



GUESS

ESG INTERIM REPORT
FISCAL YEAR 2024





ESG INTERIM REPORT

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INTRODUCTION

ABOUT GUESS ESG INTERIM REPORT

Guess?, Inc. has chosen to release this ESG Interim Report to provide our stakeholders with updated information on key ESG metrics for Fiscal Year 2024 (FY2024) and to outline our progress toward our sustainability goals.

1. *Activities and Value Chain*

GUESS is a lifestyle brand that represents being young, sexy, and adventurous. Starting with the first stonewashed, slim fitting 3-Zip Marilyn jean, GUESS has been a trendsetter for different generations, led by the founding Marciano brothers. Since the beginning, the headquarters of GUESS has been in Los Angeles, California. As a truly global fashion brand, GUESS has headquarters in Los Angeles, Montreal, Lugano, Stabio, Florence, Katowice, Shanghai and Seoul.

Today, products are designed globally in both our Los Angeles and European offices, before being produced by carefully selected manufacturing partners. We design and market our apparel under numerous trademarks and brands, including GUESS, Marciano, GUESS Accessories, GUESS Activewear, GUESS Kids, GUESS Factory, G by GUESS (GBG), GUESS Jeans U.S.A., GUESS Originals, GUESS Home, GUESS JEANS, GUESS ECO and Consciously Constructed.

Table 1: Our Global Lifestyle Brands

Brand	Description
GUESS	GUESS designs, markets, distributes, and licenses a lifestyle collection of contemporary apparel, denim, handbags, watches, footwear, and related consumer products. GUESS products are distributed through branded GUESS stores as well as department and specialty stores around the world.
GUESS Accessories	GUESS Accessories and GUESS stores sell GUESS and Marciano labeled accessory products, such as handbags, watches, footwear, eyewear, fragrance, jewelry, and other accessories.
GUESS Activewear	Designed to maximize performance, comfort, and style, GUESS Activewear is both technical and fashionable in its approach to athleisure.
GUESS Kids	GUESS Kids leads in tween, kids, and baby apparel, providing eye-catching fashion for the next generation of trendsetters. A global brand designed in Europe, GUESS Kids is the first tween/kids brand to offer flash collections to its global customers, delivering the latest trend-defining styles.
GUESS Jeans U.S.A.	Designed in Los Angeles and drawn out of the rich archives of the '80s and '90s. Carefully curated each season, GUESS Jeans U.S.A. is the top-tier division of GUESS, featuring iconic and timeless designs and premium essentials. GUESS Jeans U.S.A. leans into collaborations with cultural opinion-leading artists.



Brand	Description
<i>GUESS Originals</i>	Powered by the past, improved by the future. GUESS Originals is a heritage-inspired division that aligns to contemporary fits and fabrications. Collections are created to serve an emerging customer base with marketing and experiential moments to support strategic retail partners.
<i>GUESS Factory</i>	GUESS Factory follows suit in true GUESS style with apparel and accessories at must-shop prices. GUESS Factory designs, markets, and distributes full collections of men’s and women’s apparel as well as accessories.
<i>GBG</i>	Vintage California lifestyle makes GBG fashion for the next generation. GBG was created for young, hip, and trendy men and women with an eye for the freshest looks and hottest styles.
<i>Marciano</i>	Marciano, the first brand extension from GUESS, follows suit in true GUESS style with apparel and accessories on the edge of the fashion forefront. This contemporary runway-inspired collection, designed for the fashion-forward woman and man, is sexy with an elegant, sophisticated style that represents pure glamour in everyday fashion.
<i>GUESS Home</i>	Exclusive GUESS Home décor collection, rounding out the brand’s 360-degree approach to offering proposals that add a sprinkle of distinctive GUESS glamour, not only in the wardrobe department but also in our homes.
<i>GUESS ECO</i>	Our collection of environmentally conscious clothing is made with less water, fewer chemicals, and sustainably sourced fabrics. Organic cotton, polyester recycled from plastic water bottles, and cellulose fibers from sustainably managed forests are just a few of our more sustainable materials.
<i>CONSCIOUSLY CONSTRUCTED</i>	Our environmentally conscious collection of GUESS Factory off-price products, is made using at least 35% of more sustainable materials that satisfy minimum requirements as set by our internal guidelines.
<i>GUESS JEANS</i>	The new core denim brand for GUESS. Built upon forty years of modern heritage, GUESS JEANS embodies the next era of denim fashion, with a commitment to sustainability and cutting-edge innovation.

