



Fiscal 2026

CORPORATE
CITIZENSHIP &
SUSTAINABILITY
REPORT



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ABOUT THIS REPORT

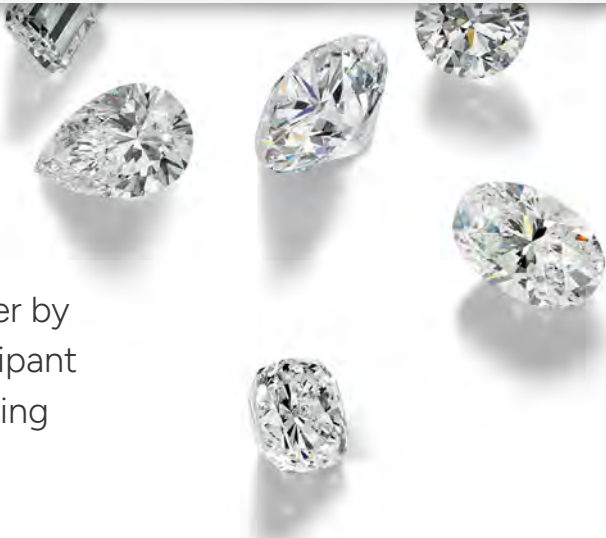
Signet’s Fiscal 2026 Corporate Citizenship & Sustainability Report presents performance information for our businesses in North America and the United Kingdom. For the purposes of this Report, the terms “Signet,” the “Company,” “we,” “us,” and “our” are used interchangeably and mean Signet Jewelers Limited and its subsidiaries. Unless otherwise noted, all data is from Signet’s Fiscal year ended January 31, 2026 (“Fiscal 2026”). Signet’s Responsible Sourcing data is for calendar year 2025 as it aligns with our Conflict Minerals Report filing. The Signet Love Inspires Foundation data is for calendar year 2025. Additional quantitative and qualitative material has been included from previous years to provide context on Signet’s sustainability program. This Report was published on July 22, 2026.

Signet’s Fiscal Years:

- 52 weeks ended January 31, 2026 (“Fiscal 2026”)
- 52 weeks ended February 1, 2025 (“Fiscal 2025”)
- 53 weeks ended February 3, 2024 (“Fiscal 2024”)

About Us

Signet operates approximately 2,600 stores primarily under the name brands of Kay Jewelers, Zales, Jared, Blue Nile, Diamonds Direct, Banter by Piercing Pagoda, Peoples Jewellers, H.Samuel, and Ernest Jones. 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. Our sales derive from the retailing of jewelry, watches, and associated services. Signet’s shares are listed on the New York Stock Exchange (SIG).



KAY
JEWELERS

America’s #1 jewelry destination and the leader in love, KAY offers fine jewelry that feels personal and intentional, empowering every story, every love, everywhere.

ZALES

Meant to be worn, layered, and lived in, Zales takes fine jewelry out of its box, turning it into a coveted daily ritual inspiring women to wear it whenever, wherever.

JARED
JEWELERS

Redefining modern luxury through curated designer collections, personalized service, and bespoke design innovation.

Blue Nile

A luxury natural diamond retailer offering expert craftsmanship, exceptional quality, and a curated selection of bridal and fashion jewelry for life’s meaningful moments, both online and in stores.

PEOPLES
CANADA’S #1 DIAMOND STORE

Canada’s leading fine jewellery retailer, offering quality styles at great value to express love for every occasion—from engagements and birthdays to just because.

Banter
BY PIERCING PAGODA

With quality, style, and accessibility at the core, Banter gives you the freedom to explore and define your look on your own terms.

DIAMONDS DIRECT

Diamonds Direct combines exceptional quality with a welcoming, high-touch experience that transforms meaningful moments into lasting relationships.

H · SAMUEL

The UK and Ireland’s most loved high street jeweller, bringing the joy of jewellery to everyday life through accessible style, gifting, and value.

ERNEST JONES

The UK’s leading diamond and fine jewellery specialist, helping people choose with confidence at life’s most meaningful moments.

JS SIGNET
JEWELRY SERVICES

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 Chief Executive Officer

Signet's enduring commitment to responsible business practices is one of the many reasons I am proud to lead this Company. Across our organization, we continually demonstrate that supporting our people, serving our customers, and caring for our communities and planet is fundamental to delivering long-term value.

I am pleased to say we made great progress in the first year of our *Grow Brand Love* strategy, our corporate roadmap to a brighter future. With positive sales momentum, a simplified operating model, and a strong balance sheet, we are well-positioned to drive continued growth through sharper brand differentiation and a more seamless omnichannel experience. Across our brands, we are bringing love and brand loyalty to customers with innovative products, fresh styles, and captivating experiences.

"By staying true to our Purpose and guided by our Three Loves framework, we are confident in our ability to create a more sustainable, inclusive future."

None of this would be possible without our more than 27,000 team members, whose dedication drives our business forward. Thank you for always serving customers, supporting communities, and upholding strong ethical standards while caring for one another in moments that matter.

As a leader in the US specialty jewelry market, we are privileged to be part of our customers' most meaningful moments—not just as a retailer, but as a trusted partner in their life stories. At Signet, our Purpose of **Inspiring Love**

comes to life through our Three Loves framework: Love for All People, Love for Our Team, and Love for Our Planet and Products. This framework guides our actions and ensures we remain focused on what matters most.

Love for All People remains at the heart of how we engage with our communities. We raised more than \$12 million for St. Jude Children's Research Hospital®—our highest single-year total—and Peoples Jewellers delivered its strongest year of support for Canada's Children's Hospital Foundations, raising CAD \$880,000. Through initiatives like our in-store holiday campaigns and longstanding partnerships, we continue to bring our Purpose to life in tangible ways for the communities we serve.

Love for Our Team reflects our belief that a culture of belonging drives stronger performance and innovation. We are proud to have been recognized as a Great Place to Work-Certified™ company for the sixth consecutive year. We were also honored to be named one of the World's Most Ethical Companies by Ethisphere for the second year in a row—one of only four retailers and the only specialty jewelry retailer recognized. These achievements reflect our ongoing commitment to fostering an inclusive, values-driven culture where our team members can thrive. This is best exemplified through our Signet Team Member Relief Fund, which continues to provide critical support for team members who need it most, reinforcing the strength of our community.

Love for Our Planet and Products underscores our responsibility to operate sustainably and with integrity across our value chain. Through the Signet Promise—our four-layered approach to responsible sourcing—we continue to uphold high ethical standards across our global supplier network, fostering transparency and trust. This

year, we advanced our efforts to reduce our environmental impact, including improving supplier data collection and expanding the number of partners utilizing renewable energy. At the same time, we are demonstrating how sustainability can be a driver of innovation. The launch of Jared's blockchain-enabled *Storied Diamond Desert Sands of Eternity™* collection exemplifies this. The collection is composed of traceable diamonds that are cut, polished, and set in repurposed precious metals at facilities that are at least 60% powered by renewable energy sources, reflecting our approach to responsible luxury and providing a unique digital passport for each diamond.

As we look ahead, we remain focused on building on this progress. The global landscape continues to evolve, and we recognize both the challenges and opportunities before us. By staying true to our Purpose and guided by our Three Loves framework, we are confident in our ability to create a more sustainable, inclusive future that delivers lasting value for our team members, customers, shareholders, suppliers, and communities.

I am incredibly proud of what our team has accomplished and grateful for their continued dedication to **Inspiring Love** every day.



J.K. SYMANCYK
Chief Executive Officer



Awards and Recognitions



WORLD'S MOST
ETHICAL COMPANIES®
Honoree List (2025, 2026)



EQUALITY 100 AWARD:
LEADER IN LGBTQ+
WORKPLACE EQUALITY
Distinction from the Human Rights
Campaign Foundation's Corporate
Equality Index (2025, 2026)



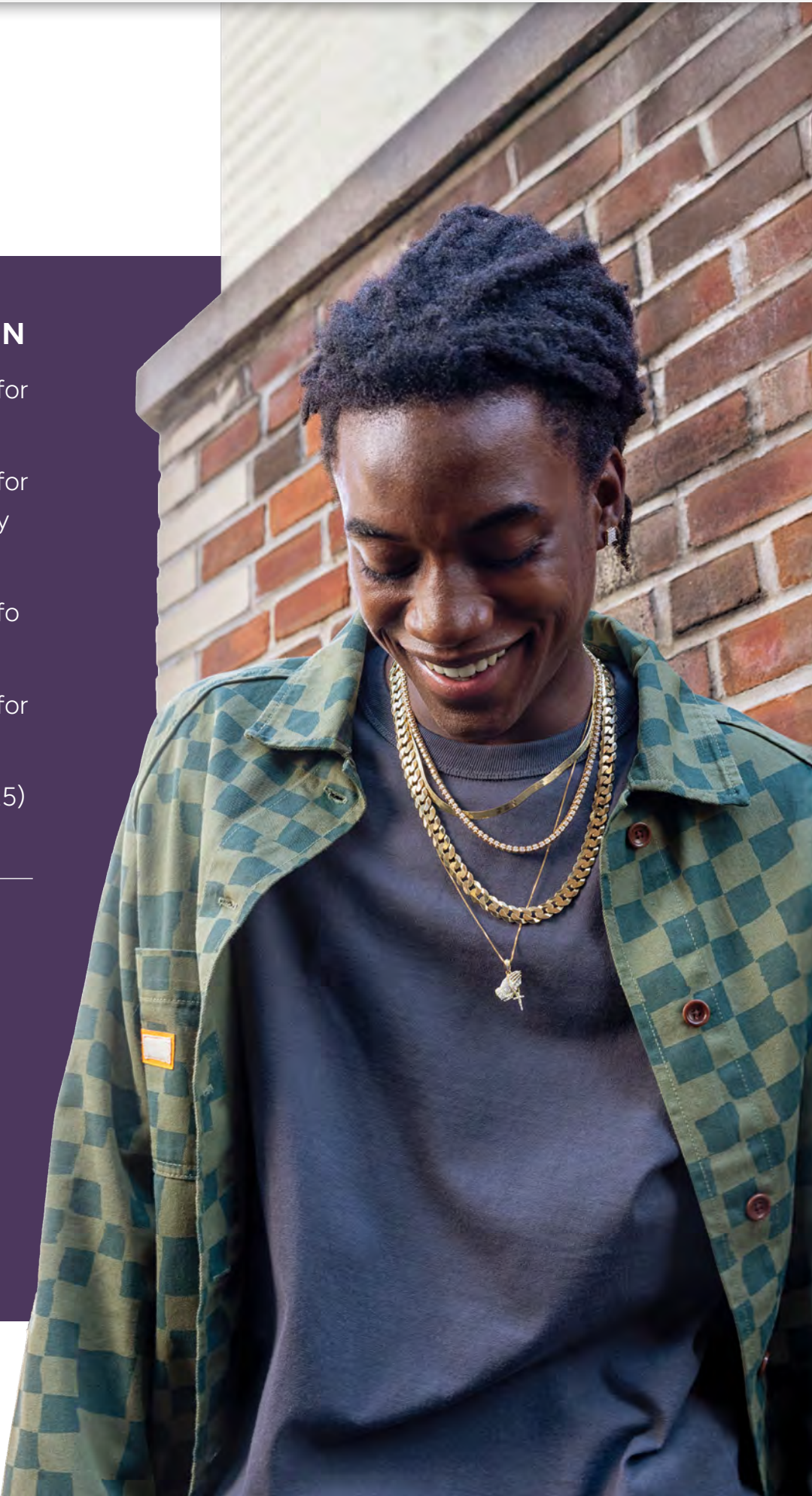
GREAT PLACE TO
WORK-CERTIFIED™
Six consecutive years

NEWSWEEK RECOGNITION

- ♦ America's Greatest Workplaces for Women (2025, 2026)
- ♦ America's Greatest Workplaces for Culture, Belonging & Community (2026)
- ♦ America's Greatest Workplaces for LGBTQ+ (2025)
- ♦ America's Greatest Workplaces for Mental Well-being (2026)
- ♦ Most Trusted Brands - KAY (2025)

FORBES RECOGNITION

- ♦ Best Employer for Company Culture (2025)
- ♦ America's Best Employers by State (2025)



Signet At-A-Glance

FISCAL 2026 YEAR-END WHERE WE OPERATE

GLOBALLY

\$6.8B

Total Sales

21.8%

ECommerce Sales

27,097

Total Team Members



UNITED STATES

2,238

Stores



CANADA

91

Stores



UK AND REPUBLIC OF IRELAND

253

Stores

ISRAEL
Technology Centers

BOTSWANA
Diamond Polishing Factory

INDIA
Diamond Imaging and Quality Control Center

UAE
Distribution Center

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).



“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

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.

Signet has been a member of the UN Global Compact since 2021. This Report serves as our annual Communication on Progress.

Governance

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Board At-A-Glance

The following summarize the independence and tenure of our Directors.

90%

Independent Directors

40%

of Board seats have been refreshed in the last five years

7

Years Average Director Tenure



Helen McCluskey
Chair Of The Board



J.K. Symancyk
Chief Executive Officer



Sandra B. Cochran
Director



Jeffrey Gennette
Director



R. Mark Graf
Director



Zackery A. Hicks
Director



Sharon L. McCollam
Director



Brian Tilzer
Director



Eugenia Ulasewicz
Director



Dontá L. Wilson
Director

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' Governance, Nominations & 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 Governance, Nominations & 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 human capital management, including culture, compensation, inclusivity, benefits and well-being strategy, talent management, performance management, and succession planning.

