fiscal Years:

52 weeks ending January 31, 2026 ("Fiscal 2026")
52 weeks ended February 1, 2025 ("Fiscal 2025")
53 weeks ended February 3, 2024 ("Fiscal 2024")
52 weeks ended January 28, 2023 ("Fiscal 2023")
52 weeks ended January 29, 2022 ("Fiscal 2022")

About Us

Signet Jewelers Limited is the world’s largest retailer of diamond jewelry. As a Purpose-driven and sustainability-focused Company, Signet is a participant in the United Nations Global Compact and adheres to its principles-based approach to responsible business. Signet operates eCommerce sites and approximately 2,600 stores under the name brands KAY Jewelers, Zales, Jared, Banter by Piercing Pagoda, Diamonds Direct, Blue Nile, James Allen, Rocksbox, Peoples Jewellers, H.Samuel, and Ernest Jones. Our sales derive from the retailing of jewelry, watches, and associated services. Signet’s shares are listed on the New York Stock Exchange (SIG).

Core Milestone and Romantic Gifting Jewelry



America’s #1 jewelry destination for engagement rings and romantic gifts at great value to help you celebrate and express love as personal and unique as it feels for over 100 years.



Largest specialty jewellery brand in Canada catering to the Sentimental Gifter serving as love’s advocate and gifting experts, trusted for over 100 years.

Inspired Luxury



Luxury is now personal with this leading full-service jeweler offering accessible high-quality pieces, expert customization, and remarkable guest experiences.



Direct importers of high-quality natural diamonds offering an array of selection at extraordinary value, all in a luxurious guest-centric environment.

Style and Trend



100 years of high-quality jewelry designed to help you express and explore your personal style on any occasion, or none at all.



Empowers fashion lovers to creatively express themselves with affordable jewelry and more than 50 years of piercing expertise.

Digital Pure Play



The original online jeweler, with more than two decades of experience, remains the trusted source for classic, timeless jewelry, offering accessible luxury for life’s celebrations.



The go-to online source for diamond enthusiasts who demand exceptional value and a transparent shopping experience.



The fashion jewelry destination with a wide selection of on-trend styles at a range of price points, helping jewelry lovers make every day shine.



Best jewelry values on UK High Street with style and design at heart for the fun-loving fashion follower.



A contemporary UK jeweler offering unrivaled diamond selection and Swiss timepieces.



Providing expert jewelry services such as care, repair, and bespoke custom design, as well as payment options, warranty, and insurance products.

A MESSAGE FROM

Our Chair, Corporate Citizenship & Sustainability Committee of the Board



Zack Hicks
Chair

INSPIRING LOVE THROUGH PURPOSE-DRIVEN LEADERSHIP

As I write this message, I am reminded that it was only four short years ago that we viewed sustainability through a singular lens—responsible sourcing. While this focus served us well for decades and Signet emerged as the industry's leader in ethical sourcing practices, from the Signet Board of Directors (“the Board”) down, we aspired to make a larger impact. In 2021, the Board's Corporate Citizenship & Sustainability Committee challenged management to go beyond its distinguished record of responsibly sourcing diamonds, colored gemstones, and precious metals, and embed the Company's Purpose of **Inspiring Love** into all aspects of our culture and strategy.

We have come a long way since then. **Inspiring Love** has truly solidified itself as both a foundation for our business and a beacon for attracting key stakeholders that want to shop and buy from us, invest in us, and work with us. This includes our new CEO, J.K. Symancyk, who has said that our Purpose-driven approach is one of the key factors that led him to join Signet.

What also emerged was a commitment to put the “actions to our words” embodied in our Three Loves framework—Love for All People, Love for Our Team, and Love for Our Planet and Products. Today, that framework guides all our strategic decisions around our corporate citizenship and

sustainability work. This has not only made our business stronger and more attractive, but we have made meaningful progress on our Corporate Sustainability Goals.

Some Fiscal 2025 highlights include:

Love for All People: We aligned our charitable donations with our Corporate Sustainability Goals through the Signet Love Inspires Foundation. We found new ways to activate our longstanding partnership with St. Jude Children's Research Hospital® and surpassed \$110 million in cumulative donations. Our dedication to creating economic opportunities for a broader range of suppliers also reached new heights, enabling us to work with skilled jewelry artisans and small businesses that bring unique perspectives and craftsmanship.

Love for Our Team: With higher employee retention than the retail average, our team members provide a strategic advantage and are at the core of our success. We enhanced our training programs to ensure strong customer experiences and launched a new training module on natural diamonds. Signet's recognition as a Great Place to Work-Certified™ company for the fifth consecutive year reflects our ongoing commitment to a culture of belonging, where a variety of perspectives drive innovation and lead to better business outcomes.

Love for Our Planet and Products: We made significant advancements in our environmental stewardship, including the launch of a measurable carbon reduction plan and installation of our first

on-site renewable energy system. We improved resource efficiency in our stores, achieved new levels of supplier compliance with our Signet Responsible Sourcing Protocol, and increased transparency in natural diamond sourcing by developing jewelry with digital chain of custody standards. Our inclusion on the 2025 World's Most Ethical Companies® list, the only jewelry retailer to earn this distinction, recognizes these efforts, which we know customers increasingly value. We remain committed to leading the industry in these areas.

As Chair of the Corporate Citizenship & Sustainability Committee of the Board for the second year, I can confidently say that sustainability is now a mainstay of the way Signet is governed and operated, and I know that our progress will continue under J.K.'s steadfast leadership. In a world that shows signs of destabilization and dynamic macro-economic pressures, we are focused on the areas we can control and will further integrate our Purpose into Signet's *Grow Brand Love* strategy.

I look forward to building on our commitment to good corporate citizenship as we continue our journey to leave a positive legacy in all the global communities where we work, live, and have the privilege to serve.

ZACK HICKS
Chair, Corporate Citizenship
& Sustainability Committee

A MESSAGE FROM

Our Chief Executive Officer

Signet's long-standing commitment to good corporate citizenship is one of the most significant factors that drew me to the Company. In my experience across different retail categories, I have seen firsthand how upholding responsible business practices, investing in employees, giving back to communities, and focusing on sustainability aren't just important to do for people, society, and the planet—they are essential for long-term business value.

New to the industry, I now realize that what distinguishes the jewelry sector is that we are not just selling products; we are entwined in our customers' most meaningful life stories and events. Signet's Purpose of **Inspiring Love** perfectly captures our reason to be: We inspire love in all its forms and allow it to be expressed through the purchase and giving of jewelry.

We are the undisputed leader in the US specialty jewelry market with a portfolio of brands that positions us to serve approximately 80% of category spend, with our top three brands, Kay, Zales, and Jared, being among

the most recognized names in the industry. We have a strong balance sheet, a robust eCommerce operation, and a vast retail network.

With Fiscal 2026 underway, I am excited to lead Signet into a new era with our *Grow Brand Love* strategy. This roadmap invigorates and builds on our Purpose, as we work to create an influential community of distinct jewelry brands, designs, and experiences for every significant milestone, every special moment, every expression of self, every kind of love, every day. Across our eleven brands, we are bringing love and brand loyalty to customers with innovative products, fresh styles, and captivating experiences.

None of this would be possible without Signet's more than 27,000 talented and passionate team members. They guide customers' purchase decisions, uplift entrepreneurial jewelry designers and other small businesses, apply technology to cut diamonds in ways that minimize waste, and monitor suppliers' responsible sourcing practices. The Signet team also volunteers in our communities, cultivates inclusion and collaboration, holds each other to robust ethical standards, and helps one another in times of crisis and hardship, including through our employee-funded Signet Team Member Relief Fund.

As we continue to invest in our people and work to deliver an unparalleled customer experience, our commitment to corporate citizenship and a sustainable future are unwavering. We remain dedicated to advancing environmental stewardship in global operations, improving

circularity and traceability in our product assortment, and leveraging our scale to drive positive changes throughout the jewelry sector.

Our *Grow Brand Love* strategy and Three Loves framework continue to guide our contributions and work within our communities. I am overwhelmed by the generosity of our Signet team members and our customers having raised a record \$10 million for St. Jude Children's Research Hospital® last year, the highest single-year amount in our 26-year partnership.

The global landscape continues to evolve, marked by geopolitical challenges, technological advancements, and dynamic environmental concerns and resource constraints. At Signet, we see opportunities to demonstrate leadership and cultivate progress. By staying true to our Purpose, I am confident in our ability to create a more sustainable and inclusive future that provides extensive value for all our stakeholders—our team members, customers, shareholders, suppliers, and community partners. I'm incredibly grateful to be part of this amazing Company.



J.K. SYMANCYK
Chief Executive Officer

J.K. Symancyk
Chief Executive
Officer



As we continue to invest in our people and work to deliver an unparalleled customer experience, our commitment to corporate citizenship and a sustainable future are unwavering.

OUR THREE LOVES

Corporate Citizenship and Sustainability Highlights

Love
for All
People

MORE THAN
\$10M



St. Jude Children's
Research Hospital
Finding cures. Saving children.

Raised and donated for St. Jude Children's Research Hospital® in 2024. This record-breaking contribution was the highest amount Signet has ever raised in one year for St. Jude. Signet has raised more than \$110 million throughout its 26-year partnership.

MORE THAN
\$947k

Donated to various charities in 2024 through the Signet Love Inspires Foundation



The Signet Love Inspires Foundation has established multi-year scholarship agreements with two universities to improve career readiness in metalsmithing and jewelry repair/design.

Love
for Our
Team



For the fifth consecutive year, Signet was designated as a **Great Place to Work-Certified™** company based on survey responses from our team members.

+16,500

Unique jewelry certifications held by our jewelry consultants

NEARLY
400



Team members received vital support from the Signet Team Member Relief Fund.

Love
for Our
Planet
and
Products



We promise that **all our products are responsibly sourced**, and we use our scale for good to advance human rights while helping preserve our planet.



86%*
of all Signet Jewelry sourced from Responsible Jewellery Council (RJC) members

*By value

SOLAR PANELS
IN BOTSWANA

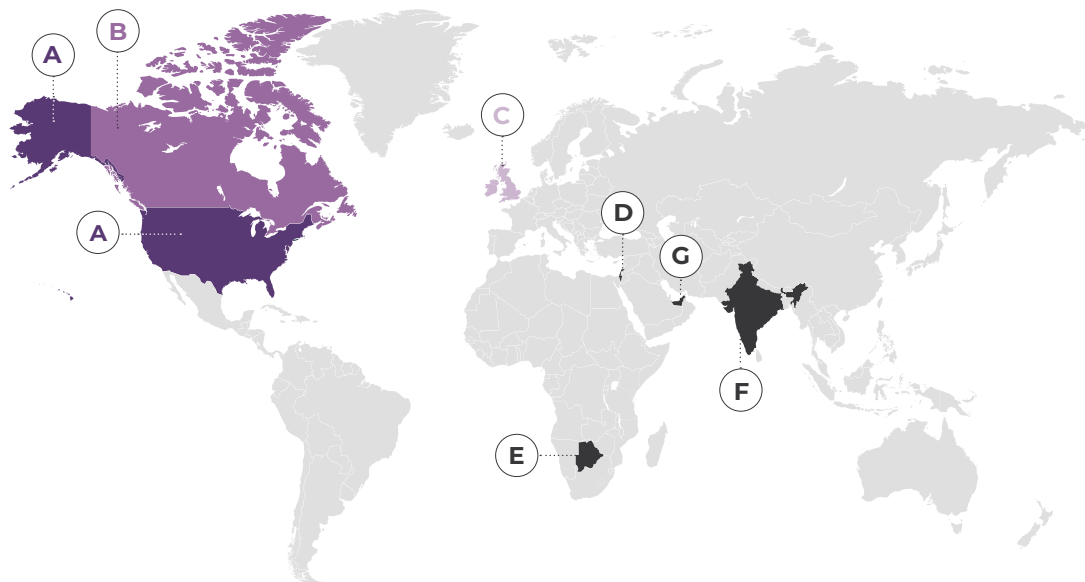
A significant percentage of energy at our cutting and polishing factory in Botswana now comes from **renewable energy with the installation of solar panels in Fiscal 2025.**

Ethisphere named Signet to the **2025 World's Most Ethical Companies®**

Honoree List. This recognition underscores Signet's dedication to ethical business practices that positively impact employees, the communities in which we operate, and broader stakeholders.



FISCAL 2025 YEAR-END

Signet At-A-Glance*Where We Operate***A UNITED STATES****2,288**

Stores

B CANADA**91**

Stores

C UK AND REPUBLIC OF IRELAND**263**

Stores

D ISRAEL
Technology
Centers**E BOTSWANA**
Diamond
Polishing Factory**F INDIA**
Diamond
Liaison Center**G UAE**
Distribution
Center**\$6,388.0M**
TOTAL

- Operating expenses¹
\$6,200.8M
- Profit (before taxes)
\$124.2M
- Income tax expenses
\$63.0M

1. Includes cost of sales and selling, general, and administrative expenses. Refer to the Fiscal 2025 Form 10-K for additional information on the composition of these expense categories.