GUESS is a lifestyle brand with a full range of denim, apparel, jewelry, fragrance, home goods and accessories designed and marketed in about 100 countries around the world, employing more than 11,500 people. In FY2024, GUESS directly operated 1,002 retail stores in the Americas, Europe and Asia, while our partners operated an additional 551 retail stores worldwide.

GUESS is a truly global company, with operations spread around the world. A large assortment of our merchandise is designed at GUESS and then produced by our trusted suppliers with finished items distributed worldwide. We source our apparel, handbags, accessories, footwear, and jewelry from our vetted supplier base. We work both directly with vendors and with the factories they own, or subcontract work out to.



By building strong relationships with our suppliers, we can better manage sustainability challenges, reduce risk, and support transparency and traceability throughout our supply chain. At GUESS, we remain committed to helping suppliers implement best practices in safe and fair labor while achieving meaningful improvements in the lives of their workers. These commitments reflect GUESS’s longstanding approach to supply chain responsibility.

During FY2024, GUESS used 368 manufactures to produce its products. Of these suppliers, over 90% were based in Asia, while the remaining 10% were distributed across EMEA and North and Central America. China, Bangladesh, and India are the three major production countries for GUESS’s directly sourced apparel, jewelry, and accessories, representing over 80% of GUESS’s annual production volume. Other countries with significant production volumes include Pakistan, Myanmar, Guatemala, Vietnam, and Turkey.

2. Scope of ESG Reporting

This ESG Interim Report covers the period from January 29th, 2023, to February 3rd, 2024 (FY2024). Information from selected prior periods is presented for comparative purposes only.

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

- Data from Guess Korea and Guess Japan are generally excluded, except for specific metrics in the “People” and “Energy and Emissions” sections.
- Joint ventures (JVs) not directly managed by GUESS are generally excluded, primarily due to our limited influence on their operations.

The scope of this ESG Interim Report covers corporate offices, distribution centers, warehouses, and retail stores directly owned and operated by GUESS, unless otherwise indicated.

Data for licensee operations —third parties to which GUESS grants the right to manufacture, distribute, or sell GUESS branded items — are not included in this report.



GOVERNANCE

CORPORATE GOVERNANCE

At GUESS, we believe that honesty, integrity, and strong values form the foundation of our company and have been instrumental in our success. To ensure that these values, along with the goals outlined in our strategy, are met, we have developed a robust ESG governance model. We are committed to good governance and sustainability oversight at every level, ethical practices in all aspects of our business, and complete transparency in our ESG reporting. We are confident that our ESG governance model empowers all GUESS team members to effectively play an active role in achieving our goals.

1. Board of Directors and Committees

At GUESS, our Board of Directors is the highest governance body and plays a critical role in guiding the direction and strategy of GUESS and its associated brands to meet its short-, medium-, and long-term targets. The Board has three standing committees with propositional, advisory and oversight functions:

- Audit Committee - Some of the key roles of the Committee are to assist the Board of Directors in fulfilling its responsibilities for general oversight of the integrity of the Company's consolidated financial statements, ensuring compliance with legal and regulatory requirements, and risk assessment and risk management.
- Compensation Committee - This Committee is responsible for establishing and governing the Company's compensation and benefits practices.
- Nominating and Governance Committee - Some of the key roles of this Committee include assisting the Board of Directors in identifying individuals qualified to become directors, oversee the evaluation of the Company's management and the Board of Directors and its committees, and overseeing and advising the Board with respect to the Company's positions and practices regarding significant ESG risks.

2. ESG Governance Structure

Our Board of Directors plays a fundamental role in overseeing the company's strategy, risk, and integrity including matters related to ESG. The Board helps shape and has final approval over the goals outlined in our ESG strategy, and our ESG Report, with validation from our CEO and CFO. The collective knowledge of our Board regarding ESG topics is enhanced by various reports and presentations received throughout the year from the Vice President of Internal Audit and ESG.

Our Board of Directors receives updates on our ESG strategy and performance at least twice a year. Stakeholder consultation and feedback are included in these reviews as deemed appropriate. Stakeholders can share their feedback through various channels, which is then reviewed by the appropriate teams prior to be sent further up the chain of command.

Furthermore, if any issues related to our ESG strategy arise during a Board meeting, the responsibility will be delegated to the appropriate team or individual within our company, as shown in the chart below.