The full Board regularly reviews enterprise risk management processes including issue and risk identification associated with our 2030 Corporate Sustainability Goals (CSGs). 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.

OUR GOVERNANCE STRUCTURE

BOARD-LEVEL Governance, Nominations & Sustainability Committee

Reviews our 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 leaders and their teams 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)

At the management level, Signet's Climate Action and Sustainability Committee, led by an in-house sustainability team to manage our climate strategy, is comprised of senior leaders across Signet's business operations. This committee meets periodically to review GHG performance, regulatory developments, and the effectiveness of internal controls and disclosures. Signet's Chief Corporate Affairs & Sustainability Officer chairs the CASC.

COMPANY-LEVEL Enterprise Sustainability Team

Implements 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

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 are committed to fulfilling our Purpose—**Inspiring Love**—and our responsibilities to one another, to our customers and business partners, and to our shareholders with the greatest integrity. 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 a third-party 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.

Our **Corporate Policies & Protocols** are aligned with our **Code** 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 business objectives, maintaining our culture of compliance, and fulfilling the Signet Promise to our customers. Our **Code** and **Corporate Policies & Protocols** 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.

In addition to our Code, team members are also trained on a number of core areas including: Social Media Use, Information Technology Security Awareness, Acceptable Use of Artificial Intelligence, Anti-Money Laundering and Anti-Bribery, Insider Trading, Antitrust and Competition, Conflicts of Interest, Gifts and Hospitality, Equal Employment Opportunity Policy, Civil Treatment, Bullying and Harassment Prevention, and Safety Procedures.* Retail managers in the US and Canada renew their training on a suite of managerial and operations topics annually.



OUR CORPORATE POLICIES & PROTOCOLS

The following eight documents are Corporate Policies & Protocols 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](#)

*Approximately 85% of Signet's workforce is located in the US. Other locations receive training based on their eligibility.

Human Rights

As a leader in the jewelry industry, we are dedicated to respecting human rights across our direct operations and supply chain through adhering to the Responsible Jewellery Council (RJC) Code of Practices, continuous stakeholder engagement, and rigorous due diligence. Supporting human rights is fundamental to our operations and the reputation of the jewelry industry.

We create safe and supportive workplaces that advance workers' well-being and provide opportunities for personal and professional growth, enhancing worker recruitment, retention, motivation, and productivity. Our strategies and policies foster a safer, more equitable environment for workers across our value chain, and safeguard against forced labor, child labor, and discrimination.

DIRECT OPERATIONS

In our direct operations, our Human Rights Policy and Code of Conduct are the foundation for corporate compliance. We also protect our employees' occupational health and safety with OSHA-compliant policies and training for employees. All Signet team members, including store, procurement, and merchandising team members are required to learn about our human rights policy and certify compliance in our annual Responsible Sourcing Training.

SUPPLY CHAIN

Our [Supplier Code of Conduct](#), and our [Signet Responsible Sourcing Protocol](#), form the cornerstone of our human rights ethical business approach. These policies cover all salient human rights issues, including child labor, and align with the [Responsible Jewellery Council Code of Practices](#) and are based on internationally recognized frameworks, including:

- ✦ UN Guiding Principles on Business and Human Rights
- ✦ UN Global Compact
- ✦ Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- ✦ International Labour Organization's (ILO) Core Conventions

Grievance Mechanism

Workers in our supply chain are provided transparent and accessible grievance mechanisms, and all RJC members are audited against having grievance mechanisms in place. At Signet corporate, all Supplier Code of Conduct and human rights violations are protected by strict enforcement of the Company's policy of zero tolerance for retaliation. Stakeholder Grievance Mechanism contacts are listed in our Supplier Code of Conduct and Human Rights Policy.

SALIENT HUMAN RIGHTS RISKS: WHAT WE PROTECT AGAINST

The global jewelry supply chain presents risks of modern slavery or other labor rights violations associated with upstream activities. This includes raw materials sourcing, such as mining of diamonds, gemstones, and metals, and high-volume manufacturing in regions where legal protections for workers may be limited or inconsistently enforced. Signet requires our suppliers to work towards Certification with the Responsible Jewellery Council to ensure all the actors in our value chain are subject to external audit. In addition, the Responsible Jewellery Council is designed to include jewelry industry members of all types, which supports robust standards inclusive of our Tier 1 direct suppliers as well as Tier 2 and 3 suppliers.



Substances of Concern

PRODUCT QUALITY & SAFETY

We are committed to enabling our jewelry to sparkle safely. As we purchase finished jewelry from suppliers around the globe, we clearly communicate our expectations to our suppliers and implement assay testing to help verify the product quality before it reaches our customers.

Signet Quality Council

Signet management convenes quarterly with representatives from design & service, legal, supply chain, sourcing, and merchandising, to align standards, review incidents, and approve new or revised product testing protocols.

Supplier Agreements

We expect our suppliers to ensure that their components and materials comply with applicable requirements before use in our products, and we outline this expectation in our Signet Responsible Sourcing Protocol. Suppliers are provided with the Signet Restricted Substances List (RSL) which identifies potentially harmful materials used in our industry and specifies safe concentration limit values. Our RSL complies with applicable global regulations for safe levels of substances of highest concern in our products. The purpose of these guidelines is to clearly communicate and define our expectations to our suppliers. This language is included in supplier agreements termed Vendor Buying Agreements (VBAs), which require all outsourced production sites to comply with Signet's substances of concern policy. In addition, Signet suppliers are audited against the RJC Code of Practices, which requires suppliers to treat wastewater, hazardous air emissions, and hazardous solid waste adequately at outsourced production sites.

Signet Restricted Substances List:*

- ✦ Lead
- ✦ Nickel
- ✦ Cadmium**
- ✦ Chromium
- ✦ Mercury

Testing

We have a firm commitment to safety and quality. We take great pride in delivering the most beautiful jewelry to our consumers. We comply with national and state laws for product safety and testing. Signet uses assay testing to help ensure products sold to Signet are represented by material type and are not contaminated with any heavy metals on the RSL. Examples of assay testing include requiring vendors to complete third party screenings, XRF alloy screening, and enhanced testing requirements for children's jewelry.

*List in line with [Apparel and Footwear International RSL Management Group Restricted Substances List](#) of heavy metals that may appear in metal alloys.

**Due to extensive education and regulatory enforcement, the presence of cadmium in jewelry has been phased out by suppliers globally.



PROJECT ASSURE

Maintaining Diamond Integrity

As a retailer, Signet is responsible for sharing accurate disclosures about natural diamonds and laboratory grown diamonds. To mitigate risks and maintain integrity of the natural diamond supply chain, Signet launched Project ASSURE in partnership with De Beers and the Natural Diamond Council. Project ASSURE was established to reassure customers that a diamond sold as a natural diamond is truly of natural origin. Distinguishing natural diamonds from laboratory grown diamonds requires specialized equipment and cannot be assessed by the human eye. Accurate disclosure, supported by third-party tested Diamond Verification Instruments, ensures customers know what they are buying and can feel confident in purchasing natural diamonds. The Signet Responsible Sourcing Protocol also requires all Signet suppliers to screen diamonds and apply strict factory standards to mitigate the risk of mixing natural diamonds with laboratory grown diamonds.

Information Security

DATA STEWARDSHIP

As Ecommerce sales are an important part of the business 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.

Privacy and data security are monitored at the highest levels of our Company. Our Chief Digital and Technology Officer and our Senior Vice President, Chief Information Security Officer are responsible for leadership of 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. These executives provide quarterly updates on cybersecurity and privacy to our Board's Technology Committee and, as appropriate, to the full Board.

Our robust information security risk management maintains consumer trust, protects data, and is designed to align with applicable US cyber regulations for publicly traded companies.

SIGNET'S DATA STEWARDSHIP FOCUSES ON FOUR PRIMARY AREAS:

1 Personalization and Privacy

At Signet, we value the data our customers and team members entrust to us and treat their information with care and respect. We use this and other information, in accordance with applicable privacy laws and our privacy notices, to drive demand via targeted marketing, develop merchandising strategies, and obtain valuable customer insights. We take seriously our obligation to safeguard and protect the integrity of our customers' data. This is especially relevant as it pertains to the numerous credit and financing options offered to our customers as well as our rewards program.

2 Security

Signet team members are corporate stewards, and it's essential we educate them on how to keep data safe. Every year, all Signet team members must complete an Information Security and Privacy Awareness Training. This 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 part of the new-hire orientation process and is available on Signet's learning platform. Participation is tracked annually.

The Signet cybersecurity team also manages a longstanding email phishing simulation testing program to help mitigate the risk of cyber-enabled scams and threats. Phishing tests occur monthly and the IT team tracks click rates of participating team members.

3 Oversight and Enablement

Our Security Operations Center monitors key technology environments for threats and anomalies and supports incident response and escalation processes. We have established processes for data

sharing and third-party risk assessments, and provide oversight of a suite of technology solutions designed to support the integrity and resilience of operations.

4 Responsible Use of Artificial Intelligence (AI)

Signet is committed to building a governance structure and processes for risk-based, transparent, and accountable decision-making across the deployment and use of AI-enabled systems. We have implemented and continue to enhance policies, governance structures, security controls, guardrails, and oversight processes designed to promote responsible AI use, including human review and approval processes, team member training, and monitoring of AI-enabled systems. Signet's internal Acceptable Use of Artificial Intelligence Tools Policy provides Signet team members with guidance on Signet's Ethical Pillars and Core Governance Principles for Use of AI as well as specific tools that are permitted. The Acceptable Use of Artificial Intelligence Tools Policy is updated as needed, and as new technologies, risks, and tools emerge.

"As Signet continues to evolve, the Board remains focused on maintaining governance practices that are fit for the Company's scale, ambition, and risk profile. In Fiscal 2026, we enhanced our oversight through the establishment of a standalone Technology Committee, reflecting the growing importance of data, digital infrastructure, and cybersecurity to Signet's resilience and long-term competitiveness."

— Helen McCluskey, Chair of the Board

Love for All People

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Social Impact At-A-Glance

INSPIRING LOVE. IMPROVING LIVES.

Bringing Signet's Purpose of **Inspiring Love** to life in tangible, measurable ways is at the core of our social impact strategy. We remain committed to investing in the communities where our team members and customers live and work, increasing opportunities for underserved populations, and advancing our sustainability goals. In Fiscal 2026, we used our corporate platform, stores, products, and the Signet Love Inspires Foundation to contribute to non-profit organizations and support meaningful social progress.

Signet's 4 Facets of Community Impact

1 CAUSE MARKETING

Our Company and our stores throughout the US, Canada, the UK, and Ireland partner with non-profit organizations and engage our team members and customers in efforts to raise awareness and funds for important causes.



2 SIGNET LOVE INSPIRES FOUNDATION

The Signet Love Inspires Foundation, a 501(c)(3) established in 2021, works to support our Three Loves: Love for All People, Love for our Team, and Love for our Planet and Products. The Foundation also matches members' donations to qualifying non-profit organizations.

CORPORATE COMMUNITY GIVING 3

Through in-kind donations, volunteerism, and financial contributions, Signet supports local non-profit organizations with products and funding that help strengthen the communities we serve.

SIGNET TEAM MEMBER RELIEF FUND 4

The Signet Team Member Relief Fund provides grants to assist eligible Signet team members in the US and Canada who have encountered a financial or other hardship for reasons beyond their control.

ANNUAL GIVING TOTALS

NEARLY

\$13M

Cause
Marketing

MORE THAN

\$1.2M

Signet Love Inspires
Foundation

MORE THAN

\$976K

Corporate
Community Giving

MORE THAN

\$96K

Signet Team Member
Relief Fund

MORE THAN

\$15.2M

Social Impact Total



Facet 1: Cause Marketing



SAVING LIVES WITH ST. JUDE CHILDREN'S RESEARCH HOSPITAL®

For 27 years, Signet has been partnering with St. Jude Children's Research Hospital and has raised more than \$122 million to advance research, develop treatments, and find cures for childhood cancer and other life-threatening diseases. Known around the world for its work, treatments developed at St. Jude have helped push the overall childhood cancer survival rate in the US from 20% to more than 80%, inspiring other countries to adopt these therapies as well.

Patients at St. Jude receive customized care regardless of their race, ethnicity, religion, or ability to pay, and we are proud that the funds donated by Signet's customers and team members help make this possible.

This past year, Signet achieved a record-breaking fundraising total of more than \$12 million through annual plush sales, give-at-the-register campaigns, the *St. Jude Walk*, and personal donations from our customers and team members. This is the most Signet has ever raised for St. Jude in one year, and we are well on our way toward our recent commitment to raise an additional \$100 million for the hospital.

