Fossil Group, Inc.

2024 CDP Corporate Questionnaire

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Fossil Group, Inc. is a design, innovation, and distribution company specializing in consumer fashion accessories. Our products include traditional watches, jewelry, handbags, small leather goods, belts, and sunglasses. We design, develop, market, and distribute products under our owned brands FOSSIL, SKAGEN, MICHELE, RELIC, and ZODIAC, and licensed brands ARMANI EXCHANGE, DIESEL, DKNY, EMPORIO ARMANI, KATE SPADE NEW YORK, MICHAEL KORS, and TORY BURCH. Based on our range of accessory products, brands, distribution channels, and price points, we are able to target style-conscious consumers across a wide age spectrum on a global basis. To account for our carbon emissions, we have included emissions from direct & indirect sources (within our operational boundary) in our retail stores, offices, warehouses, and factories, as well as other indirect from the production of material, upstream and downstream transport, waste generated, employee and business transport in Scope 3.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 2 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 2 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 2 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

1412384000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

FOSL

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

08-124-6405

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Germany
☑ Malaysia
☑ Canada
☑ France
☑ Mexico
☑ Austria
☑ Belgium
☑ Netherlands
☑ Switzerland

☑ Viet Nam
☑ Australia
☑ Singapore
☑ United Arab Emirates
☑ United States of America
☑ China, Macao Special Administrative Region
☑ United Kingdom of Great Britain and Northern Ireland
☑ South Africa
☑ Republic of Korea
☑ Hong Kong SAR, China

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
	Select from: ☑ Yes, for all facilities	*NA*

[Fixed row]

(1.8.1) Please provide all available geolocation data for your facilities.

Row 1

(1.8.1.1) Identifier

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151.120517

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Row 8

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151.206708

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Row 117

(1.8.1.1) Identifier

117

(1.8.1.2) Latitude

53.06243

(1.8.1.3) Longitude

8.764762

Row 118

(1.8.1.1) Identifier

118

(1.8.1.2) Latitude

54.072943

(1.8.1.3) Longitude

9.984016

Row 119

(1.8.1.1) Identifier

119

(1.8.1.2) Latitude

54.072943

(1.8.1.3) Longitude

9.984016

Row 120

(1.8.1.1) Identifier

120

(1.8.1.2) Latitude

52.205778

(1.8.1.3) Longitude

7.187562

Row 121

(1.8.1.1) Identifier

121

(1.8.1.2) Latitude

52.205778

(1.8.1.3) Longitude

7.187562

Row 122

(1.8.1.1) Identifier

122

(1.8.1.2) Latitude

50.435839

(1.8.1.3) Longitude

7.825795

Row 123

(1.8.1.1) Identifier

123

(1.8.1.2) Latitude

51.555995

(1.8.1.3) Longitude

12.208787

Row 124

(1.8.1.1) Identifier

124

(1.8.1.2) Latitude

51.555995

(1.8.1.3) Longitude

12.208787

Row 125

(1.8.1.1) Identifier
125
(1.8.1.2) Latitude
48.5399
(1.8.1.3) Longitude
9.286406
Row 126
(1.8.1.1) Identifier
126
(1.8.1.2) Latitude
52.05496
(1.8.1.3) Longitude
-0.832264
Row 127
(1.8.1.1) Identifier
127
(1.8.1.2) Latitude
51.458664
(1.8.1.3) Longitude
-2.584963
Row 128
(1.8.1.1) Identifier
128
(1.8.1.2) Latitude
55.818858
(1.8.1.3) Longitude
-4.343538
Row 129
(1.8.1.1) Identifier
129
(1.8.1.2) Latitude
50.821528
(1.8.1.3) Longitude
-0.144589
Row 130
(1.8.1.1) Identifier
130
(1.8.1.2) Latitude
51.478922
(1.8.1.3) Longitude
-3.175006
Row 131
(1.8.1.1) Identifier
131
(1.8.1.2) Latitude
53.779755
(1.8.1.3) Longitude
-7.305531
Row 132
(1.8.1.1) Identifier
132
(1.8.1.2) Latitude

53.779755

(1.8.1.3) Longitude

-7.305531

Row 133

(1.8.1.1) Identifier

133

(1.8.1.2) Latitude

52.92802

(1.8.1.3) Longitude

-1.47461

Row 134

(1.8.1.1) Identifier

134

(1.8.1.2) Latitude

53.2723

(1.8.1.3) Longitude

-1.26626

Row 135

(1.8.1.1) Identifier

135

(1.8.1.2) Latitude

51.504286

(1.8.1.3) Longitude

-3.576945

Row 136

(1.8.1.1) Identifier

136

(1.8.1.2) Latitude

51.145101

(1.8.1.3) Longitude

0.873963

Row 137

(1.8.1.1) Identifier

137

(1.8.1.2) Latitude

19.099603

(1.8.1.3) Longitude

72.91663

Row 138

(1.8.1.1) Identifier

138

(1.8.1.2) Latitude

28.52229

(1.8.1.3) Longitude

77.210402

Row 139

(1.8.1.1) Identifier

139

(1.8.1.2) Latitude

12.970464

(1.8.1.3) Longitude

77.646987

Row 140

(1.8.1.1) Identifier

140

(1.8.1.2) Latitude

18.994039

(1.8.1.3) Longitude

72.824408

Row 141

(1.8.1.1) Identifier

141

(1.8.1.2) Latitude

13.011023

(1.8.1.3) Longitude

77.554715

Row 142

(1.8.1.1) Identifier

142

(1.8.1.2) Latitude

19.208814

(1.8.1.3) Longitude

72.971339

Row 143

(1.8.1.1) Identifier

143

(1.8.1.2) Latitude

17.434793

(1.8.1.3) Longitude

78.386769

Row 144

(1.8.1.1) Identifier

144

(1.8.1.2) Latitude

12.995787

(1.8.1.3) Longitude

77.696401

Row 145

(1.8.1.1) Identifier

145

(1.8.1.2) Latitude

19.190565

(1.8.1.3) Longitude

72.837857

Row 146

(1.8.1.1) Identifier

146

(1.8.1.2) Latitude

28.641736

(1.8.1.3) Longitude

77.106656

Row 147

(1.8.1.1) Identifier

147

(1.8.1.2) Latitude

23.05785

(1.8.1.3) Longitude

72.52102

Row 148

(1.8.1.1) Identifier

148

(1.8.1.2) Latitude

19.021593

(1.8.1.3) Longitude

73.018598

Row 149

(1.8.1.1) Identifier

149

(1.8.1.2) Latitude

28.5422

(1.8.1.3) Longitude

77.15804

Row 150

(1.8.1.1) Identifier

150

(1.8.1.2) Latitude

26.771042

(1.8.1.3) Longitude

80.953403

Row 151

(1.8.1.1) Identifier

151

(1.8.1.2) Latitude

23.040447

(1.8.1.3) Longitude

72.518334

Row 152

(1.8.1.1) Identifier

152

(1.8.1.2) Latitude

12.991303

(1.8.1.3) Longitude

80.21662

Row 153

(1.8.1.1) Identifier

153

(1.8.1.2) Latitude

12.934643

(1.8.1.3) Longitude

77.611305

Row 154

(1.8.1.1) Identifier

154

(1.8.1.2) Latitude

13.058188

(1.8.1.3) Longitude

80.264071

Row 155

(1.8.1.1) Identifier

155

(1.8.1.2) Latitude

17.477094

(1.8.1.3) Longitude

78.392044

Row 156

(1.8.1.1) Identifier

156

(1.8.1.2) Latitude

28.567392

(1.8.1.3) Longitude

77.321034

Row 157

(1.8.1.1) Identifier

157

(1.8.1.2) Latitude

28.503299

(1.8.1.3) Longitude

77.093841

Row 158

(1.8.1.1) Identifier

158

(1.8.1.2) Latitude

19.173808

(1.8.1.3) Longitude

72.860594

Row 159

(1.8.1.1) Identifier

159

(1.8.1.2) Latitude

18.562254

(1.8.1.3) Longitude

73.916694

Row 160

(1.8.1.1) Identifier

160

(1.8.1.2) Latitude

22.501662

(1.8.1.3) Longitude

88.361501

Row 161

(1.8.1.1) Identifier

161

(1.8.1.2) Latitude

30.912897

(1.8.1.3) Longitude

76.8639

Row 162

(1.8.1.1) Identifier

162

(1.8.1.2) Latitude

12.970464

(1.8.1.3) Longitude

77.646987

Row 163

(1.8.1.1) Identifier

163

(1.8.1.2) Latitude

12.975362

(1.8.1.3) Longitude

77.613081

Row 164

(1.8.1.1) Identifier

164

(1.8.1.2) Latitude

19.114218

(1.8.1.3) Longitude

72.861552

Row 165

(1.8.1.1) Identifier

165

(1.8.1.2) Latitude

28.528084

(1.8.1.3) Longitude

77.218241

Row 166

(1.8.1.1) Identifier

166

(1.8.1.2) Latitude

12.975362

(1.8.1.3) Longitude

77.613081

Row 167

(1.8.1.1) Identifier

167

(1.8.1.2) Latitude

12.970464

(1.8.1.3) Longitude

77.646987

Row 168

(1.8.1.1) Identifier

168

(1.8.1.2) Latitude

12.95829

(1.8.1.3) Longitude

77.715607

Row 169

(1.8.1.1) Identifier

169

(1.8.1.2) Latitude

53.154503

(1.8.1.3) Longitude
-6.916986
Row 170
(1.8.1.1) Identifier
170
(1.8.1.2) Latitude
53.154503
(1.8.1.3) Longitude
-6.916986
Row 171
(1.8.1.1) Identifier
171
(1.8.1.2) Latitude
45.534311
(1.8.1.3) Longitude
11.505562
Row 172
(1.8.1.1) Identifier
172
(1.8.1.2) Latitude
45.762333
(1.8.1.3) Longitude
11.690976
Row 173
(1.8.1.1) Identifier
173
(1.8.1.2) Latitude
41.71321
(1.8.1.3) Longitude
12.439491
Row 174
(1.8.1.1) Identifier
174
(1.8.1.2) Latitude
41.0075
(1.8.1.3) Longitude
14.32009
Row 175
(1.8.1.1) Identifier
175
(1.8.1.2) Latitude
37.39793
(1.8.1.3) Longitude
14.658782
Row 176
(1.8.1.1) Identifier
176
(1.8.1.2) Latitude
45.671713
(1.8.1.3) Longitude
12.535484
Row 177