**\$12.6M**
TOTAL

- Company-enabled team member and customer giving
\$10.9M
- In-kind¹ & corporate giving, sponsorships & Team Member Relief Fund
\$700k
- Signet Love Inspires Foundation² and Diamonds Direct Foundation charitable contributions
\$1M

1. Total product cost values for all store brands
2. January–December 2024

**\$6,703.8M**
TOTAL

- Store sales
\$5,135.4M
- eCommerce sales
\$1,521.7M
- Other sales¹
\$46.7M

1. Primarily includes sales from the Company's diamond sourcing operation and loose diamonds.

2030 Corporate Sustainability Goals Summary

LOVE FOR ALL PEOPLE	
Goals	Progress
1. Increase economic opportunities for a wider range of suppliers.	
♦ Increase annually the range of jewelry artisans outside Signet's core supply markets.	\$24.7M ¹
♦ Increase cumulative economic opportunities for a range of indirect suppliers to \$250M.	\$52.5M ²
2. Create an environment that proactively protects our customers' and team members' data and reduces data loss incidents through training, governance, and compliance with data privacy standards.	
♦ Achieve 100% Payment Card Industry compliance for all brands.	On Track
♦ Achieve 100% completion of annual cybersecurity awareness training for all eligible team members.	On Track
♦ Monitor team member engagement rates with email vulnerability tests for all eligible team members.	On Track
3. We will annually drive increased representation into our marketing activities to celebrate love inclusively.	
♦ Introduce global marketing standards for inclusive marketing across all brands.	On Track
♦ In Fiscal 2025, establish a baseline to increase annually the percentage of diverse customers we serve.	24% ³
4. Advance Signet's social impact legacy through nonprofit partnerships that accelerate progress for our sustainability goals.	
♦ Deliver greater than \$50 million cumulative impact with nonprofit partners through Company, customer, and team member participation.	\$12.6M ⁴

LOVE FOR OUR TEAM	
Goals	Progress
5. Support career development for all team members through training, on-the-job development, and skills enhancement.	
♦ Increase cumulative learning opportunities for team members.	573 Classes
♦ Achieve on average two learning sessions per full-time team member.	18.4 Hours
♦ Maintain annual succession planning for executive positions.	On Track
6. Be an inclusive employer of choice.	
♦ Achieve certification as a Great Place to Work [®] annually.	5 years in a row
♦ Be recognized by the Human Rights Campaign Corporate Equality Index.	Score of 100
♦ Maintain above 80% retention of full-time team members annually.	82% ⁵
7. Strive for leadership representation that reflects the customers and communities we serve.	
	42% Women VPs
♦ To reflect the communities we serve, ensure representation of women and People of Color (POC) at the VP and District Manager (DM)/Director levels.	62% Women DM/Director 12% POC VPs 18% POC DM/Director

1. Volume spent with jewelry artisans and outside Signet core supply markets
2. Merit-based spending with indirect suppliers
3. Signet's US customers that are diverse from Kay, Zales, Jared, Banter, and Peoples.
4. Total delivered in FY25
5. Voluntary retention rate of full-time team members in the US

LOVE FOR OUR PLANET AND PRODUCTS	
Goals	Progress
8. Enhance integrity in the global jewelry supply chain through elevated transparency and accountability.	
♦ Achieve 100% Responsible Jewellery Council (RJC) member certification for our strategic and key suppliers.	91%
♦ Ensure 100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.	100%
9. Enhance environmental stewardship in our business through innovative packaging design.	
♦ Achieve at least 50% recycled content for pulp and paper-based jewelry packaging.	82%
♦ Use at least 30% recycled content in plastic-based jewelry packaging.	87%
♦ Use 60% recycled content in corrugated boxes.	68%
10. Accelerate business growth through strategic partners and services that extend the life of goods or repurposed materials.	
♦ Establish a Fiscal 2025 baseline to grow the number of jewelry pieces resold.	Nearly 65K
♦ Establish a Fiscal 2025 baseline to grow the number of jewelry pieces covered under extended service agreements.	3.5M
♦ Establish a Fiscal 2025 baseline to grow the number of jewelry pieces repaired	3.7M
♦ Establish a Fiscal 2025 baseline to grow the number of jewelry lines and SKUs with reclaimed or repurposed materials.	6 Jewelry lines 214 SKUs
11. Integrate carbon management in Company operations and business planning to reduce greenhouse gas emissions.	
♦ By Fiscal 2025 year-end, initiate energy and CO ₂ emissions reduction action plans following climate risk and opportunity analyses for Scope 1, 2, and 3 CO ₂ emissions.	On Track
♦ Beginning in Fiscal 2025, 100% of new lease agreements include a condition that the landlord will make all commercially reasonable effort to complete a feasibility study for renewable energy within 90 days.	Needs Attention

United Nations Global Compact

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

The Ten Principles of the UN Global Compact guide business policy and structure and serve as the foundation for advancing the United Nations Sustainable Development Goals (SDGs).

HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 Make sure that they are not complicit in human rights abuses.

LABOUR

- 3 Businesses uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 The elimination of all forms of forced and compulsory labour;
- 5 The effective abolition of child labour; and
- 6 The elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 Undertake initiatives to promote greater environmental responsibility; and
- 9 Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

“Our continued participation in the UN Global Compact reaffirms our existing commitments to positive change in the communities we operate to create the world we want. As a participant signatory, Signet and its brands affirm our long-standing commitment to responsible, ethical business practices and upholding the Ten Principles of the UN Global Compact on human rights, labor, the environment, and anti-corruption.”

J.K. SYMANCYK
CEO Signet Jewelers

WE SUPPORT



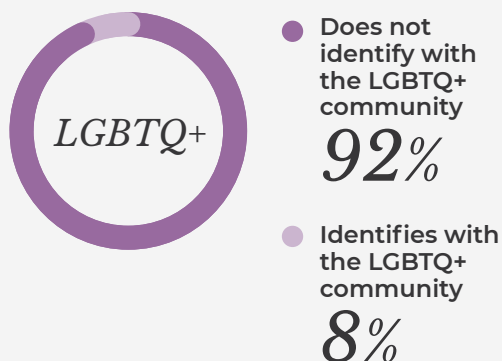
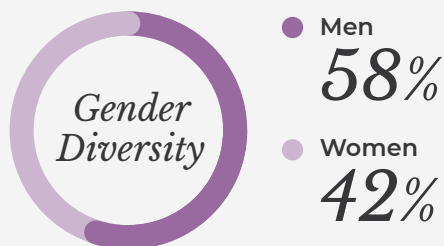


Governance

11 Sustainability Oversight

12 Business Ethics and Compliance

The following charts summarize the self-identified gender and ethnic diversity of our Board nominees at the 2025 Annual Meeting of Shareholders.



Sustainability Oversight

Our governance structure keeps our sustainability strategy on track, ensures clear and transparent accountability, and adds value for a spectrum of stakeholders. It includes our Board of Directors' Corporate Citizenship & Sustainability Committee, the Signet Leadership Team, and key functional leaders, and reflects how environmental, social, and governance topics are integrated into our core business decisions.

The Corporate Citizenship & Sustainability Committee reviews our sustainability strategy, goal-setting process, and key performance milestones quarterly in the context of enterprise risk management and strategic planning processes. Additionally, the Board's Human Capital Management & Compensation Committee oversees overall management of human capital, which includes culture, diversity, equity, and inclusion; executive compensation programs; team member benefits and well-being; talent management (attraction, development, and retention); performance management; and, in collaboration with the Governance & Technology Committee, succession planning.

The full Board regularly reviews enterprise risk management processes including issue and risk identification associated with our 2030 Corporate Sustainability Goals. As climate-related disclosure requirements and data availability evolve, so has the role of the Internal Audit team for the Company's control environments and disclosures.

- **BOARD-LEVEL Corporate Citizenship & Sustainability Committee** reviews matters of sustainability strategy including governance and performance of our 2030 Corporate Sustainability Goals, which address environmental, social, and governance topics.
- **COMPANY-LEVEL Signet Leadership Team** comprises senior functional leaders and all Brand Presidents and guides the systematic approach to understanding and managing environmental, social, and governance issues that represent stakeholder priorities and drivers of long-term business success. On this team, our Chief Corporate Affairs & Sustainability Officer drives the integration of sustainability into core business decisions. A Signet Leadership Team designee serves as sponsor to each Corporate Sustainability goal, enabling business functions to pursue and implement opportunities and practices toward goal achievement. Brand Vice Presidents lead initiatives that advance product sustainability, including the use of repurposed materials and supplier selection based on environmental and social performance.
- **COMPANY-LEVEL Climate Action and Sustainability Committee (CASC)** includes cross-functional executives and meets regularly to coordinate greenhouse gas reduction strategies and climate-related disclosures. Signet's Chief Corporate Affairs & Sustainability Officer chairs the CASC.
- **COMPANY-LEVEL Enterprise Sustainability Team** led by our Vice President, Sustainability and Social Impact, devises our strategic sustainability agenda, leads product and operations sustainability initiatives, and manages stakeholder engagement and disclosures on environmental, social, and governance topics. This includes administering the Signet Responsible Sourcing Protocol process and compliance elements.

Business Ethics and Compliance

We are a Purpose-inspired and values-driven Company whose way of working is built on our core values. Our **Code of Conduct (Code)** applies to all Signet team members, Board members, consultants, and other agents when they represent or act on behalf of the Company. It helps ensure that we fulfill with integrity both our Purpose—**Inspiring Love**—and our responsibilities to one another, to our customers and business partners, and to our shareholders. Our Code describes our expectations and policies on several topics, including protections for human rights and sensitive information, and it also emphasizes team members' responsibility to report any suspected violation of the Code. To encourage a speak-up and ethical culture, Signet provides an ethics hotline service and investigates allegations of misconduct. In addition, we provide a framework of controls related to operational, compliance, financial, strategic, and reputational risks to ensure our Company and team members comply with laws and regulations that are applicable to us and support the Company in achieving our strategic goals.

These policies are essential to achieving our Company-wide goals, maintaining our culture of compliance, and helping customers celebrate life and express love ethically through our operations.

Our **Corporate Policies** listed below are aligned with our **Code of Conduct** and Three Loves framework: Love for All People, Love for Our Team, and Love for Our Planet and Products. These policies are essential to achieving our Company-wide goals, maintaining our culture of compliance, and helping customers celebrate life and express love ethically through our operations.

Our **Code of Conduct** and **Corporate Policies** feature prominently in the Company's training and communications, which begins with onboarding team members with required training that is based on role and responsibility.¹ Annual training for all team members covers various Ethics & Compliance topics and risk areas, such as Anti-Harassment, Equal Employment Opportunity, Insider Trading, and Conflicts of Interest. US team members receive training annually on a variety of areas including: our **Code of Conduct**, Social Media Use, Information Technology Security Awareness, Anti-Money Laundering and Anti-Bribery, Antitrust and Competition, Gifts and Hospitality, Equal Employment Opportunity Policy, Civil Treatment, Bullying and Harassment Prevention, and Safety Procedures. Upon hire, all new team members complete training on Signet's **Code of Conduct** and Equal Employment Opportunity Policy to promote a positive work environment. Retail managers in the US and Canada receive annual online renewal training of risk relevant topics. Signet empowers new retail team members with a suite of training on diamonds and gemstones as well as jewelry and services upon hire.

The following eight documents are Corporate Policies that guide our behavior and decisions at Signet. The full text of these policies are available on the [Policies, Codes, and Compliance](#) page of our website.



Love for All People

- Signet Jewelers Code of Conduct
- Human Rights Policy



Love for Our Team

- Conflicts of Interest Policy
- Equal Employment Opportunity Policy



Love for Our Planet and Products

- Signet Responsible Sourcing Protocol
- Anti-Bribery and Anti-Corruption Policy
- Anti-Money Laundering and Counter Financing of Terrorism Policy
- Supplier Code of Conduct

¹Approximately 87% of Signet's workforce is located in the US. Other locations receive training based on their eligibility.

A close-up photograph of two women of Asian descent smiling and embracing each other. They are both wearing diamond jewelry: necklaces and a ring. The woman on the left is wearing a white top, and the woman on the right is wearing a grey top. The background is a soft, out-of-focus outdoor setting.

Love for All People

14 **Goal 1:** Economic Opportunities for Suppliers

16 **Goal 2:** Information Security and Data Privacy

18 **Goal 3:** Responsible Marketing

20 **Goal 4:** Social Impact

22 Brand Cause Marketing

CORPORATE SUSTAINABILITY GOAL

1. Increase economic opportunities for a wider range of suppliers.

LANDSCAPE

Bringing our *Grow Brand Love* strategy to life involves delighting our customers with creative product designs and expertly styled assortments, whether for fashion basics or on-trend collections, in each of our retail brands. In this dynamic environment, consumer insights show the importance of product sourcing strategies that include a wide range of jewelry artisans to support newness in product assortment while mitigating sourcing dependencies.

PROGRESS

Increase annually the range of jewelry artisans outside Signet's core supply markets.

\$24.7M

Volume spent with jewelry artisans and outside Signet core supply markets

APPROACH

Through our support of small businesses, we connect jewelry designers from unique backgrounds to our diverse set of customers.

Jared x KALLATI celebrates women's strength with jewelry designed by and for them. KALLATI Jewelry is a brand known for integrity, authenticity, and exquisite craftsmanship. The Kallati sisters, Reout and Orly, lead the brand with passion and pride. Their centuries-old family story, rooted in history and nobility, unfolds from ancient Persian origins to today's fashion-centric, sophisticated enclaves. The styles feature stunning emerald jewelry that captures the mesmerizing allure of this precious gemstone. From statement necklaces to elegant earrings, KALLATI emerald pieces are designed to enchant and inspire. *Photo on this page from the Jared x KALLATI collection.*

Zales x SHAHLA captures the deep-seated longing humans possess to embrace and express their memories. The work distills beauty from the ordinary, featuring duality and a sense of nostalgia. Each form is inspired by the art and architecture from a time past. Shahla Karimi is a women-owned and operated brand based in New York City. The company is a small artisan brand elevating new American designers. *Photo on next page from the Zales x SHAHLA collection.*



Increase cumulative economic opportunities for a range of indirect suppliers to \$250M.

\$52.5M Merit-based spending with indirect suppliers

APPROACH

As a Purpose-driven Company, Signet is committed to developing sustainable relationships for goods and services with qualified small businesses to unlock competitive advantages, drive economic empowerment, and foster a greater exchange of ideas and innovation. We recognize nine classifications of small business suppliers across our business, from product and creative partners to transportation and other service providers. In line with our core values, we believe that building a more inclusive supply chain can drive success for all—including our Company, suppliers, customers, team members, investors, and the communities in which we do business.

HIGHLIGHTS

\$213M

Indirect spend

Cumulative spend to date over four fiscal years

316

Number of cumulative suppliers to date

CORPORATE SUSTAINABILITY GOAL

2. Create an environment that proactively protects our customers' and team members' data and reduces data loss incidents through training, governance, and compliance with data privacy standards.

PROGRESS

Achieve 100% Payment Card Industry compliance for all brands.

ON TRACK

Achieve 100% completion of annual cybersecurity awareness training for all eligible team members.

ON TRACK

Monitor team member engagement rates with email vulnerability tests for all eligible team members.

