

MOVADO GROUP
RELATED PARTY TRANSACTIONS POLICY

1. **Introduction.** Under the Code of Business Conduct and Ethics, employees, officers and directors of Movado Group (the “**Company**”) must report any activity that would cause or appear to cause a conflict of interest on their part. The Board of Directors (the “**Board**”) of the Company recognizes that certain transactions present a heightened risk of conflicts of interest or the perception thereof. Therefore, the Board has adopted this Related Party Transactions Policy (the “**Policy**”) to ensure that all Related Party Transactions (as defined below) shall be subject to review and approval in accordance with the procedures set forth below.

2. **Definitions.** For purposes of this Policy, the following terms shall have the following meanings:

“**Immediate Family Member**” means any child, stepchild, parent, stepparent, spouse, sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law of a person, and any person (other than a tenant or an employee) sharing the household of such person.

“**Related Party**” means any person who is or was (since the beginning of the last fiscal year for which the Company has filed an Annual Report on Form 10-K and proxy statement, even if such person does not presently serve in that role) an executive officer, director or nominee for director of the Company, any shareholder owning more than 5% of any class of the company’s voting securities, or an Immediate Family Member of any such person.

“**Related Party Transaction**” means any transaction, arrangement or relationship, or any series of similar transactions, arrangements or relationships, in which (i) the Company or any of its subsidiaries is or will be a participant and the amount involved exceeds \$120,000 and (ii) any Related Party has or will have a direct or indirect material interest. This also includes any material amendment or modification to an existing Related Party Transaction.

3. **Procedures.** It is the responsibility of the Audit Committee of the Board (the “**Audit Committee**”) to administer this Policy.

Prior to entering into any potential Related Party Transaction, the Related Party (or if the Related Party is an Immediate Family Member of an executive officer or director of the Company, such executive officer or director) shall notify the Company’s General Counsel in writing of the facts and circumstances of the proposed transaction. In determining whether a transaction is a potential Related Party Transaction, any interest that the Related Party has in the transaction shall be deemed to be material unless it is clearly de minimis.

The General Counsel will undertake an evaluation of whether the proposed transaction would constitute a Related Party Transaction that requires approval of the Audit Committee in accordance with this policy. In conducting this evaluation, the General Counsel may consult with other members of management and/or outside counsel as necessary or appropriate. If the

evaluation determines that the proposed transaction would constitute a Related Party Transaction, the General Counsel will report the Related Party Transaction, together with a summary of the material facts, to the Audit Committee for consideration at its next meeting.

The Audit Committee shall review all of the relevant facts and circumstances and either approve or disapprove of the entry into the Related Party Transaction, subject to the exceptions described below. In determining whether to approve a Related Party Transaction, the Audit Committee shall take into account, among other factors it deems appropriate, (i) whether the transaction is being undertaken in the ordinary course of business of the Company, (ii) whether the transaction is being initiated by the Company, a subsidiary or the Related Party, (iii) whether the transaction is on terms no less favorable to the Company than terms that could have been reached with an unrelated third party, (iv) the purpose of, and the potential benefits to the Company of, the transaction, (v) the approximate dollar value of the amount involved, particularly as it relates to the Related Party, (vi) the Related Party's interest in the transaction and (vii) any other information regarding the Related Party Transaction or the Related Party that would be material to investors in light of the circumstances of the particular transaction.

The Audit Committee shall review all relevant information available to it about the Related Party Transaction and either approve or disapprove entry into the Related Party Transaction. The Audit Committee may approve the Related Party Transaction only if the Audit Committee determines that the transaction is not inconsistent with the interests of the Company and its shareholders. The Audit Committee, in its sole discretion, may impose such conditions as it deems appropriate on the Company or the Related Party in connection with the approval of the Related Party Transaction.

If a Related Party Transaction involves a Related Party who is a director or an Immediate Family Member of a director, such director may not participate in any discussion or vote regarding approval or ratification of approval of such transaction. However, such director shall provide all material information concerning the Related Party Transaction to the Audit Committee. Such director may be counted in determining the presence of a quorum at a meeting of the Audit Committee that considers such transaction.

