

CDP SCORE REPORT - CLIMATE CHANGE 2019

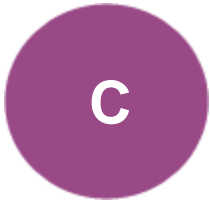


Fossil, Inc.

Region	North America
Country	United States of America
Questionnaire	General
Activity Group	Leisure & home manufacturing

The CDP Score Report allows companies to understand their score and indicate which categories require attention in order to reach higher levels. This enables companies to progress towards environmental stewardship through benchmarking and comparison with peers, in order to continuously improve their climate governance. Investors will additionally receive a copy of the CDP Score Report upon request. For further feedback please contact your account manager of your key CDP contact.

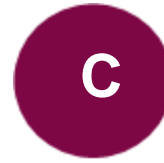
Your CDP score



Average performance



Leisure & home manufacturing

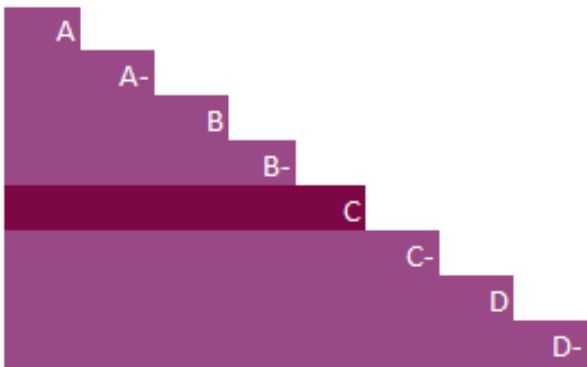


North America



Global Average

UNDERSTANDING YOUR SCORE REPORT



Fossil, Inc. received a C which is in the Awareness band. This is same as the North America regional average of C, and same as the Leisure & home manufacturing sector average of C.

Leadership (A/A-): Implementing current best practices

Management (B/B-): Taking coordinated action on climate issues

Awareness (C/C-): Knowledge of impacts on, and of, climate issues

Disclosure (D/D-): Transparent about climate issues

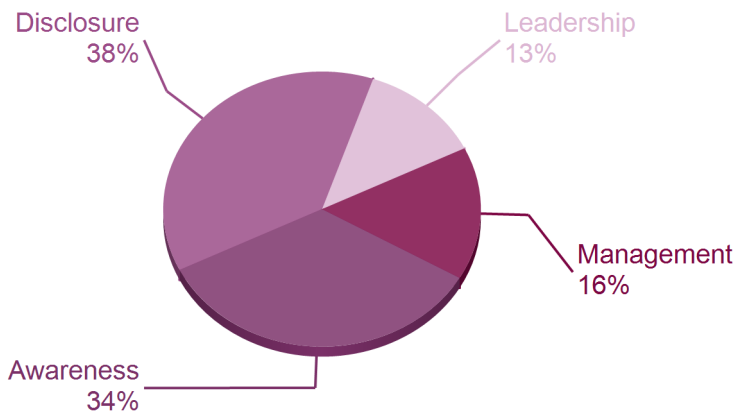
ACTIVITY GROUP PERFORMANCE

Leisure & home manufacturing

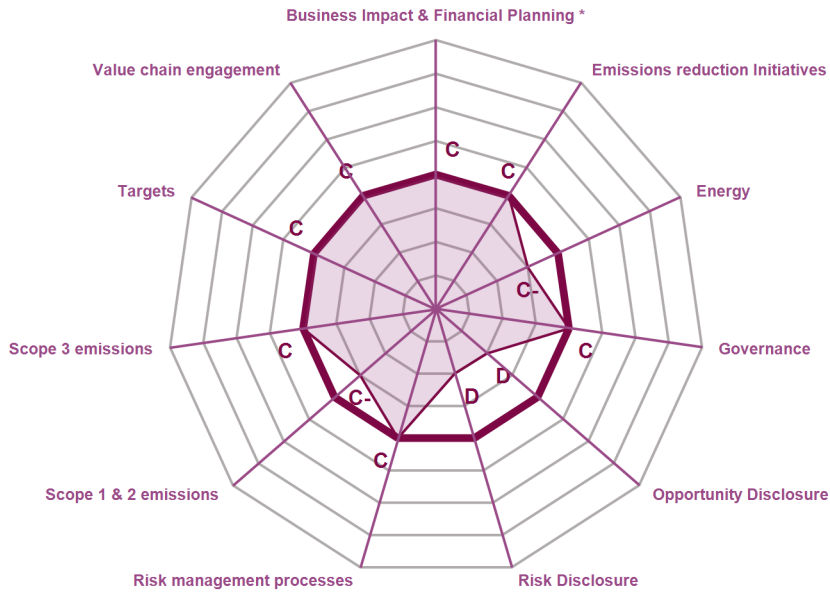
Your company is amongst 34% of companies that reached Awareness level in your Activity Group