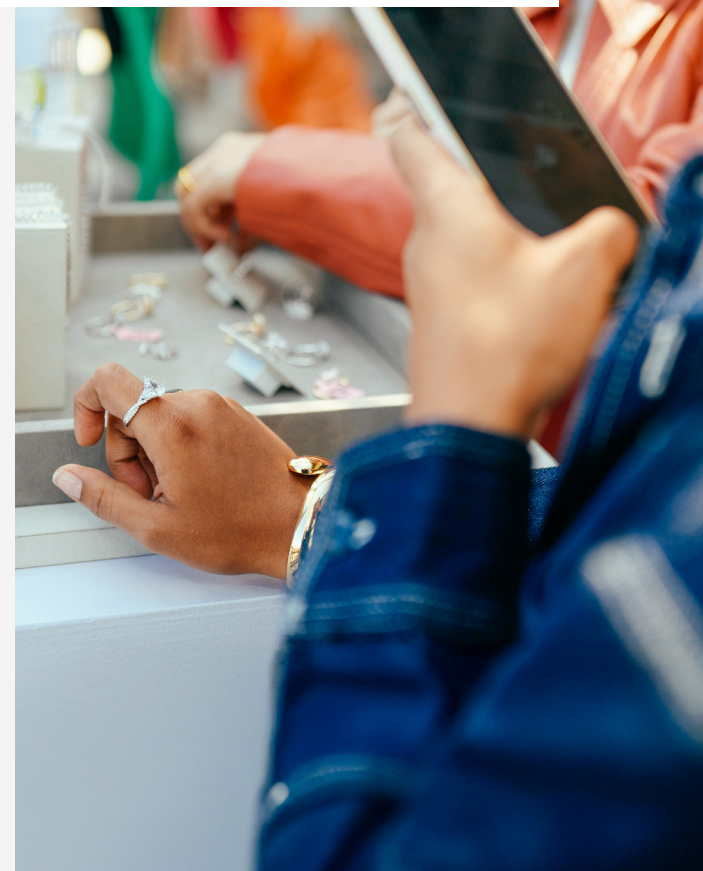
ON TRACK

LANDSCAPE

As eCommerce sales grow and stores use digital business systems with more frequency, robust information security risk management keeps consumer trust, protects data, and meets or exceeds US government cyber regulations for publicly traded companies.

APPROACH

We value our customers and team members and the data they entrust to us and treat their information and other financial data with care and respect. Privacy and data security are monitored at the highest levels of our Company; our Board is actively engaged in oversight of cybersecurity—a responsibility included in the charter of our Governance & Technology Committee, which oversees the Company's cybersecurity and data privacy risks and protocols. Additionally, our Board is kept informed on cybersecurity and privacy via quarterly reporting to the Governance & Technology Committee, and full Board discussions during the year. Our interim Chief Information Officer and our Senior Vice President, Chief Information Security & Privacy Officer, oversee Signet's information risk and compliance, enterprise data security, customer data privacy, enterprise IT risk management, global information security, internal cyber investigations, and cyber crisis response management. Our Senior Vice President, Chief Information Security & Privacy Officer, works closely with segment and brand information security leaders as well as other key stakeholders to ensure we take a holistic approach to caring for customer, team member, and financial data.



Signet's data stewardship focuses on three primary areas:

Personalization and Privacy

As a retailer, we use data to drive demand via targeted marketing, develop merchandise insights and strategies, and provide customer insights to drive business objectives across our Company. We safeguard this data by monitoring and complying with all privacy laws. Because the Company offers numerous credit and financing options for purchases, as well as a rewards program, we commit to respecting the integrity of our customers' data through policies to keep the customers' data correct and complete.

Security

Signet team members are stewards of Company data, and it's essential that we educate them on how to keep data safe. Signet assigns team members to complete a privacy, security, and confidentiality training and awareness program entitled Information Security and Privacy Awareness Training. The training module is designed to shape team members' perceptions about information protection in ways that create a responsible, compliance-minded workforce that is knowledgeable about privacy and information security policies. This training is also a part of the new-hire orientation process and is available in Signet's learning platform. Participation is captured and tracked annually. The Signet cybersecurity team manages a longstanding email phishing simulation testing program to mitigate against increased cybercams and threats. Phishing tests occur several times a year and the IT team tracks click rates of participating team members.

Oversight and Enablement

Our Security Operations Center continuously and proactively monitors systems for threats and anomalies. We have established processes for sharing data and performing third-party risk assessment, and we have disaster recovery planning and testing procedures in place.



CORPORATE SUSTAINABILITY GOAL

3. We will annually drive increased representation into our marketing activities to celebrate love inclusively.

LANDSCAPE

Signet's mission is to celebrate life and express love—and we aim to grow our customer base in both bridal and fashion jewelry segments. That business growth involves attracting new customers, including those that reflect the diversity of the markets in which we operate, and marketing decisions factor in how we can effectively engage with customers.

In Fiscal 2025, our efforts around global marketing standards evolved as the Responsible Jewellery Council (RJC) released its Code of Practices 2024 (2024 COP), which elevates global standards for responsible marketing specific to the jewelry industry. The 2024 COP requires “Members that make one or more product claims shall ensure that the claims being made are not misleading and are verifiable. This includes responsible sourcing, environmental, and sustainability claims.” In addition, the 2024 COP requires RJC members to have management systems in place to “ensure that the claims meet applicable law and are truthful and substantiated by evidence.”

APPROACH

In Fiscal 2025, Signet strengthened internal policies to address stakeholder demands for transparency in marketing and advertising. The Company introduced the Signet Advertising Standards and Guidelines as policy and offered supporting training on demand. Signet also continued to use marketing images that reflect the communities we serve to connect with our customer base.

Environmental claims in jewelry adhere to the Federal Trade Commission's Green Guides. The Signet Promise represents our pledge to customers that our jewelry products are responsibly sourced according to our open-source Signet Responsible Sourcing Protocol.

Signet acknowledges that the production of jewelry with both natural and lab-grown stones involves various production methods with different emission factors. We welcome the disclosure of greenhouse gas emissions of all gemstones and finished jewelry based on production method.

Introduce global marketing standards for inclusive marketing across all brands.

ON TRACK



In Fiscal 2025, establish a baseline to increase annually the percentage of diverse customers we serve.

24% Signet's customers that are diverse*

APPROACH

We welcome all potential customers to our stores with imagery reflective of backgrounds and experiences, and ensure their interactions with us are inclusive, transparent, and understanding.

Hiring and Training Bilingual Talent

Signet's human capital management approach includes recruiting and interviewing in Spanish and offering Field New Hire Orientation in Spanish. In addition, the Company offers customer service training sessions and supporting written materials to team members in Spanish to empower them to provide better customer service to Spanish-speaking customers. Our virtual team meetings are translated with captions for language and hearing accessibility.

Bilingual Customer Service

Signet has broadened the bilingual presence in its stores and virtually to match market demand. Our intention is for all customers to feel welcome and recognize cultural sensitivity in our stores.

- ♦ **Virtually:** Signet's Customer Connection Center provides multiple communication channels for customers to communicate with customer care team members in their preferred language including phone support, virtual chat SMS, WhatsApp, and personal shopping appointments at Jared, Kay, Zales, Banter, and Peoples. The Customer Connection Center also provides support for Spanish-language virtual jewelry consultants to support customers in making online purchases. The Customer Connection Center is staffed to provide Spanish-language support at all times and assistance in 12 additional languages via personal shopping appointments.
- ♦ **In Stores:** Signet brands have hired Spanish-fluent retail store team members in select markets to serve multicultural customers. Signet offers the capability for jewelry consultants to provide their virtual storefronts in Spanish to serve their clientele.

*Based on Signet's US customers that are diverse from Kay, Zales, Jared, Banter, and Peoples

HIGHLIGHTS

35 Number of Spanish Language customer care team members and virtual jewelry experts in our Customer Connection Center

371 Number of Spanish-language courses completed by 307 Signet jewelry consultants



CORPORATE SUSTAINABILITY GOAL

4. Advance Signet's social impact legacy through nonprofit partnerships that accelerate progress for our sustainability goals.

PROGRESS

Deliver greater than \$50 million cumulative impact with nonprofit partners through Company, customer, and team member participation.

\$12.6M

Delivered in FY25

\$10.9M

Brand Cause Marketing

\$1.0M

Signet Love Inspires Foundation and Diamonds Direct Foundation

\$255k

Signet Team Member Relief Fund

\$444k

In-Kind Donations

LANDSCAPE

Social impact and responsible investments remain vital, bridging societal gaps where public consensus falters. While balancing considerations, strategic social investments aligned with business goals and value creation allow companies to address community needs, enhance brand trust, and fulfill mission-driven Purpose—proving social impact coexists with success and resilience as a business imperative.

APPROACH

Our social impact strategy, deeply rooted in our Purpose of **Inspiring Love**, underscores that creating positive change isn't just the right thing

to do—it's smart business. Our organizational commitments have been proven to positively influence customer perceptions, drive team member engagement, and have even been linked to higher average transaction value at the store level.

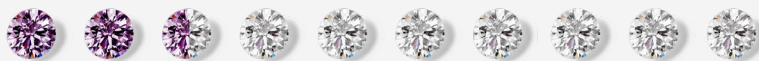
We are committed to supporting local initiatives and projects that contribute to meaningful social change and contributions to vulnerable groups. In Fiscal 2025, this meant pivoting our investments toward nonprofit organizations that reflect the values and priorities of our team members and customers—strengthening community connections and ensuring more meaningful contributions where they live and work.

Our 5 Facets of Community Impact structure our efforts to maximize positive change:

- 1 Brand Cause Marketing** throughout stores in the US, Canada, UK, and Ireland
- 2 Signet Love Inspires and Diamonds Direct Foundations** grants to nonprofits, including matching gifts to qualifying recipients our team members support
- 3 Corporate Charitable Giving** through scholarships, internships, and job opportunities
- 4 Signet Team Member Relief Fund** grants to eligible Signet team members in need due to natural disaster or hardship beyond their control
- 5 In-Kind Donations** supporting local, charitable non-profit work

KPI Achievement & Goals

The purple diamonds shown depict the progress thus far.



\$12.6M Delivered

\$50M
Goal by 2030

SIGNET
**LOVE
INSPIRES**
FOUNDATION

\$200k

**Signet Love Inspires
Foundation Grant
to The Family Place**

Established in 2021, the Signet Love Inspires Foundation is a corporate-based giving entity designed to maximize Signet's philanthropic impact. With a mission to enable the world to rotate more on an axis of love, the Foundation focuses on supporting underserved women and children while championing social change advocacy.

**Grant Ignites Hope and Healing for Domestic
Violence Survivors**

This grant from the Signet Love Inspires Foundation, received in July 2024, is strengthening The Family Place's Domestic Violence Beds Program. This real-time emergency shelter program now spans 35 shelters across Texas and neighboring states, with 17 referring organizations, enabling hotline advocates to quickly find available beds tailored to specific needs. The grant has supported a surge in usage with funds allocated to technology and staffing to sustain the platform's operation. In 2024, over 376,000 logins occurred—more than 60% from the National Domestic Violence Hotline.

The Foundation has committed at least \$500,000 over three years to support this critical program for women and children escaping domestic violence and sexual assault.



*Financial
Contributions*

\$947k

Total 2024 contributions

- Grants
\$900k
- Team member
matching gifts
\$42k
- Additional
community
impact giving
\$5k



Unprecedented Storms Bring Unbreakable Support

In 2024, relentless storms made it the most active May for severe weather in 13 years, followed by a devastating hurricane season as Tropical Storm Debby and Hurricanes Helene and Milton tore through communities. In the face of power outages, lost transportation, and even destroyed homes, team members stepped up—rallying record-breaking support for the Signet Team Member Relief Fund.

In Fiscal 2025, the Signet Team Member Relief Fund allocated nearly \$256k to assist nearly 400 team members. This demonstrates the power of team members helping team members through difficult times—and reminds us that sustaining this support depends on continued participation.

*Gems That
Make an Impact*

608













**Charitable events
supported with
product donations
from Signet's brands**

BRAND CAUSE MARKETING

Empowering Children & Families Through Millions in Charitable Giving

Thanks to the incredible generosity of our customers and the passionate efforts of our team members, Signet continues to make a meaningful difference in the lives of children and families facing serious health challenges. Together, we’ve helped drive impactful fundraising efforts through annual giving campaigns across Signet brands.

With their support, we’re proud to partner with national charitable organizations across the US, Canada, the UK, and Ireland. These partnerships reflect our deep commitment to supporting missions that deliver hope where it’s needed most. Highlights include:

				
PARTNER SINCE	1999	2017	2014	2014
WHERE	United States	Canada	United Kingdom	Ireland
WHAT THEY DO	St. Jude Children’s Research Hospital® is leading the way the world understands, treats, and defeats childhood cancer and other life-threatening diseases. Signet announced in 2023 it had raised \$100 million during its partnership, and committed to another \$100 million.	Raise funds on behalf of Canada’s Children’s Hospital Foundations (CCHF) for the highest priority needs of each hospital, including research.	When cancer strikes young lives, Young Lives vs Cancer helps families limit the damage it causes beyond their health.	Barretstown provides residential camps and programs for children and their families affected by cancer and serious illness.
CALENDAR YEAR 2024 IMPACT	\$10M raised	C \$665K raised	£65k raised	£1k raised
CUMULATIVE IMPACT	More than \$110M raised	More than C \$3.5M raised	More than £1.5M raised	£65k raised
FY25 SUPPORTING BRANDS	    			



Love for Our Team

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25 **Goal 5:** Career Development

26 **Goal 6:** Employer of Choice

27 Talent to Reflect the Communities
We Serve

28 Business Resource Groups

29 Benefits

30 Our Highly-Skilled Jewelry Consultants

31 A Safe Workforce and Workplace

32 **Goal 7:** Leadership Representation

FISCAL 2025 YEAR-END

People At-A-Glance

27,595

Global team members

99%

Average Overall
Satisfaction score
of field Leadership
Summit events

\$19.53

Average hourly wage of
our jewelry consultants
in our US stores*

+16,500

Unique jewelry certifications
held by our jewelry consultants

*Based on median employee salary of \$40,617 disclosed in the Fiscal 2025 Annual Report on Form 10-K. Includes full-time team members in North America. Includes bonus, commission, and incentives.

In response to Signet's most recent Voice of the Employee Survey*, our team members responded positively to statements about our Company, including:

87% **AGREED** "I understand how my work contributes to Signet's Purpose—Inspiring Love."

NEARLY
400

Inspiring Generosity
SIGNET
Team Member Relief Fund

Team members received vital support in their time of need from the Signet Team Member Relief Fund, funded by their fellow team members.

TEAM MEMBER EMPOWERMENT

5,590

Business
Resource Group
Memberships8 Active Business
Resource Groups

- Asian Pacific Employee Network
- Black Employee Network
- Diamante (Hispanic and Latino)
- RADIANCE
- Signet Pride (LGBTQ+)
- Veterans
- Women's
- Young Professionals

15%

Growth in
Membership
of Business
Resource Groups
year over year

In response to the Fiscal 2025 Great Place to Work® Trust Index Survey™, our team members responded positively to statements about our Company, including:

80% **AGREED** "I can be myself around here."
Increased from 78% in FY24

83% **AGREED** "When I look at what we accomplish, I feel a sense of pride."