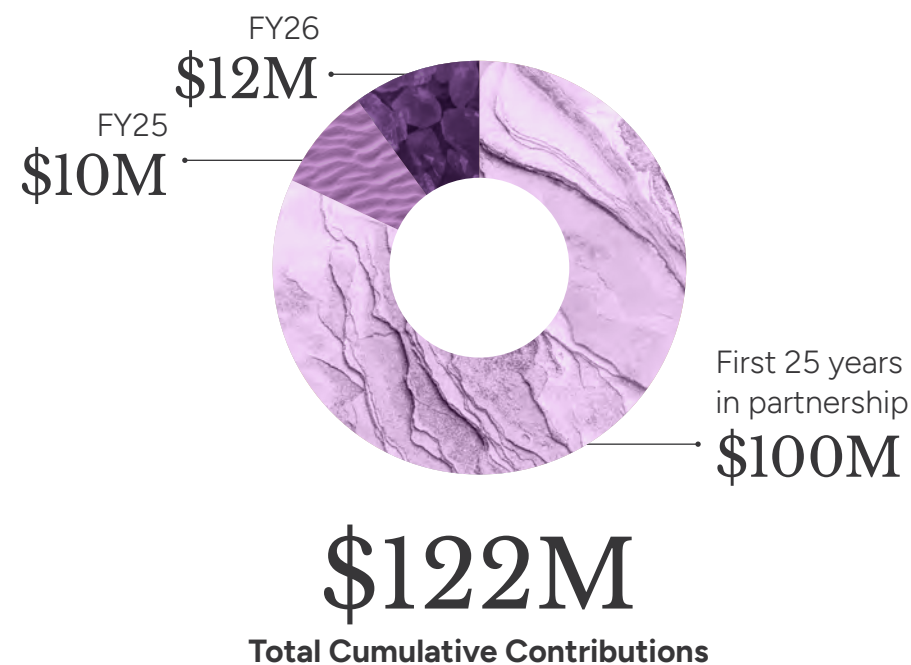
ADDITIONAL CAUSE MARKETING EFFORTS

Embodying Love for People, our brands also supported a number of causes this year that resonate with our team members and customers. The organizations we contributed to include The Human Rights Campaign Foundation, the Boys and Girls Clubs, the It Gets Better Project, Canada's Children's Hospital Foundations, Young Lives vs Cancer (UK) and Barretstown (IR), to name a few. We are proud of this work and will continue to invest in organizations that help our communities thrive.

*"At Signet, our Purpose of **Inspiring Love**, and this record-breaking fundraising effort is a powerful reflection of our purpose in action. We are incredibly proud to support the lifesaving work of St. Jude. This is all made possible by the extraordinary generosity of our team members, customers, and partners. It's inspiring to see our community come together to help advance the St. Jude mission of delivering world-class care, groundbreaking research, and hope to children and families when they need it most."*

— J.K. Symancyk, CEO, Signet Jewelers

Financial Contributions



St. Jude patient Phenix with his dad

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.



St. Jude patient Madeline, pictured with her mom Miranda.



CALENDAR YEAR 2025 IMPACT	More than \$12M raised	C\$880K raised	More than £88K raised	More than £1.3K raised
CUMULATIVE IMPACT	More than \$122M raised	More than C\$4.4M raised	More than £1.6M raised	£66K raised
PARTNER SINCE	1999	2017	2014	2014
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. In 2023, Signet announced it had raised \$100 million during its partnership, and committed to another \$100 million.	Canada’s Children’s Hospital Foundations (CCHF) raises funds for the highest priority needs of each hospital, including research.	When cancer strikes, 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.
WHERE	United States	Canada	United Kingdom	Ireland
SUPPORTING BRANDS	K A Y JEWELERS JARED JEWELERS ZALES Banter BY PIERCING PAGODA	PEOPLES CANADA’S #1 DIAMOND STORE	ERNEST JONES H · SAMUEL	H · SAMUEL

Facet 2: Signet Love Inspires Foundation

CREATING A MORE EQUITABLE AND SUSTAINABLE WORLD

The Signet Love Inspires Foundation focuses on underserved women and children as well as social change advocacy, providing grants to non-profit organizations to support critical needs and transformative action. The Foundation also boosts our team members' philanthropic efforts by matching their donations to qualified non-profit organizations.



SELECT 2025 SIGNET LOVE INSPIRES FOUNDATION GRANTEES

Foundation programs in 2025 include scholarships for students studying jewelry-making and support for leadership development and responsible mining in Botswana.



Endowed Scholars Program

Signet established scholarship programs at Kent State University (KSU) and Savannah College of Art and Design, Inc. (SCAD), where, starting in spring 2026, two students at each school will receive funding to help them complete their studies. The scholarships will be awarded annually.

At KSU, the Foundation has established workforce development and educational opportunities for students enrolled in the Jewelry Metalsmithing Program, donating tools and supporting classes on how to repair them. KSU students were also invited to tour the Signet Jewelry Repair facility in Akron, Ohio.

The SCAD grant will support jewelry design students in developing advanced fabrication skills, innovative material exploration, and integrated digital and studio practices. Guided by expert faculty and industry mentors, students engage the full process — from concept to market — preparing them as highly skilled makers and forward-thinking leaders in the jewelry industry.



Diamonds Do Good and Stepping Stones

Botswana is an important source of diamonds and home to Signet's sole diamond cutting and polishing facility. To help support the country's development, the Foundation invests in programs that address gaps in employment, education, and market

access. In 2025, this included a grant through Diamonds Do Good in support of Stepping Stones International to benefit the Finding the Leader Within program. Designed to encourage young people (ages 18–25) in Botswana to achieve economic self-sufficiency, employment, and further education, particularly in communities facing high unemployment and social challenges, the program combines skills training, internships, and entrepreneurship to promote long-term financial stability and productivity among youth. The grant coincided with the launch of the Jared *Storied Diamond Desert Sands of Eternity™* collection featuring responsibly sourced, traceable natural diamonds with a digital experience following the story of each stone.

RESOLVE

RESOLVE Inc.

RESOLVE Inc.'s Advancing Responsible Mining Practices initiative was launched in May 2025 to strengthen ethical, community-centered, and market-relevant approaches across artisanal and small-scale mining landscapes. The grant supports the implementation of artisanal diamond mining with an emphasis on capacity building and responsible colored gemstone mining, including market integration strategies to establish ethical gemstone supply chains emphasizing women's participation and scalable partnerships.

Facet 3: Corporate Community Giving

Signet is dedicated to making a difference in communities near our offices and around the country through local partnerships and in-kind donations to charity events.

SIGNET JEWELERS ACADEMY OF GLOBAL TECHNOLOGY AND BUSINESS

Akron, Ohio, is the home of Signet's corporate offices, and we recently partnered with the Akron Public Schools to create The Signet Jewelers' Academy of Global Technology and Business. The program enables students in grades 10–12 to choose a pathway and link academic subjects to college majors and career sectors such as Marketing & Entrepreneurship, IT Support and Services, Programming and Software Development, and HVAC/R with a goal of helping to develop a postsecondary plan. Experiential learning, including job shadowing and site visits, brings the lessons to life and develops students' skills in collaboration, communication, and critical and creative thinking.

"The partnership between Signet Jewelers and North High School is opening doors and creating opportunities that were previously unavailable to our students. The ability to experience learning outside the four walls of school helps to shape career-ready young adults and prepare our students for success beyond graduation."

— Ben Effinger, Akron North High School, Academy Coach

IN-KIND PRODUCT DONATIONS

Our customers come from every corner of the country, and we strive to reach as many of their communities as possible. Each year, we donate necklaces, bracelets, and earrings to support charity events such as galas, silent auctions, and raffles. These products help local non-profits boost their fundraising efforts to aid or advocate for underserved communities.

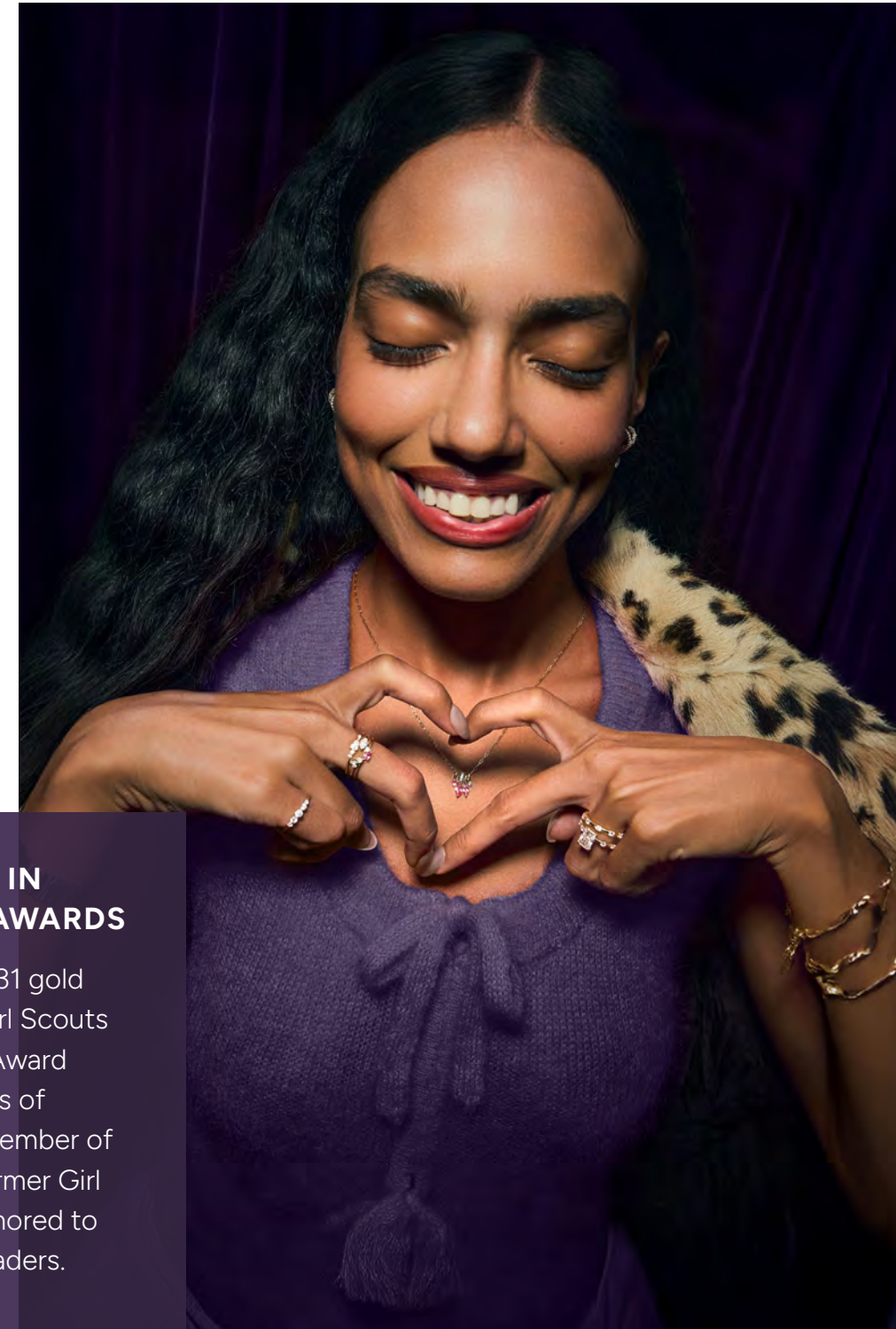
MORE THAN

700

Charitable events supported with product donations from Signet's brands

PUTTING THE GOLD IN GIRL SCOUT GOLD AWARDS

In 2025, Signet donated 31 gold heart necklaces to the Girl Scouts of Northeast Ohio Gold Award winners, along with letters of congratulations from a member of our leadership team, a former Girl Scout herself. We are honored to celebrate these future leaders.



Facet 4: Signet Team Member Relief Fund

DEMONSTRATING LOVE OF TEAM

The Signet Team Member Relief Fund (Relief Fund) is a living expression of Signet's culture of caring. Built through the generosity of team members who choose to give, this fund transforms everyday kindness into life-changing support. When the unexpected strikes, such as natural disasters, medical emergencies, or sudden personal hardship, we stand beside our people, providing critical financial relief when it matters most. The Relief Fund reflects the power of colleagues supporting colleagues and Signet's deep commitment to ensuring no team member faces hardship alone. This fund demonstrates that love of team is an action, not just a value.



NEARLY

1,000

Team members who experienced hardships and received emergency financial support from the Relief Fund in the last four years, thanks to their fellow team members' generosity

"I have always contributed to this program and never expected to be a recipient, but when my family needed it most, it was there for us after a house fire. I will continue to give back so that I, too, can be a blessing to others—just as my coworkers were, and continue to be, to my family and me."

— **Ginger Aguilar**, Bilingual Lead, Customer Connection Center



Love for Our Team

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People At-A-Glance

27,097

Global team members

+16,700

Jewelry certifications held by our jewelry consultants

2

Bronze awards from Brandon Hall Group™ for excellence in our Director level leadership training

7

Events for Signet's top charity fundraisers, top jewelry consultants, and store leadership came together to *Grow Brand Love* in Fiscal 2026 with four in-person and three virtual events

In response to the Fiscal 2026 Great Place to Work® Trust Index Survey™, a vast majority of our team members agreed with these statements:

82%

"I can be myself around here."

84%

"When I look at what we accomplish, I feel a sense of pride."

