

Movado Group Environmental Policy

Effective: August 26, 2025

Movado Group's founder, Gedalia (Gerry) Grinberg, was a visionary, and he infused his visionary spirit into all that we do. True to our name, meaning "Always in Motion," since our founding in 1961 Movado Group has continually strived to be innovative and enterprising and to value sustainable progress. For Movado Group, that means we will not wait for one miracle moment, one killer innovation, or one single event to act. It means we will continue to challenge ourselves to do more, be better, and move forward. And it means we will find ways to use creativity and resourcefulness to solve problems and make decisions. These same values drive our environmental policy.

Movado Group aims to:

- Consider the environmental consequences of its actions;
- Optimize efficiency and minimize waste;
- Eliminate unnecessary materials;
- Manage substances of concern and very high concern;
- Promote ethical materials sourcing;
- Incorporate recycled and/or sustainably sourced materials into gift boxes and transit packaging;
- Recover and reuse materials when practicable;
- Execute recycling and/or other waste reduction programs;
- Share these standards with our vendors and suppliers and collaborate with them on ways to potentially reduce the environmental impacts of their operations on our behalf;
- Disclose our actions to internal and external stakeholders;
- Seek ways to continuously improve.

This Environment Policy is supplemented by Movado Group's Materials and Animal Welfare Policy.

Movado Group has conveyed its commitment to sustainable corporate growth and will share this Environmental Policy with its global employees and other stakeholders.

This Policy was approved by Movado Group's Board of Directors and Chief Executive Officer on August 26, 2025.