*Signet's Voice of the Employee survey was last conducted in FY24 as the survey is biannual.

CORPORATE SUSTAINABILITY GOAL

5. *Support career development for all team members through training, on-the-job development, and skills enhancement.*

PROGRESS

Increase cumulative learning opportunities for team members.

573
Classes

Achieve on average two learning sessions per full-time team member.

18.4
Hours

Maintain annual succession planning for executive positions.

ON TRACK

LANDSCAPE

Signet operations include more than 20,000 retail store jewelry consultants with customer-facing roles dedicated to educating our customers about gemstones and jewelry. As Signet enters a new era of growth with its *Grow Brand Love* strategy, training is essential for our jewelry consultants to deliver customer experiences that not only delight and form emotional connections but also provide expert knowledge on natural diamonds.

APPROACH

Signet's Leadership Development Strategy

In Fiscal 2025, Signet continued our efforts to connect our team members with resources that support their individual development and enable them to create an inclusive environment for all. Signet's leadership development and training strategy has three components: Leadership

and Culture, Functional Skills, and Industry and Jewelry Expertise. Average hours of training per year per team member is a Global Reporting Initiative standard used to compare investment in training across companies.

Brilliant University and Leadership Development

In Fiscal 2025, Signet invested in our team members through upgrades to our learning platform, Brilliant University. New curriculum and platform capabilities support training, leadership development, and education.

The platform gives team members access to training modules from their very first day of employment. Investments in our people, such as training, allows us to efficiently provide them with new skills and experiences regarding Signet values, leadership traits, and jewelry knowledge.

As part of the Worth the Wait initiative in partnership with De Beers, 93% of retail store jewelry consultants completed new training about natural diamonds to provide team members with detailed training regarding the unique properties of natural diamonds. In turn, jewelry consultants are able to provide customers with education on purchasing a natural diamond.



CORPORATE SUSTAINABILITY GOAL

6. *Be an inclusive employer of choice.*

PROGRESS



Achieve certification as a Great Place to Work® annually.

5 years
in a row



Be recognized by the Human Rights Campaign Corporate Equality Index.

100 Score out of 100

Maintain above 80% retention of full-time team members annually.

82% Retention rate for US full-time team members based on voluntary turnover, exceeding the retail benchmark.

LANDSCAPE

As a retail jeweler with eleven distinct brands, customer relationships represent an important element of our business model. Our success depends on our ability to attract, develop, and retain highly engaged, high-performing, and motivated team members who possess the requisite knowledge about gemstones and jewelry products and feel deeply connected to our Purpose of **Inspiring Love**. A principal element of executing our *Grow Brand Love* strategy involves remaining a destination employer among retailers. Signet's voluntary retention rate for full-time team members in the US far exceeds the retail benchmark. The Bureau of Labor Statistics reports that US retail organizations experience an average employee turnover rate of approximately 60%.

APPROACH

Inspired by our Purpose, we value building a pluralistic workforce, embracing different perspectives, and fostering an inclusive, empowering work environment where our team members feel belonging and customers feel welcomed. A rich blend of backgrounds and perspectives within our teams creates an inviting atmosphere for our store customers and responsiveness for our eCommerce brands, while allowing us to better understand our customers' tapestry of tastes, interests, and purchase preferences.

At Signet, we have invested in our culture and created an environment that allows each team member to bring their best self to work. By focusing on strong people practices, we foster improved retention rates and a better-trained workforce to delight our customers.

All team members are immersed in Signet's employee experience, where team members are invited to be their best selves, introduced to new ideas that grow their passion, and encouraged to inspire more love in the world.



Talent to Reflect the Communities We Serve

At Signet, we are committed to creating an innovative and collaborative Company culture that begins with embracing different perspectives and backgrounds that reflect the communities we serve. We value building belonging through focused initiatives and programs to educate and empower our team members and customers.

GREAT PLACE TO WORK® TRUST INDEX SURVEY™

In response to the Fiscal 2025 Great Place to Work® Trust Index Survey™, our team members responded positively to statements regarding fair treatment in our Company, including:

92% **AGREED** “People here are treated fairly regardless of their sexual orientation.”
Increased from 91% in Fiscal 2024

90% **AGREED** “People here are treated fairly regardless of their race.”
Increased from 88% in Fiscal 2024

88% **AGREED** “People here are treated fairly regardless of their gender.”
Increased from 86% in Fiscal 2024

TRAINING SESSIONS TO BUILD AN INCLUSIVE CULTURE LAUNCHED IN FISCAL 2025

In addition to a “Foundations of DEI” training available to all team members, we offer a two-part training on Understanding and Mitigating Unconscious Bias for all team members and a Traits of Inclusive Leadership training for all managers and above.

- ✦ Active Allyship
- ✦ Building Belonging & Moving Beyond Buzzwords
- ✦ Creating a Climate for Cultural Awareness
- ✦ Why Belonging is the Most Essential Feeling at Work

RECOGNITION

- ✦ *Newsweek* America’s Greatest Workplaces for **Women 2025**
- ✦ *Newsweek* America’s Greatest Workplaces for **Inclusion & Diversity 2025**

“A strong team member experience fuels a strong customer experience—Signet remains committed to attracting and retaining a diverse, inclusive team that reflects the millions of customers we currently serve, and positions us well to attract new customers.”

Karen Cho

Chief People Officer

Business Resource Groups

SIGNET HAS EIGHT BUSINESS RESOURCE GROUPS, OPEN TO ALL TEAM MEMBERS

We are committed to advancing diversity, equity, and inclusion in the workplace. We expanded our thriving Business Resource Groups (BRGs), which are team-member-led volunteer groups that engage our people around shared interests and backgrounds to improve outreach, networking, professional development, and engagement of a diverse workforce. Signet BRGs are open to all team members.

The Boys and Girls Clubs

Our Business Resource Groups and the Signet Love Inspires Foundation Collaborate to Invest in Communities



During Black History Month in the US, three of our Business Resource Groups, APEN, BEN, and Diamante, joined forces to support the mission of Boys & Girls Clubs. The Signet Love Inspires Foundation provided a 2:1 matching charitable gift to each BRG team member's donation, resulting in nearly \$1,300 donations and an equivalent \$13,180 in economic benefits across the US, according to the Boys & Girls Clubs. In alignment with Signet's core beliefs, Boys & Girls Clubs fuel our commitment to providing a safe, positive, and inclusive environment for all. Club youth are similarly diverse to our BRGs, and 88% of Club youth say that, as a leader, they make sure everyone feels important. Clubs provide a safe place for millions of youth, and 92% of teens among them expect to graduate high school.



To facilitate and empower our Pan-Asian and Pacific Islander communities and allies through structured mentorships, international sponsorship, professional programming, and cultural celebrations.



To create a formal network for Black employees, change agents, and allies—who together will provide strategic insights that build a more inclusive environment within Signet and use a collective voice to affect positive change internally within Signet and externally in the communities where they work and live.



Our mission is to promote Hispanic and Latino cultural awareness. We strive to build a workplace community that attracts, develops, and empowers Hispanic and Latino team members, and their allies, through promoting leadership and business growth.



We envision a renowned culture where policies, visual imagery, words, and behaviors reflect our passion for celebrating all lives and all expressions of love.



Our mission is to create a culture of understanding, awareness, and inclusion for team members across the full spectrum of neurodiversity and abilities, their loved ones, champions, and caregivers.



To attract and hire active and Veteran military members and their family members while also honoring them and providing support for them in our communities.



We are committed to the empowerment of Signet team members through intentional networking, knowledge sharing, and leadership development for any person who is advocating for equitable practices for all people who identify as women and gender non-conforming communities. Like all BRGs, we welcome all team members and allies in this group.



YOUNG PROFESSIONALS
SIGNET JEWELERS

We empower team members to be leaders at all levels, foster a work environment to ideate creative concepts, and transform our workplace culture and community.

Benefits

The following is an overview of the benefits we offer to eligible team members in the US, where more than four out of five team members globally reside. Our benefits programs outside the US are designed to be equally competitive in the marketplace. As a retailer, Signet is a destination employer for both full-time and part-time workers.

All US team members, regardless of full-time or part-time status, are eligible for a menu of benefits:

- ✦ **Eligible to earn paid time off**
- ✦ **Opportunity to contribute to a 401(k) Plan; a match is provided after one year**
- ✦ **Virtual Primary Care (i.e. Telemedicine)**
- ✦ **Employee Assistance Programs (EAP)**
- ✦ **Commuter program**
- ✦ **Pet, auto, and home insurance discounts**
- ✦ **National Credit Union membership opportunity**
- ✦ **FinFit Personal Loan and Financial Wellness Program**

PART-TIME TEAM MEMBERS

In addition to the benefits described at left for all team members, Signet offers part-time team members Stride Health, a service to select health insurance in the healthcare marketplace.

FULL-TIME TEAM MEMBER BENEFITS

Health Benefits

Medical Coverage

- ✦ Concierge-level support provided by Anthem
- ✦ Consumer Directed Health Plans (CDHP)
- ✦ Full-service PPO Plans
- ✦ Base & Buy Up Plans for PPO and CDHP
- ✦ WINFertility a fertility program with concierge service designed to help team members navigate and maximize the fertility benefits
- ✦ Transgender benefits in line with insurance program best practices
- ✦ Hinge Health provides specialized virtual care for back and joint issues
- ✦ Omada provides individualized support to manage diabetes and hypertension

Prescription Drug Program

Dental Coverage

Vision Coverage

Flexible Spending Account (FSA) Plans

- ✦ Health Care FSA
- ✦ Dependent Care FSA
- ✦ Limited Purpose FSA

Health Savings Account (HSA)

Financial Wellness Benefits

401(k) Retirement Plan

- ✦ Roth & Pre-Tax

MetLife Accident, Hospital Indemnity & Critical Illness Insurance

Disability Coverage

- ✦ Company-paid short-term disability
- ✦ Long-term disability

Life Insurance

- ✦ Company-paid Basic Life Insurance Plan and Accidental Death and Dismemberment (AD&D)
- ✦ Voluntary Term Life and Accidental Death & Dismemberment (VAD&D) Insurance

MetLife Legal Plans

Balance Benefits

7 paid Company holidays and 2 hours of Civic Duty paid time off on Election Day

Paid parental leave for all genders including adoptive parents

Flexible work model for Support Center team members (hybrid, remote work opportunities)

Bereavement Policy includes pregnancy loss and a more inclusive family member definition

Reimbursement for adoption and surrogacy costs

Our Highly-Skilled Jewelry Consultants

THE WEEK ONE EXPERIENCE

The Week One Experience is an immersive, 40-hour training for all full-time team members across our Kay, Jared, Peoples, and Zales brands. In Fiscal 2025, Signet offered the program to more than 1,200 new team members. This highlights the value of our investment in team member development and our dedication to creating an environment where they can thrive. The Week One Experience includes both jewelry knowledge and an orientation to Signet's culture and values. The Week One Experience has successfully increased retention rates for jewelry consultants.

4,871

Number of team members certified by Diamond Council of America (DCA): **Diamondology Certification**

1,396

Number of team members certified by Diamond Council of America (DCA): **The Colored Gemstone Certification**

10,342

Number of team members certified by Gemological Science International (GSI): **GSI Diamond Essentials Certification**



A Safe Workforce and Workplace

Signet seeks to educate our team members on maintaining safe working conditions free from hazardous practices. To foster a safety mindset, each team member is required to read, acknowledge, and understand the policies and procedures applicable to their workplace. Signet complies with all applicable federal, state/provincial, and local laws and regulations regarding workplace safety. Approximately 87% of Signet's workforce is in the US, where all Company facilities maintain compliance with Occupational Safety and Health Administration (OSHA) rules. Signet also operates facilities and stores in the UK, Ireland, Israel, Botswana, Dubai, India, and Canada that follow local safety requirements and laws.

Signet Jewelers provides Workers' Compensation Insurance for US team members¹ for work-related injuries and illnesses. Signet Jewelers has implemented procedures to effectively process work-related claims for all US team members.

Signet's Risk Department maintains Signet's health and safety policies, which are reviewed and updated on a regular basis as needed to acknowledge new risks that emerge based on dynamic business conditions. Signet has maintained an impressively low number of work-related injuries, demonstrating the effectiveness of our safety protocols. As a part of Signet's repair business, jewelry artisans work with specialized craftsman tools and wear Personal Protective Equipment (PPE). PPE policies and procedures are reviewed regularly and updated to ensure that all PPE remains effective in safeguarding team members and meeting the highest safety standards. Although not legally required, Signet voluntarily reports on "sharps" or piercing injuries, which remain minimal due to our rigorous safety protocols, comprehensive training programs, and commitment to best practices. Signet's Chief Legal, Compliance, and Risk Officer is

the executive leader responsible for Signet's health and safety policies and procedures. The Human Capital Management & Compensation Committee provides Board-level oversight.

Signet discloses workplace safety data and metrics on Signet stores and other US facilities to OSHA as required on a calendar year basis. Supply chain labor standards represent an important component of Signet's supply chain due diligence. Signet ensures the health and safety practices of our supplier companies and their facilities through Responsible Jewellery Council (RJC) membership. All RJC members are subject to audits of factories and facilities. Our commitment to workplace safety extends beyond compliance—it is reflected in Signet's core value of People First, which includes continuing our commitment to cultivating a safe workplace and workforce.

¹ Diamonds Direct team members are insured under a separate policy.

SIGNET CALENDAR YEAR 2024 OSHA REPORTING

Includes all US team members

OSHA REPORTING	2024	2023	2022
Number of Work-related fatalities	0	0	0
Rate of high-consequence work-related injuries	0	0	0
Rate of recordable work-related injuries*	1.53%	1.78%	1.15 %

*Uses OSHA standard calculation

Jewelry artisans work with specialized craftsman tools and wear Personal Protective Equipment (PPE).

APPROXIMATELY
87% of Signet's workforce
is in the US

CORPORATE SUSTAINABILITY GOAL

7. *Strive for leadership representation that reflects the customers and communities we serve.*

PROGRESS

To reflect the communities we serve, ensure representation of women and People of Color at the VP and District Manager/Director levels.