86%

AGREE

"I understand how my work contributes to Signet's Purpose—**Inspiring Love**," according to Signet's most recent Voice of the Employee Survey



Championing Culture

We continuously work to create an inclusive environment where our team members feel seen and heard and customers feel welcomed, whether in person, at one of our stores, or online. Our focus on people improves retention rates and provides a workforce ready to support our business and our customers.

TEAM MEMBER ENGAGEMENT

To enhance our culture and measure our Love for our Team objectives, we engage our team members in providing and receiving regular feedback. This includes quarterly check-ins with managers, surveys such as the Voice of the Employee (VOE) survey and the Great Place to Work® Trust Index Survey™, and virtual and in-person events such as Signet UnCut Town Halls and field leadership meetings. We also engage team members through our Intranet, the SIGnet, to ensure they are current on business, industry, and community developments.



TEAM MEMBER SURVEYS AND MENTAL HEALTH

Signet is committed to supporting the well-being of our team members and provides access to mental health resources to all team members and their households through our Employee Assistance Program and to eligible subscribers through our insurance plans. In addition to the team member well-being factors in our annual GPTW surveys, we include topics related to overall workplace well-being in our VOE surveys, including sentiment of belonging, role clarity, accessibility to resources and training to do the job, as well as flexibility to take time off.

AT SIGNET, YOU ARE:

- ✦ *Invited to be your best self*
- ✦ *Introduced to ideas that grow your passion—not just your job*
- ✦ *Inspired to inspire more love in the world*

TEAM MEMBER SURVEY RESPONSES

Voice of the Employee Survey

The VOE survey is an important mechanism for direct feedback on Signet's policies, practices, and culture from team members around the world. In Fiscal 2026, 80% of our team members participated in the VOE survey, an increase of 6 points from Fiscal 2024. To further demonstrate our commitment to Love for our Team and advance a culture of responsiveness, Signet is increasing the frequency of the VOE surveys. In the interest of transparency, Signet shares a summary of VOE survey results with all team members via the SIGnet, our intranet, and indicates when new programs, tools, or processes are implemented as a result of team member feedback.

Great Place to Work® Trust Index Survey™

Signet has been recognized as a Great Place to Work-Certified™ company for six consecutive years. In response to the Fiscal 2026 Great Place to Work® Trust Index Survey™, our team members responded positively to statements regarding fair treatment in our Company, including:

95%

AGREE "People here are treated fairly regardless of their sexual orientation."

92%

AGREE "People here are treated fairly regardless of their race."

90%

AGREE "People here are treated fairly regardless of their gender."

Investing in Team Member Growth

OUR LEADERSHIP DEVELOPMENT STRATEGY

Signet offers a collaborative and energized environment where all team members are empowered to learn, grow, and pursue meaningful careers. A range of development opportunities, such as leadership training, mentorship, internships, and a strategic recruiting strategy support the Company's focus on continuing to build a high-performing culture.

In Fiscal 2026, Signet was recognized with two coveted Brandon Hall Group™ Bronze awards for excellence in our Director-level leadership training, which includes real-world business simulations, strategic self-awareness assessments, and cross-functional collaboration.

STRATEGIC TRAINING MANAGEMENT

Brilliant University

Signet launched new training courses to meet the changing and evolving demands of the workplace, including AI. From their first day, all Signet support center team members have access to Microsoft Copilot and self-paced learning modules on our online learning platform, Brilliant University. Signet evaluates the training modules each year, revamping or retiring those that are not effective. All of our trainings require the team member to complete a knowledge check, and approximately 25 Brilliant University courses poll users upon completion to generate a Net Promoter Score to demonstrate impact. These investments in our people help them develop new skills and experiences and reinforce Signet values, leadership traits, and knowledge of jewelry.

Team Member Development Reviews

Support center team members and store managers and above in the field participate in a multi-phased individual performance review each year to assess their performance and to receive constructive feedback and support growth. Our team members in the field receive customer and sales-focused performance reviews. Both types of reviews include one-on-one coaching from their managers in each review cycle and a performance evaluation against established metrics. In Fiscal 2026, approximately 64% of director and above roles were filled through internal promotions.

Enterprise Mentoring Program

The mentoring culture at Signet fosters a dynamic employee experience that improves engagement, retention, and organizational productivity. In Fiscal 2026, Signet continued its Enterprise Mentoring Program, a key component of our commitment to personal and career growth. Open to all team members, the mindfully curated program pairs team members with mentors, including Executive Leadership, for six-month periods to facilitate career development and drive business success.

“Signet mentor/mentee partnerships bring together learning, coaching, and connection—because when we grow together, we Grow Brand Love from the inside out.”

— Karen Cho, Chief People Officer

14

Average number of hours of training on Brilliant University by each team member including those working part-time

EDUCATING OUR HIGHLY SKILLED JEWELRY CONSULTANTS

Our more than 20,000 team members in the field, including jewelry consultants, dedicate their time and expertise to educate our customers on their gemstone and jewelry options. In addition to delivering a memorable experience, our jewelry consultants must have expert knowledge that helps to build consumer trust and foster lasting relationships. Customers know that they can rely on our in-store jewelry consultants to explain the differences between more timeless stones like natural diamonds and industry innovations like lab-grown diamonds and help them make an informed choice that best suits their style, purpose, and investment.

THE WEEK ONE EXPERIENCE

The Week One Experience is an immersive, 40-hour training course for all full-time retail team members across our Kay, Jared, Peoples, and Zales brands. In Fiscal 2026, nearly 1,200 new team members completed the course. The Week One Experience includes both jewelry education and an orientation to Signet's culture and values and has successfully increased retention rates among jewelry consultants.

DIAMONTOLOGY CERTIFICATION

4,867

Team members certified by
Diamond Council of America (DCA)

THE COLORED GEMSTONE CERTIFICATION

1,514

Team members
certified by DCA

GSI DIAMOND ESSENTIALS CERTIFICATION

10,399

Team members certified by
Gemological Science International (GSI)

Fostering Community

As part of our commitment to fostering a sense of community and belonging throughout our organization, we support Business Resource Groups (BRGs), team member-led volunteer groups that engage our people around shared interests and backgrounds with opportunities for networking, professional development, and philanthropy. Signet BRGs are open to all team members.

6,850

BRG memberships

23%

BRG membership growth annually

MENTAL HEALTH MARATHON

In May 2025, RADIANCE, our BRG focused on supporting team members with diverse abilities and allies, hosted a Mental Health Marathon in recognition of Mental Health Awareness Month. The virtual series featured educational and wellness-focused activities designed to increase awareness and support team member well-being across a range of mental health topics.

BUSINESS RESOURCE GROUPS



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.



The WBRG champions, educates, and engages allies on topics of relevance for and by women to advance equity for all.



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.



Love for Our Planet and Products

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THE SIGNET PROMISE

As one of the world's largest retailers of specialty jewelry, we are committed to providing fine jewelry sourced and produced with accountability and integrity across our entire supply chain.

That's why we developed The Signet Promise, a rigorous collaborative approach to prioritizing respect for human rights and holding our global suppliers to high ethical standards while helping to preserve our planet. We work continuously to improve the integrity of our global supply chain so our customers can celebrate the moments that inspire love in their lives with confidence.

ENSURING CONSUMER CONFIDENCE WITH FOUR LAYERS OF ACCOUNTABILITY

- 1 **Signet's responsible sourcing and sustainability group administers the Signet Responsible Sourcing Protocol (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.

Fulfilling the Signet Promise

OUR APPROACH TO SUPPLY CHAIN INTEGRITY AND CONTINUOUS DUE DILIGENCE

1

Onboarding

Direct merchandise suppliers undergo a thorough onboarding process. The Company conducts a supplier risk screening using a third party risk tool. The supplier completes a Due Diligence Questionnaire and SRSP compliance report.

2

The Signet Responsible Sourcing Protocol (SRSP)

The SRSP requirements are based on OECD Due Diligence Guidance for Responsible Supply Chains. To remain in good standing, suppliers must complete a new SRSP compliance report each fall.

3

The Responsible Jewellery Council (RJC) Membership

Aligned with Signet's dedication to the continuous improvement in the integrity of global jewelry supply chain, Signet has made RJC membership and certification pursuit a requirement for all suppliers.

4

Third-Party Audit Program

Signet's Audit Program applies a risk-based profile assessment to our suppliers based on RJC-status and information obtained through our annual SRSP compliance process. Signet also considers risk factors such as geographic location of the supplier factory sites and raw materials sourced.

Raw Materials from Controversial Sources

Signet sources raw materials as well as complete, finished jewelry from throughout its global supply chain, applying the Signet Responsible Sourcing Protocol to all raw materials, including those that may be from controversial sources.

Its annual, independently audited Conflict Minerals Report, in line with the US Dodd Frank Act, applies to gold, and tin, tungsten, and tantalum (3Ts), and relies on Signet's robust supplier compliance systems to ensure it can verify these precious and semi-precious metals are conflict free.

SRSP Coverage: All precious metals and stones

- ♦ Gold, Diamonds, Silver, Tungsten, Tin, Tantalum, Platinum Group Metals, Colored Gemstones (Rubies, Sapphires, and Emeralds), Laboratory Grown Diamonds
- ♦ Ban on Precious Metals and Diamonds Sourced from Myanmar, Russia, and the Democratic Republic of Congo

DIAMONDS

The SRSP requires all suppliers to comply with the Kimberley Process to ensure 100% of diamonds supplied to Signet were purchased from legitimate sources not involved in funding conflict (conflict-free). The Kimberley Process and World Diamond Council (WDC) Statements of Warranty must be included on all invoices and delivery notes accompanying product delivered to Signet. By including these warranty statements with accompanying product, and Signet's quarantining of non-compliant product, vendors are declaring compliance not just annually during SRSP reporting, but with each order they send. This differentiator in Signet's protocol enhances vendor verifications beyond annual reporting.

All Signet suppliers (whether or not they supply natural diamonds or natural diamond jewelry) must include the warranty statements relating to the WDC System of Warranties in all invoices and delivery notes, in addition to the SRSP warranty statement.

100%

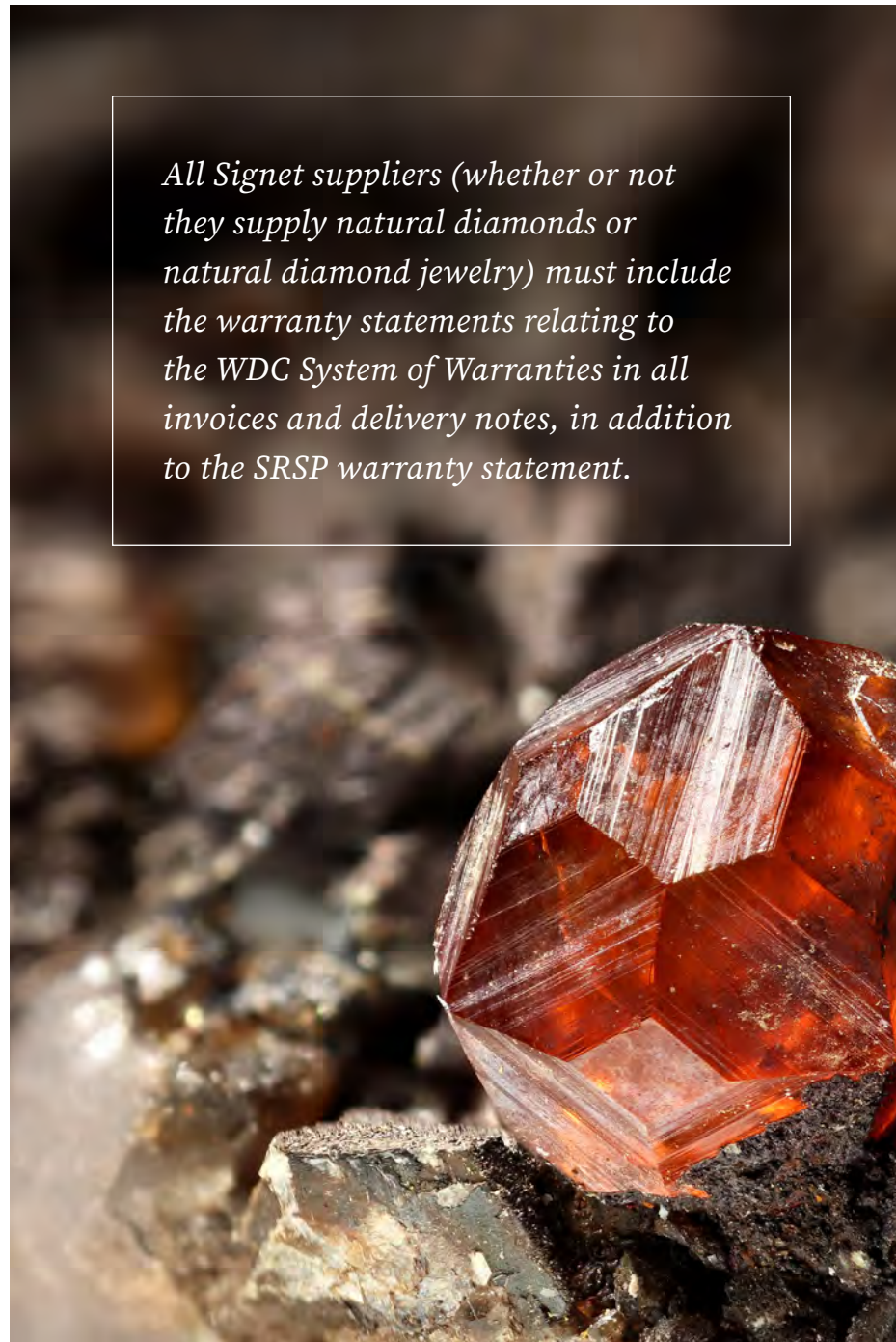
of suppliers are required to be in compliance with the Kimberly Process for conflict-free diamonds

100%

of shipments to Signet are required to include a Kimberley Process and World Diamond Council Statement of Warranty

24

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



CONFLICT MINERALS TRANSPARENCY AND INDEPENDENT ASSURANCE

Since 2014, Signet has demonstrated sustained leadership in responsible sourcing through its annual reporting to the US Securities and Exchange Commission (SEC) on conflict minerals. Signet's Form SD and independently audited Conflict Minerals Report reflect a rigorous, transparent approach to supply chain due diligence.

