

Movado Group Environmental Policy

Effective: December 1, 2020

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 take action. 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 recognizes that environmental degradation and climate change is a serious problem. As a business and a leader in the watch industry, we are committed to growing and operating an ethical and sustainable company, and we pledge to meet or exceed all applicable environmental legislation. Movado Group is also committed to taking action to reduce our impact on the environment and climate, and we strive to make that happen across our operations.

Movado Group aims to achieve these objectives by:

- Integrating the consideration of environmental concerns and impacts into our decision making;
- Innovating towards environmentally responsible products and packaging;
- Evaluating our operations to optimize efficiency, reduce energy usage, and minimize waste;
- Reusing materials when practicable and executing recycling programs;
- Encouraging the use of travel options that minimize environmental impact;
- Training, educating, and informing our employees about environmental issues;
- Promoting environmental awareness among our employees and encouraging them to work in an environmentally responsible manner;
- Sharing these standards with our vendors and incorporating them into our vendor contracts and policies;
- Communicating our environmental commitment to other stakeholders and soliciting their involvement in and support of our efforts;
- Collaborating with our suppliers and transportation providers on ways to potentially reduce the environmental impacts of their operations on our behalf; and
- Seeking ways to continuously improve.

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

This Policy was approved by Movado Group's Board of Directors and Chief Executive Officer on November 19, 2020.