Table 2: Overview of GUESS ESG Governance

	<p>Nominating and Governance Committee – Provides Board of Directors level oversight of our ESG strategy, goals, and reporting</p>
	<p>Sustainability Steering Committee – Led by our CEO and comprised of our CFO and leaders from key business functions. It provides support monitoring progress for ESG goals and keeps senior leadership and the Board of Directors informed.</p>
	<p>Sustainability & ESG team – Reporting directly to the VP of Internal Audit and ESG, this team is responsible for implementing projects to achieve our ESG goals, and reporting on progress towards achieving these goals.</p>
	<p>Green Ambassadors – Individuals responsible, both at a corporate and retail level, for promoting GUESS ESG initiatives in their teams and to our clients.</p>



ENVIRONMENT

CLIMATE CHANGE

1. Trade Associations and Lobbying - Climate Alignment

In the reporting year FY2024, GUESS engaged indirectly with, and/or provided financial or in-kind support to, Non-Governmental Organizations (NGO) or charitable organizations whose activities could influence policy, law, or regulations. Additionally, GUESS has public commitments in line with the Paris Agreement.

GUESS is a member of the GRI Community and supports GRI's mission to empower decision makers everywhere through GRI Sustainability Reporting Standards and its multistakeholder network fostering action toward a more sustainable economy and world.

In 2019, GUESS became a signatory of the UNFCCC Fashion Industry Charter for Climate Action. Since then, GUESS has actively participated in working groups to contribute to and explore the implementation of the charter's principles, with the goal of limiting global warming to 1.5°C compared to pre-industrial levels. Additionally, GUESS provides financial support to the UNFCCC.

GUESS is member of Textile Exchange, supporting further circularity endeavors within the supply chain. Textile Exchange indirectly influences policymakers by setting commitment targets that drive the apparel industry standards. For example, it includes the goal for members to achieve a 45% reduction in Greenhouse Gas (GHG) emissions in fiber and raw material production by 2030. GUESS has already established Science Based Targets (SBTs) goals for purchased goods & services, aligning with the Paris agreement to limit global warming to 1.5°C compared to pre-industrial levels.

Since 2015, GUESS has been a member of Cascale (formerly the Sustainable Apparel Coalition – SAC) to utilize its Higg Index and support further circularity endeavors within the supply chain. Cascale has engaged with governmental bodies to promote future improvements to circularity policy. For example, they are currently working with the European Commission to develop policy standards for apparel and footwear in the EU.



ENERGY AND EMISSIONS

GUESS’s GHG emissions reduction targets were approved by the Science Based Targets initiative (SBTi), which recognizes our commitment to reducing absolute emissions by 50% across Scope 1 and 2, and by 30% in Scope 3 (Category 1 – Purchased Goods and Services) by 2030, from our FY2019 baseline.

Our SBTi goals are based on FY2019 baseline. This base year was chosen in accordance with the GHG Protocol guidance for tracking emissions over time, as management believes FY2019 provides an accurate reflection of our overall emissions profile, boundaries and current methodology. Scope 2 indirect emissions for the base year were calculated using the market-based methodology. GUESS’s energy consumption and GHG emissions are reported in the tables below.

1. Energy Consumption

Table 3: Energy Consumption (Gj)

all numbers in Gj - gigajoules

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Electricity consumption	347,998	380,558	318,665	304,801	322,300	307,556
Non-renewable Electricity consumption (excl. EACs)	347,998	380,558	318,665	209,080	223,717	200,636
Renewable Electricity consumption (only EACs)	0	0	0	95,721	98,582	106,920
Fuel consumption	30,427	31,305	22,590	22,317	24,158	20,985
Fuel consumption (from renewable sources)	0	0	0	0	0	0
Fuel consumption (from non-renewable sources)	30,427	31,305	22,590	22,317	24,158	20,985
Cooling consumption	529	2,208	2,200	1,516	1,309	374
Heating consumption	0	0	0	0	0	0
Steam consumption	0	0	0	0	0	0
Total energy sold	0	0	0	0	0	0
Total energy consumption	378,954	414,071	343,455	328,634	347,767	328,915
Total non- renewable energy consumption	378,954	414,071	343,455	232,913	249,185	221,995
Total renewable energy consumption	0	0	0	95,721	98,582	106,920
Data coverage (as % of denominator)	100%	100%	100%	100%	100%	100%

EACs stand for Energy Attribute Certificates.