For the reporting period ended December 31, 2025, the SRSP, aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas, confirmed **99% of gold sourced by Signet was sourced from suppliers following the provisions of the SRSP designed to ensure conflict-free gold**. Signet's due diligence program extends beyond 3TG minerals and includes sourcing oversight for diamonds, silver, and platinum group metals (PGM), supported through supplier engagement, independent audits, and industry collaboration, including participation in the Responsible Jewellery Council.

The independent audit of this 2025 Conflict Minerals Report by audit firm SGS recognized Signet's progressive and leading approach to supply chain risk management. Signet also continued to advance responsible sourcing practices in high-risk regions through supplier monitoring, risk assessment, and corrective action processes designed to address environmental, labor, health and safety, and human rights considerations across the supply chain.

The longevity of this reporting underscores the Company's longstanding commitment to responsible sourcing and its position as one of the few US jewelry retailers to maintain this level of transparency and assurance.

SUPPLIER ENGAGEMENT AND CAPACITY BUILDING

Signet continues to demonstrate a collaborative approach to supplier management, with a focus on engagement and corrective action rather than disengagement. Enhanced supplier communication, escalation protocols, and training support have improved supplier participation and reporting completion timelines, particularly for smaller suppliers with limited compliance resources.

—SGS, May 2026



Signet has incorporated the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas into our supplier policy and management.

FIVE-STEP RISK-BASED DUE DILIGENCE

1. Establish strong company management systems
2. Identify and assess risks in the supply chain
3. Design and implement a strategy to respond to identified risks
4. Support independent third-party audit of the refiner's due diligence
5. Report annually on supply chain due diligence

99%

of suppliers providing gold to Signet through the SRSP process were determined to be in compliance with all SRSP provisions that the support a conflict-free supply chain as validated by our independently audited Conflict Minerals Report

13

Consecutive years reporting conflict-free gold to the SEC via Conflict Minerals Report (since 2014)

How We Manage Conflict Minerals

ADDRESSING GEOPOLITICAL RISKS

In addition to adhering to the United Nations Kimberley Process for diamonds, Signet conducts internal due diligence on geopolitical risks as part of its robust governance practices. The Company actively monitors sourcing across the global supply chain to avoid minerals, including tantalum, tin, tungsten, gemstones, and gold mined in areas where there is a conflict or a high risk of conflict. All suppliers must certify their products are sourced exclusively from conflict-free environments annually through the SRSP process. Responsible sourcing risks are reported by our executive leadership and reviewed by the Board on a quarterly basis. If a country or region is banned as a source due to human rights violations, reinstatement would only occur once there is adequate substantiation that these issues have been resolved, and Signet is confident that sourcing protocols fall in line with the Company's responsible sourcing policy. To make this determination, Signet, along with its Legal Counsel, will evaluate public statements from the following government and non-governmental organizations:

- ✦ United Nations High Commission on Human Rights
- ✦ United States Department of State
- ✦ Foreign and Commonwealth Office of the United Kingdom
- ✦ Human Rights Watch
- ✦ Amnesty International
- ✦ Global Witness

MYANMAR

In 2017, Signet proactively banned rubies originating from Myanmar (formerly Burma) due to reports of human rights violations in the country. This policy was sharpened in 2018, after media reports of human rights violations concerning the Rohingya people in Myanmar were substantiated by the report from a fact-finding mission of the United Nations Human Rights Council. At that time, Signet gemstone suppliers were asked to provide more detailed diligence on their supply chains to determine if, in addition to rubies, any other gemstones might originate from Myanmar. Once provided with the information, Signet worked with suppliers to ensure that no materials originating from Myanmar were supplied or present in inventories.

RUSSIA

On March 16, 2022, Signet suspended all business interactions with Russian-owned entities as a result of the February 24, 2022, invasion of Ukraine—preceding US sanctions. Going a step further, Signet terminated all purchases of precious metals and diamonds that had originated from Russia since the start of the invasion. This included dealings with Russian diamond miner ALROSA after a long-term business relationship. The US Treasury extended further sanctions against ALROSA in early April 2022. As of the publication of this Report, those sanctions remain in place.

DEMOCRATIC REPUBLIC OF CONGO

In 2026, Signet is proactively working to ensure all materials originating from the Democratic Republic of Congo (DRC) are removed from our supply chain due to reports of increased human rights violations by both the ruling government and opposing factions. To do so, Signet ordered QIMA Supply Chain Traceability Audits to document the chain of custody from suppliers of cobalt and tungsten, raw materials which can be sourced from the DRC. After the audits are complete, Signet is expected to implement a full ban on materials sourced from the DRC.

STEP ONE

*Onboarding***When onboarding, 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

RESPONSIBLE SOURCING COMPLIANCE

The strategy for managing raw materials and finished jewelry suppliers is built on proactive risk identification and response, independent third-party audits, and a commitment to address any nonconformances.

SUPPLIER RISK SCREENING AT ONBOARDING

Before onboarding direct vendors, Signet's Ethics & Compliance team manages a risk screening process. Prioritizing transparency, higher risk profiles require further action including screening 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. In addition, the RJC 2024 Code of Practices Standard includes provisions for Know Your Counterparty (KYC) and Anti-Money Laundering (AML), which all RJC members must follow to protect the industry from bad actors involved in conflict financing.

Prior to conducting business with Signet, new suppliers must complete a SRSP report. This report certifies that the supplier has the right management systems in place, fully discloses the materials they'll provide to Signet, and confirms their commitment to responsible conflict minerals management. Suppliers must also complete two additional questionnaires covering all minerals supplied to Signet: a Due Diligence Questionnaire and an Environmental & Sustainability Questionnaire. Finally, suppliers sign a Vendor Buying Agreement that captures the commercial terms and discloses every manufacturing and production site that makes merchandise for Signet.

STEP TWO

Signet Responsible Sourcing Protocol

Our commitment to ensuring responsible supplier practices and the integrity of our processes throughout our supply chain is embodied in our industry-leading open-source SRSP, developed through a collaborative, multi-stakeholder process that included input from suppliers, producers, major jewelry trade associations, civil society, auditors, customers, governments, and banks.

The Company implemented its first SRSP in 2013 in response to Section 1502 of the 2010 Dodd-Frank Act to cover what were then identified as conflict minerals: tin, tungsten, tantalum, and gold—also known as “3TG.” Over the next five years, the SRSP expanded to cover supply chains for all precious metals and minerals—diamonds, 3TG, silver, and platinum group metals. Signet’s precious metals SRSP requirements align with the London Bullion Market Association’s (LBMA) Responsible Sourcing Standards.

COMPLIANCE WITH THE SRSP

- ✦ **Management Systems:** Suppliers must be able to demonstrate through transaction documentation such as invoices, delivery notes, product certificates, etc., that these policies and terms of business have been implemented.
- ✦ **Know Your Counterparty:** Suppliers are required to apply (KYC) to their own supply chains, identifying all organizations they deal with, clearly understanding their business relationships, and having a reasonable ability to recognize and react to transaction patterns that are out of the ordinary or suspicious.
- ✦ **Supply Chain Due Diligence:** Suppliers must have a demonstrable process to thoroughly analyze and map their supply chains (including clear identification of their own suppliers, KYC details, terms of business in accordance with the SRSP, and any provenance of materials).
- ✦ **Identification of Risks, “Red Flags,” and Enhanced Due Diligence:** Suppliers are required to take swift and appropriate action should they identify and report a risk in their supply chain to Signet.
- ✦ **Conflict-Free:** Signet will not tolerate any direct or indirect support to non-state armed groups through the extraction, transport, trade, handling, or export of minerals used in supplies to Signet.
- ✦ **Human Rights:** Suppliers shall respect and observe the UN Guiding Principles on Business and Human Rights, in accordance with their size and circumstances.
- ✦ **Product Integrity and Disclosure:** Suppliers must ensure that the minerals and products that are provided through their own supply chains and to Signet are correctly and accurately represented, including providing certificates where applicable (e.g., diamond grading certificates, gold purity/assay certificates).
- ✦ **Anti-Money Laundering, Bribery, and Facilitation Payments:** Suppliers shall apply KYC principles to business partners that supply to or buy from them, including monitoring transactions for unusual or suspicious activity and reporting suspicions of money laundering or financing of terrorism to the relevant designated authority.
- ✦ **Early Warnings, Grievances, and Whistleblowing:** Suppliers must demonstrate the existence of company- or industry-wide grievance mechanisms as early warning risk-awareness systems.



STEP THREE

The Responsible Jewellery Council

Addressing the complexities and challenges of the global diamond and jewelry supply chain requires collaboration, and Signet engages with a wide spectrum of suppliers, industry associations, civil society, and governments to further harmonize industry standards, tackle industry-wide issues, and develop common solutions.

Signet is a proud founding and certified member of the RJC, the world's leading standard-setting organization for the jewelry and watch industry, with more than 2,000 members globally. Aligned with the Company's dedication to the continuous improvement in the integrity of global jewelry supply chain, Signet has made the pursuit of RJC membership and certification a requirement for all suppliers.



RESPONSIBLE
JEWELLERY
COUNCIL

A supplier's primary audit assurance includes an RJC certification audit against the Responsible Jewellery Council Code of Practice Standard (COP), along with the most recent SRSP Report for the relevant minerals the supplier provides to the Company. Suppliers that are not certified RJC members may be requested to undertake an independent audit, based on their SRSP Compliance Report and Audit Program risk assessment.

The RJC provides capacity building for the industry, and various toolkits to help suppliers, particularly small medium enterprises, meet COP, specifically focusing on responsible sourcing, human rights, and due diligence. Key tools include guidance on supply chain risk assessment, templates for KYC processes, and checklists to align with OECD due diligence guidelines for conflict-affected areas. In addition, the RJC Code of Practices ensures all members respect the right of workers to associate freely and engage in collective bargaining.

RJC CODE OF PRACTICE (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 colored gemstone jewelry, and watch supply chains.
- ✦ Requires third-party auditing and is mandatory for all RJC members within two years of joining.
- ✦ Designed to improve ethical, social, and human rights as well as 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
2. Health, Safety & Environment
3. Responsible Supply Chain, Human Rights & Due Diligence
4. Gold, Silver, PGM, Diamond & Coloured Gemstone Products
5. Labour Rights & Working Conditions
6. Responsible Mining & Mineral Processing

STEP FOUR

Third-Party Audit Program

We expect all business partners to provide a safe and healthy environment for their workers. Signet’s Audit Program applies a risk-based assessment to our suppliers based on RJC-status and information obtained through our annual SRSP compliance process.

SUPPLIER RISK ASSESSMENT AND 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

If a supplier manufactures in a high-risk area or provides a high-risk material, additional audits may be necessary.

All Signet suppliers are subject to audit for any reason, at any time. A supplier’s RJC certification must include all precious minerals and metals from all manufacturing and office locations. RJC-certified members who achieve and maintain this level of certification are not required to undertake additional third-party audits of SRSP reports and/or ethical audits (i.e., onsite factory audits). Signet may require non-RJC members or RJC members whose membership or current certification scope does not cover all products supplied to the Company to undertake an independent audit of their SRSP Compliance Report, based on the risk assessment relating to the supplier’s report. As an additional layer of risk assessment, suppliers are evaluated by spend data, factory geography, and materials provided to Signet. Suppliers with additional risk factors may be required to undertake an additional audit of the four types listed at right.

Suppliers that do not complete the annual SRSP process, are not in compliance with the SRSP policy, or do not make corrections to audit findings within a reasonable timeframe may be suspended from doing business with Signet.

SIGNET USES FOUR TYPES OF AUDITS

- 1 RJC audits:** Mandatory on-site audits conducted every three years to maintain RJC Certification. RJC audits are the industry infrastructure that maintain the integrity of the jewelry sector.
- 2 SRSP audits:** Documentation audits for additional layers of compliance following the SRSP annual compliance reporting cycle, verifying statements, and claims.
- 3 QIMA ethical audits*:** On-site audits of factories for suppliers that are not RJC members. QIMA audits of factory operations include the following areas: Health & Safety; Hygiene; Waste Management; Child Labor; Hours, Wages & Benefits; and Labor Practices. QIMA is Signet’s preferred auditor.
- 4 QIMA supply chain traceability audits:** Specifically for jewelry produced with raw materials prevalently sourced from high-conflict zones to ensure geographical source complies with Signet protocol.

