

Movado Group Workforce, Labor Rights, and Health and Safety Policy

Effective: August 26, 2025

Movado Group seeks to empower both its own global workforce and the workers in its value and supply chain and to safeguard their dignity and basic human rights. This policy formally documents our commitment to integrating Workforce, Labor Rights, and Health and Safety measures in the workplace, with priority on the following:

1. Dignity and Respect
2. Employee Wellbeing
3. Training and Development
4. Health and Safety in the Workplace
5. Workplace Security
6. Forced Labor and Human Trafficking
7. Child Labor
8. Work Hours, Wages, and Benefits
9. Freedom of Association and Collective Bargaining
10. Open and Honest Communication

Movado Group pledges to ensure that its owned and managed global operations adhere to the tenets of this Workforce, Labor Rights, and Health and Safety Policy, which is further supplemented by our Employee Handbooks and other employee policies.

Dignity and Respect

Movado Group is committed to providing a work environment in which all employees and others who do business with it are treated with dignity and respect. We strive to create workplaces that bring together people with diverse backgrounds and perspectives and to encourage open, honest, and respectful dialogue and communication.

Movado Group will not differentiate based on race, sex, color, national or social origin or ancestry, ethnicity, religion, age, mental or physical disability, sexual orientation, gender identification or expression, marital status, political opinion, or any other legally protected status. Movado Group will recruit, hire, place, develop, train, compensate, and advance people based on individual qualifications, performance, skills, and experience.

Discrimination, harassment (including physical, sexual and psychological abuse), and retaliation for raising good-faith concerns will not be tolerated in the workplace, whether committed by or directed toward employees, managers, suppliers or customers.

Employee Wellbeing

Movado Group believes that our employees' physical and mental wellbeing is paramount, motivates productivity, and fosters innovation. Movado Group aspires to provide an array of wellbeing programs tailored to our offices and to incorporate wellness principles into our working environments.

Training and Development

Movado Group understands the value of knowledge replenishment and new skills acquisition. Movado Group aims to encourage its employees' growth and to enable them to reach their full potential by offering or making available internal and external training and development programs. Movado Group also aims to prepare the next generation for industry positions through internships, partnerships with colleges and universities, and support for educational organizations.

Health and Safety

The health and safety of our employees is of greatest importance to Movado Group. We comply with all applicable safety and health laws and regulations and have established internal requirements, including restrictions on the use of banned chemicals and hazardous substances. Movado Group believes that avoiding accidents is a matter of thinking and working safely, and we encourage employees to report any unsafe acts or conditions in or associated with their work.

Workplace Security

Movado Group is committed to maintaining workplaces that are free from violence, harassment, intimidation, and other unsafe or disruptive conditions. In addition to restricted access and security monitoring systems, we employ security personnel as needed.

Forced Labor and Human Trafficking

Movado Group prohibits the use of all forms of forced labor, which is considered to include any work or service that is extracted from any person under the threat of penalty for non-performance and for which the worker does not offer them self voluntarily (including, without limitation, prison labor, indentured labor, exploited bonded labor, military labor, modern forms of slavery, and any form of human trafficking). Movado Group will not knowingly purchase products or components thereof from any vendor, manufacturer, subcontractor, or supplier that uses forced labor or permits any of its vendors, manufacturers, subcontractors, or suppliers to do so. Movado Group will not participate in any form of human trafficking.

Child Labor

Movado Group does not hire individuals who are younger than 18 years of age (excluding students interning for Movado Group) and will not purchase products or components manufactured by persons younger than either 15 years of age or the age of completing compulsory education in the country of manufacture where such age is higher than 15.

Work Hours, Wages, and Benefits

Movado Group recognizes that reasonable work hours and wages are essential to meeting employees' basic needs. Movado Group aims to compensate employees competitively relative to the industry and local markets. We also strive to support work life balance and to provide a comprehensive benefits package tailored to the employees' location.

Movado Group will meet at least the minimum wage required by local law regardless of whether they pay by the piece or by the hour and will provide all legally mandated benefits. Movado Group will (i) make payment to employees on a regular and pre-determined basis, (ii) accompany all payments by a wage slip that clearly details wage rates, benefits, and deductions where applicable, (iii) not force employees to buy provisions from an employer-owned business, and (iv) not make deductions from employee's wages without due process.

Movado Group will not require employees to work more than the limits on regular and overtime hours allowed by the law of the country of employment. Except under extraordinary circumstances, Movado Group will ensure its workers have one day off in every seven-day period. Movado Group will inform workers at the time of their hiring if mandatory overtime is a condition of their employment (with appropriate compensation provided). Excessive overtime hours will not be scheduled or compelled.

Freedom of Association and Collective Bargaining

Movado Group recognizes and respects the right of individuals to freely associate in accordance with the laws of the countries in which they work. Movado Group will not tolerate known discrimination against employees who exercise their freedom of association.

Open and Honest Communication

Movado Group strives for continual improvement and seeks to create workplaces where open and honest communications among all employees are valued, respected, and encouraged. Our employees, as well as the employees of our manufacturers, subcontractors, and suppliers, may report actual or suspected violations of this policy or other policies and any other matters of concern may be reported through Movado Group's compliance hotline, by correspondence addressed to our global headquarters (Movado Group, Inc., 650 From

Road, Ste 375, Paramus, New Jersey USA, attention Legal Department), or by informing a local Movado Group contact. These reporting mechanisms are intended to augment existing grievance procedures and our open-door policy for day-to-day issues or personnel concerns. Employees may address routine work matters and interpersonal concerns through supervisory channels or local HR unless the circumstances dictate an alternative grievance channel. Hotline use will follow local laws regarding the scope of reportable topics, who may be the subject of a report, and the use of anonymous reporting.

Movado Group will investigate and respond to concerns raised and will take appropriate corrective action in response to any violation. No reprisals will be made against any person raising a good-faith concern.

Compliance Hotline Reporting Methods

- Online reporting: <https://report.syntrio.com/movadogroup>
- Calling from North America:
 - English-speaking USA and Canada: 888-836-5280
 - Spanish-speaking USA and Canada: 800-216-1288
 - French-speaking Canada: 855-725-0002
 - Spanish-speaking Mexico: 800-681-5340

- Calling from outside North America:

Toll Free Direct Dial

Country/Area	Direct Dial
Mainland China	400 120 1853
Hong Kong	800-906-523
India	000 800 0501 552
Malaysia	1-800-81-9795
Mexico	800-681-5340
Philippines	1-800-1-322-0072
Singapore	8004922583
UAE	800 0320692

Universal International Freephone Number (UIFN): Dial your local exit code, then dial 800 31 26 4001

Country	Local Exit Code
Australia	0011
Colombia	00 followed by 1 or 3 digit carrier code
Israel	00 or 01x

Country	Local Exit Code
Japan	010
Russia	8~xx (dial 8, wait for dial tone, then dial international carrier selection code)
South Korea	00xyy (where xyy is the international carrier selection code)
Taiwan	002, 005, 006, 007, 009
All others	00

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