



 **SIGNET**
JEWELERS

Corporate Citizenship and Sustainability Report

FISCAL
2024

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ABOUT THIS REPORT

Signet's Fiscal 2024 Corporate Citizenship and Sustainability Report presents performance information for our businesses in North America and the United Kingdom. For the purposes of this Report, the terms "Signet," the "Company," "we," "us," and "our" are used interchangeably and mean Signet Jewelers Limited and its subsidiaries. Unless otherwise noted, all data is from Signet's Fiscal year ended February 3, 2024 ("Fiscal 2024"). Signet's responsible sourcing data is for calendar year 2023 as it aligns with our Conflict Minerals Report filing. The Signet Love Inspires Foundation data is for calendar year 2023. Additional quantitative and qualitative material has been included from previous years to provide context on Signet's sustainability program. This report was published on June 12, 2024.

Signet's Fiscal Years:

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

About Us

Signet Jewelers Limited is the world's largest retailer of diamond jewelry. As a Purpose-driven and sustainability-focused Company, Signet is a participant in the United Nations Global Compact and adheres to its principles-based approach to responsible business. Signet operates eCommerce sites and approximately 2,700 stores under the name brands KAY Jewelers, Zales, Jared, Banter by Piercing Pagoda, Diamonds Direct, Blue Nile, James Allen, Rocksbox, Peoples Jewellers, H.Samuel, and Ernest Jones. Our sales derive from the retailing of jewelry, watches, and associated services. Signet's shares are listed on the New York Stock Exchange (SIG).

KAY
JEWELERS

America's #1 jewelry destination for engagement rings and romantic gifts at great value to help you express your love in ways as personal as it feels.

ZALES
THE DIAMOND STORE™

Creating beautifully designed and crafted jewelry empowering style lovers to bring their wow to every moment for 100 years.

JARED®

Leading full-service jeweler offering high-quality accessible luxury and customized designs.

Banter
BY PIERCING PAGODA™

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



DIAMONDS DIRECT

Direct diamond importer offering extraordinary value and selection in a luxurious, customer-centric experience.

Blue Nile

Pioneering diamond retailer offering premium New York City craftsmanship in bridal and fashion, both online and in our interactive showcase stores.

 **JAMES ALLEN**®

Innovative digitally-native diamond company on the leading edge of custom bridal design and diamond jewelry.

rocksbox
JEWELRY

Making the joy of jewelry accessible and convenient through our circular shopping platforms.

PEOPLES
CANADA'S #1 DIAMOND STORE

Largest specialty jewelry brand in Canada catering to the Sentimental Gifter and mid-market bridal customer.

H · SAMUEL

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

ERNEST JONES

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

JS SIGNET
JEWELRY SERVICES

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

A Message from Our Chair, Corporate Citizenship & Sustainability Committee

EVOLVING SYSTEMS, ENABLING PROGRESS

Driven by more than 150 years of continuous retail innovation and decades-long leadership in responsible sourcing, Signet focuses sharply on sustainable value creation for our team members, shareholders, suppliers, and other stakeholders. This ambition also guides the approach to governance of the Signet Jewelers Board of Directors (Board) and the work of the Signet Corporate Citizenship & Sustainability Committee.

As the world's largest diamond jewelry retailer, with deep expertise in systems analysis, we have an opportunity — and the responsibility — to facilitate a more sustainable future for the entire jewelry sector, catalyzing a global network of merchandising and supply chain partners who are committed to operating with integrity, transparency, and consistency. Over the past decade, this aspiration continuously improved sourcing standards that have enriched the integrity of a global supply chain. I've seen, firsthand, the benefits of evolving — even disrupting — systems for mobility and consumer packaged goods, and it gratifies me to see this mindset in practice at Signet.

Geopolitical conflict and threats to human rights are on the rise, technology is dramatically reshaping relationships with customers, and natural resources are more constrained than ever. Signet excels where these global trends and our unique capabilities intersect. It's led the Company to voluntarily ban purchases of Russian diamonds and precious metals, introduce inclusive digital marketing practices, and offer more jewelry made with repurposed materials.

Having achieved several of our original 2030 Corporate Sustainability Goals (CSGs) that were set only three years ago, this past year we revised our CSGs to greater emphasize the principles of materiality and measurability. We preserved the timeliness of our goals to maintain alignment with the United Nations Sustainable Development Goals, and we applied science-based thresholds for carbon emissions to prevent the worst effects of climate change. We list our revised set of CSGs on page 9 of this Report.



Neil Lane Collection from KAY

Looking ahead, leveraging our Board's knowledge of environmental and social systems will be more important than ever. Our refreshed CSGs will challenge Signet — throughout every facet of our business — to further integrate sustainability into the Company's enterprise strategy as we continue to increase sales and productivity, reduce operating costs, attract top talent, and enhance investment returns. To achieve these outcomes, the Corporate Citizenship & Sustainability Committee will continue to keep the full Board engaged so it can provide input to management on relevant strategies and processes.

Finally, I want to acknowledge the admirable work of my Committee Chair predecessor, Eugenia Ulasewicz. Under her leadership, and with the full Board's support, Signet has practiced sound governance, embraced sustainable business practices, and expanded the purview of the Committee. I intend to build on that legacy with my fellow Committee members and in close partnership with the Signet Leadership Team.

Our collective action and shared sense of Purpose will enable the sustainable future we want — a future that inspires love for all people, love for our team, and love for our planet and products.



Zackery A. Hicks

Zackery A. Hicks
Chair, Corporate Citizenship
& Sustainability Committee

A Message from Our Chief Executive Officer

BOLD VIRTUES FOR A BETTER WORLD

Last year was challenging for the global economy and the jewelry category, as we continued to feel the lingering effects of the pandemic-induced trough in engagement ring purchases. Despite this backdrop, not only did we deliver on our financial commitments, we intensified our focus on corporate citizenship and sustainability, demonstrating that our Company's values are not ancillary but integral to our business success. When we say our Purpose is **Inspiring Love**, and put our actions behind these words, the result is not just a better world but a better business. Today, Signet ranks as the world's largest retailer of diamond jewelry, with a diverse portfolio of 11 banners that are strategically positioned to serve approximately 80% of US category spend.

Our products convey love, so the way we bring them to market should do the same.

We approach our commitment to sustainability through the framework of what we call our Three Loves: Love for All People, Love for Our Team, and Love for Our Planet and Products. Three years ago, we established an ambitious set of Corporate Sustainability Goals (CSGs) for our efforts in all three categories. This Report details our continued progress as well as the refinement of our CSGs.

Our Purpose has inspired us to take bold actions. For example, we led the jewelry category in halting all trade of precious metals and diamonds originating in Russia immediately after Russia invaded Ukraine, and our methods gained wider adoption in 2023. I see that as an act of love: love of human rights and a social system that champions and protects those rights. Our decisive and disciplined actions illustrate how a single company's actions can influence a global value chain and turn a commitment into real change for good. Let me share a few other highlights of how we have put our Purpose into action.

Love for All People: We made a difference in our communities through charitable giving that totaled about \$10 million in Fiscal 2024. This encompasses not only donations to nonprofits in the communities where our team members live and work but also support of the United Nations

Sustainable Development Goals. We also continued our 25-year partnership with St. Jude Children's Research Hospital®, which has achieved medical breakthroughs since its founding to increase survivorship from childhood cancer in the US from 20% to more than 80%. In Fiscal 2024, we and our customers proudly celebrated our first \$100 million raised for St. Jude and quickly made progress towards our next \$100 million goal by raising \$8.75 million — Signet's largest ever one-time donation to St. Jude.

Love for Our Team: Inspiring Love begins inside our walls. In our recent Voice of the Employee survey, 87% of the 14,000 team members who participated told us that they clearly see how their role contributes to our Company's Purpose of **Inspiring Love**. In this same survey, team members gave us higher scores in 18 out of 19 topics when compared to other US retailers. And for the fourth year in a row, we were named a Great Place to Work-Certified™ company. As the post-COVID-19 workplace continues to evolve and the US sees employee engagement dip across industries, we have enhanced our listening channels to identify fresh ways to engage our team members in 2024.

Love for Our Planet and Products: Our products convey love, so the way we bring them to market should do the same. By collaborating with partners across the industry, we achieve more significant results and create a more sustainable future together. For example, in Fiscal 2024, we sourced more jewelry collections made with repurposed metals and in facilities powered by renewable energy. We increased supplier compliance with our responsible sourcing protocols to record levels. And through the expansion of our Jewelry Services, more of our customers expressed their love for others, themselves, and the planet by repairing, refurbishing, or reimagining existing materials in their jewelry.

In the global effort to address the issues of sustainability, every company has a role to play. We know that our stakeholders — our team members, customers, investors, suppliers, and community partners — expect us to make further progress in environmental, social, and governance practices. This Report shows that Signet's team members not only make a difference but also motivate progress across our value chain every day. It's a testament to the power of boldly pursuing our Purpose of **Inspiring Love**.



Virginia C. Drosos

Virginia C. Drosos
Chief Executive Officer

OUR THREE LOVES

Corporate Citizenship and Sustainability Highlights

Love for All People

MORE THAN
\$100 M

Raised for St. Jude Children’s Research Hospital® since the start of our partnership 25 years ago



\$10 K

Participant in the Paradigm for Parity® 5-Point Action Plan to advance gender parity in workplaces



NEARLY
\$1 M

Donated to various charities in 2023 through the Signet Love Inspires Foundation



MORE THAN
\$9.3 M

Donated to charities and children’s hospitals in the US, Canada, and the UK

Love for Our Team

95/100

Signet received a score of 95 out of 100 on the Human Rights Campaign Foundation’s 2023–2024 Corporate Equality Index, the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality

WOMEN IN LEADERSHIP AS OF END FISCAL 2024

- 59%** Signet Leadership Team
 - 74%** Store assistant managers and above*
 - 40%** Vice Presidents and above*
- *North America



For the fourth consecutive year, Signet was designated as a Great Place to Work-Certified™ company based on survey responses from our team members. Signet was named to two lists by *Newsweek* magazine, America’s Greatest Workplaces for Women 2024 and America’s Greatest Workplaces for Diversity 2024

Love for Our Planet and Products



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

85%* RESPONSIBLE JEWELLERY COUNCIL
of all Signet Jewelry sourced from Responsible Jewellery Council (RJC) members

*By value

291 Suppliers hold RJC membership

All Signet banners are included in the Signet Responsible Sourcing Protocol (SRSP) process

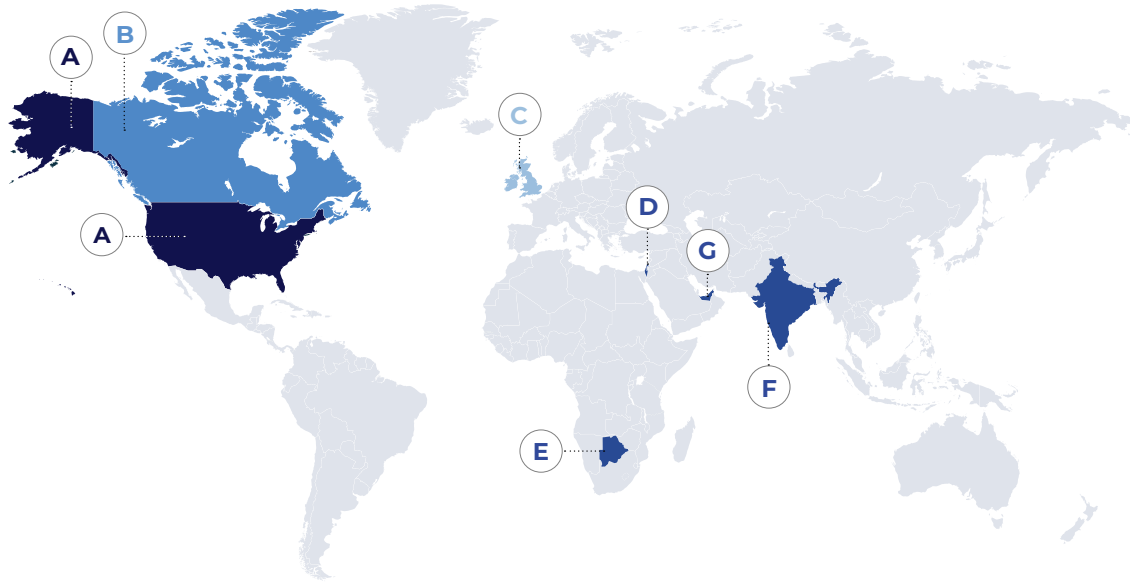
99% of jewelry and watch suppliers by value comply with SRSP requirements

#1 Ernest Jones’ Origin collection named **winner** of the “Ethical Jewellery” category by *Professional Jeweller*

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

FISCAL 2024 YEAR-END

Signet At-A-Glance



Where We Operate



- Operating expenses¹ **\$6,543.4 M**
- Profit (before taxes) **\$639.8 M**
- Income tax expenses² **\$92.7 M**

¹ Includes cost of sales and selling, general, and administrative expenses. Refer to the Fiscal 2024 Form 10-K for additional information on the composition of these expense categories.