*Because we believe in making a collective impact, we value common or shared audit programs, addressing issues that are too big for any one company to tackle alone through collaboration with others. Signet accepts SEDEX SMETA (SEDEX Members Ethical Trade Audit) audits, a widely used comprehensive social audit methodology for assessing supply chain ethical performance, labor standards, health and safety, environment, and business ethics in lieu of QIMA factor audits.

CONTINUOUS IMPROVEMENT

Signet believes in supporting suppliers’ continuous improvement in responsible sourcing performance. As part of this program, the Company requires detailed Corrective Action Plans (CAP). Our responsible sourcing team has ongoing discussions with suppliers as they address the CAP requirements, focusing on steps taken, required timelines, manufacturing location accountability for ongoing monitoring, and long-term stability planning. It is important to help the supplier and manufacturing supplier identify the root causes of violations so they do not recur.

AUDIT RATINGS, VIOLATIONS, AND CONSEQUENCES FOR NON-COMPLIANCE

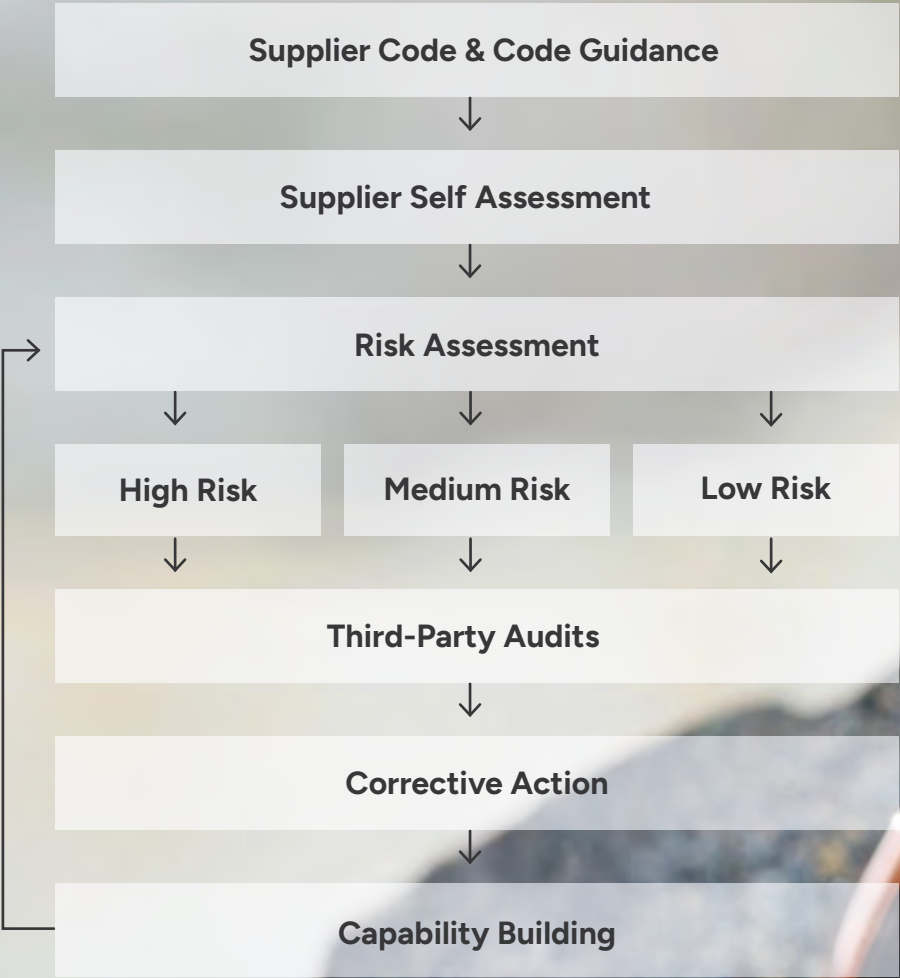
Signet’s responsible sourcing team reviews every QIMA audit, categorizing violations as Minor, Major, and Critical depending on their severity. In some cases, non-compliant audits and unresolved CAPs may result in the cancellation of purchase orders and the termination of business relationships. In Fiscal Year 2026, all impacted suppliers remediated audit non-conformances and the Company suspended its business relationship with one supplier that did not complete a required audit.

FISCAL 2026 AUDIT RESULTS	
Completed Ethical Audits*	3
Completed SRSP Documentation Audits	5
Total Cumulative Contributions	8

*Signet ordered 6 audits total for Fiscal 2026. For 3 of the 6 suppliers, the requests were satisfied with other actions. One supplier completed their RJC membership process including an on-site audit. Two suppliers submitted a recent SMETA audit.

CAPACITY BUILDING

Our capacity-building approach extends beyond identifying non-conformances by engaging suppliers in structured remediation through corrective action plans, root-cause analysis, targeted guidance, and ongoing monitoring to strengthen responsible sourcing performance over time.



Responsible Sourcing Collaborations Span the Globe

KEY COLLABORATORS	LEGACY OF ENGAGEMENT	SIGNET DESIGNATED LEADERSHIP
 RESPONSIBLE JEWELLERY COUNCIL	✦ Signet became a founding member of the RJC in 2005.	✦ Board Member: Colleen Rooney, Chief Corporate Affairs and Sustainability Officer (Elected) ✦ Assurance Committee: Adriaan Olivier, Senior Vice President, Repair Network (Named) ✦ SDG Taskforce: Anna Bryan, Senior Director, ESG Reporting and Communications (Named) ✦ Standards Committee: Kimberly Wenzel, Director, Responsible Sourcing and Social Impact (Named)
 WORLD DIAMOND COUNCIL	✦ Signet is a founding member of the World Diamond Council and continues to hold a Board seat since the WDC was founded in 2000. ✦ The Kimberley Process Certification Scheme (KPCS) must ensure that all human rights issues related to diamond production are covered: it must therefore expand its definition of “conflict diamond.”	✦ Board Member: Daniel Rose, Vice President, Diamond Sourcing Jared (Named)
 JVC JEWELERS VIGILANCE COMMITTEE	✦ Signet is a long-standing member and executives from Signet have served on the JVC Board of Directors for many years. ✦ Signet adheres to JVC’s Membership Standards and Compliance Practices designed to provide guidelines to members committed to legal compliance.	✦ Chair: Julie Yoakum, President KAY Jewelers and Peoples Jewellers (Elected)

Signet’s “Beyond the Vault” podcast brings together jewelry industry leaders to explore timely topics including ethical sourcing, sustainability, trade and regulatory issues, as well as leadership and career growth. Hosted by Colleen Rooney, Chief Corporate Affairs and Sustainability Officer, episodes are available on your favorite podcast platform.

Our first season of guests include:

- ✦ **Paul Ziminsky**, Principal, Diamond Analytics
- ✦ **Feriel Zerouki**, President, World Diamond Council
- ✦ **Barend Peterson**, Executive Chairman, De Beers Consolidated Mines
- ✦ **Susan Jacques**, Former CEO, Gemological Institute of America (GIA)



Spotlight on Botswana

Signet recognizes that responsible mining supports development in countries and communities, allowing revenues from the diamond sector to fundamentally transform the infrastructure and trajectories of their people.

AN ECONOMY TRANSFORMED

Before strategic diamond revenue, Botswana had little health and education infrastructure. Since the discovery of diamonds in 1969, Botswana has achieved one of the world's fastest per capita GDP growth rates. Through strategic diamond revenue reinvestment, a share of Botswana's GDP is used to provide free healthcare and education to its citizens, helping to drive long-term socio-economic development. Transformation since the discovery of diamonds includes:

4,000
miles of paved roads

35
public hospitals

8
universities

800
primary schools

MORE THAN
10,000
jobs in the diamond industry

SIGNET'S LOCAL INVESTMENT

Our Cutting and Polishing Factory in Gaborone

In 2013, Signet acquired a cutting and polishing factory in Gaborone, Botswana, advancing competitive skills and supporting fair wages and safe working conditions for the local artisans and Signet team members there. The facility currently employs more than 165 team members. Demographics for this facility in Botswana are available on page 54.

The Storied Diamond Desert Sands of Eternity™ Collection

STORIED DIAMOND
Desert Sands of Eternity™

JARED
JEWELERS

BRINGING THE BOTSWANA STORY TO LIFE AT JARED

In September 2025, Jared Jewelers launched the *Storied Diamond Desert Sands of Eternity™ Collection*, a line of traceable natural diamonds. Mining, planning, cutting, and polishing of *Storied Diamond Desert Sands of Eternity™* center stones occurs in Botswana and supports economic development by utilizing one of the world's leading facilities locally. All stones are cut, polished, and set in facilities powered by greater than 60% renewable energy sources. Each center diamond has a blockchain-enabled digital passport that allows customers to follow the stone's journey from its origin country of Botswana as a rough stone, to finished piece, highlighting its provenance, cutting and social impact.

The journey of the stones in the collection was captured in "[A Diamond is Born](#)," a short film by Academy Award-winning filmmaker, Luc Jacquet.



Circularity At-A-Glance

Signet leverages its vertically integrated operational capabilities to embed circular economy principles—specifically a production and consumption model focused on repairing, refurbishing, and reimagining existing materials—directly into its core business. Signet extends the life cycle of jewelry and ensures that precious materials remain in use as long as possible. This strategic integration maintains the inherent value of diamonds, gemstones, and metals through a multi-faceted approach to product longevity.

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, resolidifying the metal, and placing the new material back into the supply chain.

1,375+

Skilled jewelers in
North America

4

Days average
repair time

MORE THAN 260

Jared and Diamonds
Direct store locations
with an onsite custom
jeweler to create
custom pieces and
repair jewelry

6

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

Each brand website includes
educational information for
consumers on how to clean
their jewelry. [Click here](#) for an
example from our KAY website.



58,763

Carats of **natural
diamonds** recovered

\$7.7M

Dollar value from
**recovered natural
diamonds**

29,060

Troy ounces of
gold recovered

18,833

Troy ounces of
silver recovered

791

Troy ounces of
platinum recovered

48,684

Total troy ounces
of precious metals
recovered

APPROXIMATELY \$108M

Dollar value from
recovered metal

Customer Facing Circular Economy: Reduce, Reuse, Resparkle

Through the “Reduce, Reuse, Resparkle” framework, Signet’s multi-brand portfolio functions as a comprehensive ecosystem for jewelry lifecycle management.

DESIGN FOR REPAIR

Expert jewelers utilize their technical mastery to extend the life of each piece of jewelry, recreating or reimagining the piece when so desired, and preserving the byproducts of repair for reuse.

The clasps and hooks (known as fastenings) can be easily replaced or traded out. Necklaces, bracelets, and rings can be adjusted for fit and customer desires.

Jewelry Reimagining

Signet invites customers to repurpose their special pieces into something modern they can enjoy. Our jewelry artisans partner with the customer to reimagine their pieces, using Computer-Aided Design (CAD), color

rendering, and wax molds to give family heirlooms a fresh design. Research shows, repurposing resonates with environmentally conscious customers, especially Gen Z, who value sustainability.

EDUCATING CUSTOMERS

Training for in-store jewelry consultants is robust and emphasizes educating customers about the care and repair services Signet offers.

This includes details on cleaning and inspection to keep the jewelry sparkling and in good repair. Jewelry consultants also assist customers in understanding the details of warranties and Extended Service Agreements. Customers are educated on trade-in programs, which allow customers to upgrade their jewelry by trading-in for original purchase value to purchase piece of double the original price. Jewelry consultants direct our customers to third-party providers for insurance policies.

The care and repair services offered by our brands help customers maintain their jewelry for generations.

MORE THAN

65K

Jewelry pieces **resold**

NEARLY

100M

Jewelry pieces **covered under extended service agreements**

MORE THAN

3.8M

Jewelry pieces **repaired**

JEWELRY LONGEVITY

Full-Service Jewelry Care and Repair Services

Signet brands Kay, Zales, Jared, and Diamonds Direct are full-service jewelers that offer jewelry care and repair services.

Popular Services and Offerings

- ✦ **Ring Sizing:** Precision adjustment of rings to ensure optimal comfort and fit, preventing unnecessary wear or loss.
- ✦ **Prong/Stone Tightening:** A preservation technique that utilizes existing metal to secure stones within non-prong settings, avoiding the need for additional raw materials.
- ✦ **Stone Resetting:** Expert placement of diamonds and gemstones into existing settings to restore the piece’s structural integrity.
- ✦ **Repair Damaged Setting:** Technical restoration of the “head” and “shoulders” of a ring to protect the central gemstone housing.
- ✦ **Refinish and Polish:** Professional cleaning and polishing to restore the original luster and aesthetic value.
- ✦ **Repair Damaged Earring Backs:** Targeted repair or replacement of posts and earring backs to maintain functionality.
- ✦ **Repair Clasp:** Restoration of spring-loaded round jewelry closures.
- ✦ **Re-tip Prongs:** Rebuilding worn or damaged prongs to secure gemstones for the long term.
- ✦ **Rhodium Finish:** Applying a rhodium dip to provide a crisp, extra-shiny appearance and protective layer.

