

OVERVIEW

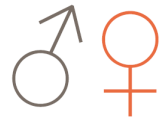
Following on from last year, where we presented our first Gender Pay Gap data in line with the new legislation under the Equality Act 2010, we have now calculated our 2018 results which is illustrated below:

PAY & BONUS GAP

| | MEAN | MEDIAN |
|-----------|-------|--------|
| Pay Gap | 11.2% | 0.8% |
| Bonus Gap | 30.6% | -13.8% |

TEAM DEMOGRAPHIC

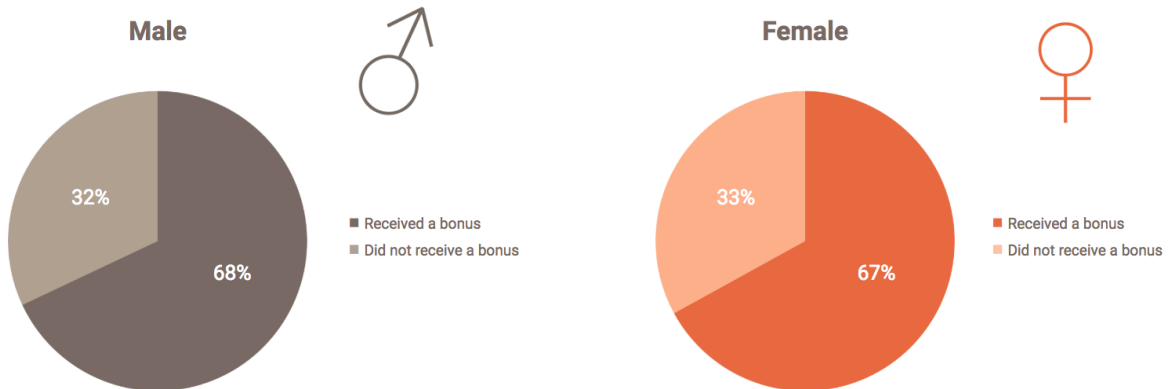
698 employees



SUMMARY

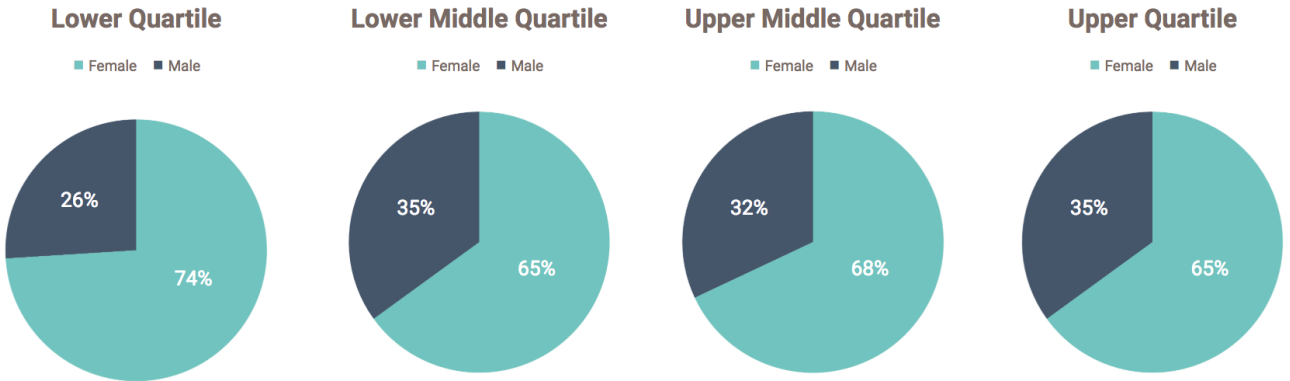
The above shows our overall mean and median Gender Pay Gap based on hourly rates of pay at the snapshot date 5th April 2018. Our gender pay gap mean of 11.2% is considerably lower than the UK average of 18.4%.

PROPORTION OF COLLEAGUES AWARDED A BONUS



Fossil UK had a difference of 1% between the number of men and women who received a bonus.

PAY QUARTILES



UNDERSTANDING OUR DATA

At Fossil, we are confident that men and women are paid equally for doing the equivalent job across our business. Our data shows the gender distribution at Fossil UK across four equally sized quartiles, each containing just over 170 employees.

Fossil UK has a much higher percentage of female employees across all four pay quartiles and our gender demographic is consistent across each one.

Our bonus is offered to selected employees at differing levels within the business and is performance related. Employees of the same level have the same bonus opportunities. Bonus is paid monthly, quarterly and annually based on targets set out in each bonus scheme.

OUR ACTIONS

Although we believe that our Gender Pay Gap shows that we pay equally, we have taken additional steps throughout this year to support our female colleagues, specifically with the introduction of agile working and an enhanced maternity package.

As a business, we have invested in the Cherie Blair Foundation Mentoring for Women and Lean In Circles, which both enhance support for women in the workplace.

I can confirm that the data reported is accurate.

Richard Collins

Managing Director – Fossil UK