42% Women VPs

62% Women District Manager/Director

12% People of Color VPs

18% People of Color District Manager/Director

LANDSCAPE

Organizations with high trust tend to have higher employee engagement, lower turnover rates, and improved overall performance. Signet's workforce in North America is approximately 73 percent women and approximately 42 percent People of Color. Its talent pipeline enables the Company to promote from within to grow the careers of our high-performing team members.

APPROACH

We are creating a collaborative and energized environment where all team members can be empowered to learn, grow, and pursue meaningful careers. A range of advancement opportunities through internal leadership mentorship programs, training, internships, and a recruiting strategy supports the Company's pursuit of top talent across industries and backgrounds. In addition, Signet has implemented development programs focused on leadership at all levels for all team members.

Enterprise Mentoring Program

In Fiscal 2025, Signet continued its Enterprise Mentoring Program, which is a key component of our commitment to personal and career growth. Open to all team members, the Enterprise Mentoring Program includes consistent Executive Team engagement, providing invaluable insights and guidance. At Signet, we have built an effective mentoring culture to create a dynamic employee experience that will improve engagement, retention, and organizational productivity. The Enterprise Mentoring Program is designed to carefully pair team members with mentors for six-month periods to facilitate career development as well as drive business success and collaboration.





Love for Our Planet and Products

- 34** **Goal 8: Responsible Sourcing**
 - 35** Our Conflict-Free Global Supply Chain
 - 38** Annual Audit Plan Results
 - 40** RJC 2024 Code of Practices Standard
- 41** **Goal 9: Packaging Stewardship**
- 42** **Goal 10: Circular Economy**
 - 46** Jewelry Lines Made with Reclaimed or Repurposed Materials
- 47** **Goal 11: Carbon Management**
 - 49** Supplier Engagement and Reducing our Scope 3 Emissions

CORPORATE SUSTAINABILITY GOAL

8. Enhance integrity in the global jewelry supply chain through elevated transparency and accountability.

PROGRESS

Achieve 100% Responsible Jewellery Council (RJC) member certification for our strategic and key suppliers.

91%

Ensure 100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.

100%

LANDSCAPE

Market insights have shown that consumers equate responsible sourcing with quality, and responsible sourcing also represents an important driver of purchase consideration. Consumers and investors expect businesses to manage supply chains responsibly, including on matters concerning human rights and labor practices.

At a sector level, jewelry manufacturers and retailers have adopted practices that improve transparency and integrity. There is an increasing focus on the origin of materials like gold, natural and lab-grown diamonds, and colored gemstones, highlighting the complexity of jewelry supply chains and variability of lab growing methods on the environment and people.

APPROACH

Signet continuously upgrades responsible sourcing protocols on an open-source basis to support capacity building across the jewelry value chain.

Our protocols are built on the foundation of active industry involvement and alignment with

leading standard-setting and governing bodies around the globe. These organizations have established some of the most stringent regulatory frameworks in global commerce, and we fully recognize the importance of upholding their thresholds. They include:

- **Responsible Jewellery Council (RJC)**, of which we are a founding and five-time Certified member. Please see page 40 for a list of Signet team members that serve on the RJC board or other committees
- **World Diamond Council (WDC)**, of which we are a founding and active member including on the Board, and its System of Warranties (SoW)
- **United Nations Global Compact**
- **OECD Due Diligence Guidance for Minerals**, a 5-Step Framework for Upstream and Downstream Supply Chains

Through industry and cross-sector engagement, we continuously evaluate our standards against evolving best practices and peer benchmarking. These efforts reinforce upholding integrity, transparency, and respect for human rights and the environment at all stages of the merchandise sourcing process.



Our Conflict-Free Global Supply Chain

HOW WE MANAGE CONFLICT MINERALS

Signet takes an active due diligence approach to sourcing across our global supply chain. Please refer to our four-layered approach outlined in the Signet Promise on page 36. The Signet Promise is imperative to our risk mitigation strategy to avoid conflict minerals, including avoiding tantalum, tin, tungsten, and gold mined in areas where there is a conflict or a high risk of conflict. As part of our Signet Promise, Signet has a non-tolerance clause for gemstones and minerals from conflict zones. All suppliers must certify through the SRSP process that they are not sourcing from conflict areas.

HOW WE MANAGE EVOLVING GEOPOLITICAL RISKS

In addition to the layers of protection provided by the United Nations Kimberley Process for diamonds, Signet conducts internal due diligence on geopolitical risks. Signet does not purchase rubies from Myanmar (formerly known as Burma). Signet leadership took swift and unilateral action to ban Russian diamonds in 2022. Signet has in place a robust governance process over all risks, specifically our responsible sourcing supply chain. Responsible sourcing risks are reported by our executive leadership and reviewed by the Board on a quarterly basis. The return to sourcing from any country cited for human rights violations would only occur once there is adequate substantiation that human rights violations in the country have been resolved, and Signet is confident that sourcing protocols fall in line with the Company's responsible sourcing policy.



Goods Covered by the Signet Responsible Sourcing Protocol (SRSP)

Gold, Silver, Tungsten,
Tin, Tantalum, Platinum
Group Metals, Diamonds,
Laboratory-Grown
Diamonds, Colored
Gemstones (Emeralds,
Rubies, Sapphires),
and ban on diamonds
and precious metals of
Russian origin.

THE SIGNET PROMISE

Building on this foundation, our rigorously enforced four-layered approach to supplier compliance—the Signet Promise—is applied across all Signet brands. It holds our merchandising and sourcing teams, as well as our global suppliers, to high ethical standards, enabling us to provide high-quality gemstones and precious metals while supporting the people and communities where we operate.

The SRSP program, the foundational assurance component of our responsible sourcing scheme, was implemented in 2013 in response to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, and included input from suppliers, producers, major jewelry trade associations, civil society, auditors, customers, government officials, and banks.

BUILDING CONSUMER CONFIDENCE WITH FOUR LAYERS OF ACCOUNTABILITY

- 1** Signet's responsible sourcing and sustainability group administers the SRSP and partners with compliance and sourcing teams on supply chain risk management. The SRSP, implemented in 2013 and enhanced periodically, is required for all suppliers and involves an open-source process that includes screenings, assessments, risk profiling, and third-party auditing of new and incumbent suppliers. The SRSP builds on existing global standards for safeguarding human rights during rough and polished stages of the diamond flow: The United Nations Kimberley Process, the World Diamond Council System of Warranties, the UN Guiding Principles on Business and Human Rights, and the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains.
- 2** Signet requires gemstone and jewelry suppliers to join the Responsible Jewellery Council (RJC), the jewelry industry's premier standards and certification organization. Suppliers get certified by accredited third-party auditors according to the RJC Code of Practices, which addresses human rights, labor rights, environmental impact, mining practices, product disclosures, and other jewelry supply chain topics.
- 3** Signet requires all jewelry suppliers to furnish the World Diamond Council System of Warranties (SoW) on each product invoice, and its implementation is included in supplier audits. The SoW helps prevent conflict diamonds from entering the legitimate diamond trade, specifically by enforcing accountability beyond the export and import of rough and polished diamonds.
- 4** Signet adheres to the United Nations Kimberley Process (KP), an international certification program to control and monitor trade in rough diamonds and prevent the shipment and sale of diamonds from areas controlled by forces or factions opposed to legitimate or internationally recognized governments. All suppliers of loose diamonds and diamond jewelry must verify that the merchandise they sell to us is legitimately sourced and meets the requirements of the Kimberley Process Certification Scheme and ensure that the merchandise sold does not contain diamonds involved in funding conflict. We also remain one of the few jewelry retailers in the US to file an independently audited annual Conflict Minerals Report under the provisions of the Dodd-Frank Act.

Learn more about the Signet Promise at signetjewelers.com/promise.

A Cut Above the Rest

FURTHER STRENGTHENED VENDOR COMPLIANCE PROTOCOLS

In Fiscal 2025, the three-pronged partnership among Sourcing leaders, Ethics & Compliance Management, and Responsible Sourcing teams strengthened merchandise vendor compliance. This collaboration enhanced communications, simplified the technological experience, worked directly with vendors, and implemented new procedures for supplier non-compliance including systematic ceasing of orders. Signet acted by suspending business relationships with suppliers that did not complete the SRSP process or did not remediate audit non-conformances.

These efforts demonstrated the vital role of responsible sourcing in delivering trust and excellence to Signet's customers.

Ceasing orders for non-SRSP compliant vendors underscores strong internal collaboration and enforcement at the highest levels of the Company.

99%* of merchandise spend is from SRSP-compliant suppliers

*1% represents suppliers who did not complete the Signet Responsible Sourcing Protocol process and, as a result, experienced purchasing suspensions.

INDUSTRY-LEADING MULTIFACETED DUE-DILIGENCE

We take a comprehensive, risk-based approach to managing our suppliers—whether for jewelry, merchandise, or other goods and services. Our strategy is built on strong management systems, proactive risk identification and response, support for independent third-party audits, and a commitment to addressing any non-conformances. We are committed to ensuring integrity, accountability, and trust every step of the way.

Supplier Risk Assessments

Signet's Ethics & Compliance team manages the due diligence process which requires full transparency on the supplier location, owners, and additional information. Before direct vendor onboarding begins, as coordinated by our cross-functional partners and as outlined in our five-step due diligence process, suppliers must demonstrate adherence to:

- ✦ US Customs and Border Protection's Customs Trade Partnership Against Terrorism
- ✦ Gemstone Enhancements, Treatments, and Country of Origin Compliance document
- ✦ Conflict Diamonds and Illicit Diamonds, Gemstone, and Precious Metals Trading Compliance
- ✦ Know Your Customer (KYC) process elements: Anti-Money Laundering and Anti-Corruption or Foreign Corrupt Practices Act agreements

Additionally, for higher risk profiles, further due diligence is required, including an assessment of the supplier in Signet's third party screening tool which screens for appearance on various watchlists (sanctions lists; enhanced country risks; debarment lists; politically exposed persons, relatives or close associates; special interest persons), state-owned companies, and adverse media.

Finally, the RJC 2024 Code of Practices Standard includes provisions for KYC and anti-money laundering, which all RJC members must follow, to protect the industry from bad actors involved in conflict financing.



SHARPENING VENDOR OVERSIGHT

Annual Audit Plan Results

Signet’s risk-informed, responsible sourcing assurance program is implemented annually, built on the SRSP Compliance reporting cycle and responses. Signet’s annual Audit Plan applies a risk-based profile to determine the need for an audit of a supplier’s SRSP Compliance Report and/or their factory operations. QIMA audits of factory operations include the following areas: Health & Safety, Hygiene; Waste Management; Child Labor; Hours, Wages & Benefits; and Labor Practices. All Signet suppliers are subject to audit for any reason at any time. Please refer to the SASB Index on page 55 for details on the Fiscal 2025 Audit Plan activity.

SIGNET SUPPLIER AUDIT REQUIREMENTS

RJC Membership Status	Audit Requirements
Non-RJC member	YES, third-party audit of SRSP (documentation audit) may be required
Non-Certified RJC member	YES, ethical audits may be required
RJC-Certified member for the Code of Practices Membership must cover all entities under the control, influence, or common ownership of the supplier that are involved in Signet’s supply chain as per the SRSP.	NO, third-party audit of SRSP (documentation audit) will not be required NO, ethical audits will not be required

FISCAL 2025 AUDIT PLAN

Audit Type	Number of Audits
SRSP Documentation Audits	14
Ethical Audits*	3
TOTAL	17

Supplier Audit Outcomes

All initial Corrective Action Plans (CAPs) for compliance were completed by Fiscal 2025 year end. We require additional audits to verify remediation and implement additional CAPs, if required, until remediation is reached.

As a result of Signet’s direct follow-through on the auditor’s CAP, one vendor transitioned 100% of their Signet production to an RJC-Certified facility.

*Of three Ethical Audits, all required a Corrective Action Plan. Please refer to the SASB Table on page 55 for information on non-conformance categories.

Partnering For Progress

Signet's supply chain transparency reinforces a shared accountability to our stakeholders and the importance of partnerships. Most of Signet's sourced diamonds come in the form of finished jewelry, but there is diversity in supplier business models and diamond types in the Company's supply chain. Page 58 shows Signet's Key Tier 1 suppliers across all brands. Nearly all are SRSP compliant and RJC-Certified members.

Signet purchases rough diamonds directly through its integrated retail agreement with De Beers, which meets the requirements of the Kimberley Process Certification Scheme and requires Signet's annual compliance with the De Beers Best Practices Principles. Rough diamonds are cut and polished at our Company-owned and operated facility in Botswana. Signet brands also source loose polished diamonds and finished jewelry goods only from suppliers which satisfy our SRSP requirements. All Signet's indirect and merchandise suppliers are required to understand and adhere to Signet's ethical conduct standards, as outlined in the Signet Supplier Code of Conduct, which is incorporated into Vendor Buying Agreements, contracts, and operating agreements.

86%

Signet jewelry sourced from members of the Responsible Jewellery Council (RJC)

79%

from RJC-Certified members who completed independent audits to earn or retain RJC Certification

23

Consecutive years delivering conflict-free diamonds to our customers through adherence to the Kimberley Process and leadership in the World Diamond Council (since 2002)

12

Consecutive years reporting conflict-free gold to the SEC (since 2014)

CONFLICT MINERALS REPORT INDEPENDENT AUDIT FINDINGS

The independent audit of Signet's 2024 Conflict Minerals Report indicated that Signet takes a progressive and pioneering approach to managing supply chain due diligence as a leader in this field. The audit report concluded that both the design and implementation of Signet's measures conform in all material respects to the OECD Due Diligence Guidance. The audit commentary noted these good practices:

- **Sustainability Integration:** Signet's business model continues to prioritize responsible sourcing, with integration into the Company's 2030 Corporate Sustainability Goals.
- **Supplier Adoption:** Signet's harmonization of its SRSP and associated processes with other internationally recognized initiatives, in particular the Responsible Jewellery Council membership and associated audit processes, enable more efficient uptake in the Signet supply chain.
- **Oversight & Governance:** Ongoing Board-level oversight through multiple committees, paired with direct oversight of all aspects of responsible sourcing by the VP of Sustainability and Social Impact, demonstrate leadership and commitment in sustainable supply chain management.
- **Management System:** Sound risk management systems that involve legal and merchandise teams achieve continual improvements in supplier monitoring and communications.

ELEVATING THE INDUSTRY

RJC 2024 Code of Practices Standard**The RJC Code of Practices Standard (COP)**

defines the responsible ethical, human rights, social, and environmental practices that all certified RJC members must adhere to. In the spirit of continuous improvement, the COP is revised at least every five years, most recently in 2024 (COP 2024). Signet endorses the 2024 edition as a catalyst for strengthening the industry.