² Excludes the income tax benefit from the Bermuda economic transition adjustment, which we do not believe is meaningful for assessing our Fiscal 2024 economic impact. Refer to the Fiscal 2024 Form 10-K for additional information.



- Company-enabled team member and customer giving **\$9.6 M**
- In-kind¹ & corporate giving, sponsorships & Team Member Relief Fund **\$1.5 M**
- Signet Love Inspires Foundation charitable contributions² **\$1.0 M**

¹ Includes total funds raised from Diamonds Direct jewelry and product cost values for all other store banners.

² January-December 2023



- Store sales **\$5,474.4 M**
- eCommerce sales **\$1,640.4 M**
- Other sales¹ **\$56.3 M**

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

2030 CORPORATE SUSTAINABILITY GOALS

Introduction to our Revised Goals

Signet's sustainability strategy involves connecting stakeholder values with the economic, social, and environmental impacts of our business model to make sound decisions. It reflects how we prioritize and organize our 2030 Corporate Sustainability Goals. We use a multidisciplinary approach to analyze stakeholder feedback, determine our goals, and identify performance indicators. We regularly track and disclose our progress; assess environmental, social, and governance issues; and repeat the cycle.

Since launching our 44 Corporate Sustainability Goals in 2021 during a global pandemic, we have taken leading and innovating actions to progress through governance, transparency, and integration. In 2022, we voluntarily suspended business interaction with Russian-owned entities at the beginning of its invasion of Ukraine and augmented our responsible sourcing requirements for suppliers accordingly. We improved transparency by publicly disclosing our Equal Employment Opportunity Report. We deepened integration of sustainability into our global operations, from developing a standalone human rights policy to expanding jewelry collections with repurposed materials.

In late 2023, we reassessed our Corporate Sustainability Goals based on the Company's post-pandemic business environment and evolving retail and services portfolio. We saw the opportunity to gather more diverse perspectives, internally and externally across different industry sectors. This increased our accountability and understanding, and enhanced our potential for impact.

- **Identifying Goals** – Our enterprise sustainability team reviewed existing goals that were achieved and evaluated the measurability of goals that were on-track. This led to an internal analysis of peer goals including review of qualitative and quantitative data that corresponded to 600 existing and possible environmental, social, and governance topics and definitions.
- **Stakeholder Review** – A group of Company leaders representing seven functions and all banners convened to express their views and debate topics. These interactions correlated topics from customer research, investor outreach, team member surveys, enterprise risk management plans, merchandising and sourcing trends, and supplier feedback.
- **Data Mapping** – Our sustainability team facilitated a process with subject-matter experts that refined definitions and key performance indicators for verifiable baseline performance, within the context of our Three Loves framework.

Our 2023 Corporate Sustainability Goals continue to follow our Three Loves framework and include 11 goals with an aggregated 25 key performance indicators. The revised set of goals align to our Company's **Inspiring Love** strategy and to the industry-specific SASB Standards for two Consumer Goods Sector categories: Apparel, Accessories & Footwear and Multiline and Specialty Retailers & Distributors.¹

¹In August 2022, the International Sustainability Standards Board (ISSB) assumed responsibility for the SASB Standards when the Value Reporting Foundation (VRF), 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.

KEY INSIGHTS AND RESPONSES

- 1 **Internal and external stakeholders seek tighter alignment with sustainability-related risks** and opportunities that could reasonably be expected to affect cash flows, access to finance, or cost of capital over the short, medium, or long term. We consolidated goals and key performance indicators by 43% and applied a higher threshold for measurability to address this sentiment.
- 2 **Our peer analysis of 32 retailers with approximately 600 goals in the public domain** show companies with owned or contract-managed manufacturing set goals that reflected their higher degree of control, as compared to firms like Signet that primarily purchase from third-party manufacturers. We did not select goals or key performance indicators that are misaligned to our business model.
- 3 **Jewelry retailers are uniquely positioned to harness technology for a positive impact** on decarbonization, circular economy objectives, and customer relationships. We reframed multiple key performance indicators to prioritize these elements.
- 4 **An overload of sustainability-oriented product claims drives disparity in metrics** across retail categories and may draw increased scrutiny from customers, investors, and regulators. We evolved some goals to balance stakeholder interests and limit risk.

Corporate Sustainability Goals

	2030 GOALS	KEY PERFORMANCE INDICATORS
Love for All People	1 Increase economic opportunities for diverse suppliers.	<ul style="list-style-type: none"> • Increase annually the volume from underrepresented jewelry artisans outside Signet core supply markets. • Increase economic opportunities for diverse indirect suppliers and small businesses to \$250M.
	2 Create an environment that proactively protects our customers' and team members' data and reduces data loss incidents through training, governance, and compliance with data privacy standards.	<ul style="list-style-type: none"> • Achieve 100% Payment Card Industry compliance for all banners. • Achieve 100% completion of annual cybersecurity awareness training for all eligible team members. • Monitor team member engagement rates with email vulnerability tests for all eligible team members.
	3 We will annually drive increased diverse representation into our marketing activities to celebrate love inclusively.	<ul style="list-style-type: none"> • Introduce global marketing standards for inclusive and diverse marketing across all banners. • In Fiscal 2025 establish a baseline to increase annually the percentage of diverse customers we serve.
	4 Advance Signet's social impact legacy through nonprofit partnerships that accelerate progress for our sustainability goals.	<ul style="list-style-type: none"> • Deliver greater than \$50 million cumulative impact with nonprofit partners through Company, customer, and team member participation.
Love for Our Team	5 Increase representation of women and People of Color at all executive levels.	<ul style="list-style-type: none"> • Increase, or maintain, where appropriate, female and People of Color representation at VP levels and District Manager/Senior Director levels.
	6 Be an inclusive employer of choice.	<ul style="list-style-type: none"> • Achieve certification as a Great Place to Work® annually. • Be recognized by the Human Rights Campaign Corporate Equality Index. • Maintain above 80% retention of full-time team members annually.
	7 Support career development for all team members through training, on-the-job development, and skills enhancement.	<ul style="list-style-type: none"> • Increase cumulative learning opportunities for team members. • Achieve on average two learning sessions per full-time team member. • Maintain annual succession planning for executive positions.
Love for Our Planet and Products	8 Enhance integrity in the global jewelry supply chain through elevated transparency and accountability.	<ul style="list-style-type: none"> • Achieve 100% Responsible Jewellery Council (RJC) member certification for our strategic and key suppliers. • Ensure 100% of our strategic indirect suppliers have signed Signet's Supplier Code of Conduct or have a similar one in place.
	9 Enhance environmental stewardship in our business through innovative packaging design.	<ul style="list-style-type: none"> • Achieve at least 50% recycled content for pulp and paper-based jewelry packaging. • Use at least 30% recycled content in plastic-based jewelry packaging. • Use 60% recycled content in corrugated boxes.
	10 Accelerate business growth through strategic partners and services that extend the life of goods or repurposed materials.	<ul style="list-style-type: none"> • Establish a Fiscal 2025 baseline to grow the number of jewelry pieces resold. • Establish a Fiscal 2025 baseline to grow the number of jewelry lines and SKUs with reclaimed or repurposed materials. • Establish a Fiscal 2025 baseline to grow the number of jewelry pieces covered under extended service agreements. • Establish a Fiscal 2025 baseline to grow the number of jewelry pieces repaired.
	11 Integrate carbon management in Company operations and business planning to reduce greenhouse gas emissions.	<ul style="list-style-type: none"> • By Fiscal 2025 year-end, initiate energy and CO₂ emissions reduction action plans following climate risk and opportunity analyses for Scope 1, 2, and 3 CO₂ emissions. • Beginning in Fiscal 2025, 100% of new lease agreements include a condition that the landlord will make all commercially reasonable effort to complete a feasibility study for renewable energy within 90 days.

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).

TEN PRINCIPLES

Human Rights

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

Labour

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

Environment

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

Anti-Corruption

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

“Our continued membership to the UN Global Compact and the UN CEO Water Mandate 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.”

— Virginia C. Drosos, CEO Signet Jewelers



WE SUPPORT

Governance

12 Sustainability and ESG Oversight

13 Business Ethics and Compliance

Sustainability and ESG Oversight

Our governance structure keeps our sustainability strategy on track, ensures clear and transparent accountability, and adds value for our diverse stakeholders. It includes our Board of Directors' Corporate Citizenship & Sustainability (CCS) 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 CCS Committee reviews our sustainability strategy, goal-setting process, and key performance milestones quarterly in the context of enterprise risk management and strategic planning processes. Additionally, the Board's Human Capital Management & Compensation Committee oversees overall management of human capital, which includes culture, diversity, equity, and inclusion; executive compensation programs; team member benefits and well-being; talent management (attraction, development, and retention); performance management; and, in collaboration with the Governance & Technology Committee, succession planning.

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

- **Corporate Citizenship & Sustainability Committee** reviews quarterly matters of sustainability strategy including governance of our 2030 Corporate Sustainability Goals, which address environmental, social, and governance topics.
- **Signet Leadership Team** comprises senior functional leaders and all banner 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 Communications and ESG Officer drives the integration of sustainability into core business decisions. A Signet Leadership Team designee serves as sponsor to each Corporate Sustainability Goal. Banner Vice Presidents lead initiatives that advance product sustainability, including the use of repurposed materials and supplier selection based on environmental and social performance.
- **Climate Action and Sustainability Committee (CASC)** includes cross-functional executives and meets regularly to coordinate greenhouse gas reduction strategies and climate-related disclosures. Signet's Chief Communications & ESG Officer and Chief Supply Chain Officer co-chair the CASC.
- **Enterprise Sustainability Team** led by our Vice President, Sustainability and Social Impact, devises our strategic sustainability agenda, facilitates product and operations sustainability initiatives, and coordinates stakeholder engagement and disclosures on environmental, social, and governance topics. This includes administering the Signet Responsible Sourcing Protocol process and compliance elements.

The following charts summarize the self-identified gender and ethnic diversity of our Board nominees at the 2024 Annual Meeting of Shareholders.



- Men 50%
- Women 50%

*None of our Directors identified as non-binary upon inquiry.



- White 83%
- African American 17%



- Does not identify with the LGBTQ+ community 83%
- Identifies with the LGBTQ+ community 17%

Business Ethics and Compliance

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

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

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

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

¹More than 80% of Signet's workforce is located in the US. Other locations receive training based on their eligibility.

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



LOVE FOR ALL PEOPLE

- Signet Jewelers Code of Conduct
- Human Rights Policy



LOVE FOR OUR TEAM

- Conflicts of Interest Policy
- Equal Employment Opportunity Policy



LOVE FOR OUR PLANET AND PRODUCTS

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

Love for All People

- 15 Supplier Diversity
- 16 Privacy and Data Security
- 17 Serving Diverse Customers
- 18 Delivering Social Impact
- 19 Saving Lives With St. Jude Children's Research Hospital®
- 20 Signet Love Inspires Foundation
- 21 National Charitable Partnerships

Supplier Diversity

DIVERSE SUPPLIER HIGHLIGHTS

We partner with 9 classifications of diverse and small business suppliers across our business, from product and creative partners to transportation and other service providers. Through our support of small businesses, we connect jewelry designers from unique backgrounds to our diverse set of customers.