(1.8.1.1) Identifier

177

(1.8.1.2) Latitude

35.665804

(1.8.1.3) Longitude

139.703664

Row 178

(1.8.1.1) Identifier

178

(1.8.1.2) Latitude

35.810345

(1.8.1.3) Longitude

139.380264

Row 179

(1.8.1.1) Identifier

179

(1.8.1.2) Latitude

38.277741

(1.8.1.3) Longitude

140.985576

Row 180

(1.8.1.1) Identifier

180

(1.8.1.2) Latitude

35.37976

(1.8.1.3) Longitude

139.646227

Row 181

(1.8.1.1) Identifier

181

(1.8.1.2) Latitude

42.811503

(1.8.1.3) Longitude

141.675573

Row 182

(1.8.1.1) Identifier

182

(1.8.1.2) Latitude

35.340717

(1.8.1.3) Longitude

137.165222

Row 183

(1.8.1.1) Identifier

183

(1.8.1.2) Latitude

35.058692

(1.8.1.3) Longitude

136.099555

Row 184

(1.8.1.1) Identifier

184

(1.8.1.2) Latitude

35.062147

(1.8.1.3) Longitude

136.683793

Row 185

(1.8.1.1) Identifier

185

(1.8.1.2) Latitude

34.672425

(1.8.1.3) Longitude

135.501036

Row 186

(1.8.1.1) Identifier

186

(1.8.1.2) Latitude

35.729399

(1.8.1.3) Longitude

139.718156

Row 187

(1.8.1.1) Identifier

187

(1.8.1.2) Latitude

35.484751

(1.8.1.3) Longitude

139.656688

Row 188

(1.8.1.1) Identifier

188

(1.8.1.2) Latitude

35.625186

(1.8.1.3) Longitude

139.775631

Row 189

(1.8.1.1) Identifier

189

(1.8.1.2) Latitude

37.516512

(1.8.1.3) Longitude

127.045752

Row 190

(1.8.1.1) Identifier

190

(1.8.1.2) Latitude

37.414285

(1.8.1.3) Longitude

127.46814

Row 191

(1.8.1.1) Identifier

191

(1.8.1.2) Latitude

37.334573

(1.8.1.3) Longitude

126.854198

Row 192

(1.8.1.1) Identifier

192

(1.8.1.2) Latitude

1.558694

(1.8.1.3) Longitude

103.788602

Row 193

(1.8.1.1) Identifier

193

(1.8.1.2) Latitude

5.970862

(1.8.1.3) Longitude

116.066354

Row 194

(1.8.1.1) Identifier

194

(1.8.1.2) Latitude

3.423978

(1.8.1.3) Longitude

101.793201

Row 195

(1.8.1.1) Identifier

195

(1.8.1.2) Latitude

3.423978

(1.8.1.3) Longitude

101.793201

Row 196

(1.8.1.1) Identifier

196

(1.8.1.2) Latitude

3.818923

(1.8.1.3) Longitude

103.327199

Row 197

(1.8.1.1) Identifier

197

(1.8.1.2) Latitude

3.150637

(1.8.1.3) Longitude

101.707655

Row 198

(1.8.1.1) Identifier

198

(1.8.1.2) Latitude

5.398631

(1.8.1.3) Longitude

100.398042

Row 199

(1.8.1.1) Identifier

199

(1.8.1.2) Latitude
4.677448
(1.8.1.3) Longitude
101.123274
Row 200
(1.8.1.1) Identifier
200
(1.8.1.2) Latitude
3.118791
(1.8.1.3) Longitude
101.675999
Row 201
(1.8.1.1) Identifier
201
(1.8.1.2) Latitude
3.07034
(1.8.1.3) Longitude
101.607673
Row 202
(1.8.1.1) Identifier
202
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3.147911
(1.8.1.3) Longitude
101.615955
Row 203
(1.8.1.1) Identifier
203
(1.8.1.2) Latitude
5.438587
(1.8.1.3) Longitude
100.310008
Row 204
(1.8.1.1) Identifier
204
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3.158248
(1.8.1.3) Longitude
101.712166
Row 205
(1.8.1.1) Identifier
205
(1.8.1.2) Latitude
1.60286
(1.8.1.3) Longitude
103.621598
Row 206
(1.8.1.1) Identifier
206
(1.8.1.2) Latitude
3.110836
(1.8.1.3) Longitude

101.459143

Row 207

(1.8.1.1) Identifier

207

(1.8.1.2) Latitude

4.546944

(1.8.1.3) Longitude

101.070594

Row 208

(1.8.1.1) Identifier

208

(1.8.1.2) Latitude

1.60286

(1.8.1.3) Longitude

103.621598

Row 209

(1.8.1.1) Identifier

209

(1.8.1.2) Latitude

3.081778

(1.8.1.3) Longitude

101.582804

Row 210

(1.8.1.1) Identifier

210

(1.8.1.2) Latitude

1.462894

(1.8.1.3) Longitude

103.763229

Row 211

(1.8.1.1) Identifier

211

(1.8.1.2) Latitude

2.970663

(1.8.1.3) Longitude

101.713668

Row 212

(1.8.1.1) Identifier

212

(1.8.1.2) Latitude

3.166426

(1.8.1.3) Longitude

101.692419

Row 213

(1.8.1.1) Identifier

213

(1.8.1.2) Latitude

3.159386

(1.8.1.3) Longitude

101.716446

Row 214

(1.8.1.1) Identifier

214

(1.8.1.2) Latitude

3.113259

(1.8.1.3) Longitude

101.627954

Row 215

(1.8.1.1) Identifier

215

(1.8.1.2) Latitude

3.148961

(1.8.1.3) Longitude

101.713413

Row 216

(1.8.1.1) Identifier

216

(1.8.1.2) Latitude

25.686548

(1.8.1.3) Longitude

-100.465152

Row 217

(1.8.1.1) Identifier

217

(1.8.1.2) Latitude

25.686548

(1.8.1.3) Longitude

-100.465152

Row 218

(1.8.1.1) Identifier

218

(1.8.1.2) Latitude

25.686548

(1.8.1.3) Longitude

-100.465152

Row 219

(1.8.1.1) Identifier

219

(1.8.1.2) Latitude

51.199599

(1.8.1.3) Longitude

5.987307

Row 220

(1.8.1.1) Identifier

220

(1.8.1.2) Latitude

52.52306

(1.8.1.3) Longitude

5.437942

Row 221

(1.8.1.1) Identifier

221

(1.8.1.2) Latitude

51.199203

(1.8.1.3) Longitude

5.98792

Row 222

(1.8.1.1) Identifier

222

(1.8.1.2) Latitude

52.52306

(1.8.1.3) Longitude

5.437942

Row 223

(1.8.1.1) Identifier

223

(1.8.1.2) Latitude

51.954431

(1.8.1.3) Longitude

6.302325

Row 224

(1.8.1.1) Identifier

224

(1.8.1.2) Latitude

51.535849

(1.8.1.3) Longitude

4.465321

Row 225

(1.8.1.1) Identifier

225

(1.8.1.2) Latitude

1.304147

(1.8.1.3) Longitude

103.831339

Row 226

(1.8.1.1) Identifier

226

(1.8.1.2) Latitude

1.301278

(1.8.1.3) Longitude

103.83836

Row 227

(1.8.1.1) Identifier

227

(1.8.1.2) Latitude

1.293347

(1.8.1.3) Longitude

103.857382

Row 228

(1.8.1.1) Identifier

228

(1.8.1.2) Latitude

1.33343

(1.8.1.3) Longitude

103.743421

Row 229

(1.8.1.1) Identifier

229

(1.8.1.2) Latitude

1.334682

(1.8.1.3) Longitude

103.74694

Row 230

(1.8.1.1) Identifier

230

(1.8.1.2) Latitude

1.278779

(1.8.1.3) Longitude

103.857094

Row 231

(1.8.1.1) Identifier

231

(1.8.1.2) Latitude

1.297644

(1.8.1.3) Longitude

103.843998

Row 232

(1.8.1.1) Identifier

232

(1.8.1.2) Latitude

1.295032

(1.8.1.3) Longitude

103.858301

Row 233

(1.8.1.1) Identifier

233

(1.8.1.2) Latitude

1.284128

(1.8.1.3) Longitude

103.859461

Row 234

(1.8.1.1) Identifier

234

(1.8.1.2) Latitude

-33.907004

(1.8.1.3) Longitude

18.422597

Row 235

(1.8.1.1) Identifier

235

(1.8.1.2) Latitude

-33.889862

(1.8.1.3) Longitude

18.506639

Row 236

(1.8.1.1) Identifier

236

(1.8.1.2) Latitude

-25.783282

(1.8.1.3) Longitude

28.274954

Row 237

(1.8.1.1) Identifier

237

(1.8.1.2) Latitude

-25.857146

(1.8.1.3) Longitude

28.186789

Row 238

(1.8.1.1) Identifier

238

(1.8.1.2) Latitude

-26.108847

(1.8.1.3) Longitude

28.05272

Row 239

(1.8.1.1) Identifier

239

(1.8.1.2) Latitude

-26.130877

(1.8.1.3) Longitude

27.975619

Row 240

(1.8.1.1) Identifier

240

(1.8.1.2) Latitude

-26.202434

(1.8.1.3) Longitude

28.037059

Row 241

(1.8.1.1) Identifier

241

(1.8.1.2) Latitude

-29.725734

(1.8.1.3) Longitude

31.066438

Row 242

(1.8.1.1) Identifier

242

(1.8.1.2) Latitude

-29.850202

(1.8.1.3) Longitude

30.93562

Row 243

(1.8.1.1) Identifier

243

(1.8.1.2) Latitude

-26.130877

(1.8.1.3) Longitude

27.975619

Row 244

(1.8.1.1) Identifier

244

(1.8.1.2) Latitude

-33.873668

(1.8.1.3) Longitude

18.63401

Row 245

(1.8.1.1) Identifier

245

(1.8.1.2) Latitude

-33.90696

(1.8.1.3) Longitude

18.406432

Row 246

(1.8.1.1) Identifier

246

(1.8.1.2) Latitude

-25.772156

(1.8.1.3) Longitude

28.235495

Row 247

(1.8.1.1) Identifier

247

(1.8.1.2) Latitude

-33.994823

(1.8.1.3) Longitude

18.472942

Row 248

(1.8.1.1) Identifier

248

(1.8.1.2) Latitude

-33.994823

(1.8.1.3) Longitude

18.472942

Row 249

(1.8.1.1) Identifier

249

(1.8.1.2) Latitude

-26.055898

(1.8.1.3) Longitude

28.09312

Row 250

(1.8.1.1) Identifier

250

(1.8.1.2) Latitude

-25.788889

(1.8.1.3) Longitude

28.3075

Row 251

(1.8.1.1) Identifier

251

(1.8.1.2) Latitude
-26.055898
(1.8.1.3) Longitude
28.09312
Row 252
(1.8.1.1) Identifier
252
(1.8.1.2) Latitude
-33.907004
(1.8.1.3) Longitude
18.422597
Row 253
(1.8.1.1) Identifier
253
(1.8.1.2) Latitude
-33.907004
(1.8.1.3) Longitude
18.422597
Row 254
(1.8.1.1) Identifier
254
(1.8.1.2) Latitude
-29.813521
(1.8.1.3) Longitude
30.992393
Row 255
(1.8.1.1) Identifier
255
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(1.8.1.3) Longitude
2.170483
Row 256
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256
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7.289586
Row 257
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257
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(1.8.1.3) Longitude
4.853578
Row 258
(1.8.1.1) Identifier
258
(1.8.1.2) Latitude
47.569897
(1.8.1.3) Longitude

7.59784

Row 259

(1.8.1.1) Identifier

259

(1.8.1.2) Latitude

47.555621

(1.8.1.3) Longitude

7.590525

Row 260

(1.8.1.1) Identifier

260

(1.8.1.2) Latitude

47.569897

(1.8.1.3) Longitude

7.59784

Row 261

(1.8.1.1) Identifier

261

(1.8.1.2) Latitude

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(1.8.1.3) Longitude

-5.924612

Row 262

(1.8.1.1) Identifier

262

(1.8.1.2) Latitude

51.542331

(1.8.1.3) Longitude

-0.005024

Row 263

(1.8.1.1) Identifier

263

(1.8.1.2) Latitude

50.796438

(1.8.1.3) Longitude

-1.106455

Row 264

(1.8.1.1) Identifier

264

(1.8.1.2) Latitude

53.922157

(1.8.1.3) Longitude

-1.077429

Row 265

(1.8.1.1) Identifier

265

(1.8.1.2) Latitude

51.562518

(1.8.1.3) Longitude

-1.797941

Row 266

(1.8.1.1) Identifier

266

(1.8.1.2) Latitude

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(1.8.1.3) Longitude

-2.881236

Row 267

(1.8.1.1) Identifier

267

(1.8.1.2) Latitude

53.922157

(1.8.1.3) Longitude

-1.077429

Row 268

(1.8.1.1) Identifier

268

(1.8.1.2) Latitude

53.265252

(1.8.1.3) Longitude

-2.881236

Row 269

(1.8.1.1) Identifier

269

(1.8.1.2) Latitude

51.134878

(1.8.1.3) Longitude

0.875865

Row 270

(1.8.1.1) Identifier

270

(1.8.1.2) Latitude

55.883586

(1.8.1.3) Longitude

-3.517795

Row 271

(1.8.1.1) Identifier

271

(1.8.1.2) Latitude

55.883586

(1.8.1.3) Longitude

-3.517795

Row 272

(1.8.1.1) Identifier

272

(1.8.1.2) Latitude

51.562518

(1.8.1.3) Longitude

-1.797941

Row 273

(1.8.1.1) Identifier

273

(1.8.1.2) Latitude

43.097809

(1.8.1.3) Longitude
-78.980082

Row 274
(1.8.1.1) Identifier
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36.645124
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-93.264771

Row 275
(1.8.1.1) Identifier
275
(1.8.1.2) Latitude
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-74.121317

Row 276
(1.8.1.1) Identifier
276
(1.8.1.2) Latitude
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(1.8.1.3) Longitude
-77.299128

Row 277
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277
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-80.321849

Row 278
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-78.309383

Row 279
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-86.352824

Row 280
(1.8.1.1) Identifier
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(1.8.1.3) Longitude
-86.696241