PRODUCT PROTECTION

Warranties and Extended Service Agreements

As part of our commitment to product longevity and repairability, Signet provides our customers with limited warranties appropriate for the jewelry type and price point. At Kay, Zales, Jared and Peoples, we offer a complimentary limited warranty on most diamond purchases which includes free replacement of any covered diamond if it chips, breaks, or is lost from its original setting during normal wear. At Kay and Jared, we also offer a complimentary limited warranty on emerald, ruby, and sapphire jewelry purchases. Our warranties extend for the lifetime of the ownership of the piece, subject to certain terms and conditions.

In addition, customers have the opportunity to purchase Extended Service Agreements, at the point of purchase and also after eligible repairs. As Signet accepts repairs of jewelry not originally purchased at a Signet brand, this means Signet offers Extended Service Agreements on jewelry not purchased at a Signet brand.

PLAN NAME	PRIMARY COVERAGE / BENEFITS	PARTICIPATING BRANDS
Lifetime Protection Plan and Forever Cherished™ Lifetime Protection Plan	✦ Extended Service Agreement is an add-on at additional charge ✦ Coverage for general maintenance and repairs on the metal components of jewelry	KAY JEWELERS ZALES JARED JEWELERS PEOPLES CANADA'S #1 DIAMOND STORE
Banter Extended Service Agreement	✦ A one-year Extended Service Agreement add-on at additional charge • Provides a one-time replacement of the jewelry item if it fails during normal use due to a manufacturing defect	Banter BY PIERCING PAGODA

As Signet operates in the US, Canada, and the UK the exact terms of warranties and Extended Service Agreements vary by brand and regional jurisdiction. Each brand website provides details of the limited warranties offered, as well as information on Extended Service Agreements available for purchase. Blue Nile and our UK brands offer customers the opportunity to purchase additional protection plans through third-party providers.

Internal Operations: Resource Recovery and Reclamation

THE SIGNET DIAMOND ROOM

The Diamond Room serves as the Company's central reclamation hub for returned jewelry. Here, items are evaluated for their highest and best use:

- ✦ **Resale:** Viable pieces are refurbished and resold through dedicated online marketplaces available on most Signet brand websites.
- ✦ **Disassembly:** Items that cannot be resold are disassembled, allowing raw materials to be recovered and repurposed for new jewelry production or custom designs.

SMELTING AND METAL RECLAIMING

The Open Loop Model

Signet utilizes an "open loop" model where we both purchase metal from and sell precious metal to our RJC-Certified metal refiner, which ensures these metals are continuously recirculated within the broader industry supply chain. In addition to collecting metal fragments from repair and custom design, we provide damaged, defective, or otherwise unsellable inventory to our refiner for processing, through which the underlying precious metal value is recovered. In Fiscal 2026, Signet realized approximately \$108 million in precious metal recovery value. Our repair and custom design business is stocked with exclusively repurposed metal as we purchase our raw material from the same refiner. Therefore, Signet participates in both the buying and selling aspects of the open loop model for repurposed metals.

- 1. Refinery Partnerships:** Signet maintains strategic relationships with metal refineries to smelt recovered materials.
- 2. Material Sourcing:** Repair operations prioritize reclaimed metals as primary inputs for jewelry servicing.
- 3. Low-Waste Byproducts:** Metal fragments produced as a part of the repair process are meticulously collected and returned to refineries.
- 4. Industry Contribution:** In the "open loop" model, Signet's surplus metals are comingled with metals from other companies, contributing to metals reentering the global circular economy.



Packaging

Signet has an ongoing commitment to enhance environmental stewardship in our business through innovative packaging design. Our targets reflect both consumer-facing packaging such as jewelry packaging as well as non-consumer-facing packaging such as corrugated boxes. Our results fluctuate from year to year due to various factors but consistently surpass the targets set.

SIGNET TARGETS	FY2026	FY2025
Achieve at least 50% recycled content for pulp and paper-based jewelry packaging	79%	82%
Use at least 30% recycled content in plastic-based jewelry packaging	88%	87%
Use 60% recycled content in corrugated boxes	65%	68%

While our UK brands have been subject to the packaging regulations including Extended Producer Responsibility (EPR) and the UK Plastic Packaging Tax (PPT) for approximately four years, EPR has now arrived stateside. Expectations based on the state legislation and subsequent regulations will be integrated into our current packaging strategy.

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 our corporate sustainability goals. Going forward Signet will consider opportunities for Eco-modulation, a regulatory mechanism within EPR systems that adjusts fees charged to producers based on the environmental performance of their packaging. It rewards sustainable, eco-designed, and recyclable packaging with lower fees while penalizing hard-to-recycle or environmentally harmful materials with higher costs to promote circular economy practices.



Jewelry Lines Made with Reclaimed or Repurposed Materials

Signet is committed to responsible materials management, considering environmentally preferable materials in the development of our own branded product lines, and responsibly sourcing our jewelry.

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, resolidifying the metal, and placing the new material back into the supply chain.

SIGNET PRODUCT LINE	JEWELRY ATTRIBUTES
Jared Storied Diamond Desert Sands of Eternity™	Traceable to country of origin, technology-enabled traceability of natural diamonds, 100% repurposed gold and platinum. Cut, polished, and set using greater than 60% renewable energy.
Ernest Jones Kleora	Traceable to country of origin
Ernest Jones Arctic Light	Traceable to country of origin, technology-enabled traceability of natural diamonds, repurposed precious metals made using renewable energy
Ernest Jones Leonardo Da Vinci Cut	Traceable to country of origin, technology-enabled traceability of natural diamonds, repurposed precious metals made using renewable energy
Kay Reaura	100% repurposed 14K gold
Ernest Jones Origin	Traceable to country of origin, technology-enabled traceability of natural diamonds, recycled platinum, and gold
Zales Remixed Reimagined	Reclaimed gold and repurposed diamonds



REIMIXED ↔
REIMAGINED
Reclaimed Gold +
Repurposed Diamonds

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

KLEORA
ERNEST JONES

STORIED DIAMOND
Desert Sands of Eternity™

Climate Strategy

Signet’s climate strategy is guided by its 2030 Corporate Sustainability Goals (CSGs) and reflects our commitment to reducing the climate impacts of our operations and products. We integrate carbon management into business planning and operational decision-making to support Greenhouse Gas (GHG) emissions reductions and responsible growth.

As outlined in our Carbon Reduction Plan released in March 2025, Signet has established a 1.5°C science-aligned pathway for reducing Scope 1 and 2 GHG emissions. We are also expanding our focus across the value chain by strengthening Scope 3 emissions data collection and increasing supplier engagement. To support these efforts, the Company has established an 11% absolute Scope 1 and 2 emissions reduction target and a Scope 3 reduction target of approximately 17.5% from Fiscal 2024 through Fiscal 2031.

Climate-related risks and performance considerations are integrated into our governance structure, risk management, and strategic planning process to support accountability and inform decision-making. In addition, our CSGs include advancing innovative solutions that prioritize increasing recycled content across paper- and plastic-based jewelry packaging. Together, these initiatives support compliance with evolving climate and packaging regulations while helping Signet to reduce the overall environmental footprint of its operations and products.

UPDATE TO GREENHOUSE GAS REPORTING TIMELINE

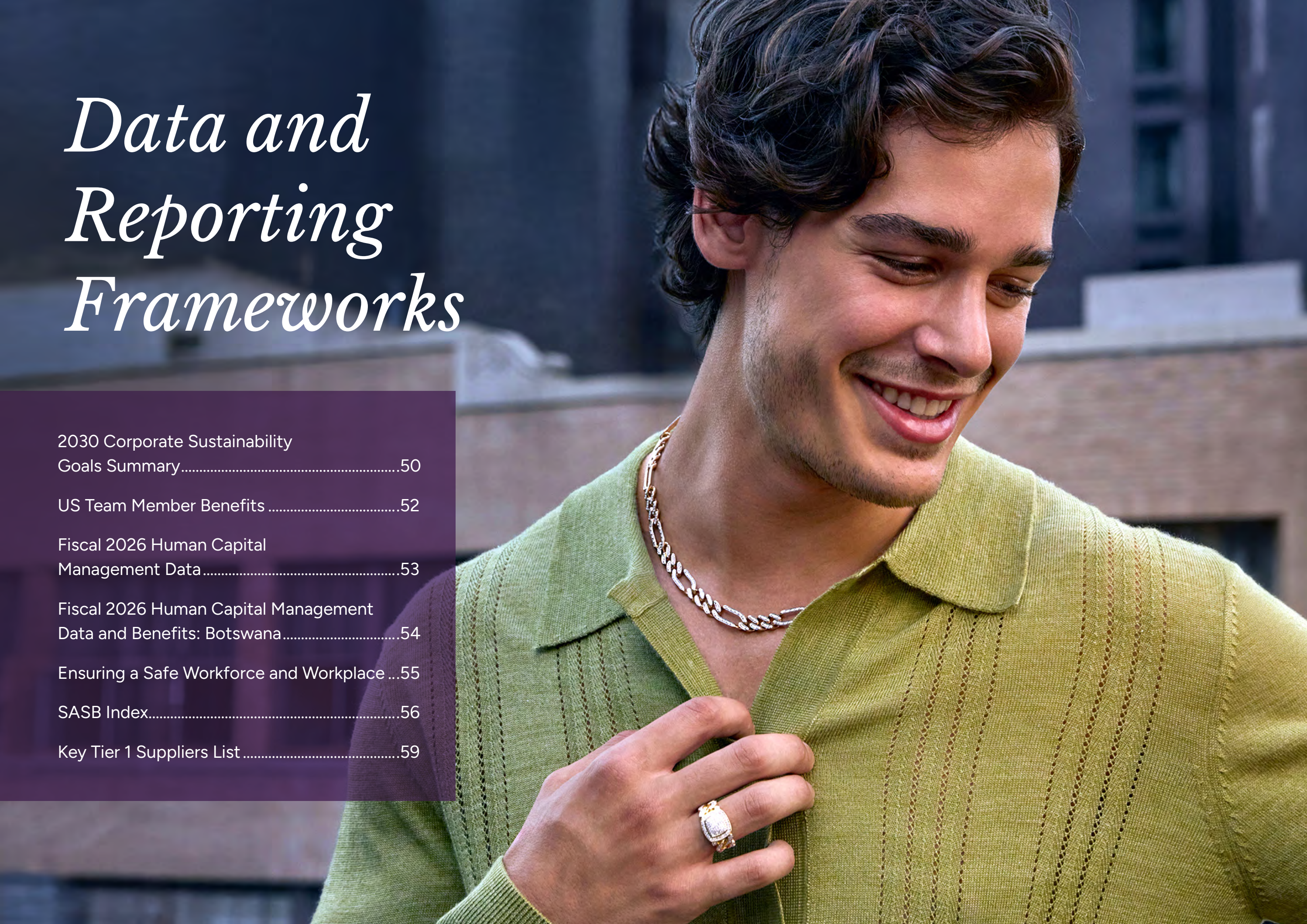
Signet is updating the timing of its annual GHG and energy reporting to better align with disclosure requirements, specifically the State of California GHG reporting requirements, and to provide a more fulsome set of disclosures by harmonizing our publish dates for Scope 1, 2, and 3.

The Company will publish a standalone Climate Report in November 2026. This revised timeline supports the inclusion of expanded environmental and climate data across our brands, suppliers, and value chain, while aligning with emerging regulatory requirements.

The November 2026 report will provide an overview of Signet’s climate strategy, governance, and performance, including Fiscal 2026 Scope 1, 2, and 3 GHG emissions and progress toward our CSG related to emissions reductions. The report will also describe our approach to climate-related governance, risk management, and strategy, informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Signet remains committed to transparent, high-quality environmental and climate reporting and to continuously improving the completeness and accuracy of our disclosures.

SIGNET ENTERPRISE-WIDE ABSOLUTE REDUCTION TARGETS	ACTIONS (Fiscal 2024–2031)	TARGET (Fiscal 2031)
Scope 1 and 2 Emissions – Absolute Reduction Target (Based on Fiscal 2024 Baseline)	Phase 1 - Complete current LED conversion program - Install more energy-efficient HVAC units Phase 2 - Identify market-based instruments to address electricity usage - Commence planning for long-term reduction roadmap	11%
Scope 3 Emissions – Absolute Reduction Target for Purchased Goods and Services (Based on Fiscal 2024 Baseline)	Actively engage suppliers to advocate for the adoption of energy efficiency measures and renewable energy during the manufacturing of purchased goods.	~17.5%



Data and Reporting Frameworks

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2030 Corporate Sustainability Goals Summary

LOVE FOR ALL PEOPLE

- 1

Increase economic opportunities for a wider range of suppliers.

Surpassing the \$250 million target and **ACHIEVING** our goal 4 years ahead of schedule.

ACHIEVED
- 2

Create an environment that proactively protects our customers' and team members' data and reduces data loss incidents.

ON TRACK to achieve 100% Payment Card Industry compliance, 100% annual completion of cybersecurity awareness training, and monitor team member engagement with email vulnerability tests.

ON TRACK
- 3

Increase diverse representation in our marketing activities.

ON TRACK to implement global marketing standards for inclusive marketing across all banners.

ON TRACK
- 4

Advance Signet's social impact legacy through nonprofit partnerships that support our Purpose of Inspiring Love.