Zales x SOKO showcases designs from SOKO, a Black-owned, women-led jewelry brand built to connect artisans in Kenya with the global marketplace, enabling them to share their handcrafted works of art with the world. A celebration of strength, the collection draws inspiration from powerful women who refuse to be defined by the status quo. The assortment of modern yet classic designs is ideal for everyday displays of self-expression, and includes some of SOKO's best sellers, and designs available exclusively at Zales. The Obiti assortment from SOKO features 24K gold plated brass. Inspired by the Swahili colloquial term for "orbit," Obiti revolves around the ideals of artisanal craftsmanship, sustainability, and responsible fashion.

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

KAY x Our Ring by Jaymes and Jonathan is designed for and by the LGBTQ+ community. Our Ring was originally custom-designed in collaboration between KAY and celebrities Jaymes Vaughan and Jonathan Bennett for their own engagement. Jaymes and Jonathan want to create a new and meaningful tradition for the LGBTQ+ community. The classic band showcases round-cut diamonds that adorn the profile of one side of the ring. When a couple gets engaged, the diamonds face out, so the world can see them. Once they tie the knot, the couple flips their bands to let the diamonds sparkle toward them. This historic piece of jewelry marks one of the first same-sex engagement/wedding band offerings by a major retailer.



Zales x SOKO



Jared x KALLATI



KAY x Our Ring by Jaymes & Jonathan

INDIRECT SUPPLIER DIVERSITY (NON-MERCHANDISE)

Signet is proud of its Supplier Diversity Program. In Fiscal 2024, **Signet spent more than \$54 million with diverse suppliers**, bringing our cumulative spend to \$160.5 million since the program launched in Fiscal 2022. In Fiscal 2024, Signet joined the National LGBT Chamber of Commerce to expand our Supplier Diversity Program.



MORE THAN

\$54M

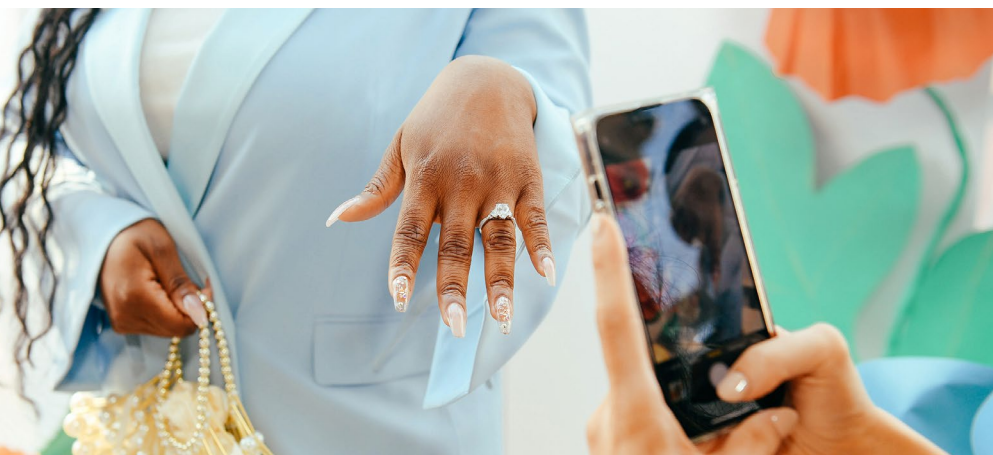
spent with diverse suppliers in Fiscal 2024

Privacy and Data Security

Privacy and data security are monitored at the highest levels of our Company; our Board is actively engaged in oversight of cybersecurity — a responsibility included in the charter of our Governance & Technology Committee, which oversees the Company's cybersecurity and data privacy risks and protocols. Additionally, our Board is kept informed on cybersecurity and privacy via quarterly reporting to the Governance & Technology Committee, and full Board discussions during the year.

We value our customers and team members and the data they entrust to us and treat their information and other financial data with care and respect.

Our Chief Information Officer and our Senior Vice President, Chief Information Security & Privacy Officer, oversee Signet's information risk and compliance, enterprise data security, customer data privacy, enterprise IT risk management, global information security, internal cyber investigations, and cyber crisis response management. Our Senior Vice President, Chief Information Security & Privacy Officer, works closely with segment and banner information security leaders as well as other key stakeholders to ensure we take a holistic approach to caring for customer, team member, and financial data.



Diamond Ring from KAY

Signet's data stewardship focuses on three primary areas:



PERSONALIZATION AND PRIVACY

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



OVERSIGHT AND ENABLEMENT

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



SECURITY

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

Serving Diverse Customers

Signet takes specific actions to provide customers with a sense of pride and belonging, as well as enable them to experience products and services that had previously been less accessible. It is a multifaceted effort that extends to product merchandising, marketing, customer service, and team member training activities.

HIRING AND TRAINING BILINGUAL TALENT

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

BILINGUAL CUSTOMER SERVICE

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

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

62

Number of graduates
of Signet's Spanish-speaking onboarding program for new hires.

NEARLY
600

Number of team members that attended
a Jewelry Services training class in Spanish.

34

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



Gemological Science International (GSI) Diamond Essentials Training

Signet has collaborated with GSI to provide training videos in Spanish. This training empowers jewelry consultants to both learn in Spanish and serve customers in Spanish.

Topics include:

- Diamond Formation and Properties
- Diamond Deposits and Mining
- Cutting and Polishing
- The 4 Cs of Polished Diamonds
- Diamond Treatments
- Simulants
- Laboratory-Grown Diamonds
- Jewelry

Delivering Social Impact

The way we see it, Inspiring Love is always a powerful catalyst to improving people's lives. That's a big reason why Signet and its team members draw on our strengths to show compassion and support the quality of life in communities around the world. We're committed to supporting local initiatives and projects that contribute to meaningful social change and the well-being of under-resourced women and children. Through strategic nonprofit partnerships with leading hospitals, we raise funds to provide children's cancer research that increases survivorship. Our team members also generously volunteer their personal time and talent in our communities, in addition to the granted paid time-off that Signet allots to Support Center team members in North America annually for such activities.

Signet's 5 Facets of Community Impact

CAUSE MARKETING

We keep our philanthropic commitment strong by supporting non-profit organizations that join us in our Purpose of **Inspiring Love** throughout the communities where we live and work. This includes the US, Canada, the UK, and Ireland. Our giving programs throughout our stores provide team members and customers opportunities to engage and create deeper connections.

SIGNET LOVE INSPIRES FOUNDATION

The Signet Love Inspires Foundation was established in 2021 as a 501(c)(3) non-profit organization with the aim of providing grants to non-profit organizations that support social change advocacy and underserved women and children. Additionally, the Foundation provides matching gifts to qualifying non-profit organizations our team members support.



CORPORATE CHARITABLE GIVING

Signet provides scholarships, internships, and job opportunities to deserving HBCU (historically black college and university) students who are interested in pursuing career opportunities in a retail/entrepreneurial-focused field of study. This is one of our steps toward building a diverse pipeline of talent and helping underrepresented communities thrive.

SIGNET TEAM MEMBER RELIEF FUND

The Signet Team Member Relief Fund provides assistance, in the form of grants, to eligible Signet team members who have encountered a financial or other hardship for reasons beyond their control.

IN-KIND DONATIONS PROGRAM

The Signet In-Kind Donations Program recognizes the importance and value of local, charitable non-profit organizations and support their work in the communities where we live and work. An in-kind gift such as a pair of earrings, necklace, bracelet, or watch, is a non-cash donation. Charities may utilize in-kind donations in fundraising activities (e.g., auctions, raffles).

ENDURING COMMITMENT, GLOBAL IMPACT

Saving Lives With St. Jude Children's Research Hospital®

In 2023, Signet marked the 25th anniversary of its partnership with St. Jude Children's Research Hospital to advance medical breakthroughs and find cures for childhood cancer and other life-threatening diseases. Charitable funds raised by Signet's customers and team member donations help make it possible for St. Jude child patients to receive customized care regardless of their race, ethnicity, beliefs, or ability to pay. The partnership represents an important example of how Signet's Purpose of **Inspiring Love** creates positive social impacts: increasing the likelihood that children around the world survive life-threatening diseases, fostering pride among Signet team members, and deepening their relationships with customers in communities across the US.

2023 HIGHLIGHTS

- Amidst an uncertain economic environment, Signet achieved a record-breaking total for funds raised for St. Jude — a staggering \$8.75 million — through annual plush sales, give at the register campaigns, St. Jude Memphis Marathon® weekend participation, and personal donations from our team members. This represents the highest amount Signet has ever raised in one year for St. Jude.
- In December, Signet's Kay Jewelers banner lit up hope for St. Jude's patients and staff by producing the first-ever aerial drone show in the skies above the hospital campus in Memphis. During the event, 500 drones danced in the sky and featured patient artwork, which brought love, light, and holiday cheer. This moment was captured and shared in a co-branded spot featured during NBC's Christmas in Rockefeller Center telecast, which is sponsored by KAY. The activation was both a one-of-a-kind experience for St. Jude patients and a best-in-class example of partnership between Signet and St. Jude.
- Signet made a new, additional \$100 million commitment that will further advance research and treatment at St. Jude. Treatments developed at St. Jude have helped push the overall childhood cancer survival rate from 20% to more than 80% in the US, and our new commitment in the US will help increase this even further and raise survival rates around the world, where they are much lower.

Quick Facts About Our Partnership

The funds provided by Signet Jewelers over the last 25 years have contributed toward:

- **Kay Research and Care Center:** The \$50 million, six-story tower in the heart of the St. Jude campus ushered in a new era of research, education, collaboration, care, and treatment for the children at St. Jude Children's Research Hospital®.
- **St. Jude Children's Research Hospital® — Washington University Pediatric Cancer Genome Project:** Signet raised \$20 million as the lead supporter of the Pediatric Cancer Genome Project, which has helped improve the effectiveness of cancer screening in children worldwide.
- **Kay Kafe:** Signet raised \$16 million to remodel and expand the St. Jude Children's Research Hospital® cafeteria facility. In keeping with founder Danny Thomas' vision, this cafeteria is a place where patients, families, physicians, and scientists gather at mealtime under one roof, as one family.
- **Second Floor In-Patient Care Center:** Signet raised \$5 million to renovate the entire second floor of the hospital, completed in 2005.
- **Patient Registration Area:** Signet contributed \$500,000 to renovate an area that is the first place patients come when they are admitted. The area serves more than 230 patients per day and more than 5,000 per year.
- **Solid Tumor Clinic:** Signet raised \$1.5 million to support the renovation and operation of the Solid Tumor Clinic, or "D" Clinic at the hospital. The clinic serves and treats patients with solid tumors in the brain, kidneys, bones, and the central nervous system.

Picture of statue on St. Jude campus that commemorates the genome project for which Signet funding contributed to breakthroughs in increasing brain cancer screening.



\$8.75 M

Record Level Raised
through our 2023
fundraising campaign

Signet Love Inspires Foundation

In 2021, we launched the Signet Love Inspires Foundation. Building on our decades-long legacy of corporate philanthropy, this corporate-based giving entity integrates our focus on philanthropic efforts in ways that maximize our impact.

Through support for underserved women and children and social change advocacy, the Foundation strives to enable the world to rotate more on an axis of love. The Foundation integrates and focuses Signet’s philanthropic efforts to maximize our impact around the world.

The Foundation, through its approved grants, supports 501(c)(3) non-profit charitable organizations in the US that support underserved women and children and social change advocacy. The Foundation also provides matching gifts for Signet US team members who make personal contributions to qualifying non-profit organizations that meet established criteria and for Signet’s commitment to community impact programs. The Foundation helps provide a better, more equitable life for those in our communities — locally and globally.



MORE THAN
\$989 K
Total 2023 Contributions

- Grants **\$890 K**
- Team member matching gifts **MORE THAN \$94 K**
- Additional giving **\$5 K**

MISSION AND PROGRAM AREAS

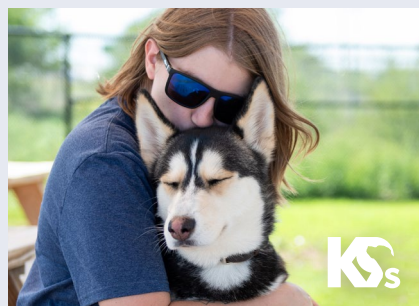
The Signet Love Inspires Foundation provides funding for non-profit organizations that join us in our Purpose to create an equitable and sustainable world, with a focus on underserved women and children and social change advocacy. We continue to look for more ways to champion love, assist the underserved, and care for those most in need.