Row 281

(1.8.1.1) Identifier

281

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41.03981

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-75.305729

Row 282

(1.8.1.1) Identifier

282

(1.8.1.2) Latitude

34.216137

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-119.062019

Row 283

(1.8.1.1) Identifier

283

(1.8.1.2) Latitude

41.800508

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-88.274934

Row 284

(1.8.1.1) Identifier

284

(1.8.1.2) Latitude

45.143731

(1.8.1.3) Longitude

-122.855373

Row 285

(1.8.1.1) Identifier

285

(1.8.1.2) Latitude

28.38795

(1.8.1.3) Longitude

-81.49041

Row 286

(1.8.1.1) Identifier

286

(1.8.1.2) Latitude

26.437161

(1.8.1.3) Longitude

-81.77428

Row 287

(1.8.1.1) Identifier

287

(1.8.1.2) Latitude

42.518034

(1.8.1.3) Longitude

-87.948874

Row 288

(1.8.1.1) Identifier

288

(1.8.1.2) Latitude

29.829653

(1.8.1.3) Longitude

-97.982021

Row 289

(1.8.1.1) Identifier

289

(1.8.1.2) Latitude

30.566445

(1.8.1.3) Longitude

-97.689741

Row 290

(1.8.1.1) Identifier

290

(1.8.1.2) Latitude

28.47683

(1.8.1.3) Longitude

-81.450344

Row 291

(1.8.1.1) Identifier

291

(1.8.1.2) Latitude

31.91214

(1.8.1.3) Longitude

-106.58544

Row 292

(1.8.1.1) Identifier

292

(1.8.1.2) Latitude

40.21302

(1.8.1.3) Longitude

-74.0781

Row 293

(1.8.1.1) Identifier

293

(1.8.1.2) Latitude

29.997345

(1.8.1.3) Longitude

-95.756493

Row 294

(1.8.1.1) Identifier

294

(1.8.1.2) Latitude

39.433756

(1.8.1.3) Longitude

-84.336539

Row 295

(1.8.1.1) Identifier

295

(1.8.1.2) Latitude

34.005944

(1.8.1.3) Longitude

-118.15284

Row 296

(1.8.1.1) Identifier

296

(1.8.1.2) Latitude

42.826505

(1.8.1.3) Longitude

-71.499294

Row 297

(1.8.1.1) Identifier

297

(1.8.1.2) Latitude

32.676702

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-97.132478

Row 298

(1.8.1.1) Identifier

298

(1.8.1.2) Latitude

42.702821

(1.8.1.3) Longitude

-83.2967

Row 299

(1.8.1.1) Identifier

299

(1.8.1.2) Latitude

25.787867

(1.8.1.3) Longitude

-80.380392

Row 300

(1.8.1.1) Identifier

300

(1.8.1.2) Latitude

37.699094

(1.8.1.3) Longitude

-121.845938

Row 301

(1.8.1.1) Identifier

301

(1.8.1.2) Latitude

36.778261

(1.8.1.3) Longitude

-119.417932

Row 302

(1.8.1.1) Identifier

302

(1.8.1.2) Latitude

34.120289

(1.8.1.3) Longitude

-84.526533

Row 303

(1.8.1.1) Identifier

303

(1.8.1.2) Latitude

29.424898

(1.8.1.3) Longitude

-95.060455

Row 304

(1.8.1.1) Identifier

304

(1.8.1.2) Latitude

36.778261

(1.8.1.3) Longitude

-119.417932

Row 305

(1.8.1.1) Identifier

305

(1.8.1.2) Latitude

38.206234

(1.8.1.3) Longitude

-85.352038

Row 306

(1.8.1.1) Identifier

306

(1.8.1.2) Latitude

38.677804

(1.8.1.3) Longitude

-90.662255

Row 307

(1.8.1.1) Identifier

307

(1.8.1.2) Latitude

42.809687

(1.8.1.3) Longitude

-85.671981

Row 308

(1.8.1.1) Identifier

308

(1.8.1.2) Latitude

34.356667

(1.8.1.3) Longitude

-84.048622

Row 309

(1.8.1.1) Identifier

309

(1.8.1.2) Latitude

35.831537

(1.8.1.3) Longitude

-83.570736

Row 310

(1.8.1.1) Identifier

310

(1.8.1.2) Latitude

42.038024

(1.8.1.3) Longitude

-71.349429

Row 311

(1.8.1.1) Identifier

311

(1.8.1.2) Latitude

37.699156

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-121.846154

Row 312

(1.8.1.1) Identifier

312

(1.8.1.2) Latitude

32.543514

(1.8.1.3) Longitude

-117.043814

Row 313

(1.8.1.1) Identifier

313

(1.8.1.2) Latitude

33.133464

(1.8.1.3) Longitude

-96.660272

Row 314

(1.8.1.1) Identifier

314

(1.8.1.2) Latitude

36.778261

(1.8.1.3) Longitude

-119.417932

Row 315

(1.8.1.1) Identifier

315

(1.8.1.2) Latitude

26.725201

(1.8.1.3) Longitude

-80.087773

Row 316

(1.8.1.1) Identifier

316

(1.8.1.2) Latitude

21.402128

(1.8.1.3) Longitude

-158.006793

Row 317

(1.8.1.1) Identifier

317

(1.8.1.2) Latitude

29.949427

(1.8.1.3) Longitude

-90.0628

Row 318

(1.8.1.1) Identifier

318

(1.8.1.2) Latitude

44.816127

(1.8.1.3) Longitude

-93.213908

Row 319

(1.8.1.1) Identifier

319

(1.8.1.2) Latitude

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-82.391776

Row 320

(1.8.1.1) Identifier

320

(1.8.1.2) Latitude

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-95.809345

Row 321

(1.8.1.1) Identifier

321

(1.8.1.2) Latitude

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Row 322

(1.8.1.1) Identifier

322

(1.8.1.2) Latitude

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Row 323

(1.8.1.1) Identifier

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Row 324

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Row 325

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

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-97.282438

Row 326

(1.8.1.1) Identifier

326

(1.8.1.2) Latitude

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-86.644582

Row 327

(1.8.1.1) Identifier

327

(1.8.1.2) Latitude

32.931091

(1.8.1.3) Longitude

-96.819274

Row 328

(1.8.1.1) Identifier

328

(1.8.1.2) Latitude

29.739343

(1.8.1.3) Longitude

-95.464118

Row 329

(1.8.1.1) Identifier

329

(1.8.1.2) Latitude

42.562655

(1.8.1.3) Longitude

-83.18401

Row 330

(1.8.1.1) Identifier

330

(1.8.1.2) Latitude

26.188285

(1.8.1.3) Longitude

-98.235457

Row 331

(1.8.1.1) Identifier

331

(1.8.1.2) Latitude

42.488344

(1.8.1.3) Longitude

-83.47567

Row 332

(1.8.1.1) Identifier

332

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29.593083

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-98.618226

Row 333

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Row 334
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Row 335
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Row 336
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Row 337
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Row 338
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Row 339
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Row 340
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Row 341

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341

(1.8.1.2) Latitude

31.761878

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Row 342

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342

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-119.417932

Row 343

(1.8.1.1) Identifier

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(1.8.1.3) Longitude

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Row 344

(1.8.1.1) Identifier

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Row 345

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

38.77343

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-121.269432

Row 346

(1.8.1.1) Identifier

346

(1.8.1.2) Latitude

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Row 347

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

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-93.240766

Row 348

(1.8.1.1) Identifier

348

(1.8.1.2) Latitude

36.778261

(1.8.1.3) Longitude

-119.417932

Row 349

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Row 350

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Row 351

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Row 352

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Row 353

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

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-95.456407

Row 354

(1.8.1.1) Identifier

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-97.743061

Row 355

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Row 356
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Row 357
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Row 358
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Row 359
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Row 360
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Row 361
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Row 363

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-76.222388

Row 364

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-122.188311

Row 365

(1.8.1.1) Identifier

365

(1.8.1.2) Latitude

36.163651

(1.8.1.3) Longitude

-115.157749

Row 366

(1.8.1.1) Identifier

366

(1.8.1.2) Latitude

33.926044

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-116.812197

Row 367

(1.8.1.1) Identifier

367

(1.8.1.2) Latitude

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Row 368

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

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Row 369

(1.8.1.1) Identifier

369

(1.8.1.2) Latitude

41.800478

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-88.27397

Row 370

(1.8.1.1) Identifier

370

(1.8.1.2) Latitude

26.151701

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-80.320787

Row 371

(1.8.1.1) Identifier

371

(1.8.1.2) Latitude

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(1.8.1.3) Longitude

-81.492364

Row 372

(1.8.1.1) Identifier

372

(1.8.1.2) Latitude

25.787778

(1.8.1.3) Longitude

-80.380556

Row 373

(1.8.1.1) Identifier

373

(1.8.1.2) Latitude

33.931378

(1.8.1.3) Longitude

-116.818213

Row 374

(1.8.1.1) Identifier

374

(1.8.1.2) Latitude

36.164825

(1.8.1.3) Longitude

-115.157631

Row 375

(1.8.1.1) Identifier

375

(1.8.1.2) Latitude

48.093531

(1.8.1.3) Longitude

-122.188311

Row 376

(1.8.1.1) Identifier

376

(1.8.1.2) Latitude

41.317598

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Row 377

(1.8.1.1) Identifier

377

(1.8.1.2) Latitude

41.098687

(1.8.1.3) Longitude

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Row 378

(1.8.1.1) Identifier

378

(1.8.1.2) Latitude

33.132718

(1.8.1.3) Longitude

-96.660751

Row 379

(1.8.1.1) Identifier

379

(1.8.1.2) Latitude

32.944633

(1.8.1.3) Longitude

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Row 380

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

42.045285

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-88.034918

Row 381

(1.8.1.1) Identifier

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(1.8.1.2) Latitude

33.692534

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-117.892493

Row 382

(1.8.1.1) Identifier

382

(1.8.1.2) Latitude

43.607383

(1.8.1.3) Longitude

-116.278922

Row 383

(1.8.1.1) Identifier

383

(1.8.1.2) Latitude

10.760323

(1.8.1.3) Longitude

106.699094

[Add row]

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Manufacturing

☑ Retailing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

1202.5

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Primary packaging

(1.22.12) % of procurement spend

Select from:

☑ 1-5%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Less than 1%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

This commodity is not produced, and is sourced or used by Fossil as a part of the product or packaging

Cattle products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Manufacturing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

514.6

(1.22.8) Did you convert the total commodity volume from another unit to metric tons?

Select from:

☑ No

(1.22.11) Form of commodity

Select all that apply

☑ Hides/ leather

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ 11-20%

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ Yes

(1.22.19) Please explain

This commodity is not produced, and is sourced or used by Fossil as a part of the product or packaging
[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 2 suppliers

(1.24.6) Smallholder inclusion in mapping

Select from:

☑ Smallholders not relevant, and not included

(1.24.7) Description of mapping process and coverage

We currently have our value chain mapped to the T1 assembly level
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Value chain stages covered in mapping
	Select from: ☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain	*Select all that apply* ☑ Upstream value chain

[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

	Value chain mapped for this sourced commodity	Highest supplier tier known but not mapped for this sourced commodity
Timber products	*Select from:* ☑ No	*Select from:* ☑ Tier 1 suppliers

	Value chain mapped for this sourced commodity	Highest supplier tier known but not mapped for this sourced commodity
Cattle products	*Select from:* ☑ No	*Select from:* ☑ Tier 2 suppliers

[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This aligns with Fossil Group's financial calendar. It provides a suitable time frame for launching and assessing most climate-related pilot initiatives.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We believe that a medium-term timeframe provides ample opportunity to scale successful pilot projects into full-scale initiatives.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

15

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Fossil Group views a long-term horizon as essential for developing and defining its sustainability strategy and plans.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Fossil Group's Enterprise Risk Management (ERM) process continuously identifies and evaluates significant business risks through ongoing assessments by senior management across the company. The ERM program, including its risk matrices, is formally updated annually and refreshed quarterly to address risks with substantial financial and strategic impacts. Sustainability and climate-related risks are integrated into the company's risk management processes, contributing to a comprehensive risk taxonomy that spans multiple disciplines. The Audit Committee of the Board of Directors oversees the company's risk management strategies, while the Executive Leadership Team Risk Committee reviews and evaluates both current and emerging risks and advises on mitigation strategies. Additionally, the Nominating and Corporate Governance Committee at the Board level monitors the company's progress on sustainability and evaluates climate-related risks and opportunities as part of its environmental sustainability strategy. To understand transitional risks and opportunities, specifically related to market and reputational risks, Fossil Group undertook a materiality assessment in 2021 with our stakeholders, business partners, investors, supply chain partners, employees, and community/NGO partners etc., to understand their perspectives on the company's climate-related issues. This will be substantiated with a planned climate-risk assessment study in next 2 years to address Fossil' Group's short, medium, and long-term transition risks and opportunities.

