

OVERVIEW

In April 2022, we presented our 2021 Gender Pay Gap data, in line with the legislation under the Equality Act 2010. We have now calculated our 2022 results which are illustrated below:

PAY & BONUS GAP

	MEAN	MEDIAN
Pay Gap	13.9%	9.9%
Bonus Gap	23.7%	32.4%

TEAM DEMOGRAPHIC

234 employees

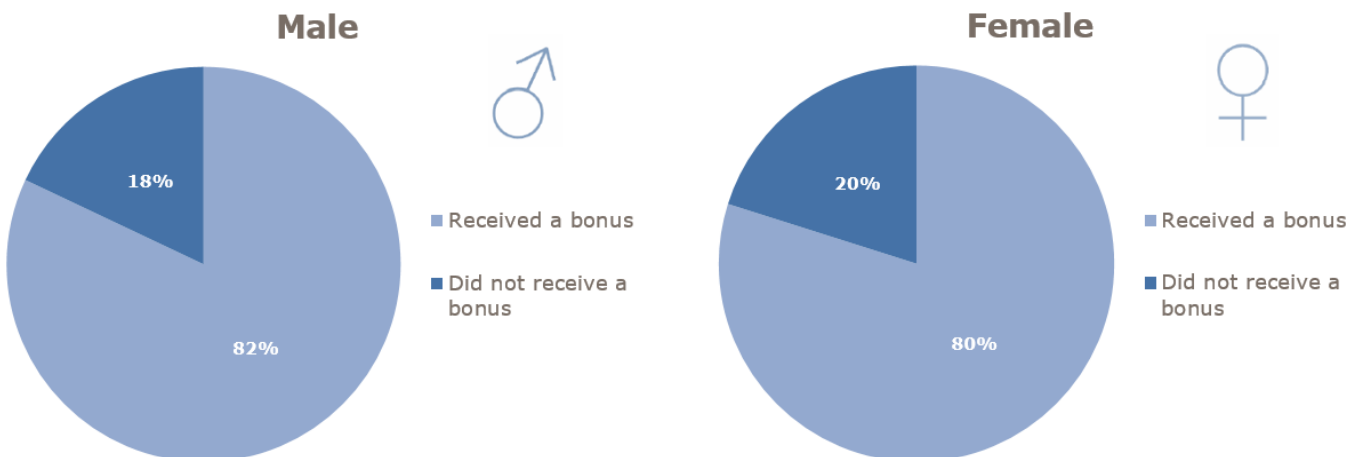


SUMMARY

The above shows our overall mean and median Gender Pay Gap based on hourly rates of pay at the snapshot date, 5th April 2022. Our gap of 13.9% is 4.9% lower than in 2021 and as we were no longer claiming through the Government furlough scheme in April 2022, we were able to include all of our workforce to provide better insight for our pay gap analysis.

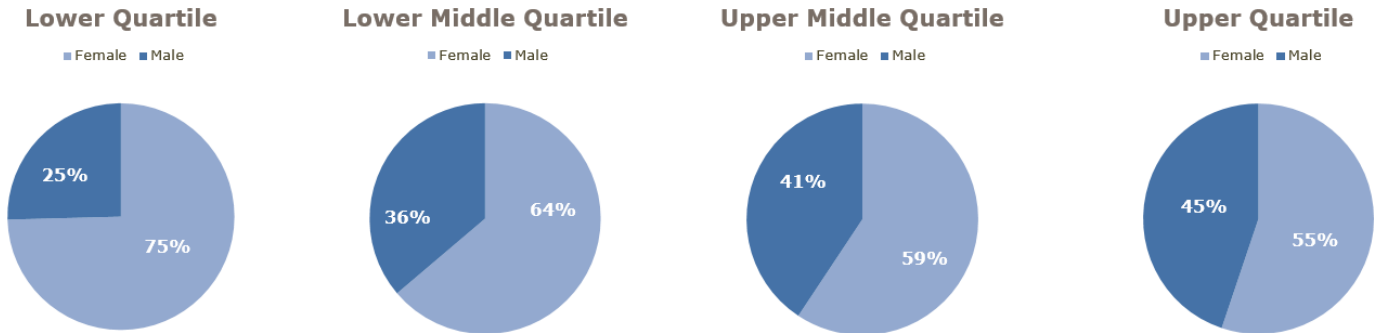
Our mean bonus gap has increased from 8.7% in 2021 to 23.7% in 2022 which is expected due to our predominantly female workforce that have now been captured in this years' calculation, in comparison to 2021.

PROPORTION OF COLLEAGUES AWARDED A BONUS



Overall, the proportion of employees who received bonuses for the period, increased by 20% compared to 2021. This year, we saw a difference of 2% between the number of males and females who received a bonus. These are the highest percentages we have seen for our UK business, since the reporting of GPG came into effect.

PAY QUANTILES



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 pay quartiles, each containing just over 58 employees.

Fossil UK has a higher percentage of female employees across all four pay quartiles and our gender demographic is almost identical to 2021 for the upper quartile.

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

We successfully launched our 'Women in Leadership' program in 2022 which has shown a further investment in our female colleagues and will continue to increase our female leadership representation within the business. The program equips women with the skills and resources needed to tackle the unique obstacles they may potentially face as women in leadership. When analysing the internal promotions that have occurred, 56% of these have been female.

We continue to promote equity within the business with various training and educational activities along with specific courses for leaders. It's important to us that everyone is given equal opportunity to thrive and that conscious or unconscious biases are challenged when hiring decisions are made and promotions are given. This helps to ensure a fair and consistent approach is being followed across our company.

This year, we have also expanded the scope of one of our global bonus schemes, this means that all of our employees who are not already in a current bonus scheme have been enrolled into our Global Excellence Bonus scheme. A result of this has been that all of our female employees now have the opportunity to achieve a bonus.

I can confirm that the data reported is accurate.

Sarah Dunn
Head of HR - Fossil UK