Signet’s Cause Marketing in Action

At Signet, we don’t just wave a flag for a month in June. We carry a torch year-round in honor and support of our LGBTQ+ friends and loved ones in support of reducing inequality. SignetPRIDE BRG recommended the Human Rights Campaign and It Gets Better as charitable causes our Company should align with to support the LGBTQ+ community.



MORE THAN
\$123 K
raised in support of reducing inequality



Signet Love Inspires Foundation Grant to K9s For Warriors

Signet's Veterans Business Resource Group nominated K9s for Warriors for a grant. Thanks to that financial contribution, 51 female veterans regained control of their lives. This restoration didn't just impact the veterans, but also strengthened relationships with the countless children, grandchildren, spouses, and parents who support them. These family members often make sacrifices of their own, and the impact of a service dog also helps alleviate their burdens. The grant sponsored the pairing of 51 women with service dogs and provided classroom-style training to veterans and the service dogs.

National Charitable Partnerships

We maintain national charitable partnerships in each of the countries in which we have retail stores and support them through annual team member and consumer giving campaigns across our Banners throughout the year.



PARTNER SINCE	1999	2017	2014	2014
WHERE	United States	Canada	United Kingdom	Ireland
WHAT THEY DO	St. Jude Children's Research Hospital® is leading the way the world understands, treats, and defeats childhood cancer and other life-threatening diseases.	Raise funds on behalf of Canada's Children's Hospital Foundations (CCHF) for the highest priority needs of each hospital, including research.	When cancer strikes young lives, Young Lives vs Cancer helps families limit the damage it causes beyond their health.	Barretstown provides residential camps and programs for children and their families affected by cancer and serious illness.
WHOM THEY SERVE	8,600 patients annually	More than 1,800,000 patient visits annually	Children and young people under 25 with cancer and their families	Children and families living with a serious illness
WHAT SIGNET DOES	<ul style="list-style-type: none"> • 25-year partnership • Annual plush campaign at KAY and Jared • Year-long give at the register at US banners • Team member payroll deductions • Give at eCommerce checkout 	<ul style="list-style-type: none"> • Raise funds from give at the register and plush campaigns at Peoples Jewellers and Mappins Jewellers stores • Team member donations • Corporate donations • Give at eCommerce checkout 	<ul style="list-style-type: none"> • Plush toy sales at H.Samuel and Ernest Jones, both online and in stores • 90 Day Challenge from May to July each year 	<ul style="list-style-type: none"> • Staff fundraising activities
CALENDAR YEAR 2023 IMPACT	\$8.75 M raised	C \$560 K raised	£108,335 raised	£1,933 raised
CUMULATIVE IMPACT	More than \$100 M raised	More than C \$2.8 M raised	More than £1.5 M raised	£63,814 raised

Love for Our Team

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- 29 Brilliant University and Leadership Development
- 30 Signet Team Member Onboarding
- 31 A Safe Workforce and Workplace

FISCAL 2024 YEAR-END

People At-A-Glance



27,991

Global team members

\$15

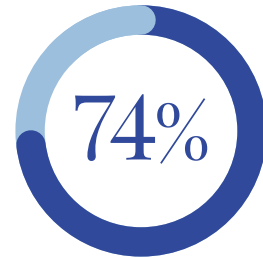
Per hour minimum wage in US operations

Eligible retail and distribution center team members receive commission and bonuses on top of base pay.

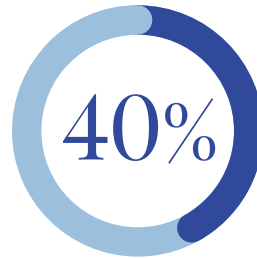
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THE LOUPE
Field and Support
Center Management
Leadership Conferences

WOMEN IN LEADERSHIP*

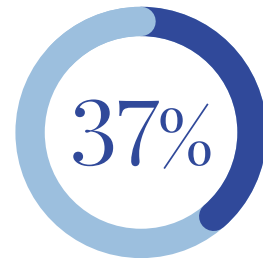


Store Assistant Managers and above

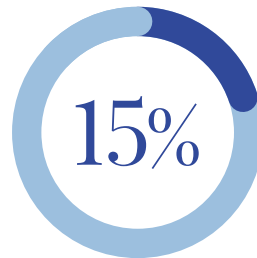


Vice Presidents and above

BLACK, INDIGENOUS, AND PEOPLE OF COLOR (BIPOC) IN LEADERSHIP*



Store Assistant Managers and above



Vice Presidents and above

*North America, based on self-identification

TEAM MEMBER EMPOWERMENT

4,850

Team members belong to a Business Resource Group

8 Active Business Resource Groups

- Asian Pacific Employee Network
- Black Employee Network
- Diamante (Hispanic and Latino)
- Signet Pride (LGBTQ+)
- Transforming Inclusivity Diversity Equality (TIDE)
- Veterans
- Women's
- Young Professionals

40%

Growth in Membership of Business Resource Groups



In response to the Fiscal 2024 Great Place to Work® Trust Index Survey™, our team members responded positively to statements about our Company, including:

78%

AGREED
"I can be myself around here."

88%

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

Team Member Well-Being

Our benefits align with our values and commitment to supporting a thriving and inclusive culture committed to our Purpose of **Inspiring Love**. We support our team members in bringing their best selves to work and to practice self-care or care for dependents at home through a variety of health, financial, and wellness benefits. We offer team members a high-quality, comprehensive benefits package that is designed to help team members and their families be healthy, secure, and balanced.

FLEXIBLE SCHEDULES AND REMOTE WORK OPPORTUNITIES SUPPORT WORK/LIFE BALANCE

Signet offers a hybrid work schedule to Support Center team members near our corporate headquarters in Akron and Dallas. Signet's hybrid model assures Support Center team members in-office time together but retains significant flexibility. Team members are in the office Tuesday, Wednesday, and Thursday each week, with the opportunity to work remotely on the last week of each month (a "Choice" week). Individual departments may modify this schedule based on business needs. Team members are also provided with three "Work From Anywhere" weeks to use at their convenience during the year. Signet also provides fully remote job opportunities to hire the best talent.

- 3** Days a week in-office
- 3** Weeks a month in-office
- 3** Annual Work from Anywhere weeks



A team member experience that Inspires Love

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



Signet team members attending the Loupe Conference 2023

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

BENEFITS

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

- Eligible to earn paid time off
- Opportunity to contribute to a 401(k) Plan; a match is provided after one year
- Virtual Primary Care (i.e. Telemedicine)
- Employee Assistance Programs (EAP)
- Video Library (1,200 videos on health and wellness topics)
- Pet, auto, and home insurance discounts
- National Credit Union membership opportunity
- FinFit Personal Loan and Financial Wellness Program

PART-TIME TEAM MEMBERS

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



Signet team members at the Dallas Support Center lobby

FULL-TIME TEAM MEMBER BENEFITS

Health Benefits

- Medical Coverage
 - ♦ Concierge-level support provided by Anthem
 - ♦ Consumer Directed Health Plans (CDHP)
 - ♦ Full-service PPO Plans
 - ♦ Base & Buy Up Plans for PPO and CDHP
 - ♦ WINFertility a fertility program with concierge service designed to help team members navigate and maximize the fertility benefits
 - ♦ Transgender benefits in line with insurance program best practices
 - ♦ Inclusive Care connects LGBTQIA+ individuals to medical and emotional support and best-in-class healthcare
 - ♦ Hinge Health provides specialized virtual care for back and joint issues
 - ♦ Omada provides individualized support to manage diabetes and hypertension
- Prescription Drug Program
- Dental Coverage
- Vision Coverage
- Flexible Spending Account (FSA) Plans
 - ♦ Health Care FSA
 - ♦ Dependent Care FSA
 - ♦ Limited Purpose FSA
- Health Savings Account (HSA)

Financial Wellness Benefits

- 401(k) Retirement Plan
 - ♦ Roth & Pre-Tax
- MetLife Accident, Hospital Indemnity & Critical Illness Insurance
- Disability Coverage
 - ♦ Company-paid short-term disability
 - ♦ Long-term disability
- Life Insurance
 - ♦ Company-paid Basic Life Insurance Plan and 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

TEAM MEMBER ENGAGEMENT

To enhance our culture and measure our Love for our Team objectives, we regularly engage with our team members. We provide several mechanisms for our team members to provide their feedback, including quarterly check-ins with managers, Voice of the Employee survey, Great Place to Work® Trust Index Survey™, and interactive events including Town Hall @ The Loupe meetings. Our Company Intranet, the SIGnet, provides a continuous flow of Company updates to our team members.

VOICE OF THE EMPLOYEE

In September 2023, we launched the Fiscal 2024 Voice of the Employee Survey, our employee engagement survey, to global corporate and field employees to gather their feedback on our policies, practices, and culture. We saw a significant response rate of more than 14,000¹ team members, demonstrating continuing strength in overall employee engagement. Of the questions asked, 18 out of 19 exceeded retail benchmarks. Survey results show our team appreciates and understands their role and sees how their role makes a real difference in contributing to our Company's Purpose of **Inspiring Love**.

Signet has implemented new programs because of past survey results to inspire innovation, show gratitude through recognition, and foster an inclusive culture in which diverse backgrounds and perspectives are welcomed and valued. In full transparency, the Company shares the survey results with all team members via the SIGnet. The Company acts based on survey feedback — like implementing new programs, updating processes, and enhancing tools — and labels those initiatives with the Insight Inspired logo.



In our recent Voice of the Employee survey, which received more than 14,000 responses, 87% of our team members told us that they clearly see how their role makes a real difference in contributing to our Company's Purpose of **Inspiring Love**.

¹Excludes seasonal, contract workers, and interns.

TEAM MEMBER RECOGNITION

Through our team member engagement initiatives, our people feel connected and empowered to lead with confidence.

- **Celebrate YOU!**, our service anniversary program, is exciting, celebratory, and impactful to mark special team member milestones. It is personalized to the team member and enhances the recognition experience by providing leaders with better insight into their team members' anniversary dates to promote celebration and appreciation, and rewards those at the heart of our business — our people.
- Throughout the year, Support Center team members are recognized personally, on a quarterly basis, by our CEO's distinguished **Most Valuable Player** and **Most Valuable Team** awards. Additionally, hundreds of our field team members seek the annual "Signet's Best" Incentive Trip award each year — an opportunity to travel globally and realize in-person C-suite recognition for their top sales.
- Team members can celebrate their fellow team members via the **Share the Love Recognition Center** hosted on the SIGnet. It is the opportunity to ensure our colleagues are truly seen, acknowledged, and valued. Team members recognize their peers in line with our Signet Leadership Traits.



Community Service Hours

Signet Jewelers supports team member volunteer participation in projects and organizations that contribute to the health and vitality of the communities where our team members and clients live and work, with a focus on underserved women and children.

In addition to regular paid time off grants, Signet provides eligible team members with 8 hours of paid community service hours per year. All regular full-time team members within our US Support Centers are eligible to volunteer at Signet-approved partner charities with pay during the workweek.

In Fiscal 2024, Signet added the Boys and Girls Club of America to its list of community service organizations at the suggestion of the Black Employee Network BRG. Learn more about our BRGs on page 28.

Diversity, Equity & Inclusion

At Signet, our approach to Diversity, Equity & Inclusion starts with our core value of “People First.” We’re committed to creating an innovative and collaborative Company culture and that begins with embracing different perspectives and backgrounds. We value building a diverse workforce that represents the communities we serve and value building belonging through focused initiatives and programs to educate and empower our team members and customers.

BE YOURSELF

We are proud to honor and value all our team members and their identities. Signet has enhanced our self-identification program to select gender and pronoun options that best represent their identities. Our gender-inclusive identification options encourage everyone to bring their whole selves to work.