A sample of A-list companies from your Activity Group:

Lego Group

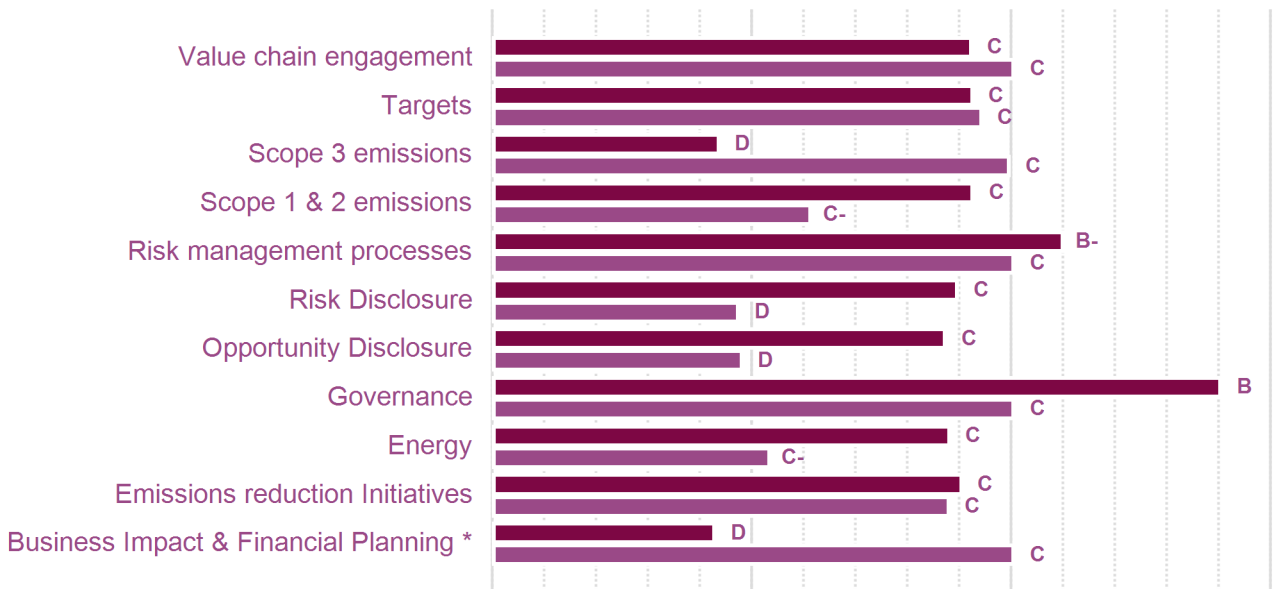
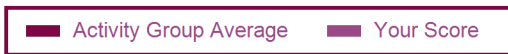


CATEGORY SCORES



If a company scored C or below, they will not have been scored for management or leadership points (the dark purple line represents this). Please download the [‘CDP Scoring Introduction’](#) for more information.

CATEGORY SCORES BENCHMARKING



Scenario analysis No, but we anticipate doing so in the next two years

Each category score in the bar chart represents the progression within each scoring level. The Introduction and Verification categories have not been included for category score breakdown as they are not scored at Management and Leadership levels. Scoring categories are groupings of questions and are subgroups of the 2019 questionnaire. Weightings are applied to scoring to reflect the relative importance of each category to progress climate stewardship. The weighting applied to each category varies across sectors to highlight the areas most important to environmental stewardship in specific sectors. To find out more about category weightings for each sector, please download the [‘CDP Scoring Categories and Weighting’](#) documents.

*Please note, if your company has not been presented with questions C2.5 and C2.6 then the category score for Business Impact and Financial Planning will be displayed as zero. Please check your submitted response for further information.