If the General Counsel determines it is impractical or undesirable to wait until an Audit Committee meeting to consummate a Related Party Transaction, the chair of the Audit Committee may review and approve the Related Party Transaction in accordance with the procedures set forth herein. Any such approval (and the rationale for such approval) must be reported to the Audit Committee at its next meeting.

If the Company becomes aware of a Related Party Transaction that has not been approved under this Policy, the Related Party Transaction shall be reviewed in accordance with the procedures set forth herein and, if the Audit Committee determines it to be appropriate, ratified at the Audit Committee's next meeting. In any case where the Audit Committee determines not to ratify a Related Party Transaction that has been commenced without approval, the Audit Committee may direct additional actions including, but not limited to, immediate discontinuation or rescission of the transaction, or modification of the transaction to make it acceptable for ratification. In addition, the Audit Committee shall examine the facts and

circumstances regarding the failure to report a Related Party Transaction for approval under this Policy and shall take any action it deems appropriate as a result.

4. Ongoing Transactions. If a Related Party Transaction will be ongoing, the Audit Committee may establish guidelines for the Company's management to follow in its ongoing dealings with the Related Party. Thereafter, the Audit Committee, on at least an annual basis, shall review and assess ongoing relationships with the Related Party to ensure that they are in compliance with the Audit Committee's guidelines and that the Related Party Transaction remains appropriate.

5. Standing Pre-Approval for Certain Transactions. The Audit Committee has reviewed the types of Related Party Transactions described below and determined that each of the following types of transactions shall be deemed to be pre-approved or ratified, as applicable, by the Audit Committee, unless specifically determined otherwise by the Audit Committee. In connection with each regularly scheduled meeting of the Audit Committee, a summary of each new Related Party Transaction deemed pre-approved pursuant to this paragraph shall be provided to the Audit Committee for its review.

5.1 Employment of executive officers. Any employment by the Company of an executive officer of the Company if:

(a) the related compensation is reported in the Company's proxy statement under Item 402 of Regulation S-K (generally applicable to "named executive officers"); or

(b) the executive officer is not an Immediate Family Member of another executive officer or director of the Company, the related compensation would be reported in the Company's proxy statement under Item 402 of Regulation S-K if the executive officer was a "named executive officer," and the Company's Compensation Committee approved (or recommended that the Board approve) such compensation.

5.2 Director compensation. Any compensation paid to a member of the Board if the compensation is reported in the Company's proxy statement under Item 402 of Regulation S-K.

5.3 Certain transactions with other companies. Any transaction with another company at which a Related Party's only relationship is as (i) an employee (other than an executive officer) or director, (ii) a beneficial owner of less than 10%, together with his or her Immediate Family Members, of that company's outstanding equity, or (iii) in the case of partnerships, a limited partner, if the limited partner, together with his or her Immediate Family Members, has an interest of less than 10% and the limited partner does not hold another position in the partnership.

5.4 Certain charitable contributions. Any charitable contribution, grant or endowment by the Company to a charitable organization, foundation or university at which a Related Party serves as an executive officer, a member of the board of directors/trustees or an employee; provided that if the Related Party serves as an executive officer or member of the board of directors/trustees, then such pre-approval shall be deemed granted only if the

aggregate amount involved does not exceed the greater of \$1,000,000 or two percent of the charitable organization's total revenues.

5.5 Transactions where all shareholders receive proportional benefits. Any transaction where the Related Party's interest arises solely from the ownership of a class of equity securities of the Company and all holders of that class of equity securities received the same benefit on a pro rata basis.

5.6 Certain banking-related services. Any transaction with a Related Party involving services as a bank depository of funds, transfer agent, registrar, trustee under a trust indenture, or similar services.

5.7 Indemnification. Indemnification and advancement of expenses made pursuant to the Company's Certificate of Incorporation or Bylaws or pursuant to any agreement.

6. Existing Policies and Procedures.

6.1 Related Party Transactions must also comply with the Company's existing policies and procedures, including the Code of Business Conduct and Ethics.

Adopted May 25, 2021
Revised November 17, 2021