TRAINING SESSIONS TO BUILD AN INCLUSIVE CULTURE LAUNCHED IN FISCAL 2024

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

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

Recognition

- *Forbes* America’s Best Employers for Diversity 2024
- *Newsweek* America’s Greatest Workplaces for Women 2024
- *Newsweek* America’s Greatest Workplaces for Diversity 2024



Reggie Johnson

Chief Diversity Officer and Sr. Vice President, Field Human Resources

“To foster a continual awareness of diversity, equity & inclusion, we require team members to participate in annual training on topics such as unconscious bias and microaggressions.”



GREAT PLACE TO WORK® TRUST INDEX SURVEY™

In response to the Fiscal 2024 Great Place to Work® Trust Index Survey™, our team members responded positively to statements regarding fair treatment in our Company, including:

91%

AGREED

“People here are treated fairly regardless of their **sexual orientation.**”

88%

AGREED

“People here are treated fairly regardless of their **race.**”

86%

AGREED

“People here are treated fairly regardless of their **gender.**”

In Fiscal 2024, Signet signed the Human Rights Campaign Count Us In LGBTQ+ Ally Business Pledge. Doing so reaffirmed our commitment to equal treatment in our workplaces and beyond.

Business Resource Groups

SIGNET HAS EIGHT BRGS!

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

BRG	MISSION STATEMENT	DRIVING PROGRESS
	To facilitate and empower our Pan-Asian and Pacific Islander communities and allies through structured mentorships, international sponsorship, professional programming, and cultural celebrations.	Encouraged donations to the Signet Team Member Relief Fund following Maui wildfires in August 2023.
	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.	Raised awareness of Black jewelers' contribution to the jewelry industry as part of Black History Month.
	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.	Offered "Spanish Summer Series" to raise cultural awareness and enable improved customer service to the Latino community.
	We envision a renowned culture where policies, visual imagery, words, and behaviors reflect our passion for celebrating all lives and all expressions of love.	Held leadership development event for National Coming Out Day and held virtual Pride parade during Pride Month.
	A collaborative network of Signet team members committed to transform our organization by engaging team members to come together to celebrate both our differences and similarities, while building and developing equitable partnerships.	Being re-launched as Radiance, promoting understanding and acceptance of those across the full spectrum of neurodiversity and abilities.
	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.	Wrote "thank you" cards to vets serving overseas and held donation drive to support community organizations fighting veteran homelessness.
	We are committed to the empowerment of Signet team members through intentional networking, knowledge sharing, and leadership development for any person who is advocating for equitable practices for all people who identify as women and gender non-conforming communities.	Organized career and skills development series featuring female Signet leaders.
	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.	Raised business literacy through "earnings call bingo" events and career development series.

Brilliant University and Leadership Development

In Fiscal 2024, Signet continued to invest in our team members through upgrades to our learning platform, Brilliant University. New curriculum and platform capabilities support training, leadership development, and education. The platform gives team members access to training modules from their very first day of employment. Investments in our people, such as training, allows us to efficiently provide them with new skills and experiences regarding Signet values, leadership traits, and jewelry knowledge.

SIGNET'S LEADERSHIP DEVELOPMENT STRATEGY

In Fiscal 2024, Signet continued our efforts to connect our team members with resources that support their individual development and enable them to create an inclusive environment for all. Signet's leadership development and training strategy has three components: Leadership and Culture, Functional Skills, and Industry and Jewelry Expertise.

ENTERPRISE MENTORING PROGRAM

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



MORE THAN
285

team member mentorship pairs were formed through the Enterprise Mentoring Program in Fiscal 2024 and 2025 year-to-date

Our people and culture represent essential ingredients for realizing long-term success.



Signet team member helps customer create a custom jewelry piece

Signet Team Member Onboarding

WEEK ONE EXPERIENCE

In Fiscal 2024, Signet continued its innovative retail team member training program, Week One Experience, a 40-hour training for all full-time team members across our Kay, Jared, Peoples, and Zales banners. This program immerses new team members in Signet's expectations, culture, and leadership style, as well as foundational knowledge of the jewelry industry. Team members continue to develop expertise in jewelry for the extension of their careers at Signet.

Signet's Seven Leadership Traits

Our learning experience is guided by Signet's seven leadership traits, which are foundational to the success of each leader at Signet, regardless of job title. We believe in "leadership at every level," and Brilliant University provides education and training for team members to learn more about what each trait looks like at different levels in the organization.



1 VISION AND PURPOSE

Craft an inspired vision for a clear path forward



2 CRITICAL THINKING

See the challenges, consider all possibilities



3 CUSTOMER OBSESSION

It starts and ends with our customer, period



4 EMPLOYEE EXPERIENCE

Create a vibrant culture of collaboration and engagement



5 DIVERSITY, EQUITY & INCLUSION

Embrace our differences, celebrate our uniqueness



6 INNOVATIVE ACTION

Iterative ideas drive progress, acting out our ideas drives success



7 PERFORMANCE EXCELLENCE

Motivated, accountable, and professional — the MAP for greatness

A Safe Workforce and Workplace

Signet seeks to educate our team members and improve our processes to maintain safe working conditions free from hazardous practices and conditions. 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. More than 80 percent of Signet’s workforce is in the US, where all Company facilities maintain compliance with Occupational Safety & Health Administration (OSHA) rules. Signet also operates facilities and stores in the UK, Ireland, Israel, Botswana, and Canada that follow local safety requirements and laws.

Signet’s Risk Department maintains Signet’s health and safety policies, which are reviewed on a regular basis and updated as needed to acknowledge new risks that emerge based on dynamic business conditions. In the last two fiscal years, Signet has expanded its number of jewelry artisans at multiple locations and its number of certified piercing professionals who work at Banter by Piercing Pagoda. Jewelry artisans work with specialized craftsman tools and are trained in safety measures and required to wear Personal Protective Equipment (PPE). Although not legally required, Signet voluntarily reports on “sharps” or piercing injuries. Signet’s General Counsel is the executive leader responsible for Signet’s health and safety policies and procedures and Board-level oversight is provided by the Human Capital Management & Compensation Committee.

**MORE THAN
80%
of Signet’s
workforce
is in the US**

Signet discloses workplace safety data and metrics on Signet stores and other US facilities to OSHA as required on a calendar year basis. Supply chain labor standards represent an important component of Signet’s supply chain due diligence. Signet ensures the health and safety practices of our supplier companies and their facilities through Responsible Jewellery Council (RJC) membership. All RJC members are subject to audits of factories and facilities.

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

Jewelry artisans work with specialized craftsman tools and are trained in safety measures and required to wear Personal Protective Equipment (PPE).

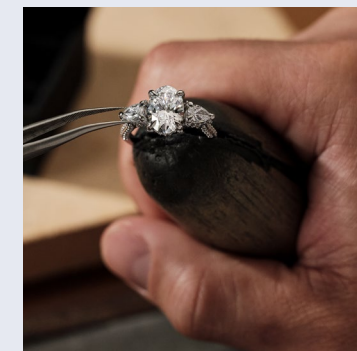
Signet Jewelers provides Workers’ Compensation Insurance for US team members¹ for work-related injuries and illnesses. Signet Jewelers has implemented procedures on how to effectively process work-related claims for all US team members.

SIGNET CALENDAR YEAR 2023 OSHA REPORTING

Includes all US team members

OSHA REPORTING	FY2024	FY2023	FY2022
Number of Work-related fatalities	0	0	0
Rate of high-consequence work-related injuries	0	0	0
Rate of recordable work-related injuries*	1.78%	1.15 %	1.11%

*Uses OSHA standard calculation



Our expert jewelers designing and repairing diamond rings

Love for Our Planet and Products

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Responsible Sourcing



When choosing a piece of jewelry, it's vital to have complete confidence and trust in who you buy it from and how it was sourced. That's why we rigorously apply a four-layered approach — something we call The Signet Promise — that we enforce at each of our store banners. It holds our merchandising and sourcing teams and global suppliers to high ethical standards, which makes it possible to provide high-quality gemstones and precious metals and support the people and communities where we operate. Through The Signet Promise, we also use our scale for good to advance human rights while helping preserve our planet.

Most of Signet's sourced diamonds come in the form of finished jewelry, but there is diversity in supplier business models and diamond types in the Company's supply chain. The Signet Responsible Sourcing Protocol asks suppliers to identify all diamonds supplied to Signet in any of four diamond categories:

- **Category 1** – Stone level tracking
- **Category 2** – Parcel level tracking
- **Category 3** – Mixed sources
- **Category 4** – Other identified and verified sources

BUILDING 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, created in 2012 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 UN 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 diamonds to include 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 KP Certification and ensure that the merchandise sold does not contain diamonds involved in funding conflict. We also remain the only jewelry company to submit an independently audited annual Conflict Minerals Report to the US Securities and Exchange Commission under the provisions of the Dodd-Frank Act. Our latest report showed 99% of gold sourced by Signet is conflict-free.



UPHOLDING ETHICAL STANDARDS FOR EXQUISITE GEMS

Our disciplined sustainable business practices begin at the earliest stages of harnessing the beauty of natural and lab-grown diamonds and colored gemstones. Signet's sourcing of diamonds and colored gemstones, either directly or through suppliers, requires careful consideration for labor rights and working conditions that align to globally accepted OECD guidance, the Universal Declaration of Human Rights and various International Labour Organization conventions, and the ISEAL Code of Good Practice for Setting Social and Environmental Standards.



About The Signet Responsible Sourcing Protocol

HOW WE DEVELOPED IT

We collected input from suppliers, producers, major jewelry trade associations, civil society, auditors, customers, government officials, and banks. In 2013, Signet began implementing the SRSP in response to Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which required publicly traded US companies to track, monitor, and report annually on conflict minerals in supply chains.

HOW WE EVOLVED IT

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. We developed the human rights section to ensure consistency with the human rights provisions of the Responsible Jewellery Council's (RJC) Code of Practices. We developed precious metals requirements to align with the London Bullion Market Association's Responsible Sourcing Standards. In 2019, coverage expanded to colored gemstones, in 2020, to cover lab-grown diamonds, and again in 2022, to cover diamonds and precious metals of Russian origin. As of Fiscal 2024, all 11 Signet banners adhere to the SRSP.

HOW WE AUDIT IT

Signet develops a risk-informed, responsible sourcing assurance program annually. First, it considers suppliers' certification audits against the RJC Code of Practices 2019. Next, it may require suppliers to undertake an independent audit of their SRSP Compliance Report and an audit of their factory operations, including hygiene, health, and safety; waste management; child and young labor; working hours and wages; forced labor; worker representation; and disciplinary practices and discrimination. All Signet suppliers are subject to audit for any reason at any time. Please refer to the SASB Index on page 46 for details on the audit plan and activity in Fiscal 2024.

