

Director Refreshment Policy

Last Reviewed and Approved by the Board on March 4, 2026



Purpose

The Directors Refreshment Policy (this “Policy”) outlines the approach of the Board of Directors (the “Board”) of Signet Jewelers Limited (the “Company”), to Board refreshment, performance evaluation, resignation and any other considerations for the refreshment of directors on the Board.

Board Refreshment

The Board has the responsibility to review and consider the composition and structure of the Board and its Committees, to ensure that an appropriate balance of specialization, skills, diversity and independence is reflected. In endeavouring to ensure the appropriate composition of the Board that meets the needs of the Company, the Governance, Nominations & Sustainability Committee (the “Committee”) is responsible for reviewing Board composition and ensuring (i) an appropriate structure and size of the Board, (ii) an appropriate balance of expertise, backgrounds and perspectives on the Board, (iii) alignment between Board capabilities and the Company’s strategic priorities and addressing emerging oversight demands of public company boards. In fulfilling its duties, the Committee evaluates each incumbent director’s specific experience, qualifications, attributes, skills, performance, independence, diversity and experience in light of the Company’s business and structure before recommending the nomination of that director for an additional term.

The Board also conducts an annual self-evaluation process and believes that this process, combined with the Policy, is effective at promoting regular Board refreshment to help ensure that each director continues to contribute effectively and demonstrates commitment to the role. The review of any independent director, who is serving beyond six years from first being elected to the Board, is considered with particular care

Resignation

Any director who retires or significantly changes their principal occupation or business position from the time such director was last elected to the Board shall notify the Chair of the Committee in advance of the retirement or such change and submit an offer letter of resignation for consideration. The Chair of the Committee, upon consultation with the Chair of the Board, CEO and the other members of the Committee will consider the director’s offer of resignation and will recommend to the full Board the action to be taken.

Additionally, directors are expected to tender a resignation if they are unable to continue fulfilling their responsibilities effectively, such as due to changes in availability, performance concerns, or loss of independence.

Refreshment Considerations

The Company recognizes and embraces the benefits of having a diverse Board. The Company views diversity at the Board and operational levels as an essential element of maintaining a competitive advantage. A Board that benefits from diverse perspectives will

include directors with a broad range of skills, experiences, backgrounds, and other personal attributes. These factors will be considered in determining the best composition of the Board, with the aim of achieving balanced representation of varied professional and personal backgrounds. All Board appointments and nominations will be merit-based, considering the range of skills, experiences, and viewpoints needed for effective Board oversight.

The Committee regularly reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. In reviewing Board composition, the Committee will consider the broad diversity of backgrounds, perspectives, and experiences among existing and prospective directors, with the aim of fostering balanced representation on the Board. At the same time, the Committee will consider candidates on merit and agreed objective criteria. The full Board and the Committee are committed to ensuring that all prospective director candidate pools reflect a wide variety of personal and professional backgrounds and experiences.

The Committee and the Chair of the Board oversee the annual Board performance evaluation. As part of this review, they will consider the balance of skills, experience, independence and knowledge of the Board, while ensuring diverse representation.

Monitoring and Reporting

The Committee will monitor and review the Policy on an annual basis and recommend revisions to the Board based on evolving best practices and regulatory expectations, assess this Policy's effectiveness, and oversee transparent disclosure of Board refreshment processes, considerations and Board Skills Matrix insights.