Row 5

(2.2.2.1) Environmental issue

Select all that apply

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WRI Aqueduct

(2.2.2.13) Risk types and criteria considered

Chronic physical

☑ Water stress

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Employees

☑ Suppliers

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

The peer benchmarking exercise indicates that Fossil Group's water usage aligns with that of other fashion brands of similar scale. The company plans to introduce a formal risk assessment process within the next two years. In the meantime, Fossil Group uses WRI Aqueduct to evaluate water risks at high and medium-risk locations. Currently, our two manufacturing units—one in Switzerland and one in India—represent the highest potential sources of water-related risk. Fossil Group acknowledges the need for a more in-depth exploration of water risks at these sites. In 2023, we collected primary data from these locations and analyzed the manufacturing processes with the highest water consumption. Additionally, we requested data from their tier 1 assembly facilities to assess water usage during the assembly process. Based on the 2023 data, water usage among their tier 1 suppliers is not considered material within their value chain.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

	Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed	Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities	Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities
	Select from: ☑ No	*Select from:* ☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*We would like to assess these dependencies; however, we currently lack the resources to do so effectively.*

[Fixed row]

(2.3) Have you identified priority locations across your value chain?

	Identification of priority locations	Primary reason for not identifying priority locations	Explain why you do not identify priority locations
	Select from: ☑ No, but we plan to within the next two years	*Select from:* ☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*We currently lack the resources needed to identify priority locations.*

[Fixed row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ No, we do not identify and classify our potential water pollutants

(2.5.3) Please explain

At our manufacturing sites, we ensure compliance with local water-related regulations through regular audits and annual training that keeps us updated on the latest regulations. Additionally, throughout our value chain, we have identified tier 2 suppliers as the key source of water pollutants. We require all our suppliers to adhere to wastewater testing requirements as stipulated by local regulations. Consequently, identifying potential water pollutants within our own operations is not a primary focus of our water management initiatives.

[Fixed row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, both in direct operations and upstream/downstream value chain

Forests

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Insufficient data

(3.1.3) Please explain

There is limited or insufficient data to establish this as a risk factor. We are continually assessing the associated risks and will include them in our strategy in the future.

Water

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

There is limited or insufficient data to establish this as a risk factor. We are continually assessing the associated risks and will include them in our strategy in the future.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ insufficient data

(3.1.3) Please explain

There is limited or insufficient data to establish this as a risk factor. We are continually assessing the associated risks and will include them in our strategy in the future.

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to international law and bilateral agreements

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Germany
☑ Malaysia
☑ Viet Nam
☑ Singapore
☑ Netherlands
☑ United States of America
☑ China, Macao Special Administrative Region
☑ United Kingdom of Great Britain and Northern Ireland
☑ Canada
☑ France
☑ Mexico
☑ Austria
☑ Belgium
☑ Switzerland
☑ South Africa
☑ Republic of Korea
☑ Hong Kong SAR, China
☑ United Arab Emirates

(3.1.1.9) Organization-specific description of risk

As a publicly listed company in the US with global operations, Fossil Group is subject to various emerging international and local climate-related regulations, such as SEC climate-related disclosure and the European Union's CSRD. The company recognizes this as a significant risk that could impact our sourcing strategy. We

may be required to reassess our supply chain partners to identify those who can help us meet the requirements of these climate-related disclosure frameworks. Additionally, we face the challenge of enhancing our data management processes and systems to ensure timely reporting and meet the higher data quality standards required by upcoming disclosure regulations.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Not available at the moment

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Policies and plans

☑ Other policies or plans, please specify**: Transformation** of business processes and management program

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The financial impact would include the estimated costs of additional human resources, digitalization investments, consulting services, and transitioning to new suppliers. We are currently assessing the cost of response risk and will be able to provide figures for it in the next 2 years.

(3.1.1.29) Description of response

As a company with over 500 million in net sales in the EU, we are subject to the CRSD disclosure requirements. We also expect to implement climate-related disclosure requirements from the SEC. Since 2021, we have been transforming our processes and management programs in collaboration with our supply chain partners. With support from senior leadership, we have partnered with an IT solution platform to facilitate the storage of our carbon-related data as part of this three-year transformation project. This risk is being monitored and we are currently assessing the cost of response risk.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Germany
☑ Malaysia
☑ Viet Nam
☑ Singapore
☑ Netherlands
☑ China, Macao Special Administrative Region
☑ United Kingdom of Great Britain and Northern Ireland
☑ Canada
☑ France
☑ Mexico
☑ Austria
☑ Belgium
☑ Switzerland
☑ South Africa
☑ Republic of Korea
☑ Hong Kong SAR, China
☑ United Arab Emirates

(3.1.1.9) Organization-specific description of risk

If a climate-related tariff, such as the Carbon Border Adjustment Mechanism (CBAM), is introduced, it will directly affect the value chain of carbon-intensive sectors, including cement, iron and steel, aluminum, fertilizers, electricity, and hydrogen. It is expected that this could lead to value chain consolidation and increased costs for our suppliers in sourcing components. At Fossil, stainless steel is a key raw material, representing approximately one-third of the total materials used in 2022. We also anticipate that such tariffs could drive up our indirect costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Not available at the moment

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The cost estimation has a direct correlation to imposing climate-related tariffs in the scenario analysis. The cost of response to risk is not estimated due to the fluctuation in market pricing. We are currently assessing the cost of response risk and will be able to provide figures for it in the next 2 years.

(3.1.1.29) Description of response

This risk is being monitored and we are currently assessing the cost of response risk.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Italy
☑ Japan
☑ Spain
☑ Germany
☑ Malaysia
☑ Viet Nam
☑ Singapore
☑ Netherlands
☑ United States of America
☑ China, Macao Special Administrative Region
☑ United Kingdom of Great Britain and Northern Ireland
☑ Canada
☑ France
☑ Mexico
☑ Austria
☑ Belgium
☑ Switzerland
☑ South Africa
☑ Republic of Korea
☑ Hong Kong SAR, China
☑ United Arab Emirates

(3.1.1.9) Organization-specific description of risk

An in-house customer survey conducted in 2022 revealed that customers prefer products with a lower environmental impact. In response, we have been implementing initiatives to increase the use of lower carbon-intensive materials. For example, Litehide has been introduced as an alternative to traditional leather; in 2023, Litehide replaced 45% of the leather material mass used in our products. Our goal is to increase this to over 85% by enhancing our engagement with suppliers.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Not available at the moment

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Diversification

☑ Develop new products, services and/or markets

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

The estimation can be based on the projected increase in direct costs associated with transitioning to existing low-carbon alternative materials, including collaborations for new materials development as part of the long-term strategy. We are currently assessing the cost of response risk and will be able to provide figures for it in the next 2 years.

(3.1.1.29) Description of response

This risk is being monitored and we are currently assessing the cost of response risk.
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

(3.3.1) Water-related regulatory violations

Select from:

☑ No

(3.3.3) Comment

At our manufacturing site in India, we ensure compliance with local water-related regulations through regular audits and annual training to stay updated on the latest regulations. For our manufacturing site in Switzerland, we collect discharge data annually to monitor and identify any potential water-related regulatory violations.
[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ Yes, we have identified opportunities, and some/all are being realized

Forests

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Fossil Group is enhancing its systems for commodity traceability, which will also help the company better identify potential forest-related opportunities.

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Evaluation in progress

(3.6.3) Please explain

Our 2021 materiality assessment results indicate that improving our water-related management strategies presents both market and reputational opportunities. We are currently preparing data to assess how these improvements could enhance our brand image and attract more customers. Further evaluation is needed to pinpoint the specifics of these water-related opportunities.
[Fixed row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

This policy outlines the roles and responsibilities of the executive leadership team, which drives the ESG Council. The ESG Council is responsible for the enterprise's ESG strategy, provides strategic direction to the ESG working group, and makes enterprise-level ESG-related decisions.

(4.1.6) Attach the policy (optional)

ESG Council.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Forests	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Water	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	*This was classified as a Tier 3 material topic across all of our stakeholder groups.*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

☑ Monitoring progress towards corporate targets

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding annual budgets

(4.1.2.7) Please explain

In line with the Group's Sustainability Goal of 'Make Time for Good,' the Fossil Group has constituted an Environmental, Social, and Governance (ESG) Council. This council is tasked with providing strategic direction and oversight on ESG targets, initiatives, best practices, and addressing challenges related to climate change. It reports directly to the Executive Leadership Team (ELT) and indirectly to the Audit Committee, and is currently chaired by the CEO. This governance Committee within Board of Directors meets once quarterly to discuss progress and once annually with the Board of Directors of Fossil Group.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

☑ Monitoring progress towards corporate targets

☑ Reviewing and guiding annual budgets

(4.1.2.7) Please explain

In line with the Group's Sustainability Goal of 'Make Time for Good,' the Fossil Group has constituted an Environmental, Social, and Governance (ESG) Council. This council is tasked with providing strategic direction and oversight on ESG targets, initiatives, best practices, and addressing challenges related to climate change. It reports directly to the Executive Leadership Team (ELT) and indirectly to the Audit Committee, and is currently chaired by the CEO. This governance Committee within Board of Directors meets once quarterly to discuss progress and once annually with the Board of Directors of Fossil Group.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Board mandate

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

☑ Reviewing and guiding annual budgets

(4.1.2.7) Please explain

In line with the Group's Sustainability Goal of 'Make Time for Good,' the Fossil Group has constituted an Environmental, Social, and Governance (ESG) Council. This council is tasked with providing strategic direction and oversight on ESG targets, initiatives, best practices, and addressing challenges related to climate change. It reports directly to the Executive Leadership Team (ELT) and indirectly to the Audit Committee, and is currently chaired by the CEO. This governance Committee within Board of Directors meets once quarterly to discuss progress and once annually with the Board of Directors of Fossil Group.

[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Executive-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Forests	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Water	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	*This isn't a priority right now, but we do plan to assign management-level responsibility for it in the future.*

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify**: Nominating** and Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify **:**CEO and Chairman of the Board

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Key challenges as well as the strategic plan to achieve our internal goals are discussed

Forests

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify **:**Nominating and Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify **:**CEO and chairman of the board

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Key challenges as well as the strategic plan to achieve our internal goals are discussed

Water

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify **:**Nominating and Governance Committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify **:**CEO and Chairman of the board

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) Please explain

Key challenges as well as the strategic plan to achieve our internal goals are discussed

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

	Provision of monetary incentives related to this environmental issue	Please explain
Climate change	*Select from:* ☑ No, and we do not plan to introduce them in the next two years	*This is not a strategic priority at this time*
Forests	*Select from:* ☑ No, and we do not plan to introduce them in the next two years	*This is not a strategic priority at this time*
Water	*Select from:* ☑ No, and we do not plan to introduce them in the next two years	*This is not a strategic priority at this time*

[Fixed row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

In the Annual Report 2022 and 2023, Fossil Group outlines its environmental policies and focus areas. We continue collaborating with our facilities team to monitor and reduce energy consumption while advancing our transition to renewable energy sources.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Not publicly available

(4.6.1.8) Attach the policy

Fossil_corporate-sustainability-report 2022.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Selected facilities, businesses or geographies only

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

In the Annual Report 2022 and 2023, Fossil Group outlines its environmental policies and focus areas. Our current manufacturing agreement with suppliers requires they provide ESG data upon request. This data will serve as a starting point for collecting water consumption and withdrawal information, helping us map our suppliers' usage patterns.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Water-specific commitments

☑ Commitment to reduce water consumption volumes

☑ Commitment to reduce water withdrawal volumes

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, but we plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Not publicly available

(4.6.1.8) Attach the policy

Fossil_corporate-sustainability-report 2022.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ Leather Working Group

☑ Science-Based Targets Initiative (SBTi)

(4.10.3) Describe your organization's role within each framework or initiative

Most of Fossil Group's supplier tanneries are members of the Leather Working Group. This year, we submitted our future emission reduction targets as part of our SBTi proposal for approval.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Another global environmental treaty or policy goal, please specify **:**The United Nations Global Compact

(4.11.4) Attach commitment or position statement

Fossil_corporate-sustainability-report 2022.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Unknown

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

We have an internal Executive ESG Leadership Council that convenes to discuss and align on our commitments and transition plans.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

☑ Not an immediate strategic priority

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

This is not a strategic priority at this time

[Fixed row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Underway - previous year attached

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Emission targets

(4.12.1.6) Page/section reference

Page 5, 11-16, 35-36, and 45

(4.12.1.7) Attach the relevant publication

Final - Fossil Group ESG 2023 Highlights.pdf

(4.12.1.8) Comment

Fossil Group's latest sustainability report is attached for the year 2023.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

One of our key priorities is to set the company's future emission reduction targets and enhance internal engagement & awareness around emission reductions. We also plan to develop a climate-related scenario analysis to assess transition risks and evaluate the anticipated financial impact on the company.