SIGNET SUPPLIER AUDIT REQUIREMENTS

RJC Membership Status	Audit Requirements
Non-RJC member	YES , third-party audit of SRSP (documentation audit) may be required YES , ethical audits may be required
Non-certified RJC member	YES , third-party audit of SRSP (documentation audit) may be required YES , ethical audits may be required
RJC-certified member for the Code of Practices 2019 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

Goods Covered by the Signet Responsible Sourcing Protocol (SRSP)

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



EMPOWERING LOCAL COMMUNITIES THROUGH RESPONSIBLE BUSINESS

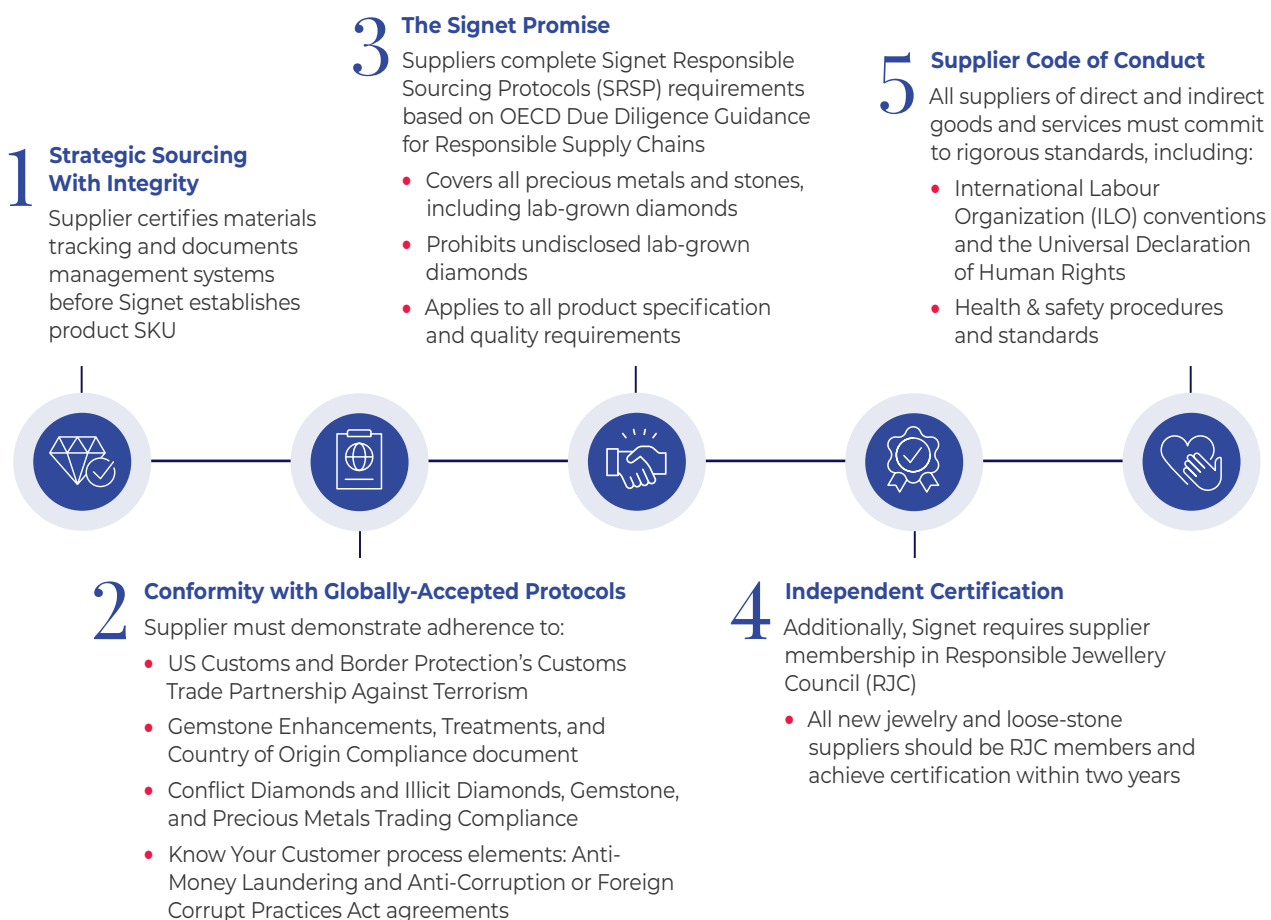
Diamonds from Botswana play a pivotal role at Signet, for US consumers, and the Botswana economy. We provide fair wages and critical job training and development to approximately 200 team members at our Signet Direct Diamond Sourcing diamond-cutting and polishing facility in Gaborone, Botswana, where 69% of floor leaders are women and water efficiency products reduced water usage by approximately 17% compared to pre-pandemic levels.



Supplier Sourcing Integrity and Quality Diligence

MULTIFACETED DUE DILIGENCE

Signet's supplier policy and management incorporates a multifaceted risk-based approach for jewelry merchandise and other goods/services. The approach includes maintaining robust management systems, identifying and responding to risks, supporting independent third-party audits of suppliers' due diligence, and addressing non-conformances.



CONFLICT MINERALS REPORT INDEPENDENT AUDIT FINDINGS

The Fiscal 2024 independent audit of our 2023 Conflict Minerals Report indicated that Signet takes a progressive and pioneering approach to managing supply chain due diligence as a leader in this field. The audit report also observed substantial improvement in the reporting process and governance related to responsible sourcing. The audit commentary included, but wasn't limited to these practices:

- **Sustainability Integration:** Responsible sourcing is a key element of the Company's 2030 Corporate Sustainability Goals with quantitative and qualitative targets.
- **Board Oversight and Governance:** The Board has established multiple committees to oversee sustainability-related issues and responsible sourcing. The VP of Sustainability and Social Impact directly oversees all aspects of Signet's responsible sourcing. This has demonstrated Signet's leadership and commitment to a sustainable supply chain.
- **Management Systems:** The company has established sound risk management systems and achieved continual improvement, especially in monitoring and communication.
- **Enhancements:** The effectiveness of the reporting process and increased accountability from all business units have driven a high overall response rate in Fiscal 2024.

Partnering For Progress

Signet's supply chain transparency reinforces a shared accountability to our stakeholders and the importance of partnerships. Signet purchases rough diamonds from suppliers that meet the requirements of the KP Certification and directly as a De Beers sightholder, which requires Signet's annual compliance with the De Beers Best Practices Principles. Rough diamonds are cut and polished at our Company-owned and operated facility in Botswana or sourced from suppliers that comply with our Signet Responsible Sourcing Protocol (SRSP). Signet purchases most of its finished jewelry from suppliers with RJC membership. This table shows Signet's top 40 finished jewelry suppliers across all banners. All are SRSP compliant, and nearly all are Certified Members of the RJC.

TOP 40 FINISHED JEWELRY SUPPLIERS (in alphabetical order)

Supplier	RJC Status	SRSP Compliant
A & I Inc.	Certified	Yes
Aneri Jewels LLC DBA Sumit Diamo	Certified	Yes
Apogee Handcraft Co., LTD	Member	Yes
Asia Pacific Jewelry LLC	Certified	Yes
ATIT Diamond Corporation	Certified	Yes
C & C Jewelry Mfg. Inc.	Certified	Yes
Clyde Duneier Inc	Certified	Yes
Dana Augustine Inc	Certified	Yes
DDLNYC LLC	Certified	Yes
Fine Jewellery Mfg LTD	Certified	Yes
Frederick Goldman	Certified	Yes
Goldiam USA	Member	Yes
Goldstar Jewellery DBA GJS	Certified	Yes
H. K. Designs Inc.	Certified	Yes
Harout R Group LLC	Member	Yes
Imagine Designs Gem Corp	Member	Yes
Indigo Jewelry Inc Former Amikam	Certified	Yes
J Homan USA LLC	Certified	Yes
Jasani Designs USA Incorporated	Certified	Yes
Jewellex New York LTD	Certified	Yes

Supplier	RJC Status	SRSP Compliant
JTS Inc.	Certified	Yes
Karizia	Certified	Yes
KGK	Certified	Yes
Leo Schachter Diamonds LLC	Certified	Yes
Levian Corp.	Certified	Yes
Miuro Gold Llc	Certified	Yes
Novita	Certified	Yes
PAJ Inc.	Certified	Yes
Quality Gold	Certified	Yes
Renaissance Global LTD	Certified	Yes
Richline Group	Certified	Yes
Rosy Blue Inc.	Certified	Yes
Sandeep Diamond Corp.	Certified	Yes
SDC Designs LLC	Certified	Yes
Shy Creation Inc.	Certified	Yes
SJI	Certified	Yes
Stuller	Certified	Yes
The Jewelry CO	Certified	Yes
VAD LLC DBA A.V. Diamonds	Certified	Yes
VM Jewellery	Certified	Yes



DIVERSIFYING OUR SUPPLY CHAIN TO CREATE OPPORTUNITY

At Signet, we recognize the impact of indirect goods like packaging and materials used in store operations. We contract with and support a diverse range of small business jewelry suppliers in the US, India, and other locations as part of our supply chain strategy. In Fiscal 2024 Signet spent more than \$54 million with nine classifications of diverse and small business suppliers, bringing our cumulative spend to \$160.5 million over the past three years to support the spirit of entrepreneurship and economic empowerment.



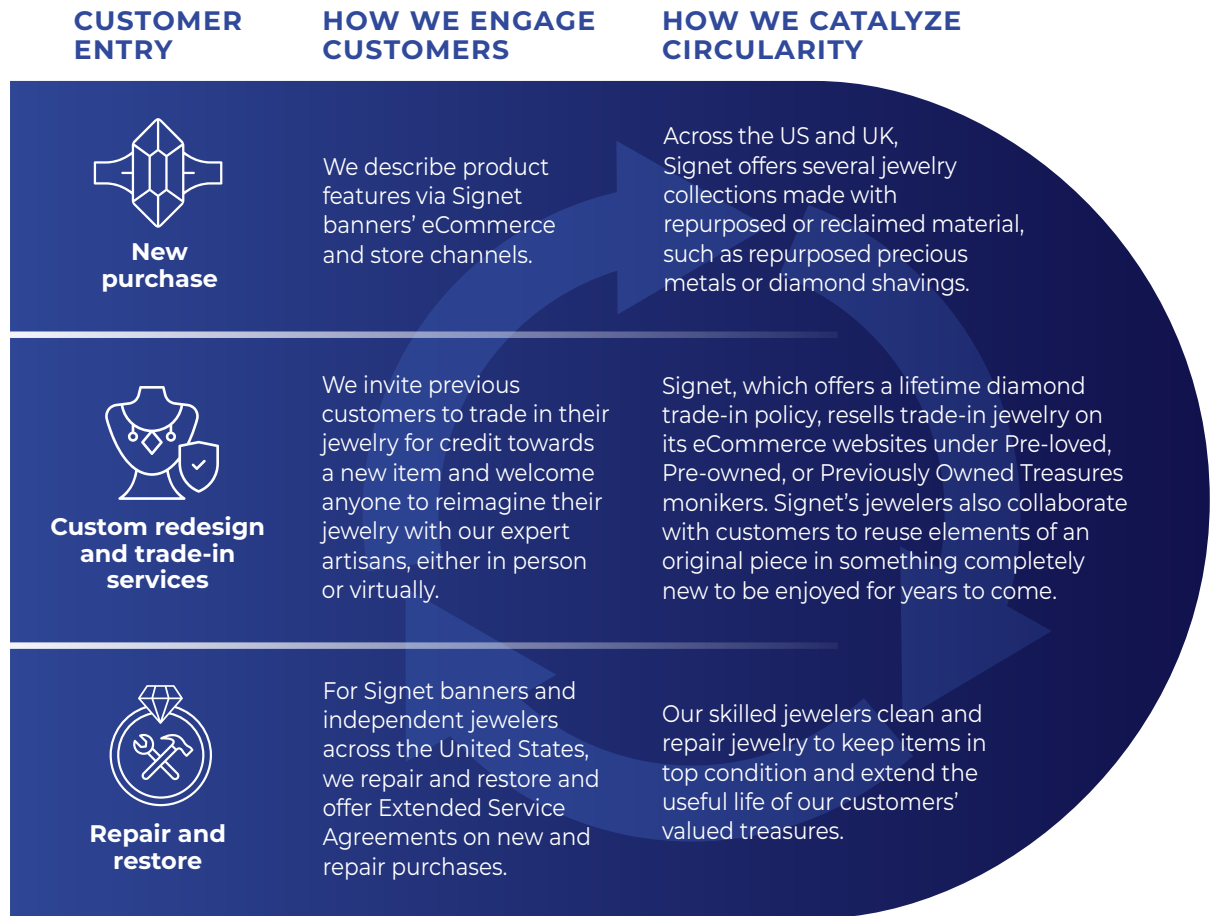
Circularity in Jewelry

The principles of the circular economy — a production and consumption model that includes repairing, refurbishing, and reimagining existing materials and products as long as possible — are firmly built into our business model.

Signet is committed to providing customers with services and opportunities to extend the useful life of the products we sell and service. We educate customers on the multiple entry points for entering the circular economy and loving their jewelry.

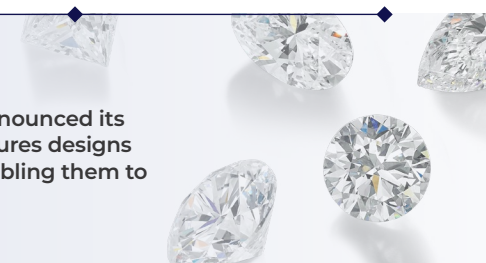
- We make sourcing decisions using repurposed materials, including recycled metals and diamond dust, so we can also offer customers new stylish jewelry that sparkles with resource efficiency.
- Our business model invites jewelry owners to trade it in or to have it reimagined. Many pieces of jewelry that come back to Signet are made into a new form and are resold or recirculated.
- We offer protection plans and jewelry care and repair services to enable customers to keep their jewelry wearable and increase its longevity.