As a founding member and five-time certified member of the RJC, Signet leaders engage with RJC on multiple levels to ensure the integrity of the industry:

Colleen Rooney
RJC Board Member
(Elected)

Kimberly Wenzel
RJC Standards
Committee (Guest)

Matthew Swibel
RJC Strategic
Taskforce (Named)

Anna Bryan
RJC SDG Taskforce
(Named)

As a founding member of the RJC, Signet advocates for lifting all sectors of the industry. Although, Signet does not have its own mines, we engage with our industry colleagues. We strongly endorse the strengthened standards in the COP 2024 to address mining and mineral processing.

COP CERTIFICATION AT A GLANCE

- Provides a common standard for responsible business practices from mine to retail.
- Builds on and supports international standards and development goals.
- Applies to gold, silver, PGM, diamond and coloured gemstone jewellery, and watch supply chains.
- Requires third-party auditing and is mandatory for all RJC members within two years of joining.
- Is designed to improve ethical, social, human rights, and environmental conditions.

The sectors covered by the COP include exploration and mining; mineral processing; refining and alloying; cutting and polishing; trading, hedging and wholesaling; manufacturing; retailing; recycling and collecting; and service industries, such as gemological laboratories, assayers, and secure transport providers.

The COP is made up of 45 provisions that are specifically designed for companies to fulfill six broad objectives:

- 1 General Requirements:** To improve legal and regulatory compliance, strengthen public reporting, and secure a commitment to responsible business practices.
- 2 Health, Safety & Environment:** To protect the health and safety of both people and environments, and to use natural resources efficiently.
- 3 Responsible Supply Chain, Human Rights & Due Diligence:** To increase the use of due diligence in supply chains to uphold human rights, support community development, promote anti-corruption efforts, and manage sourcing risks.
- 4 Gold, Silver, PGM, Diamond & Coloured Gemstone Products:** To adequately control, and disclose information about, products and so avoid misleading or deceptive marketing practices.
- 5 Labour Rights & Working Conditions:** To better comply with international labour conventions and ensure responsible working conditions.
- 6 Responsible Mining & Mineral Processing:** To secure responsible exploration, mining, and 6 practices that protect potentially affected communities and environments from adverse impacts.

The above language is disclosed in the [RJC 2024 Code of Practice Standard](#) available for download. When quoting the Standard we adhere to British spelling.

CORPORATE SUSTAINABILITY GOAL

9. *Enhance environmental stewardship in our business through innovative packaging design.*

PROGRESS

Achieve at least 50% recycled content for pulp and paper-based jewelry packaging.

82%

Use at least 30% recycled content in plastic-based jewelry packaging.

87%

Use 60% recycled content in corrugated boxes.

68%

LANDSCAPE

The Company concentrates its efforts in packaging on the North American brands that constitute nearly 80% of revenue and are supported by common distribution centers: Kay, Zales, Jared, Banter, and Peoples. This includes jewelry packaging, customer shopping bags, and shipping materials like corrugated boxes for eCommerce purchases and store replenishments.

Through strong relationships with our strategic partners and coordinated by the Signet Indirect Procurement Team, the Company has achieved steady year-over-year progress on its packaging goals. However, Fiscal 2026 may be impacted by supplier mix changes and shifts in country-of-origin production intended to mitigate tariff exposure and supply continuity risks. These sourcing adjustments may affect availability, cost, and recycled content options in the near term. Our Fiscal 2025 progress was largely unaffected by tariffs, which were proposed and implemented in the first months of Fiscal 2026.

APPROACH

Signet collaborates cross-functionally to gather consumer insights that influence the development of new packaging options and with suppliers to develop recycled packaging that is aligned with customer preferences and raw material requirements. Signet's sustainability criteria are a core requirement of our strategic sourcing initiatives and remain a focus as we mitigate risks.

Fiscal 2025 Accomplishments

In Fiscal 2025, Procurement executed a market assessment for corrugated boxes used for Kay, Zales, Jared, Banter, and Peoples eCommerce and store replenishment orders, focused on ensuring supply continuity and sustainability, which increased recycled content from 42% to 68% since the prior fiscal year.

In Fiscal 2025, Banter adopted 100% recycled and reusable jewelry packaging, increasing our overall paper-based jewelry packaging sustainability percentage from 79% to 82% from the prior fiscal year.



CORPORATE SUSTAINABILITY GOAL

10. Accelerate business growth through strategic partners and services that extend the life of goods or repurposed materials.

PROGRESS

Establish a Fiscal 2025 baseline to grow the number of jewelry pieces **resold**.

NEARLY
65K

Establish a Fiscal 2025 baseline to grow the number of jewelry pieces **covered under extended service agreements**.

3.5M

Establish a Fiscal 2025 baseline to grow the number of jewelry pieces **repaired**.

3.7M

LANDSCAPE

The principles of the circular economy—a production and consumption model that includes repairing, refurbishing, and reimagining existing materials and products as long as possible—are firmly built into our business model. The composition of fine jewelry allows for the extension of the life of the product through care and repair, and for most of the components of the product to be repurposed. The jewelry industry has perfected methods to “smelt” or melt down precious metals. This enables Signet to create jewelry lines made exclusively of repurposed materials. In addition, technological advancements have enabled the capabilities of fully traceable stones and jewelry products from mine to retail.

Given the inherent and lasting value of fine jewelry, it’s a thoughtful gift that endures in contrast to fast-fashion trends. When customers face discretionary spending pressures, they look for gifts that will last and sometimes select pieces from their own jewelry box to be reimagined as an alternative to purchasing new.

This approach resonates with environmentally conscious customers, especially Gen Z, who value sustainability.

APPROACH

Signet takes a multi-faceted approach to extending the life of jewelry, which aligns with the principles of the circular economy. The care and repair services offered by Signet’s brands provide customers with all the services needed to maintain the sparkle of their jewelry for generations. When jewelry is no longer desirable, we help customers reimagine it into something modern, creating a future heirloom.

Most fine jewelry is repairable because components can be replaced or upgraded. A reimagined jewelry piece that is redesigned for a customer can also extend the useful life of existing materials. Our expert jewelers are artisans, craftsmen, and restorers who understand that every piece of jewelry carries a unique story and meaning and are trained to repair and restore jewelry to extend its life.



This approach includes:

Design for Repair

Signet jewelry can be passed from one generation to another based on smart design, durability, and repairability. Signet designs most jewelry products to be repaired. The composition of fine jewelry allows for its life to be extended through care and repair. The clasps and hooks are referred to as fastenings and are easily replaced or traded out in jewelry. We reclaim fastenings replaced in our jewelry repair facilities as byproducts from the jewelry repair business and send them to a refinery to be smelted.

Educating Customers

Signet educates customers on repair enablement and about the circular nature of jewelry. Signet's strategy is to educate our customers on the care and repair services offered to make the customer experience as easy and efficient as possible. Signet training for our jewelry consultants in stores is robust and emphasizes key messages regarding the maintenance of products, which empowers them to offer these services to the customer. They educate customers on preserving the life of their jewelry, such as cleaning and regular inspection of prongs, etc., to preserve lifetime diamond and gemstone warranties. As an extra layer of protection, customers may purchase an optional extended service agreement to avoid future repair costs by covering the metal for the life of the jewelry.

Jewelry Care and Repair Services

Signet brands offer protection plans and jewelry care and repair services to enable customers to keep their jewelry wearable and increase its longevity. Kay, Zales, Jared, and Diamonds Direct are full-service jewelers that offer services that can last the lifetime of the jewelry for the customer. Jewelry care and repair services are offered to customers on most jewelry and almost all fine jewelry. Care and repair services enable customers to keep their jewelry in top condition.

- ♦ Jewelry cleaning and inspection
- ♦ Ring resizing and maintenance
- ♦ Watch repair and battery replacement
- ♦ Lifetime diamond and gemstone warranties
- ♦ Optional extended service agreements
- ♦ Post-repair optional lifetime protection plans
- ♦ Appraisals
- ♦ Gold trade-in services
- ♦ Custom design and reimagining

Services and Strategies to Recirculate Jewelry



THE SIGNET DIAMOND ROOM: HOW WE RECLAIM, REUSE, RE-SPARKLE

Signet jewelry consultants support customers through programs and strategies to allow old jewelry to sparkle again through repair and refurbishment, or give the jewelry new life in a new form. Customer jewelry preferences inevitably change, and sometimes, jewelry comes back to us. When it does, we have several programs and strategies to recirculate those items or repurpose their components that will be appreciated again in new hands. Jewelry that is returned to our Company's diamond reclamation operation is routed to what we call "the Diamond Room." Jewelry that reaches the Diamond Room is evaluated by our jewelers. In some cases, the pieces can be repaired and resold. When the jewelry cannot be repaired, it is disassembled, and the raw materials are repurposed.

TRADE IN PROGRAMS

Signet brands Kay, Zales, Jared, and Diamonds Direct offer trade in programs. These programs allow customers to upgrade their jewelry for store credit, which can then be used to purchase a piece of higher value.

Signet brands resell jewelry through our online marketplace on most brand websites. In turn, our resale marketplace items include jewelry that was originally purchased at a Signet brand and traded in for a higher-value jewelry piece. Most traded-in pieces are resold, but some customer trade-ins and customer returns are sent to the Diamond Room where materials are recovered and repurposed as inputs for custom pieces.

Learn more about Signet's circular business model on our [website](#).

SMEETING AND RECLAIMING

Signet's jewelry repair and custom jewelry operations embody the principles of the circular economy. We attempt to reuse every component of trade-in jewelry, including diamond dust—particles and shavings that come from jewelry repair.

Signet's relationships with metal refineries enable us to recirculate precious metals through the circular economy. Signet's repair operations use reclaimed metals as inputs for jewelry and send metal byproducts from the repair process back to the refinery to be smelted again and returned to the circular economy. This is an example of "open loop" recycling as Signet's surplus metals are comingled with metals from other companies.

GOLD EXCHANGE PROGRAM

Signet works with a third party to offer secure and convenient options for exchanging gold and platinum through the Gold Exchange program hosted on the [Kay](#), [Zales](#), and [Jared](#) websites where consumers can trade-in their gold and platinum jewelry for payment. For the customer's peace of mind, the unpacking and processing of their pieces are recorded and posted to their online account for viewing. Customers are incentivized to participate with the option of a gift card that exceeds the value of a cash payment.

Circular Economy by the Numbers

FULL SERVICE JEWELERS

Jared and Diamonds Direct stores have on-site jewelers in each of their locations that can handle care, resizing, repairs, and more. Our brands all offer repairs and resizing no matter where the jewelry was first purchased. We can accommodate customers with precious heirlooms in on-site custom design facilities. Most jewelry can be repaired by local team members without long transport routes. For custom design, customers may visit us in store or online. For repairs sourced from Kay, Zales, and Peoples stores, we send customer repairs to centralized facilities strategically placed in North America to expedite delivery times.



1,370+ Skilled jewelers
in North America

4 Days average repair time

285+ Number of Jared and
Diamonds Direct store
locations with an onsite
custom jeweler to
create custom pieces
and do repairs.

6 Number of Signet central repair
facilities in North America to
expedite efficient repairs and
return jewelry quickly to the hands
of our customers.

- ✦ Seattle, Washington
- ✦ Nashville, Tennessee
- ✦ Akron, Ohio
- ✦ Markham, Ontario
- ✦ New York, New York
- ✦ Peoria, Illinois

Many pieces that return to Signet are reconstructed into a new form, resold, or recirculated, or the jewelry is disassembled, and the pieces are recirculated into the circular economy. Components like fastenings replaced during repair are reclaimed and sent to a refinery.

22,589
Troy ounces of gold recovered

18,089
Troy ounces of silver recovered

52,031
Carats of diamonds recovered

\$35M
Dollar value from recovered metal

Each brand website includes educational information for consumers on how to **clean** their jewelry. [Click here](#) for an example from our KAY website. Each brand website includes information on services available to customers to **extend the life** of their jewelry. [Click here](#) for an example from our KAY website.

Jewelry Lines Made with Reclaimed or Repurposed Materials

PROGRESS

Establish a Fiscal 2025 baseline to grow the number of jewelry lines and SKUs with reclaimed or repurposed materials.

6
Jewelry
lines

214
SKUs

LANDSCAPE

All Signet jewelry is responsibly sourced, and we are committed to responsible materials management, considering environmentally preferable materials in the development of our own branded product lines. Environmentally preferable materials include natural diamonds with traceability, repurposed precious metals, and repurposed natural diamonds.

APPROACH

The terms recycled, repurposed, and reclaimed refer to used metal objects that have been smelted and transformed into new products or components. This process involves melting down, reshaping, re-solidifying the metal, and placing the new material back into the supply chain. Signet has averaged one new product line with reclaimed or repurposed materials each year since 2021. With advancements in blockchain and industry-specific traceability tools, more traceable jewelry lines with repurposed materials are under consideration.

Signet Product Line	Jewelry Attributes
Zales Remixed Reimagined	Reclaimed Gold and Repurposed Diamonds
Rocksbox Redefined	14K gold-plated Reclaimed Brass
Ernest Jones Origin	Traceable to country of origin, technology-enabled traceability of natural diamonds, recycled platinum, and gold
Kay Reaura	100% Repurposed 14K Gold
Ernest Jones Da Vinci Cut	Traceable to country of origin, technology-enabled traceability of natural diamonds, repurposed precious metals made using renewable energy
Ernest Jones Arctic Light	Traceable to country of origin, technology-enabled traceability of natural diamonds, repurposed precious metals made using renewable energy

REMIXED ⇄
REIMAGINED
Reclaimed Gold +
Repurposed Diamonds

rocksbox
redefined

Origin
BY
ERNEST JONES

Reaura

LEONARDO DA VINCI CUT
EXCLUSIVE TO
ERNEST JONES

ARCTIC LIGHT
A LOVE STORY OVER 1 BILLION YEARS OLD
Colourless • Canadian • Natural

CORPORATE SUSTAINABILITY GOAL

11. *Integrate carbon management in Company operations and business planning to reduce greenhouse gas emissions.*

PROGRESS

By Fiscal 2025 year-end, initiate energy and CO₂ emissions reduction action plans following climate risk and opportunity analyses for Scope 1, 2, and 3 CO₂ emissions.

ON
TRACK

LANDSCAPE

Three factors inform Signet's landscape for greenhouse gas (GHG) reduction planning and related disclosures: federal and state regulations, industry standards, and our own voluntary Corporate Sustainability Goals.