Forests

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Not an immediate strategic priority

(5.1.4) Explain why your organization has not used scenario analysis

We aim to gain a clearer understanding of the sources of our packaging materials. Once we have this information, we will be better positioned to anticipate risks associated with timber.

Water

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

One of our key priorities is to enhance the quality of our internal water data. We also plan to conduct a water stewardship assessment to help estimate the potential financial risks associated with water in the future.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Fossil fuel-based spending from our Scope 1 and Scope 2 emissions accounts for approximately 10% of our total carbon emissions. We recognize the impact of this and are actively working to reduce these emissions in the near future.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We do not have a feedback mechanism in place, and we do not plan to introduce one within the next two years

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Not Applicable

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

Not applicable

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

FG_2021SustainabilityReport_FINAL.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ No other environmental issue considered

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ We have not evaluated whether environmental risks and opportunities have affected our strategy and financial planning, but plan to do so within the next two years

(5.3.3) Primary reason why environmental risks and/or opportunities have not affected your strategy and/or financial planning

Select from:

☑ No standardized procedure

(5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning

We have not evaluated whether environmental risks and opportunities have affected our strategy and financial planning, but plan to do so within the next two years.

[Fixed row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, but we plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

We expect the annual OPEX to remain unchanged, as we need time to gradually improve our data quality and analysis.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: ☑ No, and we do not plan to in the next two years	*Select from:* ☑ Not an immediate strategic priority	*It is not an immediate strategic priority.*

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Plastics

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☑ Not an immediate strategic priority

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

We are currently working with our tier 1 suppliers to enhance the quality of data related to our environmental issues.

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Forests	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Water	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Plastics	*Select from:* ☑ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

(5.11.2.4) Please explain

We choose our tier-1 suppliers for engagement on climate issues based on their procurement spend for key materials we source.

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

(5.11.2.4) Please explain

We choose our tier-1 suppliers for engagement on climate issues based on their procurement spend for key materials we source.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend

(5.11.2.4) Please explain

We choose our tier-1 suppliers for engagement on climate issues based on their procurement spend for key materials we source.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☑ No standardized procedure

(5.11.2.4) Please explain

We are working towards developing a strategy for the same.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our current manufacturing agreement with suppliers requires them to provide ESG data upon request. This will serve as a foundation for collecting environmental data and mapping our suppliers' usage habits.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our current manufacturing agreement with suppliers requires them to provide ESG data upon request. This will serve as a foundation for collecting environmental data and mapping our suppliers' usage habits.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our current manufacturing agreement with suppliers requires them to provide ESG data upon request. This will serve as a foundation for collecting water consumption/withdrawal data and mapping our suppliers' water usage habits.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

We engage with our Tier-1 suppliers on adopting UNLO principles and conduct periodic audits. If non-compliance is identified, we recommend improvement measures and continue to monitor their performance.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Adoption of the UN International Labour Organization Principles

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 1-25%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

We engage with our Tier-1 suppliers on adopting UNLO principles and conduct periodic audits. If non-compliance is identified, we recommend improvement measures and continue to monitor their performance. [Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ None

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Although 60% of our suppliers by number are engaged, they account for at least 85% of our product manufacturing. Our supplier engagement strategy aligns with the Scope 3 component of our science-based target, which recommends covering at least 70% of our Tier-1 supplier distribution. To ensure we collect sufficient data for emission disclosure, we extend our coverage to 85% for each product group.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement **:**Carbon accounting and reduction targets

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

Forests

(5.11.7.1) Commodity

Select from:

☑ Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our current engagement with direct suppliers focuses on advancing our decarbonization strategies and enhancing raw material traceability. Once we achieve improved traceability in future, we aim to address forest-related issues more effectively.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our existing manufacturing agreement with suppliers stipulates that they provide ESG data upon request. This will serve as a foundation for gathering water consumption and withdrawal data to map our suppliers' usage patterns.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement **:**Carbon accounting and reduction targets

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ No other supplier engagement

Forests

(5.11.7.1) Commodity

Select from:

☑ Cattle products

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our current engagement with direct suppliers focuses on advancing our decarbonization strategies and enhancing raw material traceability. Once we achieve improved traceability in future, we aim to address forest-related issues more effectively. Additionally, we partner with the Leather Working Group to ensure that all our tanneries are rated gold or silver.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Unknown

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:☑ 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:☑ 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

The stakeholder group is accountable for our corporate reporting.

(5.11.9.6) Effect of engagement and measures of success

Progress is reviewed biannually, and targets and goals are approved and updated as needed.

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement	Primary reason for not implementing environmental initiatives	Explain why your organization has not implemented any environmental initiatives
	Select from: ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Not an immediate strategic priority	*We are concentrating on our internal data and implementing tools to assist our organization in collecting and measuring it.*

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Fossil Group employs the 'control approach,' specifically 'operational control,' to estimate its environmental impacts. This approach is chosen because it allows us full authority to introduce and enforce operating policies across all subsidiaries. It also helps align with government regulatory programs, which typically require monitoring and enforcing compliance by the operator. Additionally, this approach is better suited for management information and performance tracking, as managers can only be held accountable for activities within their operational control. Finally, operational control provides better access to data and enhances our ability to meet minimum quality standards.

Forests

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Fossil Group employs the 'control approach,' specifically 'operational control,' to estimate its environmental impacts. This approach is chosen because it allows us full authority to introduce and enforce operating policies across all subsidiaries. It also helps align with government regulatory programs, which typically require monitoring and enforcing compliance by the operator. Additionally, this approach is better suited for management information and performance tracking, as managers can only be held accountable for activities within their operational control. Finally, operational control provides better access to data and enhances our ability to meet minimum quality standards.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Fossil Group employs the 'control approach,' specifically 'operational control,' to estimate its environmental impacts. This approach is chosen because it allows us full authority to introduce and enforce operating policies across all subsidiaries. It also helps align with government regulatory programs, which typically require monitoring and enforcing compliance by the operator. Additionally, this approach is better suited for management information and performance tracking, as managers can only be held accountable for activities within their operational control. Finally, operational control provides better access to data and enhances our ability to meet minimum quality standards.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Fossil Group employs the 'control approach,' specifically 'operational control,' to estimate its environmental impacts. This approach is chosen because it allows us full authority to introduce and enforce operating policies across all subsidiaries. It also helps align with government regulatory programs, which typically require monitoring and enforcing compliance by the operator. Additionally, this approach is better suited for management information and performance tracking, as managers can only be held accountable for activities within their operational control. Finally, operational control provides better access to data and enhances our ability to meet minimum quality standards.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Fossil Group employs the 'control approach,' specifically 'operational control,' to estimate its environmental impacts. This approach is chosen because it allows us full authority to introduce and enforce operating policies across all subsidiaries. It also helps align with government regulatory programs, which typically require monitoring and enforcing compliance by the operator. Additionally, this approach is better suited for management information and performance tracking, as managers can only be held accountable for activities within their operational control. Finally, operational control provides better access to data and enhances our ability to meet minimum quality standards.

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☑ No, but we have discovered significant errors in our previous response(s)

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Changes in boundary - Fossil Group aligns its GHG emissions reporting with the GHG Protocol standard and continuously works to identify and address gaps to ensure comprehensive data capture. In the year 2021 and 2022, we identified a few necessary updates, which have been implemented this year. These changes include: Scope 1: Added heating data from our production unit in Germany, previously omitted due to omission of wood-based fuel use. Scope 3, Category 6 (Business Travel): Removed lodging-related emissions based on recommendations from SBTi. Scope 1 & 2: Updated energy and electricity emission factors to align with the latest available data.

[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Changes in boundary - Fossil Group adheres to the GHG Protocol standard for GHG emissions reporting and actively works to identify and address any gaps to ensure comprehensive data coverage. As part of this ongoing process, we have made several updates to our emissions inventories for the year 2021 and 2022, which are detailed below: - 2021 Scope 1: Included heating data from the production unit in Germany, which was previously missing due to omission wood-based fuel use. - 2021 Scope 3: Category 6 (Business Travel): Removed lodging emissions based on SBTi recommendations. - 2022 Scope 1: Added heating data from the Germany-based production unit, correcting the earlier omission of wood-based fuel use. - 2022 Scope 2: Corrected data for the Asia Dome (Warehouse) by adjusting for a reporting error where one month value is was used for all twelve months. - 2022 Scope 3: Category 6 (Business Travel): Removed lodging emissions in line with SBTi recommendations. - 2023: Updated energy and electricity emission factors for Scope 1 & 2 to reflect the latest available data

(7.1.3.4) Past years' recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

The Scope 2 emission figures relating to electricity are obtained using market-based methodology, giving specific attention to the proportion of electricity from renewable sources.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

526.53

(7.5.3) Methodological details

Scope 1 emission figures for mobile, stationary, and fugitive sources were calculated for each location using the GHG Protocol's Scope 1 methodology.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

14097.66

(7.5.3) Methodological details

Scope 2 emission figures for electricity were calculated using the location-based methodology, which includes the proportion of electricity derived from renewable sources.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

13127.04

(7.5.3) Methodological details

For the market-based figure, emission factors (EFs) were applied as follows: market-based EFs were used for the Americas and EMEA regions; while location-based EFs were used as proxies for electricity consumed in APAC due to the unavailability of market-based EFs for the Asia region.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

194665

(7.5.3) Methodological details

This involves gathering data on both non-production and production-related goods to estimate emissions. For non-production-related goods, spend data were collected in the year 2021 for communications, facilities, IT management, and professional services. For production-related goods, actual quantities of raw materials and energy used in the production process were collected across all product categories, including traditional watches, jewelry, leather goods, smartwatches, straps, mass market watches, and both mass and non-mass market packaging.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

5658.058

(7.5.3) Methodological details

Spend data related to manufacturing equipment and operational vehicles is collected

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

2869.8

(7.5.3) Methodological details

This includes reporting the losses during the generation of purchased heat and electricity. The amount of purchased fuel and electricity was collected and multiplied with respective emission factors to compute the desired information.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

31257.6

(7.5.3) Methodological details

This data is based on primary spend data for upstream cargo transport and uses the Economic Input/Output database to calculate impacts.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

145.97

(7.5.3) Methodological details

The sewage treatment process was included as a source of emissions. For facilities where sewage volume data was unavailable, the freshwater intake volume was assumed to be equivalent to the sewage volume. The mass of bulk packaging was used as a proxy for the total waste volume from our direct facilities. Emissions were calculated using datasets from Ecoinvent 3.3.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

3514.2

(7.5.3) Methodological details

This calculation is based on spending data on business travel. It includes spending on air travel and ground transport. Impacts are calculated using the Economic Input/Output Database.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

5314.82

(7.5.3) Methodological details

Total number of staff from operation in each region is counted. Emissions were calculated using datasets from Ecoinvent 3.3.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

All emissions from leased facilities were included in the estimation of emissions under the Scope 1 and Scope 2. Therefore, this category is not relevant.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

8187.91

(7.5.3) Methodological details

The emissions were divided into two sources: E-commerce and customer travel to retail, where the emissions were estimated by distance-based method. For e-commerce estimation, assuming 25% of sold units through the internet were already covered by Fossil Group. This proportion has accounted into category 4 and excluded this 25% of e-commerce to avoid double counting. The other 75% of e-commerce is involved in category 9. For retail estimation, distance of customers travel is assumed (in the NAM region will travel 11 km and purchase 3 units each time, and EMEA and the APAC regions will travel 3 km and purchase 2 units each time). Further, it is assumed 50% consumers travel to stores by their own private cars and other 50% consumers travel to store by public transportation. This is used to calculate the carbon footprint of retail.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