Reclaim, Reuse, Re-Sparkle



CELEBRATING BEAUTY INCLUSIVELY THROUGH DIVERSE JEWELRY DESIGNERS

Our jewelry celebrates a diversity of voices as much as it showcases inclusive and fresh designs. In January 2024, Zales announced its Designer Edit to collaborate with up-and-coming designers redefining the jewelry space. For example, Zales x SOKO, features designs from SOKO, a Black-owned, women-led jewelry brand built to connect artisans in Kenya with the global marketplace, enabling them to share their handcrafted works of art with the world.



Circular Economy by the Numbers

1,400+

Skilled jewelers in North America

NEARLY

4,000

Team members in North America have completed certification from *both* the Diamond Council of America and Gemological Science International

4

Days average repair time

3

Number of times customer opens the repair tracker, on average

JEWELRY PRODUCTS ARE DESIGNED TO BE REPAIRED.

The clasps and hooks are referred to as “fastenings” and are easily purchased and traded out in jewelry. Fastenings replaced in our jewelry repair facilities are reclaimed as byproducts from the jewelry repair business and are sent to a refinery to be smelted.

250+

Number of Signet store banner locations with an onsite custom jeweler to create custom pieces and do repairs.

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

- Seattle, Washington
- Brentwood, Tennessee
- Akron, Ohio
- Markham, Ontario
- Dallas, Texas
- New York, New York

Through numerous programs, customers can cherish precious metals and gemstones forever.

19,463

Troy ounces of gold recovered

18,068

Troy ounces of silver recovered

96,945

Total trade-ins (pieces of jewelry)

3.7 M

Pieces of jewelry designed, customized and repaired

61,094

Carats of diamonds recovered

\$38 M

Dollar value from recovered metal

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

Each banner website includes information on service available to customers to extend the life of their jewelry. [Click here](#) for an example from our KAY website.



INSTILLING TRUST THROUGH CARE AND TECHNOLOGY

Our Signet Promise holds our global suppliers to high ethical standards, building on decades of industry leadership in responsible sourcing practices. Once jewelry is designed and made, we leverage due diligence programs and, when appropriate, the latest technology to inspect products for authenticity.



Services and Strategies to Recirculate Jewelry

Customer jewelry preferences inevitably change, and sometimes, jewelry comes back to us. When it does, we have several programs and strategies to recirculate those items or repurpose their components that will be appreciated again in new hands.

OUR RESALE MARKETPLACE

Signet brands resell jewelry through our online marketplace on most banner websites. Our largest banners, KAY, Zales, and Jared, offer diamond trade-ins, allowing customers to upgrade their pieces originally purchased from a Signet banner. Our resale marketplace items include jewelry that was originally purchased at a Signet banner and traded in for a higher-value jewelry piece. Pre-loved jewelry is sold on our KAY, Zales, Jared, and Rocksbox websites. Most traded-in pieces are resold, but some customer trade-ins and customer returns are sent to our Company's diamond reclamation operation, where materials are recovered and repurposed as inputs for custom pieces.

SMELTING AND RECLAIMING

Signet has long-term relationships with multiple refineries to purchase and sell precious metals. These relationships enable us to recirculate precious metals through the circular economy. We attempt to reuse every component of trade-in jewelry, including diamond dust — particles and shavings that come from jewelry repair. It's another way we demonstrate our commitment to the circular economy — recirculating components of the treasured jewelry. Signet's repair operations use reclaimed metals as inputs for jewelry and send metal byproducts from the repair process back to the refinery to be smelted again and returned to the circular economy.

KAY JEWELERS GOLD EXCHANGE PROGRAM

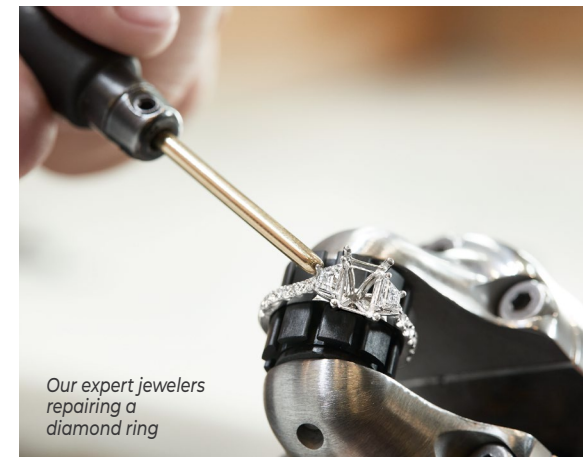
We offer secure and convenient options for exchanging gold and platinum through the Kay Jewelers Gold Exchange — where we pay competitive prices. For the customer's peace of mind, we video record when a customer's jewelry items are being unpacked and processed, then post the video to their online account for viewing. Customers are also incentivized to participate with the option of a Kay gift card that exceeds the value of a cash payment.

ROCKSBOX

During Fiscal 2024 our Rocksbox platform launched the Rocksbox Redefined line using reclaimed materials plated in 14k gold, rented nearly 700,000 items through the Rocksbox platform, introduced 23 new jewelry designs made with reclaimed materials, and partnered with Zales to pilot a new in-store rental model for fine jewelry. In Fiscal 2025 Rocksbox is evolving to allow customers to wear more, waste less, and enhance circularity in jewelry. Its new pieces for sale include pre-owned jewelry as well as styles made from reclaimed materials.



Rocksbox
Redefined
Collection



Our expert jewelers
repairing a
diamond ring



ADVANCING CIRCULARITY TO PRESERVE EARTH'S TREASURED RESOURCES

One way we advance circularity and take actions that keep the life span of a resource rolling forward involves offering unique merchandise that features repurposed materials. In October 2023, KAY Jewelers introduced its Reaura collection, featuring 100% repurposed 14K gold to create on-trend, versatile jewelry. Our extensive network of suppliers and close relationships with refineries help us give precious metals and gems new life.

Environmental Stewardship

PACKAGING DESIGN

Signet's supply chain team actively manages packaging sourcing throughout the business, including Kay, Zales, Peoples, Jared, and Banter in North America. The team manages jewelry packaging, customer shopping bags, and shipping materials, including corrugated boxes for our eCommerce business, and the shipping of products to stock in our retail stores.

Signet collaborates cross-functionally to gather consumer insights that influence the development of new recycled packaging options. Signet sustainability criteria are a core requirement of its strategic sourcing initiatives. Signet collaborates with suppliers to develop recycled packaging that is aligned with customer preferences and raw material requirements. Signet tests new packaging with customers to evaluate the design and integrity of materials.

In Fiscal 2024, Signet partnered with suppliers to introduce new packaging options to increase recycled content significantly at Kay, Zales, Peoples, and Jared. In those banners, we increased recycled content in paper-based packaging from 41% to 79% and increased recycled content in plastic-based packaging from 32% to 85%. At Kay, Zales, and Peoples, we implemented a universal insert for boxed gift sets to eliminate waste. At Banter, we eliminated plastic shopping bags.

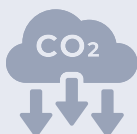
Rocksbox packaging is comprised of a reusable box made of durable, lightweight material, reusable cloth jewelry pouches, and recyclable paper and plastic elements shipped in a recyclable mailer bag.



ENERGY AND CARBON MANAGEMENT

Led by our Climate Action and Sustainability Committee (CASC), we take a holistic business-wide approach to our greenhouse gas (GHG) inventory, reduction strategies, and long-term planning efforts.

Signet's energy and carbon management strategy is guided by the rigorous Center for Sustainable Organizations Context-Based Carbon Metric methodology. This aligns our climate strategy to a science-based target methodology, which involves setting targets consistent with international agreements to limit global average temperature increase to no more than 1.5°C above pre-industrial levels. Our multi-tiered approach to GHG reduction plans, starting with our Scope 1 and Scope 2 emissions, is cataloged in GHG accounting software for data completeness and accuracy. This enables better target-setting, planning, and tracking. For instance, we validate energy usage reductions realized through our LED conversion strategy to make more accurate assumptions about the future. Regular CASC quarterly reviews inform our leadership of our progress and ensure Company-wide alignment of our targets and reduction strategy.



LIGHTENING OUR CARBON FOOTPRINT

Managing energy use associated with our store operations helps us meet challenging decarbonization and financial goals. We measure and monitor Scope 1 and 2 emissions in our global operations, including at our Botswana diamond cutting and polishing factory. We also invest in energy management projects that drive efficiency, promote cost avoidance, and enable reduced carbon emissions.



Data and Reporting Frameworks

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Fiscal 2024 Environmental Data

GREENHOUSE GAS EMISSIONS BY SCOPE

(Tonnes CO₂e)

	FY2024	FY2023	FY2022	FY2021	FY2020
SCOPE 1	6,209	6,700	7,493	4,769	5,450
SCOPE 2	46,775	47,690	46,486	37,937	59,288
SCOPE 3	18,076	19,710	19,317	24,992	29,821
TOTAL	71,060	74,100	73,296	67,698	94,559

TOTAL ENERGY CONSUMPTION (SCOPES 1 AND 2)

(Electricity + Gas) (MWh)

	FY2024	FY2023	FY2022	FY2021	FY2020
TOTAL	157,589	167,197	166,361	122,317	175,447

TOTAL ELECTRICITY CONSUMPTION (SCOPE 2)

(MWh)

	FY2024	FY2023	FY2022	FY2021	FY2020
TOTAL	127,271	133,782	128,901	97,238	147,210

TOTAL WATER CONSUMPTION

(Kiloliters)

	FY2024	FY2023	FY2022	FY2021	FY2020
TOTAL	490,168	526,340	495,434	222,684	313,148

GREENHOUSE GAS EMISSIONS BY SOURCE

(Tonnes CO₂e)

SCOPE 1	FY2024	FY2023	FY2022
Stationary combustion	4,445	4,950	5,810
Vehicles	1,607	1,722	1,563
Refrigerants	157	28	120
SCOPE 2	FY2024	FY2023	FY2022
Purchased electricity			
Location-based	46,775	47,690	46,486
Market-based	49,435	50,394	49,589
SCOPE 3	FY2024	FY2023	FY2022
Fuel/energy-related activities	15,398	16,314	15,990
Waste from operations	2,678	3,396	3,327
TOTAL	71,060	74,100	73,296

Fiscal 2022, 2023, and 2024 Scope 2 emissions in *Greenhouse Gas Emissions by Scope* are location-based. Scope 2 market-based GHG emissions can be found in *Greenhouse Gas Emissions by Source*.

Scope 1, 2, and 3 consumption and emissions for Fiscal 2023 and 2022 have been restated as a result of continuous enhancements to data completeness and accuracy.

Previous Scope 3 emissions included only upstream transportation and business travel. Fiscal 2022, 2023, and 2024 Scope 3 emissions include only fuel- and energy-related activities and waste from operations.

R2Net is included beginning in Fiscal 2022.

The COVID-19 pandemic had a direct impact on Signet's Fiscal 2021 carbon footprint. Temporary store closures, remote working and business travel restrictions contributed to less energy consumption and fuel use, reducing our GHG emissions.

For additional information on Signet's Environmental Data, see page 43.

ABOUT OUR ENVIRONMENTAL DATA

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

Signet engaged a third-party consultant to assist with the data gathering process and GHG emissions calculations through Fiscal 2021. Where data was not available, estimates based on geography, store size, and comparisons for similar facilities were applied. The sources of emission factors included UK Department for Energy Security and Net Zero as well as UK Department for Business, Energy & Industrial Strategy (“DEFRA”) and US EPA eGRID.

FISCAL 2022, 2023, AND 2024

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

Where primary data was unavailable for North American and UK banners — such as actual utilities consumption — estimates have been calculated using existing usage, square footage, or like-for-like comparisons for similar facilities.

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

Due to the changes in methodologies as described above beginning in Fiscal 2022, usage and emissions data between periods may not be fully comparable.

Signet realized GHG reductions across its Scopes 1, 2, and 3 emissions for Fiscal 2024. Signet’s Scope 2 GHG emissions decreased by almost 2%, due to ongoing LED conversions across KAY, Zales, and Jared along with overall reductions in electricity usage per square foot for North America banners.