2. Direct GHG Emissions (Scope 1) and Indirect GHG Emissions (Scope 2)

Table 4: Scope 1 and Scope 2 Greenhouse Gas Emissions (mTCO₂e)

all numbers in mTCO₂e - metric tons carbon dioxide equivalent

Scope 1,2 GHG emissions	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Scope 1	1,539	1,576	1,137	1,124	1,216	1,056
Scope 2 (Location-based)	34,910	37,497	29,694	25,635	26,213	25,854
Scope 2 (Market-based)	39,246	41,425	32,377	19,420	19,079	15,579



3. Indirect GHG Emissions (Scope 3)

Table 5: Scope 3 Greenhouse Gas Emissions (mTCO₂e)

all numbers in mTCO₂e - metric tons carbon dioxide equivalent

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Scope 3 (Category 1 - Purchased Goods and Services)	463,162	445,802	303,743	524,296	385,077	369,739

4. Reduction of Scope 1,2,3 GHG Emissions

Table 6: Reduction of Scope 1, 2, 3 Greenhouse Gas Emissions

Reduction of Scope 1,2,3 GHG emissions	FY2020 vs. FY2019	FY2021 vs. FY2019	FY2022 vs. FY2019	FY2023 vs. FY2019	FY2024 vs. FY2019
Scope 1, mTCO ₂ e	37	-402	-415	-323	-483
Scope 1, %	2%	-26%	-27%	-21%	-31%
Scope 2 Location-based, mTCO ₂ e	2,587	-5,216	-9,275	-8,697	-9,056
Scope 2 Location-based, %	7%	-15%	-27%	-25%	-26%
Scope 2 Market-based, mTCO ₂ e	2,179	-6,869	-19,826	-20,167	-23,667
Scope 2 Market-based, mTCO ₂ e (only EACs)					-15,189
Scope 2 Market-based, mTCO ₂ e (excl. EACs)					-8,478
Scope 2 Market-based, %	6%	-18%	-51%	-51%	-60%
Scope 2 Market-based, % (only EACs)					-39%
Scope 2 Market-based, % (excl. EACs)					-22%
Scope 3 (Category 1 - Purchased Goods and Services), mTCO ₂ e	-17,360	-159,419	61,134	-78,085	-93,423
Scope 3 (Category 1 - Purchased Goods and Services), %	-4%	-34%	13%	-17%	-20%

CLIMATE GOVERNANCE AND RISK MANAGEMENT

1. Climate Governance

At GUESS, the Board of Directors oversees and manages climate-related issues through the Climate/Sustainability/ESG Committee. The Board meets quarterly, and environmental issues are included in the agenda of at least one board meeting each year.

GUESS's CEO, who sits on the Board of Directors, is responsible for overseeing climate-related issues. The CEO meets with our Vice President of Internal Audit and ESG quarterly, or as needed, to stay informed about ESG strategy, reporting, climate-related activities, and other sustainability activities within the organization.

Additionally, GUESS has established a Sustainability Steering Committee responsible for integrating sustainability into the operations of their respective departments. This Committee reviews plans and monitors progress against our ESG commitments and goals. The Committee meets at least twice a year, or as needed, led by our Chief Executive Officer, along with our Chief Financial Officer and global executive leadership teams.

Among the Committee's several strategic decisions is the approval and purchase of renewable energy in FY2022, FY2023 and FY2024, as part of our strategy aligned with our SBTi commitment to achieve a 50% reduction of absolute Scope 1 and 2 emissions, and a 30% reduction in absolute Scope 3 emissions by 2030, towards a 1.5-degree trajectory.



Environmental, social, and governance (ESG) issues are covered by GUESS's Nominating and Governance Committee Charter within the Board of Directors. ESG topics are discussed in detail twice a year and at every Board meeting, as deemed necessary.

2. *Climate-Related Management Incentives*

GUESS's Chief Executive Officer is responsible for overseeing the Sustainability Steering Committee, approving appropriate goals and ensuring their implementation.

As part of our ACTION GUESS Strategy, we are committed to integrating ESG performance into our annual performance evaluations. This approach ensures that sustainability is a core component of our business strategy and daily operations.

By linking ESG performance to annual evaluations and bonus incentives, we foster a culture of accountability and encourage leadership at every level to contribute meaningfully to our sustainability efforts. This integration strengthens our commitment to achieving our ESG targets and aligns both individual and collective efforts.