This category includes emissions from the processing of sold intermediate products by third parties after the sale by the reporting company. Fossil did not sell intermediate products, so this category is irrelevant to the business.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1102.59

(7.5.3) Methodological details

This is calculated based on electricity consumption estimations for products that need to be charged (such as smart watches). Impacts calculated based on Ecoinvent 3.3 emission factors. This category's primary emission comes from the use of smartwatches. The smart watches' sold units are recorded by the Fossil group. It is assumed that once fully charged, it is consumed at 1.067 Wh (based on Apple Watch battery specs) and the users charge rechargeable watches from empty to full every day. Further, it's assumed that these products have been in use for 5 years.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2021

(7.5.2) Base year emissions (metric tons CO2e)

1936.9

(7.5.3) Methodological details

The sold productions end-of-life treatment's emission is estimated by the mass of raw materials. The raw materials' mass is recorded by Fossil group. It is calculated based on purchased goods and services mass data

combined with regional average end of life treatment assumptions applied. Impacts calculated based on Ecoinvent 3.3.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Fossil does not act as a lessor.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Fossil does not have franchises. Retail storefronts included in Category 8.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Fossil is not an investment firm nor does it provide financial services.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant, all relevant emissions are captured in the Categories above.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2021

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not relevant, all relevant emissions are captured in the Categories above.
[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

2294.26

(7.6.3) Methodological details

The Scope 1 emission figures for mobile, stationary, and fugitive sources were calculated using the GHG Protocol's Scope 1 methodology, with a specific focus on mobile, stationary, fire-exhaust, and air-conditioning sources where activity data was available. To enhance the Scope 1 inventory, fugitive emissions in the APAC region were included. Additionally, data accuracy was improved by using actual consumption data instead of spend data.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

956

(7.6.2) End date

12/30/2022

(7.6.3) Methodological details

For Scope 1, we received comprehensive natural gas and mobile source data from all AMERICAS, EMEA, and APAC regions. This data has enabled us to expand our Scope 1 boundary effectively.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

526.53

(7.6.2) End date

12/30/2021

(7.6.3) Methodological details

Scope 1 emission figures relating to mobile, stationary, and fugitive data sources are calculated across locations using GHG Protocol's Scope 1 methodology.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

12450.66

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

11069.75

(7.7.4) Methodological details

The Scope 2 emission figures relating to electricity are obtained using location-based methodology, giving no attention to the proportion of electricity from renewable sources. For the market-based figure, market-based emission factors (EFs) were used for Americas and EMEA while location-based EFs were applied as proxies to electricity consumed in APAC because no market-based EFs for Asia region are available. This year we have moved to 60% actual data consumption (energy consumed) with approx. 40% as spend based energy consumption values while estimating Scope 2 emissions.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

13100.1

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

10466.8

(7.7.3) End date

12/30/2022

(7.7.4) Methodological details

The Scope 2 emission figures relating to electricity are obtained using location-based methodology, giving no attention to the proportion of electricity from renewable sources. For the market-based figure, market-based emission factors (EFs) were used for Americas and EMEA while location-based EFs were applied as proxies to electricity consumed in APAC because no market-based EFs for Asia region are available.

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

14097.661

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

13127.04

(7.7.3) End date

12/30/2021

(7.7.4) Methodological details

The Scope 2 emission figures relating to electricity are obtained using location-based methodology, giving no attention to the proportion of electricity from renewable sources. For the market-based figure, market-based emission factors (EFs) were used for Americas and EMEA while location-based EFs were applied as proxies to electricity consumed in APAC because no market-based EFs for Asia region are available.
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

102860.54

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

48.7

(7.8.5) Please explain

Both production- and non-production related data are collected under this category. In case of non-production material, spend data of capital goods was collected (that includes materials for marketing/communication, facilities for fixtures/furniture/office supplies, hardware and print product). In case of prouduction material (including bulk packaging) the actual quantities of raw materials used are collected for estimating production-related emissions. The product categories considered are: traditional watches and mass market watches, jewelry, leather goods, connected devices, straps, and packaging goods. This information was collected from Fossil's material sourcing and vendor management information management systems. To esimate the production emissions (apart from cradel-to-processing unit), the T1 suppliers were asked to provide energy consumed during the production process for our products. In case of suppliers without reliable energy consumption, the average data methods were used to fill in the data gap. The emission factors were sourced from Ecoinvent v.3.3, the World Apparel LCA Database, the World Food LCA Database (3.3), and other custom emission factors.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6219.43

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data related to manufacturing equipments and operational vehicles is collected annually.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3412.13

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The amount of purchased fuel and electricity are collected. Well-to-tank for fuel, and electricity generation and T&D losses are calculated.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

14517.27

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

All logistic vendors provided carbon footprint of transportation used to move material and products.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

480.82

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The sewage treatment process was considered as a source of emission. For facilities without sewage volume, assume freshwater intake volume equals sewage volume. The mass of bulk packaging was extracted and assumed to be the overall waste volume of our direct facilities.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

385.79

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data related to air travel, ground transport and rental cars is recorded and collected for calculation.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5660.49

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Total number of staff from operations in each region is counted. Impacts calculated based on employee headcount and average transit assumptions per relevant region.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

All emissions from leased facilities were involved in the result of scope 1 and scope 2 as inclued within operational boundary. No leased facilities were excluded in the calculation. Therefore, this category is not relevant.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

5695.25

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The emissions were divided into two sources: E-commerce and customer travel to retail. The emissions were estimated by distance-based method. For e-commerce estimation, assuming 25% of sold units through the internet were already covered by Fossil Group. This proportion has accounted into category 4 and excluded this 25% of e-commerce to avoid double counting. The other 75% of e-commerce is involved in category 9. For retail estimation, distance of customers travel is assumed (in the NAM region will travel 11 km and purchase 3 units each time, and EMEA and the APAC regions will travel 3 km and purchase 2 units each time). Further, it is assumed 50% consumers travel to stores by their own private cars and other 50% consumers travel to store by public transportation. This is used to calculate the carbon footprint of retail.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

This category includes emissions from the processing of sold intermediate products by third parties after the sale by the reporting company. Fossil did not sell intermediate products, so this category is irrelevant to the business.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

714.26

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This is calculated based on electricity consumption estimations for products that need to be charged (such as smart watches). Impacts calculated based on Ecoinvent 3.3 emission factors. This category primary emission comes from the using of smart watches. The smart watches' sold units are recorded by Fossil group. Assuming once full charge consumes 1.067 Wh based on Apple Watch battery specs. And users charge rechargeable watches from empty to full every day, and it's assumed that these products are in use for 5 years.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

766.37

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

The sold production's end-of-life treatment's emission is estimated by the mass of raw materials. The raw materials' mass is recorded by Fossil Group. Battery disposal was estimated by a 3 year averaging method of the number of watches we produced in 2020, 2021 and 2022. Since our battery has a normal lifespan of two years, we estimate the previous watch manufacturing activities will lead to our customers' disposal of the battery. We assume each battery to be 5 grams in weight.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Fossil does not act as a lessor.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Fossil does not have franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Fossil is not an investment firm nor does it provide financial services.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant, all relevant emissions are captured in the Categories above.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant, all relevant emissions are captured in the Categories above.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

166372.8

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

8336.2

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2789.1

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

22743.1

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

486.7

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2565.8

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

5622.7

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

5288.5

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1258.2

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1780.7

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Category 3 - Fuel-and energy-related activities not included in Scope 1 or Scope 2 is revised due to chages in Scope 1 in 2021

Past year 2

(7.8.1.1) End date

12/30/2021

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

194665

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

5658.07

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

2869.8

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

31257.6

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

145.97

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3514.2

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

5314.82

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

8187.91

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1102.59

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

1936.9

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Category 3 - Fuel-and energy-related activities not included in Scope 1 or Scope 2 is revised due to chages in Scope 1 in 2021
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ No third-party verification or assurance
Scope 2 (location-based or market-based)	*Select from:* ☑ No third-party verification or assurance
Scope 3	*Select from:* ☑ No third-party verification or assurance

[Fixed row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☑ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

1252.41

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.9

(7.10.1.4) Please explain calculation

Store closure led to a decrease in emissions.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

649.44

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

8

(7.10.1.4) Please explain calculation

Store closure led to a decrease in overall emissions.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

1686.11

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

1.1

(7.10.1.4) Please explain calculation

Adding fugitive emissions for APAC facilities leads to the increase in emission.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change

[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☑ Location-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

2294.23

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.023

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.004

(7.15.1.3) GWP Reference

Select from:

☑ IPCC Fourth Assessment Report (AR4 - 100 year)

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

214.839

(7.16.3) Scope 2, market-based (metric tons CO2e)

214.839

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.014

(7.16.2) Scope 2, location-based (metric tons CO2e)

16.305

(7.16.3) Scope 2, market-based (metric tons CO2e)

9.434

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

6.332

(7.16.2) Scope 2, location-based (metric tons CO2e)

106.256

(7.16.3) Scope 2, market-based (metric tons CO2e)

106.256

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

8.936

(7.16.2) Scope 2, location-based (metric tons CO2e)

15.101

(7.16.3) Scope 2, market-based (metric tons CO2e)

15.101

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

222.621

(7.16.3) Scope 2, market-based (metric tons CO2e)

222.621

China, Macao Special Administrative Region

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

42.378

(7.16.3) Scope 2, market-based (metric tons CO2e)

42.378

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

92.659

(7.16.2) Scope 2, location-based (metric tons CO2e)

17.342

(7.16.3) Scope 2, market-based (metric tons CO2e)

15.98

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

169.591

(7.16.2) Scope 2, location-based (metric tons CO2e)

1132.968

(7.16.3) Scope 2, market-based (metric tons CO2e)

83.635

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.076

(7.16.2) Scope 2, location-based (metric tons CO2e)

2769.189

(7.16.3) Scope 2, market-based (metric tons CO2e)

2769.189

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

915.725

(7.16.2) Scope 2, location-based (metric tons CO2e)

1528.894

(7.16.3) Scope 2, market-based (metric tons CO2e)

1528.894

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.215

(7.16.2) Scope 2, location-based (metric tons CO2e)

81.026

(7.16.3) Scope 2, market-based (metric tons CO2e)

65.844

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

93.63

(7.16.3) Scope 2, market-based (metric tons CO2e)

93.63

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.398

(7.16.2) Scope 2, location-based (metric tons CO2e)

342.319

(7.16.3) Scope 2, market-based (metric tons CO2e)

342.319

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

45.18

(7.16.3) Scope 2, market-based (metric tons CO2e)

45.18

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.411

(7.16.2) Scope 2, location-based (metric tons CO2e)

89.982

(7.16.3) Scope 2, market-based (metric tons CO2e)

89.982

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

829.651

(7.16.2) Scope 2, location-based (metric tons CO2e)

77.287

(7.16.3) Scope 2, market-based (metric tons CO2e)

77.287

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

67.42

(7.16.3) Scope 2, market-based (metric tons CO2e)

67.42

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

206.871

(7.16.3) Scope 2, market-based (metric tons CO2e)

206.871

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

3.37

(7.16.3) Scope 2, market-based (metric tons CO2e)

3.37

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.189

(7.16.2) Scope 2, location-based (metric tons CO2e)

22.267

(7.16.3) Scope 2, market-based (metric tons CO2e)

13.489

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.544

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.544

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

523.636

(7.16.3) Scope 2, market-based (metric tons CO2e)

395.979

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

241.457

(7.16.2) Scope 2, location-based (metric tons CO2e)

4701.312

(7.16.3) Scope 2, market-based (metric tons CO2e)

4701.312

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

129.916

(7.16.3) Scope 2, market-based (metric tons CO2e)

129.916

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Storage*	*284.642*
Row 2	*Manufacturing*	*924.192*
Row 4	*Retail Activity*	*44.154*
Row 5	*Office & Daily Activity*	*1027.665*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

metric tons CO2e	Facility	Scope 2, location-based	Scope 2, market-based
Row 1	*Manufacturing*	*0*	*303.378*
Row 2	*Retail*	*0*	*3617.827*
Row 3	*Storage*	*0*	*3608.846*
Row 4	*Office & Daily Activity*	*0*	*3711.419*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

2294.26

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

12450.66

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

11069.75

(7.22.4) Please explain

All included in this category

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☑ Not relevant as we do not have any subsidiaries

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

(7.27.2) Please explain what would help you overcome these challenges

Currently, we account for emissions by product categories but do not yet categorize emissions for all our customers. We recognize the importance of this and plan to include it in our sustainability data management strategy in the coming years.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

Currently, we account for emissions by product categories but do not yet categorize emissions for all our customers. We recognize the importance of this and plan to include it in our sustainability data management strategy in the coming years.