- ♦ **Federal and State Regulation:** Signet retail brands operate in the US, UK, and Canada. Signet is subject to legislation on GHG reporting passed by the State of California, which requires companies with a footprint there to report on GHG emissions for global operations. Signet is prepared to implement reporting requirements expected to be released by the California Air Resources Board later in 2025.
- ♦ **2024 RJC Code of Practice Standard:** The latest code, released in December 2024, includes a GHG emissions disclosure requirement. By 2027, Signet plans to get accreditation from third-party auditors according to these practices.
- ♦ **Voluntary commitments through our Corporate Sustainability Goals:** Signet

makes voluntary climate commitments not to show green credentials but to drive meaningful progress—specifically to confirm our milestones are consistent with achieving a world where temperature increase is limited to 1.5 degrees Celsius ("1.5°C") to avoid the worst impacts of the climate crisis.

APPROACH

Led by our Climate Action and Sustainability Committee (CASC), we take a holistic business-wide approach to our GHG inventory, reduction strategies, and long-term planning efforts. Regular CASC quarterly reviews inform our leadership of our progress and ensure Company-wide alignment of our targets and reduction strategy.

Signet released its Science-Based Carbon Reduction Plan in March 2025. Using a Fiscal 2024 baseline, the plan calls for reducing our Scope 1 and 2 emissions by 11% and our Scope 3 emissions by about 17.5% by Fiscal 2031.

Signet's carbon reduction strategy is in line with the rigorous Center for Sustainable

Organizations Context-Based Carbon Metric methodology. This aligns our climate strategy to a science-based target methodology, which involves setting targets consistent with international agreements to limit global average temperature increase to no more than 1.5°C above pre-industrial levels. Our multi-tiered approach to GHG reduction plans, starting with our Scope 1 and 2 emissions, is cataloged in GHG accounting software for data completeness and accuracy. This enables better target-setting, planning, and tracking.

Also, we validate energy usage reductions realized through efficiency projects, including store LED lighting conversions to inform energy consumption forecasts.

Fiscal 2025 Accomplishments

During Fiscal 2025, Signet installed on-site solar panels at its diamond cutting and polishing factory in Botswana. With the installation, a significant portion of the factory's energy comes from renewable energy.

Beginning in Fiscal 2025, 100% of new lease agreements include a condition that the landlord will make all commercially reasonable effort to complete a feasibility study for renewable energy within 90 days.

NEEDS ATTENTION

LANDSCAPE

Green lease provisions are specific terms in a commercial lease that outline environmental building performance targets, cooperative processes for achieving those goals, information sharing, and the responsibilities and liabilities of each party with respect to their respective sustainability goals.

Like many retailers with a mall footprint, Signet takes a bifurcated approach to pursue lower energy footprints that result in fewer emissions. The environmental management of Signet retail brands Jared and Diamonds Direct, which primarily operate standalone structures ("off-mall") stores, involves more independence than the built environment of mall stores under Signet's Kay and Zales brands.

APPROACH

Signet has engaged with our industry trade groups to develop a collaborative approach with retail peers and harness best practices.

For example, the Retail Industry Leaders Association has a long-standing relationship with Innovating Commerce Serving Communities (ICSC), the member organization for the advancement of the Marketplaces Industry, including shopping centers, shopping malls, and other retail real estate.

Through this network, tenants and landlords discuss collaboration opportunities and gain connections to explore next steps at a one-to-one business relationship level. Additionally, our informal working group benefited from peer-to-peer learning.

During Fiscal 2025, Signet collected feedback from other retail tenants and some mall property owners about mechanisms to advance carbon reduction goals, including revising or modifying lease terms and conditions. In Fiscal 2026, the Company can apply this feedback to move this program forward.



Supplier Engagement and Reducing our Scope 3 Emissions

As a responsible sourcing leader in the jewelry industry, Signet is committed to supplier engagement to advance the principles of sustainability of all of the products we sell.

SUPPLIER MANAGEMENT OF GREENHOUSE GAS EMISSIONS

Signet engages with our suppliers regarding management of greenhouse gas emissions via our Environmental & Sustainability Questionnaire administered with Signet's annual SRSP process. Signet's Environmental & Sustainability Questionnaire collects data on our suppliers at the company, manufacturing facility, and product level. Signet uses the data collected from our suppliers to develop our estimates that comprise our Scope 3 disclosures across our value chain.

With the release of the RJC 2024 Code of Practices Standard (2024 COP), we expect the quality of data provided by suppliers to improve. As an added benefit to the implementation of the 2024 COP for individual companies, the standards drive energy and resource efficiency, which reduces operating costs and creates positive impacts. Ultimately, these positive impacts echo through the supply chain, and Signet can share those impacts with our jewelry customers.

Signet requires merchandise suppliers to adopt policies and disclosures consistent with the RJC 2024 Code of Practice Standard, including policies and increased disclosure required of RJC members in the following areas:

- ✦ Work towards using renewable energy
- ✦ Disclose annual Scope 1 and Scope 2 greenhouse gas emissions
- ✦ Set annual reduction targets

FISCAL 2025 SUPPLIER ENVIRONMENTAL & SUSTAINABILITY REPORTS

We are encouraged by supplier actions documented through obligatory Environmental & Sustainability Reports provided to Signet. Environmental impacts of jewelry production can vary based on the mining method, the lab-grown production methodology, the use of recycled and repurposed materials, and jewelry finishing production processes. To avoid greenwashing, Signet requires third-party documentation of product claims, including renewable energy claims.

Aggregated Results

This data is based on 85 Signet suppliers that each supply at least \$5 million in payables to Signet in a year. These 85 suppliers represent more than 80 percent of Signet's payables across all brands. Of these suppliers, more than 40% currently use some renewable energy to manufacture our products.

1

Supplier with carbon-neutral facilities certified or accredited by a third-party

5

Suppliers in adherence with ISO 14001

7

Suppliers with exclusively repurposed gold

8

Natural diamond suppliers using renewable energy

11

Lab-grown diamond suppliers using renewable energy

26

Suppliers employing renewable energy credits, renewable energy supplier programs, or carbon offsets



Data and Reporting Frameworks

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Fiscal 2025 Environmental Data

GREENHOUSE GAS EMISSIONS BY SCOPE

(Tonnes CO₂e)

	FY2025	FY2024	FY2023	FY2022
SCOPE 1	6,897	7,084	7,558	7,493
Stationary combustion	5,325	5,319	5,808	5,810
Vehicles	1,453	1,609	1,722	1,563
Refrigerants	119	156	28	120
SCOPE 2				
Location-based	45,235	48,649	49,185	47,586
Market-based	48,271	51,606	51,934	50,691
SCOPES 1 AND 2 (location-based)	52,132	55,733	56,743	55,079
SCOPE 3	14,931	17,698	19,931	19,312
Fuel/energy-related activities	12,012	14,944	16,534	15,985
Waste from operations	2,919	2,754	3,397	3,327

SCOPE 1 AND 2: PERFORMANCE AND PROGRESS

In Fiscal 2025, the Company realized a total year-over-year GHG emissions reduction of approximately 6% across its corporate facilities and retail stores. Total energy consumption fell by approximately 3% in Fiscal 2025 as a result of a number of factors including the North America LED conversion program, the solar installation in Botswana, and the reduction in total store count. The progress during Fiscal 2025 moves the Company closer to achieving its 11% overall Scope 1 and 2 GHG reduction target by Fiscal Year 2031, based on Fiscal 2024 as a baseline year.

BOTSWANA: POWERING DIAMOND CUTTING AND POLISHING WITH SOLAR PANELS

In October 2024, Signet implemented solar panels at its cutting and polishing facility in Gaborone, Botswana. The new solar installation had an immediate impact, reducing electricity grid consumption at the site by more than 50% in approximately four months. At the end of Fiscal 2026, Signet will have metrics for a full year of renewable energy use in Botswana.

ENERGY CONSUMPTION (SCOPES 1 AND 2)

Electricity + Gas (MWh)

	FY2025	FY2024	FY2023	FY2022
TOTAL	160,755	166,316	173,954	167,769

ELECTRICITY CONSUMPTION (SCOPE 2)

(MWh)

	FY2025	FY2024	FY2023	FY2022
TOTAL	126,287	131,174	135,805	130,309

Fiscal 2025 energy consumption includes energy generated by solar panels at our cutting and polishing facility in Botswana in the amount of 58MWh of renewable energy, representing less than 0.1% of the total *Energy Consumption (Scopes 1 and 2)* table above.

WATER CONSUMPTION

(Kiloliters)

	FY2025	FY2024	FY2023	FY2022
TOTAL	451,998	492,599	526,342	495,436

Total Scopes 1 and 2 emissions shown in *Greenhouse Gas Emissions by Scope* for Fiscal 2022–2025 include Scope 2 location-based emissions.

Scope 1, 2, and 3 emissions and energy consumption for Fiscal 2022–2024 have been restated as a result of continuous enhancements to data completeness and accuracy.

Refrigerant emissions exclude stores for Fiscal 2022–2025.

Waste from operations excludes GHG emissions from recovered metals and diamond carats.

For additional information on Signet's Environmental Data, see page 52.

ABOUT OUR ENVIRONMENTAL DATA

Data is collected and reviewed annually based on Signet’s fiscal year, approximately February 1 to January 31.

Fiscal 2022, 2023, 2024, and 2025

Signet utilizes in-house processes to centralize data and calculate global GHG emissions. The sources of emissions factors include US EPA eGRID, US EPA Waste, National Canadian Inventory Report, DEFRA, IEA, World Resource Institute, and Sustainable Energy Authority of Ireland.

Where primary data was unavailable for North America and UK brands—such as actual utilities consumption—estimates have been calculated using existing usage and square footage based on facility type and retail brand.

Rocksbox, Diamonds Direct, Blue Nile, and Service Jewelry & Repair, Inc., (“SJR”) usage and GHG emissions data are included from their acquisition dates of March 29, 2021, November 17, 2021, August 19, 2022, and July 11, 2023, respectively.



TOTAL ELECTRICITY CONSUMPTION BY BRAND

(MWh)

BRAND	FY2025	FY2024
KAY	36,895	37,927
Zales	20,889	21,342
Jared	29,840	32,270
Banter by Piercing Pagoda	3,624	3,463
Peoples	3,295	3,479
Diamonds Direct	4,045	3,830
Blue Nile	920	996
Ernest Jones	3,149	4,210
H. Samuel	7,197	8,079
TOTAL	109,852	115,596

Total electricity consumption across our stores dropped by approximately 5% during Fiscal 2025, illustrating the combined impacts of store closures and the North America LED conversion program. The overall energy consumption from our stores fell by approximately 4%, with natural gas consumption remaining nearly flat compared to Fiscal 2024.

Banter by Piercing Pagoda includes electricity usage for mall-based kiosks, which are estimated based on square footage.

ENERGY INTENSITY OF STORES BY COUNTRY

(MWh/Total net selling square feet)

COUNTRY	FY2025	FY2024
United States and Canada (electricity + gas)	0.033	0.034
United Kingdom (electricity + gas)	0.034	0.037
United States and Canada (electricity only)	0.027	0.027
United Kingdom (electricity only)	0.034	0.037

Fiscal 2025 Human Capital Management Data

GLOBAL TEAM MEMBERS

Location	FY2025	FY2024	FY2023
North America	24,517	24,639	25,794
UK	2,465	2,737	3,205
Other International	613	615	661
GLOBAL TOTAL	27,595	27,991	29,660

NORTH AMERICA TEAM MEMBERS

(excludes Blue Nile in Fiscal 2023)

By Status	FY2025	FY2024	FY2023
Full-time	13,986	14,297	14,475
Part-time	10,531	10,342	10,704
TOTAL	24,517	24,639	25,179

By Gender	FY2025	FY2024	FY2023
Women	17,894	17,971	18,367
Men	6,352	6,417	6,495
Chose not to identify	271	251	317

By Race/Ethnicity	FY2025	FY2024	FY2023
Black or African American	3,374	3,307	3,344
American Indian or Alaskan Native	199	201	199
Asian	1,620	1,603	1,409
Hispanic or Latino	4,066	3,918	3,833
Native Hawaiian or Pacific Islander	95	105	117
Two or More Races	911	890	906
Undeclared	2,312	2,399	2,618
White	11,940	12,216	12,753

NORTH AMERICA TEAM MEMBERS (CONT.)

Vice President and Above (Support Center)	FY2025	FY2024	FY2023
Women	40.8%	39.9%	41.4%
Men	58.5%	60.1%	58.6%
Chose not to identify	0.7%	0.0%	0.0%
Black or African American	7.5%	7.0%	7.2%
American Indian or Alaskan Native	0.0%	0.0%	0.0%
Asian	3.4%	3.8%	3.3%
Hispanic or Latino	2.7%	2.5%	2.6%
Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
Two or More Races	1.4%	1.3%	1.3%
Undeclared	7.5%	5.7%	6.7%
White	77.6%	79.7%	78.9%
TOTAL	100.0%	100.0%	100.0%

Store Assistant Manager and Above	FY2025	FY2024	FY2023
Women	73.7%	74.3%	74.6%
Men	26.0%	25.4%	25.0%
Chose not to identify	0.3%	0.3%	0.4%
Black or African American	12.5%	12.3%	11.5%
American Indian or Alaskan Native	0.8%	0.8%	0.8%
Asian	4.5%	4.5%	4.2%
Hispanic or Latino	16.8%	16.0%	15.7%
Native Hawaiian or Pacific Islander	0.4%	0.4%	0.5%
Two or More Races	3.7%	3.1%	3.1%
Undeclared	8.9%	9.6%	9.8%
White	52.3%	53.4%	54.4%
TOTAL	100.0%	100.0%	100.0%

SASB Index

Below is Signet's response to the **SASB Standards**, an industry-specific reporting framework that allows investors to compare non-financial performance across industry peers more easily. Signet is assigned to the **Apparel, Accessories & Footwear Industry, Consumer Goods Sector** by SASB's Sustainable Industry Classification System (SICS).

As a retailer that sells multiple product lines, Signet also reports under the **Multiline and Specialty Retailers & Distributors Industry, Consumer Goods Sector**. Responses in the far-right column of the following tables disclose a specific data point or indicate where you can find more information about each of these topics.

In August 2022, the International Sustainability Standards Board (ISSB) assumed responsibility for the SASB Standards when the Value Reporting Foundation, the global nonprofit that previously maintained these Standards, consolidated into the IFRS Foundation. The "SASB Standards" is the full name of the standards as the original author of the standards, the Sustainability Accounting Standards Board has since been consolidated into the ISSB.