3. *Climate Risk Management*

GUESS has a climate risk management process that includes the identification, assessment, and management of environmental dependencies, impacts, risks, and opportunities across various time horizons:

- Short-term time horizons (1 to 3 years): These typically include risks related to seasonality, electricity costs, and extreme events influenced by climate change.
- Medium-term time horizons (3 to 5 years): These assess risks such as volatility in upstream costs of raw goods and services, as well as initiatives or action plans established to meet carbon emissions reduction goals. Short-term risks can also be assessed as part of our medium-term time assessments.
- Long-term time horizons (5 to 15 years): These consider regulations in other markets in relation to the Paris Agreement, as well as competitors' supply chain structures, technology, and digitization that could be impacted by climate change.

The climate risk assessment covers direct operations, upstream and downstream from the value chain.



SUSTAINABLE RAW MATERIALS

During FY2024, we received 48.5 million merchandise units from our direct suppliers, including apparel, accessories and footwear. For these units, our material portfolio was as follows:

Table 7: Materials Used by Equivalent Units (%)

Materials data (% by equivalent units)	FY2024
Renewable Fibers	
<i>Cotton</i>	56.7%
<i>Cellulosic (including Tencel)</i>	9.9%
<i>Leather</i>	1.7%
<i>Angora</i>	0%
<i>Other - Natural</i>	0.7%
Non-Renewable Fibers	
<i>Synthetic</i>	30.8%
<i>Other</i>	0.2%

Focusing on apparel, GUESS continues to prioritize the use of preferred materials - defined as any material with better environmental and social performance compared to standard materials. We have set a goal to achieve 75% preferred materials overall by 2030, with specific targets of 80% of preferred cotton (i.e., organic, recycled or regenerative cotton) and 80% of preferred polyester (i.e., recycled or bio-based polyester) by equivalent units.

For FY2024, GUESS achieved the following results:

- 25% of the GUESS global apparel materials portfolio was classified as environmentally preferred.
- Preferred cotton accounted for 27% of the total cotton used.
- Preferred polyester accounted for 19% of the total polyester used.



1. Plant & Animal-Derived Textile Materials

Focusing on apparel textiles, the use of plant and animal-derived materials in FY2024 was as follows:

Table 8: Plant & Animal-Derived Textile Materials of GUESS Apparel Products

Textile materials	Amount (MT):	Standard name(s)	% of material that is certified	% of material that is recycled
Cotton	6,644	OCS, GOTS, GRS, RCS	22%	2%
Wool	57	GRS	1%	1%
Silk	9	-	0%	0%
Leather	20	-	0%	0%
Cashmere	2	-	0%	0%
Natural rubber	0	-	0%	0%
Man-made cellulosic fibres	1,493	FSC/PEFC	38%	0%

The table above reports the weight of apparel textile materials in metric tons (MT) used by GUESS, along with details on the percentage of materials purchased that were certified according to externally developed standards. These include OCS (Organic Content Standard) and GOTS (Global Organic Textile Standard) for certified organic materials, as well as the GRS (Global Recycled Standard) and RCS (Recycled Claim Standard) for certified recycled materials.

2. Plastic Raw Materials

In FY2024, the use of plastic materials in apparel, such as polyester, nylon, and elastane, amounted to 5,115 metric tons. Of these, 0% were derived from recycled textile-to-textile sources. All recycled synthetic materials used by GUESS come from other waste streams, such as ocean plastic waste and PET bottles.



SOCIAL

SUPPLIERS

1. Supplier Screening

During FY2024, GUESS sourced from 368 Tier 1 suppliers (those directly involved in cut-and-sew operations), of which 296 were considered to be of significant business importance to GUESS.

2. Supplier Assessment and/or Development

GUESS's Corporate Social Responsibility (CSR) strategy is firmly rooted in our dedication to protecting the social and ethical rights of workers both within our company and throughout our global supply chain. We collaborate closely with our Tier 1 suppliers to continuously improve their social performance. All direct suppliers are required to adhere to our Supplier Code of Conduct and Human Rights Policy, which clearly outline expectations in labor rights, human rights, health and safety, and environmental protection.