Raised and donated \$15.2 million in Fiscal 2026 for a total of \$27.8 million to date, **ON TRACK** towards a cumulative goal of \$50 million for non-profit partners by 2030.

ON TRACK

LOVE FOR OUR TEAM

- 5

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

Our leadership represents the customers and communities we serve at all levels.

ON TRACK
- 6

Be an inclusive employer of choice.

 - Certified as a Great Place to Work® for six consecutive years.
 - Earned a perfect score of 100 on the Human Rights Campaign Corporate Equality Index.
 - Met its retention target by maintaining an 81% retention rate for full-time team members in the US.

ON TRACK
- 7

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

Full-time team members achieved an average of 14 hours of learning sessions.

ON TRACK

Goals continued ...



2030 Corporate Sustainability Goals Summary continued ...

LOVE FOR OUR PLANET AND PRODUCTS

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

ON TRACK with 94% of our strategic and key suppliers as members of the Responsible Jewellery Council (RJC), with an annual target of reaching 100%.

ON TRACK

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

Exceeded annual targets for Fiscal 2026 by achieving 79% recycled content for pulp and paper-based jewelry packaging; 88% recycled content in plastic-based jewelry packaging; and 65% recycled content in corrugated boxes.

ON TRACK

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

In Fiscal 2026, Signet resold more than 65,000 jewelry pieces and repaired more than 3.8 million jewelry pieces. The Company now has a total of seven jewelry lines featuring reclaimed or repurposed materials and nearly 100 million jewelry pieces are now covered under lifetime extended service agreements.

ON TRACK

11 Integrate carbon management in Company operations and business planning to reduce Greenhouse Gas emissions.

Annual reporting on our Greenhouse Gas Reduction Plan to measure emissions is currently **ON TRACK**.

ON TRACK



US Team Member Benefits

Our benefits align with the thriving and inclusive culture we strive to create, one that embodies our Purpose of **Inspiring Love**. We want team members to be their best selves and invite them to practice self-care and to leverage the many health, financial, and wellness benefits Signet offers for themselves and their dependents. Our high-quality, comprehensive benefits package is designed to provide competitive, meaningful options that support our team members’ and their dependents’ physical, emotional, and financial wellness.

The following is an overview of the benefits we offer to eligible team members in the US, where the vast majority of our global workforce resides. All US team members, regardless of full- or part-time status, are eligible for a variety of benefits:

- ✦ **Paid time off**
- ✦ **Opportunity to contribute to a 401(k) Plan; with a match provided after one year**
- ✦ **Employee Assistance Programs (EAP)**
- ✦ **Commuter program**
- ✦ **Pet, auto, and home insurance discounts**
- ✦ **National Credit Union membership opportunity**
- ✦ **FinFit Personal Loan and Financial Wellness resources**
- ✦ **Wellness Program**

Our benefit programs outside the US are designed to be equally competitive for the marketplace.

FULL-TIME US TEAM MEMBER BENEFITS *(Health & welfare eligibility on first day of work)*

Health Benefits

Medical Coverage

- ✦ Concierge-level support provided by Anthem
- Virtual Primary Care (i.e. Telemedicine)
- 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, providing 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

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
- ✦ **Medicare Assistance** to support the transition to Medicare for team members and their family

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.

Fiscal 2026 Human Capital Management Data

GLOBAL TEAM MEMBERS

LOCATION	FY2026	FY2025	FY2024
North America	24,166	24,517	24,639
UK	2,510	2,465	2,737
Other International	421	613	615
Global Total	27,097	27,595	27,991

NORTH AMERICA TEAM MEMBERS

BY STATUS	FY2026	FY2025	FY2024
Full-time	13,751	13,986	14,297
Part-time	10,415	10,531	10,342
Total	24,166	24,517	24,639

BY GENDER	FY2026	FY2025	FY2024
Women	17,748	17,894	17,971
Men	6,270	6,352	6,417
Chose not to identify	148	271	251

NORTH AMERICA TEAM MEMBERS (CONT.)

VICE PRESIDENT AND ABOVE (Support Centers)	FY2026	FY2025	FY2024
Women	43.2%	40.8%	39.9%
Men	56.0%	58.5%	60.1%
Chose not to identify	0.8%	0.7%	0.0%
Black or African American	8.0%	7.5%	7.0%
American Indian or Alaskan Native	0.0%	0.0%	0.0%
Asian	0.8%	3.4%	3.8%
Hispanic or Latino	0.8%	2.7%	2.5%
Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
Two or More Races	2.4%	1.4%	1.3%
Undeclared	9.6%	7.5%	5.7%
White	78.4%	77.6%	79.7%
Total	100.0%	100.0%	100.0%

STORE ASSISTANT MANAGER AND ABOVE	FY2026	FY2025	FY2024
Women	73.4%	73.7%	74.3%
Men	26.3%	26.0%	25.4%
Chose not to identify	0.3%	0.3%	0.3%
Black or African American	12.7%	12.5%	12.3%
American Indian or Alaskan Native	0.7%	0.8%	0.8%
Asian	4.8%	4.5%	4.5%
Hispanic or Latino	17.2%	16.8%	16.0%
Native Hawaiian or Pacific Islander	0.5%	0.4%	0.4%
Two or More Races	3.8%	3.7%	3.1%
Undeclared	8.6%	8.9%	9.6%
White	51.6%	52.3%	53.4%
Total	100.0%	100.0%	100.0%

Fiscal 2026

Human Capital

Management

Data and Benefits:

Botswana

Signet’s cutting and polishing factory in Gaborone is a cornerstone of our business. Since we acquired the factory in 2013, we have been proud to not just provide jobs, but support the careers of skilled artisans.

TEAM MEMBERS	COUNT	PERCENT
Women	99	59%
Men	68	41%
Total	167	100%

LEADERSHIP TEAM	COUNT	PERCENT
Women	16	67%
Men	8	33%
Total	24	100%



BENEFIT PACKAGE FOR LOCAL GABARONE TEAM MEMBERS

Our Botswana team members have a collective bargaining agreement.

- Health care plan
- Employee Assistance Program
- 15 days paid vacation
- 20 days paid sick days
- 8 public holidays
- Pension
- Study leave, 100% payment during maternity leave, paternity leave, national commitment leave, compassionate leave (eligible team members)

Perks & Allowances

- Lunch meal provided
- Grocery vouchers
- Transport subsidy

Ensuring a Safe Workforce and Workplace



As a part of Signet’s repair business, jewelry artisans work with specialized craftsman tools and wear Personal Protective Equipment.

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 85% 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 members for work-related injuries and illnesses. The Company 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.

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 safety standards.

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 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.

SIGNET CALENDAR YEAR 2025 OSHA REPORTING

Includes all US team members

OSHA REPORTING	2025	2024	2023
Number of work-related fatalities	0	0	0
OSHA reportable severe injuries	0	2	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 2026
Number of 1) Tier 1 suppliers and 2) suppliers beyond Tier 1 Code CG-AA-000.A	1) The following data was compiled for Signet’s Conflict Minerals Report. As of the end of December 31, 2025, we sourced from 1,767 direct merchandise suppliers based on individual vendor numbers, representing 1,037 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 1,037 parent companies as our Tier 1 suppliers. Please see our list of Key Tier 1 suppliers on page 59. 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.

TOPIC	ACCOUNTING METRIC/CODE	RESPONSE/COMMENT FISCAL 2026
Management of Chemicals in Product	Description of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	Refer to policies and procedures related to substances of concern on page 13.
	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 2026, Signet required completion of the Supplier Environmental & Sustainability Questionnaire (E&S Questionnaire), which is included in the SRSP compliance report process. The Fiscal 2026 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 2026														
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	1) In total, 292 of the 1,037 Tier 1 suppliers reported above are RJC members, of which 243 are certified and have been audited against the RJC Code of Practices, which includes guidance on human rights. The 243 Tier 1 suppliers audited against the RJC Code of Practices comprise 79% of our supplier spend. 2) Not available. 3) 100% of audits were conducted by a third-party auditor: 61 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 five suppliers were audited by a third-party auditor for an SRSP documentation audit that exclude a factory visit.		RJC members are audited on-site 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. Please refer to CG-AA-430b.2 for details on ethical audits completed. 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. 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 .												
	Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits. CG-AA-430b.2	In Fiscal 2026, Signet completed two ethical audits of Signet supplier factories. These audits identified non-conformances in the categories displayed in the table on the right: 3 Minor, 2 Major, and 0 Critical. In addition, Signet conducted two desktop re-audits to follow up on established Corrective Action Plans for the five nonconformances included in the table. Each supplier is required to formally respond to the Corrective Actions Plans. We employ a risk-based approach to Audit Program 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.		Ethical Audits & Non-Conformances • Health & Safety, Hygiene = 5 • Waste Management = 0 • Child Labor = 0 • Hours, Wages & Benefits = 0 • Labor Practices = 0 • Total = 5												
	Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain CG-AA-430b.3	There are five areas covered by RJC audits: <table><tr><td>1. Responsible supply chains and human rights</td><td>4. Gold, silver, and platinum group metals, diamond and colored gemstones</td></tr><tr><td>2. Labor rights and working conditions</td><td>5. Responsible mining</td></tr><tr><td>3. Health, safety, and environment</td><td></td></tr></table> Please reference the Signet’s Supplier Code of Conduct Please reference the RJC Code of Practices		1. Responsible supply chains and human rights	4. Gold, silver, and platinum group metals, diamond and colored gemstones	2. Labor rights and working conditions	5. Responsible mining	3. Health, safety, and environment		There are five areas covered by QIMA ethical audits: <table><tr><td>1. Health & Safety, Hygiene</td><td>4. Hours, Wages & Benefits</td></tr><tr><td>2. Waste Management</td><td>5. Labor Practices</td></tr><tr><td>3. Child Labor</td><td></td></tr></table>		1. Health & Safety, Hygiene	4. Hours, Wages & Benefits	2. Waste Management	5. Labor Practices	3. Child Labor
1. Responsible supply chains and human rights	4. Gold, silver, and platinum group metals, diamond and colored gemstones															
2. Labor rights and working conditions	5. Responsible mining															
3. Health, safety, and environment																
1. Health & Safety, Hygiene	4. Hours, Wages & Benefits															
2. Waste Management	5. Labor Practices															
3. Child Labor																
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 59 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 on page 12 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	Raw Materials in Jewelry* (kg) • 562 Diamonds (Natural and Lab grown) • 1,157 Gemstones (Natural and Synthetic) • 19,291 Metals (Gold, Silver, and other materials) • 21,010 Total Weight *The data includes all jewelry materials with available weight information purchased from Tier 1 suppliers for brands Kay, Zales, Jared, Banter, and Peoples.		Signet requires suppliers of covered materials to become Certified Members of the Responsible Jewellery Council (RJC). In Fiscal 2026, approximately 79% of Signet’s jewelry by value is from RJC-Certified members. Its third-party certification includes social and environmental standards spelled out in our response to CG-AA-430b.3 above. Please refer to the audit policy as outlined on page 37. Additional details on raw materials sourcing are available in Signet’s 2025 Conflict Minerals Report. As of December 31, 2025, 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

ACTIVITY METRIC/CODE		RESPONSE/COMMENT FISCAL 2026
Number of (1) retail locations and (2) distribution centers CG-MR-000.A		1) Signet had 2,582 retail locations as of year-end Fiscal 2026. 2) Signet had 18 non-retail facilities as of year-end Fiscal 2026, which includes distribution centers and offices. The Company had additional facilities in New York, Israel, India, and the United Arab Emirates.
Total area of: (1) retail space and (2) distribution centers Square meters (m ²) CG-MR-000.B		1) 4,012 total net selling square footage (thousands). 2) 1,430 approximate distribution center square footage (thousands), which includes all buildings that are not retail locations.
TOPIC	ACCOUNTING METRIC/CODE	RESPONSE/COMMENT FISCAL 2026
Energy Management in Retail and Distribution	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable CG-MR-130a.1	Signet's Fiscal 2026 energy consumption Scopes (1 & 2), percentage grid electricity, and percentage renewable energy will be published in its August 2026 Climate Report.
	(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.
Data Security	Description of approach to identifying and addressing data security risks CG-MR-230a.1	Please refer the Information Security text on page 14.
	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. CG-MR-310a.1	1) As disclosed in our 2026 Proxy, the total annual compensation for our median employee is \$26,766. 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.
Labor Practices	(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 81% for Fiscal 2026.
	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees CG-MR-330a.1	Please refer to Fiscal 2026 Human Capital Management Data table on page 53. Please refer to Signet's EEO-1 report in our Fiscal 2025 Corporate Citizenship & Sustainability Report.
Workforce Diversity and Inclusion	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 page 46.
Product Sourcing, Packaging, and Marketing		

Key Tier 1 Suppliers List

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
Harout R LLC	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

SUPPLIER	SRSP STATUS	RJC STATUS
Karizia	Complete	Certified
Leo Schachter	Complete	Certified
Levian	Complete	Certified
Mioro Gold LLC	Complete	Certified
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
Shy Creation	Complete	Certified
SJI	Complete	Certified
Stuller	Complete	Certified
The Jewelry Co.	Complete	Certified
United Precious Metals Refinery	Complete	Certified
Vad LLC DBA AV Diamonds	Complete	Certified

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.



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