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ Don't know

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

240.13

(7.30.1.4) Total (renewable and non-renewable) MWh

2887.51

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

2248.9

(7.30.1.3) MWh from non-renewable sources

28072.28

(7.30.1.4) Total (renewable and non-renewable) MWh

30321

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

2887.51

(7.30.1.4) Total (renewable and non-renewable) MWh

240.13

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

2249

(7.30.1.3) MWh from non-renewable sources

31199.92

(7.30.1.4) Total (renewable and non-renewable) MWh

33449

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not relevant

Other biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

56.44

(7.30.7.8) Comment

Stationary heat generation

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not relevant

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not relevant

Oil

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

240.81

(7.30.7.8) Comment

Mobile and stationary use

Gas

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

2865.37

(7.30.7.8) Comment

Mobile use

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

Not relevant

Total fuel

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3162.62

(7.30.7.8) Comment

None

[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ Austria

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

51.93

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Austria

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.

Row 2

(7.30.14.1) Country/area

Select from:

☑ France

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

33.42

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.

Row 3

(7.30.14.1) Country/area

Select from:

☑ Germany

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1457.6

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.

Row 4

(7.30.14.1) Country/area

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

328.67

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.

Row 5

(7.30.14.1) Country/area

Select from:

☑ Italy

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

30.33

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.

Row 6

(7.30.14.1) Country/area

Select from:

☑ Switzerland

(7.30.14.2) Sourcing method

Select from:

☑ Default delivered electricity from the grid (e.g. standard product offering by an energy supplier) from a grid that is 95% or more low-carbon and where there is no mechanism for specifically allocating low-carbon electricity

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

346.95

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.14.10) Comment

Information based on electricity bills.
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

315.94

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

315.94

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

123.24

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0.07

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

123.31

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

634.41

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

34.68

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

669.09

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

539.33

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

49.08

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

588.41

China

(7.30.16.1) Consumption of purchased electricity (MWh)

365.31

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

365.31

China, Macao Special Administrative Region

(7.30.16.1) Consumption of purchased electricity (MWh)

69.7

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

69.70

France

(7.30.16.1) Consumption of purchased electricity (MWh)

425.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

507.55

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

933.20

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

1573.78

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

928.96

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2502.74

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

7100.49

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7100.49

India

(7.30.16.1) Consumption of purchased electricity (MWh)

2144.61

(7.30.16.2) Consumption of self-generated electricity (MWh)

34.98

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2179.59

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

161.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.18

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

163.05

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

202.31

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

202.31

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

554.01

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

554.01

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

111.06

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

111.06

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

237.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.25

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

240.23

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

169.56

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

169.56

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

161.76

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

161.76

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

230.93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

230.93

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

11.93

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

11.93

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

880.1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

880.10

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

1.51

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.51

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

1348.17

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1348.17

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

12692.47

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1303.34

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

13995.81

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

231.21

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

231.21

[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.022

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

14744.92

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

679581

(7.45.5) Scope 2 figure used

Select from:

☑ Location-based

(7.45.6) % change from previous year

28.2

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Change in revenue

(7.45.9) Please explain

Increase in fugitive emission quantification in APAC location facilities.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Waste

(7.52.2) Metric value

1711.39

(7.52.3) Metric numerator

In tons

(7.52.5) % change from previous year

5.3

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

Since 2022, we have observed that most of the waste disposed of originates from bulk packaging purchased by the warehouse. To improve accuracy in estimating actual waste volume, we now directly use the weight of bulk packaging purchased.

Row 2

(7.52.1) Description

Select from:

☑ Energy usage

(7.52.2) Metric value

29925678

(7.52.3) Metric numerator

In kWh

(7.52.5) % change from previous year

10.6

(7.52.6) Direction of change

Select from:

☑ Decreased

(7.52.7) Please explain

Store exits and obtaining actual consumption data

Row 3

(7.52.1) Description

Select from:

☑ Other, please specify **:**Water

(7.52.2) Metric value

106

(7.52.3) Metric numerator

In Mega Liters

(7.52.5) % change from previous year

65.6

(7.52.6) Direction of change

Select from:

☑ Decreased

(7.52.7) Please explain

Store exits and obtaining representative consumption data to provide a more accurate water withdrawal figure. [Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/30/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Location-based

(7.53.1.11) End date of base year

12/30/2021

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

526.53

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

14097.66

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

14624.190

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

0.2

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

5.2

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

5.1

(7.53.1.54) End date of target

12/30/2040

(7.53.1.55) Targeted reduction from base year (%)

95

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

731.210

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2294.26

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

12450.66

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

14744.920

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

-0.87

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

This will cover reduction efforts across Scopes and organization

(7.53.1.83) Target objective

Fossil Group commits to reduce absolute scope 1 and 2 GHG emissions 85% by 2030 from a 2021 base year.
Fossil Group commits to reduce absolute scope 1 and 2 GHG emissions 95% by 2040 from a 2021 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Undevelopment and submission for approval to SBTi

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/30/2021

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 2 – Capital goods

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 12 – End-of-life treatment of sold products

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 4 – Upstream transportation and distribution

☑ Scope 3, Category 11 – Use of sold products

☑ Scope 3, Category 9 – Downstream transportation and distribution

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

12/30/2021

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

194665

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

5658.07

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

2869.8

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

31257.6

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

145.97

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

3514.21

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

5314.82

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

8187.91

(7.53.1.24) Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

1102.59

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

1936.9

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

254652.870

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

254652.870

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

72.3

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

2.1

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

1.1

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

11.6

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

0.1

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

1.3

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

2

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

3

(7.53.1.45) Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

0.4

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

0.7

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

94.6

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

94.6

(7.53.1.54) End date of target

12/30/2040

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

25465.287

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

102860.54

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

6219.43

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

3412.13

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

14517.27

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

480.82

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

385.79

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

5660.49

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

5695.25

(7.53.1.69) Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

714.26

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

766.37

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

140712.350

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

140712.350

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

49.71

(7.53.1.80) Target status in reporting year

Select from:

☑ New

(7.53.1.82) Explain target coverage and identify any exclusions

This will cover reduction efforts across Scopes and organization

(7.53.1.83) Target objective

Fossil Group also commits to reduce absolute scope 3 GHG emissions 45% by 2030. Fossil Group also commits to reduce absolute scope 3 GHG emissions 90% by 2040 from a 2021 base year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Undevelopment and submission for approval to SBTi

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ No

(7.55.4) Why did you not have any emissions reduction initiatives active during the reporting year?

We are reviewing our emission reduction initiatives as part of our commitment to setting near- and long-term company-wide targets through the Science-Based Targets initiative, which is expected to be approved in early 2024. Additionally, we are assessing potential investment opportunities related to product design and packaging.

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

☑ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	*Select from:* ☑ No
Cattle products	*Select from:* ☑ No

[Fixed row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	*1202.5*	*Select all that apply* ☑ Sourced	*1202.5*
Cattle products	*514.6*	*Select all that apply* ☑ Sourced	*514.6*

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

1202.5

(8.5.5) Source

Select all that apply

☑ Other, please specify **:**Multiple suppliers

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_Fossil Group_Factory List.pdf

(8.5.7) Please explain

The timber products we procured in 2023 include both virgin and recycled materials. However, insufficient information from our direct suppliers has resulted in a lack of knowledge about the country or area of origin for these timber commodities.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

514.6

(8.5.5) Source

Select all that apply

☑ Other, please specify **:**Multiple suppliers

(8.5.6) List of supplier production and primary processing sites: names and locations (optional)

2024_Fossil Group_Factory List.pdf

(8.5.7) Please explain

We are working to extend our traceability information to our tanneries and are still in the process of tracing the origin of the cowhide.

[Add row]

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Other, please specify **:**Not applicable

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

We do not have sufficient data to evaluate the question.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

We are near to implementing a project on traceability of our products specially focussed on packaging (due implementation early 2025 onwards), which will help us set the deforestation targets in near future.

Cattle products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Other, please specify **:**Not applicable

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

We do not have sufficient data to evaluate the question.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

We are near to implementing a project on traceability of our products (packaging to begin in early 2025 onwards), which will help us set the associated targets in near future.

[Fixed row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

☑ No, but we plan to establish one within the next two years

(8.8.4) Primary reason your organization does not have a traceability system

Select from:

☑ Other, please specify **:**Not applicable

(8.8.5) Explain why your organization does not have a traceability system

Fossil Group is enhancing our systems for commodity traceability, which will also improve our understanding of potential forest-related opportunities.

Cattle products

(8.8.1) Traceability system

Select from:

☑ No, and we do not plan to establish one within the next two years

(8.8.4) Primary reason your organization does not have a traceability system

Select from:

☑ Other, please specify **:**Not applicable

(8.8.5) Explain why your organization does not have a traceability system

Fossil Group is enhancing our systems for commodity traceability, which will also improve our understanding of potential cattle product-related opportunities.
[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:

☑ No, but we plan to do so within the next two years

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☑ No

(8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☑ Other, please specify **:**Not relevant

(8.9.8) Explain why you have not assessed DF/DCF status

Production data for the commodity is unavailable because we do not have direct operational control over its manufacturing or the finished goods. Consumption data is calculated based on inputs from packaging suppliers, internal logistics, and procurement data. We do not currently track deforestation- or conversion-free data internally and plan to work with suppliers in do it in next 2 years

Cattle products

(8.9.1) DF/DCF status assessed for this commodity

Select from:

☑ No, and we do not plan to do so within the next two years

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☑ No

(8.9.7) Primary reason for not assessing DF/DCF status

Select from:

☑ Other, please specify **:**Not relevant

(8.9.8) Explain why you have not assessed DF/DCF status

Production data for the commodity is unavailable because we do not have direct operational control over its manufacturing or the finished goods. Consumption data is calculated based on inputs from packaging suppliers, internal logistics, and procurement data. We do not currently track deforestation- or conversion-free data internally.
[Fixed row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

	Monitoring or estimating your deforestation and conversion footprint	Primary reason for not monitoring or estimating deforestation and conversion footprint	Explain why you do not monitor or estimate your deforestation and conversion footprint
Timber products	*Select from:* ☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	*Select from:* ☑ Other, please specify :Not relevant	*The primary issue is the unavailability of data needed to determine the source of origin for our timber products.*
Cattle products	*Select from:* ☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	*Select from:* ☑ Other, please specify :Not relevant	*The primary issue is the unavailability of data needed to determine the source of origin for our cattle products.*

[Fixed row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	*Select from:* ☑ No, and we do not plan to within the next two years
Cattle products	*Select from:* ☑ No, and we do not plan to within the next two years

[Fixed row]

(8.12) Indicate if certification details are available for the commodity volumes sold to requesting CDP Supply Chain members.

	Third-party certification scheme adopted	Primary reason that third-party certification has not been adopted	Explain why third-party certification has not been adopted
Timber products	*Select from:*☑ No, but we plan to adopt third-party certification within the next two years	*Select from:*☑ Other, please specify :Not relevant at the moment	*The main issue is the lack of data needed to trace the origin of our timber products.*
Cattle products	*Select from:*☑ No, but we plan to adopt third-party certification within the next two years	*Select from:*☑ Other, please specify :Not relevant at the moment	*The main issue is the lack of data needed to trace the origin of our cattle products.*

[Fixed row]

(8.13) Does your organization calculate the GHG emission reductions and/or removals from land use management and land use change that have occurred in your direct operations and/or upstream value chain?