We conduct screenings based on social criteria for every new supplier added to the GUESS supply chain. Depending on the screening outcome, we determine the appropriate social compliance approach for each supplier. In FY2024, we assessed 278 Tier 1 suppliers based on the tailor-made social compliance approach designed for them. Of these, 180 suppliers were identified as having significant actual or potential negative impacts. Corrective action plans were agreed upon with 100% of suppliers, and none were terminated due to critical issues. GUESS remains committed to its motto "Remediation, not termination".

Additionally, for these 180 cases, if a supplier had not already established a specific Corrective Action Plan (CAP), we developed a supplier-specific CAP and provided guidance during its implementation. In total, we created CAPs for 28 suppliers to enhance their social compliance standards.

As part of our ongoing commitment to enhance training and development opportunities for factory employees, we launched a new initiative at the end of FY2022 called Focused, Tailor-Made, and Effective (FTME). This continuous training program addresses key social and environmental topics. Organized quarterly throughout the fiscal year, FTME provides targeted guidance and support for suppliers. To maximize attendance and accessibility, multiple online training sessions are offered in several languages, allowing suppliers from different time zones to participate. These sessions are structured to be both informative and interactive, combining data on various subjects with practical examples to address typical supply chain challenges.

In FY2024, GUESS organized three training events, involving a total of 413 Tier 1 suppliers across all sessions. No suppliers participated in dedicated capacity-building programs during this period.



PEOPLE

GUESS is founded on the principle that diversity and inclusion are pillars of a strong and resilient organization. We continuously aim to cultivate a workplace where fairness prevails, the culture fosters inclusivity, and all individuals feel empowered to express their authentic selves. As of February 3, 2024, GUESS employs over 11,500 individuals across the Americas, Europe, and Asia, excluding employees in joint ventures not directly managed by the company, which are outside the scope of this report.

During FY2024, the turnover of our retail and distribution center employees slightly decreased compared to previous Fiscal Years.

Table 9: Voluntary and Involuntary Turnover Rate for Retail and Distribution Center Employees (%)

Turnover Rate	FY2022	FY2023	FY2024
Voluntary Turnover	41%	42%	40%
Involuntary Turnover	11%	11%	11%

Coverage: this table focuses on retail and distribution center employees, representing 83% of the total workforce at fiscal year-end.

In FY2024, GUESS began tracking the percentage of employees covered by collective bargaining agreements on a global level. By the end of FY2024, 29% of employees were covered by such agreements. The coverage of collective agreements is predominantly a European practice where approximately 60% of employees are covered by collective bargaining agreements. In other regions, collective bargaining agreements are uncommon. For employees not covered by collective bargaining agreements, working conditions and employment terms strictly adhere to the relevant local labor laws.

1. Diversity and Inclusion at GUESS

Our commitment to fostering a diverse and inclusive workplace is clearly outlined in the Guess?, Inc. Code of Ethics and the Global Anti-Discrimination and Sexual Harassment Policy. We expect all employees to promptly report and address any concerns related to discrimination. To promote transparency, we have implemented an open-door policy that encourages associates to communicate freely about work-related matters. To further enhance workplace safety, GUESS associates are encouraged to voice any concerns to their Manager, Department Head, Human Resources, or Executive Management. Additionally, our global whistleblower hotline offers a platform for reporting unethical behavior or potential conflicts.

The Diversity & Inclusion (D&I) Council is dedicated to creating a workplace where employees feel a strong sense of community, belonging, and the opportunity to engage in meaningful dialogue. The Council plays a pivotal role in embedding D&I principles across our organization, with a focus on inclusive leadership, comprehensive employee training, and fostering an environment that supports personal and professional growth for all employees.



Gender Diversity

Gender diversity is a cornerstone of our organizational values, and we remain committed to fostering greater balance across all levels and regions. Currently, a majority of our associate positions are held by women, while most executive roles globally are filled by men, maintaining a ratio of 70% to 30%.

Table 10: FY2024 Women's Representation in the GUESS Workforce (%)

FY2024 Share by gender	%
Share of women in total workforce	74%
Share of women in all management positions (incl. junior, middle, top)	67%
Share of women in executive positions (i.e. maximum two levels away from the CEO or comparable positions)	30%

Coverage: 100% of employees' headcount at fiscal year-end.

As part of our ongoing commitment to gender pay equity, GUESS monitors the global pay ratio between male and female employees across both corporate and retail levels. Pay ratio data is collected in all countries where GUESS has direct operations, with the exception of Korea and Japan.