APPAREL, ACCESSORIES & FOOTWEAR INDUSTRY, CONSUMER GOODS SECTOR

Activity Metric/Code	Response / Comment Fiscal 2025
Number of 1) Tier 1 suppliers and 2) suppliers beyond Tier 1 Code CG-AA-000.A	<div><div>(1) The following data was compiled for Signet's Conflict Minerals Report. As of the end of December 31, 2024, we sourced from 1,703 direct merchandise suppliers based on individual vendor numbers, representing 986 companies. In the jewelry industry there are many companies under a parent reflected as individual suppliers with individual vendor numbers, specific to goods or brands each provides. We define those 1,703 suppliers as our Tier 1 suppliers. Please see our list of Key Tier 1 suppliers on page 58.</div><div>(2) Signet suppliers that are Certified Members of the RJC may disclose their Tier 2 suppliers via their certification scope. In addition, Signet annually requests the Tier 2 information from our suppliers via our Vendor Factory Request as part of our annual Vendor Buying Agreement (VBA) process.</div></div>

Topic	Accounting Metric/Code	Response / Comment Fiscal 2025
Management of Chemicals in Product	Description of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	Not applicable.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	Signet contracts with a certified third party, Clean Earth, for regular safe disposal of all hazardous solutions used within our facilities. Our Solution Exchange Policy outlines the procedure on how to dispose of solutions we use in our facilities as well as requiring a log to ensure the process is recorded and maintenance is completed as scheduled. All spent hazardous solutions are stored in labeled waste containers onsite until reclamation occurs. All team members are trained on hazardous waste labelling through our annual Hazardous Waste Communication training and policy.
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements CG-AA-430a.1	In Fiscal 2025, Signet required completion of the Supplier Environmental & Sustainability Questionnaire (E&S Questionnaire), which is included in the SRSP compliance report process. The Fiscal 2025 E&S Questionnaire asked suppliers to disclose the location of their operations in water-stressed areas and if any of their facilities required wastewater disposal permits. In addition, an audit of wastewater discharge permits is included in the scope of the QIMA ethical audits. Ethical audits are onsite factory audits with a broader scope than social audits. Please see our response to CG-AA-430b.3 for details on the scope of QIMA ethical audits. Our vendor for ethical audits is QIMA and we refer to the audits as "QIMA ethical audits."
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Index Facility Module (Higg FEM) assessment or an equivalent environmental data assessment CG-AA-430a.2	RJC Certification audits include an environmental component. Please refer to data above regarding Signet suppliers that are RJC-Certified members. In addition, QIMA ethical audits include an environmental component such as waste management practices.

APPAREL, ACCESSORIES & FOOTWEAR INDUSTRY, CONSUMER GOODS SECTOR (CONT.)

Topic	Accounting Metric/Code	Response / Comment Fiscal 2025															
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor. CG-AA-430b.1	<p>(1) In total, 291 of the 962 Tier 1 suppliers reported above are RJC members, of which 256 are certified and have been audited against the RJC Code of Practices, which includes guidance on human rights. The 256 Tier 1 suppliers audited against the RJC Code of Practices comprise 79% of our supplier spend.</p> <p>(2) Not available.</p> <p>(3) 100% of audits were conducted by a third-party auditor: 54 suppliers were audited by a third party to receive an RJC certification; three suppliers were audited by a third-party auditor for an ethical (factory) audit; and 14 suppliers were audited by a third-party auditor for an SRSP documentation audit that exclude a factory visit.</p> <p>RJC members are audited every three years. In addition, Signet uses a risk-based approach based on RJC certification status and payables to identify suppliers for the third-party documentation and factory/ethical audits.</p> <p>Please refer to CG-AA-430b.2 for details on ethical audits completed.</p> <p>Signet Jewelers Limited and Signet Direct Diamond Sourcing SDDS (Botswana) (Proprietary) Limited, a wholly owned subsidiary of Signet Jewelers Ltd., are De Beers sightholders and subject to compliance with the De Beers Best Practices Principles (BPP) as part of its assurance program.</p> <p>In addition, Signet is subject to RJC audit every three years and recertified in 2024. Signet's certification status is available on the RJC website.</p>															
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits. CG-AA-430b.2	<p>In Fiscal 2025, Signet completed three ethical audits of Signet supplier factories as part of the Fiscal 2025 Audit Plan. These audits identified non-conformances in the categories displayed in the table on the right: 15 Minor, 33 Major, and 4 Critical. In addition, Signet conducted two re-audits to follow up on established Corrective Action Plans (non-conformances from re-audits are not included in the table.)</p> <p>Each supplier is required to formally respond to the Corrective Actions Plans and, through follow-through of these plans, all Child Labor & Young Workers non-conformances were resolved. Additionally, as mentioned on page 38, one audited supplier transitioned 100% of its Signet production to an RJC-Certified facility.</p> <p>In Fiscal 2025 and Fiscal 2026 year-to-date, Signet has identified 10 suppliers to undergo third-party audits of their factories for the Fiscal 2026 Audit Plan. We employ a risk-based approach to Audit Plan development, so year-over-year audit volume may fluctuate based on factors such as the number of suppliers and audit coverage of suppliers within the past three years.</p>	<table><tr><th>Ethical audits</th><th>Non-conformances</th></tr><tr><td>Health & Safety, Hygiene</td><td>26</td></tr><tr><td>Waste Management</td><td>18</td></tr><tr><td>Child Labor</td><td>2</td></tr><tr><td>Hours, Wages & Benefits</td><td>1</td></tr><tr><td>Labor Practices</td><td>5</td></tr><tr><td>TOTAL</td><td>52</td></tr></table>	Ethical audits	Non-conformances	Health & Safety, Hygiene	26	Waste Management	18	Child Labor	2	Hours, Wages & Benefits	1	Labor Practices	5	TOTAL	52
	Ethical audits	Non-conformances															
Health & Safety, Hygiene	26																
Waste Management	18																
Child Labor	2																
Hours, Wages & Benefits	1																
Labor Practices	5																
TOTAL	52																
Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain CG-AA-430b.3	<p>There are five areas covered by RJC audits:</p> <ul style="list-style-type: none">• Responsible supply chains and human rights• Labor rights and working conditions• Health, safety, and environment• Gold, silver, and platinum group metals, diamond and colored gemstones• Responsible mining	<p>There are five areas covered by QIMA ethical audits:</p> <ul style="list-style-type: none">• Health & Safety, Hygiene• Waste Management• Child Labor• Hours, Wages & Benefits• Labor Practices															
Please reference the Signet's Supplier Code of Conduct Please reference the RJC Code of Practices																	

APPAREL, ACCESSORIES & FOOTWEAR INDUSTRY, CONSUMER GOODS SECTOR (CONT.)

Topic	Accounting Metric/Code	Response / Comment Fiscal 2025
Raw Material Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion of business risks and/or opportunities associated with the environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities. CG-AA-440a.3	For more information on our Key Tier 1 suppliers, please refer to page 58 of this report. We work with the London Bullion Market Association to maintain a global precious metals supply chain with integrity. Please refer to Signet's Responsible Sourcing website . We disclose a high-level summary of Signet's approach to human rights abuse including our ban on Russian gemstones and precious metals on page 35 of this report.
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard. CG-AA-440a.4	Signet requires suppliers of covered materials to become Certified Members of the Responsible Jewellery Council (RJC) members. In Fiscal 2025, 79% of Signet's jewelry by value is from RJC-Certified members. Its third-party certification includes social and environmental standards as spelled out in our response to CG-AA-430b.3 above. Signet Corporate Sustainability Goal 8 requires all Strategic and Key suppliers to become Certified RJC members by 2030 and Signet suppliers that are not Certified members of the RJC are subject to additional audits. Please refer to the audit policy as outlined on page 38. Additional details on raw materials sourcing are available in Signet's 2024 Conflict Minerals Report. As of December 31, 2024, 99% of gold sourced by Signet is reported as conflict-free through the SRSP process.



MULTILINE AND SPECIALTY RETAILERS AND DISTRIBUTORS INDUSTRY, CONSUMER GOODS SECTOR

	Accounting Metric	Response / Comment Fiscal 2025
	Number of (1) retail locations and (2) distribution centers CG-MR-000.A	(1) Signet had 2,642 retail locations as of year-end Fiscal 2025. Please see map on page 7. (2) Signet had 20 distribution centers as of year-end Fiscal 2025, which includes all buildings that are not retail locations. The Company had additional distribution and technology centers in New York, Israel, and the United Arab Emirates, as well as a diamond liaison office in India.
	Total area of: (1) retail space and (2) distribution centers Square meters (m ²) CG-MR-000.B	(1) 4,055 total net selling square footage (thousands). (2) 1,471 approximate distribution center square footage (thousands), which includes all buildings that are not retail locations.
Topic	Accounting Metric	Response / Comment Fiscal 2025
Energy Management in Retail and Distribution	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable CG-MR-130a.1	(1) Please see the total energy consumption (Scopes 1 & 2) on the Fiscal 2025 Environmental Data table on page 51. (2) 79% (3) Fiscal 2025 energy consumption includes energy generated by solar panels at our cutting and polishing facility in Botswana in the amount of 58MWh of renewable energy, representing less than 0.1% of the total Energy Consumption (Scopes 1 and 2) as disclosed on page 51.
Data Security	Description of approach to identifying and addressing data security risks CG-MR-230a.1	Please refer to the text on Corporate Sustainability Goal 2 on page 16.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of customers affected CG-MR-230a.2	Signet experienced no material data breaches in the past year.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. CG-MR-310a.1	(1) \$19.53 is the average hourly wage based on median employee salary of \$40,617 disclosed in the Fiscal 2025 Annual Report on Form 10-K. Includes full-time team members in North America. Includes bonus, commission, and incentives. (2) 100% of Signet team members in North America earn at least \$15 per hour.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees CG-MR-310a.2	The full-time voluntary retention rate in the US is 82% for Fiscal 2025.
Workforce Diversity and Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees CG-MR-330a.1	Please refer to Fiscal 2025 Human Capital Management Data table on page 53. Please refer to Signet's 2024 EEO-1 report on page 59.
Product Sourcing, Packaging, and Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards CG-MR-410a.1	Please refer to our response to CG-AA-440a.2 above.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-MR-410a.2	Please refer to our response to CG-AA-250a.2 above.
	Discussion of strategies to reduce the environmental impact of packaging CG-MR-410a.3	Please refer to the text on Corporate Sustainability Goal 9 on page 41.

Key Tier 1 Suppliers List



Signet designates De Beers as a Key Tier 1 Supplier as a condition of Signet's status as a De Beers Sightholder, which requires annual compliance with the De Beers Best Practice Principles. De Beers is an RJC-Certified member.

SUPPLIER	SRSP Status	RJC Status
A & I	Complete	Certified
Aneri Jewels LLC DBA Sumit Diamond	Complete	Certified
Asia Pacific Jewelry LLC DBA Royal Pacific	Complete	Certified
Benchmark	Complete	Certified
Citizen Watch Co	Complete	Certified
Clyde Duneier	Complete	Certified
Dana Augustine, Inc.	Complete	Certified
Frederick Goldman	Complete	Certified
Goldiam USA	Complete	Member
Goldstar Jewellery DBA GJS	Complete	Certified
H. K. Designs Inc.	Complete	Certified
Imagine Designs Gem Corp.	Complete	Member
Indigo Jewelry Inc Former Amikam	Complete	Certified
Jewelex New York Ltd	Complete	Certified
JTS INC	Complete	Certified
Karizia	Complete	Certified
Kiran Gems	Complete	Certified
Leo Schachter	Complete	Certified
Levian	Complete	Certified
Mioro Gold LLC	Complete	Certified
MOVADO	Complete	Member
Quality Gold	Complete	Certified
Renaissance Global Ltd.	Complete	Certified
Richline	Complete	Certified
Rosy Blue	Complete	Certified
Sandeep Diamond Corp.	Complete	Certified
SDC Designs, LLC	Complete	Certified
Shree Ramkrishna Exports Private Ltd.	Complete	Certified
Shy Creation	Complete	Certified
SJI	Complete	Certified
Stuller	Complete	Certified
United Precious Metals Refinery	Complete	Certified
Vad LLC DBA AV Diamonds	Complete	Certified

Equal Employment Opportunity

2024 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT

The below data reflects Signet's 2023 EEO-1 filing and was certified on June 23, 2025. Signet is legally required to submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC) on an annual basis. Data submitted to the EEOC is for the US only and covers a particular payroll period. The data in this report reflects the payroll period from December 8, 2024, through December 21, 2024.

			Non-Hispanic or Latino												OVERALL TOTALS
	Hispanic or Latino		Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Officials and Managers	3	1	69	5	2	0	0	2	50	6	3	0	0	0	141
First/Mid Officials and Managers	284	654	948	194	103	5	10	40	2,416	529	185	18	33	168	5,597
Professionals	19	40	226	36	77	1	1	9	333	57	67	3	2	9	880
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	567	1,810	1,126	513	133	8	30	127	4,656	1,631	520	46	91	423	11,683
Administrative Support	162	400	334	115	53	4	1	25	1,214	393	104	10	19	93	2,927
Craft Workers	172	78	387	42	125	1	6	25	347	32	37	5	2	25	1,284
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1,207	2,593	3,092	905	493	19	48	228	9,016	2,648	916	82	147	718	22,512
PREVIOUS REPORT TOTALS	1,207	2,854	3,228	862	509	19	45	223	9,271	2,561	897	92	161	695	22,644

2024 EMPLOYER INFORMATION REPORT EEO-1 HEADQUARTERS REPORT; AKRON, OH

			Non-Hispanic or Latino												OVERALL TOTALS
	Hispanic or Latino		Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Officials and Managers	1	0	48	2	1	0	0	2	25	2	0	0	0	0	81
First/Mid Officials and Managers	6	7	188	13	13	0	0	0	253	12	19	0	0	3	514
Professionals	5	4	165	19	35	0	1	5	204	23	27	1	0	4	493
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	17	4	3	2	0	1	0	47	17	9	0	0	2	103
Administrative Support	8	36	97	16	8	1	0	1	313	87	11	1	3	16	597
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	21	64	502	53	53	1	2	7	842	141	66	2	3	25	1,788
PREVIOUS REPORT TOTALS	19	67	530	57	57	1	2	6	909	146	65	2	4	28	1,898



SIGNET
JEWELERS

signetjewelers.com