TOTAL ELECTRICITY CONSUMPTION BY NORTH AMERICA STORES (SCOPE 2)

(MWh)

SCOPE 2	FY2024	FY2023
KAY	37,877	40,583
Zales	21,186	22,124
Jared	32,116	36,156

As Signet pivots to integrating carbon management in its operations during Fiscal 2025, the Company intends to leverage ongoing improvements to store lighting and HVAC systems as catalysts for positive change. Introducing a condition in lease agreements to evaluate renewable energy options for North America stores also highlights Signet’s commitment to reduce greenhouse gas emissions.



Remixed Reimagined collection from Zales

Fiscal 2024 Human Capital Management Data

GLOBAL TEAM MEMBERS

LOCATION	FY2024	FY2023	FY2022
North America	24,639	25,794	27,162
UK	2,737	3,205	3,239
Other International	615	661	455
GLOBAL TOTAL	27,991	29,660	30,856

NORTH AMERICA TEAM MEMBERS

(excludes Blue Nile in Fiscal 2023 and Diamonds Direct in Fiscal 2022)

BY STATUS	FY2024	FY2023	FY2022
Full-time	14,297	14,475	15,395
Part-time	10,342	10,704	11,174
TOTAL	24,639	25,179	26,569

BY GENDER	FY2024	FY2023	FY2022
Women	17,971	18,367	19,613
Men	6,417	6,495	6,601
Chose not to identify	251	317	355

BY RACE/ETHNICITY	FY2024	FY2023	FY2022
Black or African American	3,307	3,344	3,715
American Indian or Alaskan Native	201	199	212
Asian	1,603	1,409	1,348
Hispanic or Latino	3,918	3,833	4,203
Native Hawaiian or Pacific Islander	105	117	114
Two or More Races	890	906	976
Undeclared	2,399	2,618	2,907
White	12,216	12,753	13,094

NORTH AMERICA TEAM MEMBERS (CONT.)

VICE PRESIDENT AND ABOVE (Support Center)	FY2024	FY2023	FY2022
Women	39.9%	41.4%	42.3%
Men	60.1%	58.6%	57.7%
Chose not to identify	0.0%	0.0%	0.0%
Black or African American	7.0%	7.2%	7.0%
American Indian or Alaskan Native	0.0%	0.0%	0.0%
Asian	3.8%	3.3%	2.1%
Hispanic or Latino	2.5%	2.6%	2.8%
Native Hawaiian or Pacific Islander	0.0%	0.0%	0.0%
Two or More Races	1.3%	1.3%	0.7%
Undeclared	5.7%	6.7%	7.7%
White	79.7%	78.9%	79.6%
TOTAL	100.0%	100.0%	100.0%

STORE ASSISTANT MANAGER AND ABOVE	FY2024	FY2023	FY2022
Women	74.3%	74.6%	75.8%
Men	25.4%	25.0%	23.9%
Chose not to identify	0.3%	0.4%	0.3%
Black or African American	12.3%	11.5%	11.4%
American Indian or Alaskan Native	0.8%	0.8%	0.5%
Asian	4.5%	4.2%	4.2%
Hispanic or Latino	16.0%	15.7%	16.0%
Native Hawaiian or Pacific Islander	0.4%	0.5%	0.5%
Two or More Races	3.1%	3.1%	3.0%
Undeclared	9.6%	9.8%	10.2%
White	53.4%	54.4%	54.2%
TOTAL	100.0%	100.0%	100.0%

SASB Index

Below is Signet's response to the **SASB Standards**, an industry-specific reporting framework that allows investors to compare ESG 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 2024
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, 2023, we sourced from 1,672 direct merchandise suppliers based on individual vendor numbers, representing 961 companies. In the jewelry industry there are many companies that have multiple brands that are reflected as individual suppliers based on vendor numbers. We define those 1,672 suppliers as our Tier 1 suppliers. (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 2024
Management of Chemicals in Product	Description of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	Not applicable.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	Signet contracts with a certified third party, Clean Harbors, 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 2024, Signet required completion of the Environmental and Social Report (E&S Report), which is included in the Signet Responsible Sourcing Protocol (SRSP) compliance report process. The Fiscal 2024 report 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 audits have an environmental component. Please refer to data above regarding Signet suppliers that are Certified Members of the RJC. In addition, QIMA ethical audits include an environmental component.

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

TOPIC	ACCOUNTING METRIC/CODE	RESPONSE / COMMENT FISCAL 2024	
<p>Labor Conditions in the Supply Chain</p>	<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor. CG-AA-430b.1</p>	<p>(1) In total, 291 of the 938 Tier 1 suppliers reported above are RJC members, of which 255 are certified and have been audited against the RJC Code of Practices, which includes guidance on human rights. The 255 Tier 1 suppliers audited against the RJC Code of Practices comprise 80% by value of our business.</p> <p>(2) Not available.</p> <p>(3) 53 Signet suppliers were audited by a third party to receive an RJC certification. RJC members are audited every three years. In addition, Signet uses a risk-based approach based on RJC certification status and payables to identify suppliers for third-party audit. In Fiscal 2024, Signet initiated 14 SRSP data verification audits by a third-party auditor. Subsequent to the 29 May filing of the Conflict Minerals Report, 7 SRSP data verification audits were completed. Please refer to CG-AA-430b.2 for details on ethical audits completed.</p> <p>Signet Jewelers and Signet Direct Diamond Sourcing Limited (SDDS) is a wholly owned subsidiary of Signet Jewelers Ltd., are De Beers sightholders and subject to annual compliance with the De Beers Best Practices Principles (BPP). De Beers requires sightholders to be audited annually to validate compliance with the BPP Assurance Program. In addition, Signet is subject to RJC audit every three years. Signet's recertification status is available on the RJC website.</p>	
	<p>Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits. CG-AA-430b.2</p>	<p>In Fiscal 2024 and Fiscal 2025 year to date, Signet utilized a third-party auditor to conduct 22 ethical audits of Signet suppliers, of which 3 were re-audits following non-conformances on an original audit. However, each audit did have smaller corrective action items for suppliers. Each supplier is required to formally respond to the corrective action items until all items are resolved. Please note that 21 of the audits were completed in Fiscal 2024 and one of the audits was completed after the close of Fiscal 2024 but before the publication of this report.</p>	
	<p>Discussion of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain CG-AA-430b.3</p>	<p>There are five areas covered by RJC audits:</p> <ul style="list-style-type: none"> · Responsible supply chains and human rights · Labor rights and working conditions · Health, safety, and environment · Gold, silver, and platinum group metals, diamond and colored gemstones · Responsible mining 	<p>There are five areas covered by QIMA ethical audits:</p> <ul style="list-style-type: none"> · Hygiene, health, and safety · Waste management · Child and young labor · Labor practices, including forced labor, worker representation, disciplinary practices, and discrimination · Working hours and wages
<p>Raw Material Sourcing</p>	<p>(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</p>	<p>For more information on our largest suppliers, please refer to page 36 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.</p> <p>We disclose a high-level summary of Signet's approach to human rights abuse including our ban on Russian gemstones and precious metals on page 34 of this report.</p>	
	<p>(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</p>	<p>Signet requires suppliers of covered materials to become Certified Members of the RJC members. Its third-party certification includes social and environmental standards as spelled out in our response to CG-AA-430b.3 above. Signet suppliers that are not Certified Members of the RJC are subject to additional audits. Please refer to the audit policy as outlined on page 34. Additional details on raw materials sourcing are available in Signet's 2023 Conflict Minerals Report. As of December 31, 2023, 99% of gold sourced by Signet is reported as conflict-free through the SRSP process and 80% of Signet's jewelry by value is from Certified Members of the RJC.</p>	

MULTILINE AND SPECIALTY RETAILERS AND DISTRIBUTORS INDUSTRY, CONSUMER GOODS SECTOR

	ACTIVITY METRIC/CODE	RESPONSE / COMMENT FISCAL 2024
	Number of (1) retail locations and (2) distribution centers CG-MR-000.A	(1) Signet had 2,698 retail locations as of year-end Fiscal 2024. Please see map on page 7. (2) Signet had 22 distribution centers as of year-end Fiscal 2024, which includes all buildings that are not retail locations. The Company had additional distribution and technology centers in New York, Israel, and the United Arab Emirates, as well as a diamond liaison office in India.
	Total area of: (1) retail space and (2) distribution centers Square meters (m ²) CG-MR-000.B	(1) 4,095 total net selling square footage (thousands) (2) 1,470 approximate distribution center square footage (thousands), which includes all buildings that are not retail locations.
TOPIC	ACCOUNTING METRIC	RESPONSE / COMMENT FISCAL 2024
Energy Management In Retail And Distribution	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable CG-MR-130a.1	(1) Please see the total energy consumption (Scopes 1 & 2) on the Fiscal 2024 Environmental Data table on page 42. (2) 81% (3) zero
Data Security	Description of approach to identifying and addressing data security risks CG-MR-230a.1	Please refer to the data stewardship text on page 16.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of customers affected CG-MR-230a.2	Signet experienced no material data breaches in the past year.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region. CG-MR-310a.1	(1) Our full-time, hourly-paid median team member, who is a jewelry consultant, earned \$40,754 for Fiscal 2024 with commissions and incentives. (2) 100% of Signet team members in North America earn \$15 per hour.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees CG-MR-310a.2	Our field team retention topped 80% in Fiscal 2024. This is a positive reflection of Signet's strong, supportive culture. Please refer to page 30 for more details regarding Signet's Week One Experience onboarding program, which supports our retention rates.
Workforce Diversity And Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees CG-MR-330a.1	Please refer to Fiscal 2024 Human Capital Management Data table on page 44.
Product Sourcing, Packaging, And Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards CG-MR-410a.1	Please refer to our response to CG-AA-440a.2 above.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-MR-410a.2	Please refer to our response to CG-AA-250a.2 above.
	Discussion of strategies to reduce the environmental impact of packaging CG-MR-410a.3	Please refer to the packaging design narrative on page 40.

Equal Employment Opportunity

2023 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT

The below data reflects Signet's 2023 EEO-1 filing and was certified on May 30, 2024. Signet is legally required to submit an EEO-1 report to the Equal Employment Opportunity Commission (EEOC) on an annual basis. Data submitted to the EEOC is for the US only and covers a particular payroll period. The data in this report reflects the payroll period from December 10, 2023, through December 23, 2023.

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												OVERALL TOTALS
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Officials And Managers	3	1	76	5	3	0	0	2	50	6	3	0	0	0	149
First/Mid Officials And Managers	267	661	1,001	180	111	3	11	37	2,500	523	183	19	36	143	5,675
Professionals	15	40	226	34	85	0	2	8	356	55	62	4	2	8	897
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	586	1,672	1,150	497	135	9	22	116	4,648	1,546	513	52	98	425	11,469
Administrative Support	164	407	365	117	43	5	4	30	1,354	405	100	12	22	99	3,127
Craft Workers	172	73	410	49	132	2	6	30	363	26	36	5	3	20	1,327
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers And Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1,207	2,854	3,228	882	509	19	45	223	9,271	2,561	897	92	161	695	22,644
Previous Report Totals	1,186	2,860	3,449	943	498	28	53	234	9,899	2,661	880	101	169	718	23,679

Equal Employment Opportunity

2023 EMPLOYER INFORMATION REPORT EEO-1 HEADQUARTERS REPORT; AKRON, OH

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												OVERALL TOTALS
	Male	Female	Male						Female						
			White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Officials And Managers	1	0	54	2	1	0	0	2	27	2	0	0	0	0	89
First/Mid Officials And Managers	7	8	202	13	16	0	0	0	262	11	16	0	1	3	539
Professionals	5	6	158	18	35	0	1	3	211	24	27	1	0	5	494
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	2	16	3	1	1	0	1	0	61	19	11	0	0	1	116
Administrative Support	4	37	113	23	9	1	0	1	348	90	11	1	3	19	660
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	19	67	530	57	62	1	2	6	909	146	65	2	4	28	1,898
Previous Report Totals	19	68	564	61	52	0	2	6	993	175	71	3	5	33	2,052



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