In FY2024, we confirmed gender pay parity¹ on average at the global level. The global mean gender pay gap—measured as the percentage difference in salaries between men and women—stood at 2.70%. This calculation includes employees in comparable job positions across the same regions, covering over 90% of the total workforce as of fiscal year-end. The ratio is based on basic salaries for office and distribution center employees, and on hourly base salary plus commissions for store employees.

Ethnic Diversity

We continue to track ethnic diversity within our US operations, providing valuable data to inform our diversity initiatives and better address the needs of our employees. These efforts include delivering culturally tailored training, organizing events, and developing specific programs for underrepresented groups. We are pleased to see that these initiatives are fostering a more diverse and inclusive workforce overall.

¹ Given our particular organization and fashion industry turnover, especially in retail locations, we are aware that the spot rate at year end may be not fully representative of salary fluctuations occurred during the Fiscal Year. As a consequence, we consider pay parity a ratio of +/-10%.



Table 11: Race/Ethnicity Representation in the US Workforce (%)

Share in US total workforce by Race/ Ethnicity & Nationality	FY2024
Asian	6%
Black or African American	15%
Hispanic or Latino	52%
White	21%
Indigenous or Native	1%
Other (2 or more races)	5%

Coverage: 100% of US employees' headcount at fiscal year-end.

Table 12: Race/Ethnicity Representation in US Management (%)

Share in US management positions by Race/ Ethnicity & Nationality	FY2024
Asian	7%
Black or African American	13%
Hispanic or Latino	49%
White	24%
Indigenous or Native	2%
Other (2 or more races)	5%

Coverage: 100% of US employees' headcount at fiscal year-end.

2. Training and Development

At GUESS, we are dedicated to supporting the growth and development of our associates by offering a wide range of training and development opportunities. We provide tailored training programs for employees across all regions, addressing both operational needs and career advancement objectives at every stage of their careers. Our training formats include in-person sessions, e-learning, external seminars, and virtual workshops. Through our e-learning platforms, MyAcademy and Cornerstone, employees can access these resources from any location. Additionally, we offer an extensive range of training programs for both corporate and retail employees.

In FY2024, we started monitoring the training hours completed by GUESS employees, which averaged 9 hours per employee. The table below provides a breakdown of average training hours by employee category for the fiscal year.



Table 13: Average Training Hours Per Employee Gender and Category (Hours)

Employee Category		FY2024
GENDER	Female	7
	Male	11
	Not Declared	20
Category	Executive Management - Global Level	3
	Associates in Americas - Corporate	1
	Associates in Americas - Retail	17
	Associates in Europe - Corporate	5
	Associates in Europe - Retail	4
	Associates in Asia - Corporate	0
	Associates in Asia - Retail	2
	Weighted average	9

Coverage: 98% of employees' headcount at fiscal year-end.

While these figures include centrally managed and locally tracked HR training, they do not include other training activities that may be managed by HR but are not tracked (e.g., training activities for EMEA retail new hires not tracked centrally). Additionally, the data exclude most training organized directly by individual business departments as part of day-to-day operations. Therefore, the data presented provides only a partial view of the overall training efforts within the company.

In FY2024, GUESS also began tracking the percentage of employees who underwent a formal performance assessment and career development review during the fiscal year. These reviews are generally conducted on an annual basis.

Table 14: Employees Who Received a Regular Performance/Career Development Review by Gender and Category (%)

Employee Category		FY2024
GENDER	Female	16%
	Male	22%
	Not Declared	24%
Category	Executive Management - Global Level	2%
	Associates in Americas - Corporate	31%
	Associates in Americas - Retail	27%
	Associates in Europe - Corporate	46%
	Associates in Europe - Retail	not available
	Associates in Asia - Corporate	6%
	Associates in Asia - Retail	16%
	Weighted average	17%

Coverage: 98% of employees' headcount at fiscal year-end.

During the reporting period, 17% of employees received a regular performance and career development review. This data pertains to reviews tracked by HR Departments for employees counted as of the fiscal year-end. Performance assessments for European Retail employees have not been tracked by the HR Department, so data for this group is unavailable.



CONCLUSION

We are pleased to share key highlights that reflect GUESS's commitment to fostering a sustainable business. Please note that the figures in this report may change following the review and validation process. In 2025, we will publish our next full ESG Report, which will cover FY2024 and FY2025, offering a broader and more comprehensive view of our actions and progress toward ESG goals, as well as the finalized values for all metrics.