	GHG emissions reductions and removals from land use management and land use change calculated	Primary reason your organization does not calculate GHG emissions reductions and removals from land use management and land use change	Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change
Timber products	*Select from:*☑ No, but plan to do so in the next two years	*Select from:*☑ Other, please specify :Not relevant at the moment	*The main issue is the lack of data needed to trace the origin of our timber products.*
Cattle products	*Select from:*☑ No, but plan to do so in the next two years	*Select from:*☑ Other, please specify :Not relevant at the moment	*The main issue is the lack of data needed to trace the origin of our cattle products.*

[Fixed row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:

☑ Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply

☑ Environmental protection

☑ Labor rights

☑ Human rights protected under international law

(8.14.3) Procedure to ensure legal compliance

Select all that apply

☑ First party audits

☑ Supplier self-declaration

(8.14.5) Please explain

We expect our packaging suppliers to ensure that their components and materials meet all relevant requirements before they are used in our products, as outlined in our Manufacturer's Agreement. Each supplier receives Product Guidelines detailing the applicable requirements for wood products, which are updated regularly. Suppliers must sign both the Manufacturer's Agreement and the Product Guidelines to confirm their understanding and commitment to these expectations. Additionally, based on the HS code of the finished products, our trade compliance team will assess whether relevant regulations (e.g., Timber Regulation) apply, and suppliers must provide the necessary supporting documents in accordance with these regulations.
[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

(8.15.1) Engagement in landscape/jurisdictional initiatives

Select from:

☑ No, we do not engage in landscape/jurisdictional initiatives, and we do not plan to within the next two years

(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

Select from:

☑ Other, please specify **:**Not relevant

(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

Not relevant
[Fixed row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:

☑ No, and we do not plan to within the next two years

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

☑ No, and we do not plan to implement project(s) within the next two years

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

We track water withdrawals by collecting and reviewing monthly water bills.

(9.2.4) Please explain

In 2023, 10.3% of our facilities—comprising retail stores, manufacturing sites, offices, and warehouses—provided water withdrawal information. This data is reported either as water bill expenditures or actual water withdrawal volumes. To convert water bill expenses into litres of water withdrawn, we use regional water rates as a conversion factor. We are currently working to expand the collection of water withdrawal data.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We depend on local water suppliers for our freshwater needs, ensuring that their practices comply with local water withdrawal regulations.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Not Applicable

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ Less than 1%

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

We measure water discharge through collection of monthly sewage bills.

(9.2.4) Please explain

In 2023, 10% of our facilities—including retail stores, manufacturing sites, offices, and warehouses—provided water discharge information. This data is reported either as sewage bill expenses or actual water discharge volumes. The low percentage of data collected is largely due to the fact that many of our sites are offices and retail stores, where sewage processing is managed by property management companies, limiting our access to sewage data.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We rely on local sewage discharge suppliers to handle our wastewater, ensuring their practices comply with local regulations.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We rely on local sewage discharge suppliers to handle our wastewater, ensuring their practices comply with local regulations.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We have identified that our manufacturing sites in Switzerland and India are water-intensive. Over the past two years, the manufacturing site in India has implemented water recycling best practices, recovering 39% of the water withdrawn and thereby reducing extraction demand in 2023. With a wastewater treatment plant on-site, we ensure that treated water is discharged only after assessment and continue to file annual online returns with the pollution control board for both treated water and sludge. These practices help manage water quality and ensure compliance with local discharge regulations.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We identified our manufacturing sites in Switzerland and India are water intensive. For last 2 years, manufacturing site in India has adopted water recycling best practises and recovered 39% of water withdrawn reducing extraction demand in the year 2023. With the presence of waste water treatment plant within the India facilities, we continue to ensure that treated water is discharged post assessment and we continue to file online returns with polution control board on treated water and sludge on yearly basis. These pracitices helps to manage water quality and abide by discharge regulation inline with local regulation.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not monitored

(9.2.4) Please explain

We have identified that our manufacturing sites in Switzerland and India are water-intensive. Over the past two years, the manufacturing site in India has adopted water recycling best practices, recovering 39% of the water withdrawn and thereby reducing extraction demand in 2023. With a wastewater treatment plant on-site in India, we ensure that treated water is discharged only after thorough assessment. We also file annual online returns with the pollution control board for treated water and sludge. These practices help us manage water quality and comply with local discharge regulations.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

We have made an assumption to estimate water consumption by subtracting water discharge from water withdrawal. Additionally, we assume that water consumption is equal to the level of water withdrawal.

(9.2.4) Please explain

We have identified our manufacturing sites in Switzerland and India as water-intensive. Water consumption data will be derived from water extraction volumes reported in water and sewage bills. For our other operating sites—offices, warehouses, and retail stores—where water discharge bills are not accessible, we have estimated water consumption based on the total area multiplied by water intensity per square meter for 2023. We plan to

gradually improve data quality by requesting water discharge data from our property managers. However, since water use at non-manufacturing sites is typically limited to drinking and cleaning, we expect water consumption to be relatively low.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ Less than 1%

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

Water logs maintained by India manufacturing unit.

(9.2.4) Please explain

We identified our manufacturing sites in Switzerland and India are water intensive. For last 2 years, manufacturing site in India has adopted water recycling methodology. This has resulted in recovery of 39% water withdrawn, thereby reducing our extraction demand in 2023.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Yearly

(9.2.3) Method of measurement

Annual audits by local administration team ensure the same

(9.2.4) Please explain

In our direct operation, we provide clean drinking water access to our employees. In our indirect operation, we also engage with our tier 1 suppliers to provide clean drinking water for their workers.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

106

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Change in accounting methodology

(9.2.2.6) Please explain

We are working towards improving data quality by requesting detailed data from water vendors, aiming to reduce the usual overestimation that results from converting expenditure data into consumption figures.

Total discharges

(9.2.2.1) Volume (megaliters/year)

95.38

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

Select from:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Change in accounting methodology

(9.2.2.6) Please explain

We are working towards improving data quality by requesting detailed data from water vendors, aiming to reduce the usual overestimation that results from converting expenditure data into consumption figures.

Total consumption

(9.2.2.1) Volume (megaliters/year)

10.75

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Change in accounting methodology

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Change in accounting methodology

(9.2.2.6) Please explain

We are working towards improving data quality by requesting detailed data from water vendors, aiming to reduce the usual overestimation that results from converting expenditure data into consumption figures.

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

28.27

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ Change in accounting methodology

(9.2.4.5) Five-year forecast

Select from:

☑ Lower

(9.2.4.6) Primary reason for forecast

Select from:

☑ Other, please specify **:**Engagement activities with manufacturing site to increase water use efficiency

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

26.67

(9.2.4.8) Identification tool

Select all that apply

☑ WRI Aqueduct

(9.2.4.9) Please explain

A preliminary assessment using the WRI Aqueduct indicates that approximately 26.7% of our water consumption comes from countries with "extremely high" or "high" water stress concerns. Despite facility closures this year, data collection in these regions has improved. We plan to closely monitor water consumption in these areas and implement educational campaigns to enhance water use efficiency.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

While risks exist, no significant impact is anticipated. The company conducted a material assessment, identifying "Water Pollution" as one of the key topics. We reviewed the processes and found no immediate water risks. We believe the greatest water risks are associated with tier 2 or beyond in our supply chain. Consequently, no high-risk areas have been identified in the company's direct operations.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

While risks exist, no significant impact is anticipated. The company conducted a material assessment, identifying "Water Pollution" as one of the key topics. We reviewed the processes and found no immediate water risks. We believe the greatest water risks are associated with tier 2 or beyond in our supply chain. Consequently, no high-risk areas have been identified in the company's direct operations.
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:

☑ No facilities were reported in 9.3.1

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

(9.5.1) Revenue (currency)

679581

(9.5.2) Total water withdrawal efficiency

6411.14

(9.5.3) Anticipated forward trend

We anticipate a decrease in water withdrawal due to improved data quality and increased awareness among employees, fostered by an internal education campaign aimed at reducing water consumption.
[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☑ Annex XVII of EU REACH Regulation

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☑ More than 80%

(9.13.1.3) Please explain

To achieve the functionality our customers expect, it is sometimes necessary to use chemicals in our products. At Fossil, we ensure compliance with global laws and regulations while prioritizing the health and safety of our employees, consumers, and the environment. Product testing serves as a guideline for Fossil and our suppliers to manage the responsible use of chemicals and guides our decisions regarding sourcing, manufacturing, and innovation. We require our suppliers to ensure that their components and materials meet all applicable requirements before they are used in our products, as outlined in our Manufacturer's Agreement. Each supplier receives Product Guidelines and a Restricted and Declarable Substance List (RDSL), which identifies potentially harmful chemicals in our industry and specifies safe concentration limits. Our RDSL adheres to global regulations, including REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), RoHS (Restriction of Hazardous Substances Directive 2002/95/EC), and California Proposition 65. This list was developed with the assistance of external experts.
[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ Yes

(9.14.2) Definition used to classify low water impact

We have identified that Litehide leather reduces fresh water usage by up to 60% compared to traditional wet-salted, dry-salted, and wet blue leather tanning processes.

(9.14.4) Please explain

Litehide is a process which uses less water in the tanning process. This shows our choice to adopt raw materials with lower water impact. In 2023, we have successfully replaced more than 48% of traditional leather with Litehide in our handbags, backpacks, and watch straps.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☑ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.1.2) Please explain

Based on a preliminary assessment, our major water pollution risks are associated with tanneries and tier 2 suppliers over which we do not have direct operational control. Given the low risk within our direct operations, we have not set specific targets for them. For our indirect operations, we provide our suppliers with Product Guidelines and a Restricted and Declarable Substance List (RDSL), which outlines potentially harmful chemicals used in our industry and specifies safe concentration limits. We continue to engage with higher-risk suppliers, encouraging them to implement water pollution prevention initiatives.

Water withdrawals

(9.15.1.1) Target set in this category

Select from:

☑ No, but we plan to within the next two years

(9.15.1.2) Please explain

Based on a preliminary assessment, our direct business operations, primarily retail stores and offices, do not involve intensive water withdrawal. As a result, we do not consider water withdrawal a material issue for target-setting. However, we are actively working with our two factories to reduce water withdrawal through water treatment and recovery initiatives. For example, our manufacturing site in India recovered 39% of the water withdrawn in 2023, thereby reducing extraction demand.

Water, Sanitation, and Hygiene (WASH) services

(9.15.1.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.1.2) Please explain

Based on a preliminary assessment, all of our direct operations provide WASH (Water, Sanitation, and Hygiene) services to employees. As a result, we do not consider this topic a material issue for target-setting.

Other

(9.15.1.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:☑ Yes

(10.1.2) Target type and metric

Plastic packaging

☑ Increase the proportion of plastic packaging that is recyclable in practice and at scale

☑ Increase the proportion of plastic packaging that is reusable

(10.1.3) Please explain

We have set an internal target to achieve 90% circular packaging (e.g., recyclable and/or reusable) by 2030. As of 2023, 5.5% of our current packaging material is plastic. Since 2022, we have been collaborating with our internal team to enhance the quality of data on raw materials purchased, aiming to improve transparency regarding the proportion of recyclable or reusable plastic packaging.

[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:☑ No

(10.2.2) Comment

We only purchase plastic polymers but we don't produce our own plastic polymers.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

We sell products that consist of durable plastic goods, including mixed materials. This includes watches with plastic straps or cases, and handbags, bags, wallets and other items made out of PU or PVC.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

We sell products that consist of durable plastic goods, including mixed materials. This includes watches with plastic straps or cases, and handbags, bags, wallets and other items made out of PU or PVC.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

We distribute packaging made of high density polystyrene materials and plastic cuffs for our watches.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

We distribute packaging made of high density polystyrene materials and plastic cuffs for our watches.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:

☑ Yes

(10.2.2) Comment

Most of our products are wrapped in a plastic bag or a layer of plastic film to protect the product surface from stretching.

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Not applicable

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:

☑ No

(10.2.2) Comment

Not applicable. We only use paper shopping bags in our retailing activities.

Other activities not specified

(10.2.1) Activity applies

Select from:☑ No

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

Durable goods and durable components sold

(10.4.1) Total weight during the reporting year (Metric tons)

195.95

(10.4.2) Raw material content percentages available to report

Select all that apply

☑ % virgin fossil-based content

(10.4.3) % virgin fossil-based content

99

(10.4.7) Please explain

We assumed that the amount of plastic sold in 2023 matches the volume of plastic goods produced. We are actively identifying plastic products that contain recycled plastic and castor oil, which helps reduce the fossil-based content in our plastic materials.

Durable goods and durable components used

(10.4.1) Total weight during the reporting year (Metric tons)

195.95

(10.4.2) Raw material content percentages available to report

Select all that apply

☑ % virgin fossil-based content

(10.4.3) % virgin fossil-based content

99

(10.4.7) Please explain

This includes all the plastic used to produce packaging and related products throughout the year. We have assumed that the amount of plastic sold corresponds to the volume of plastic goods produced in 2023. We are also working to identify plastic products made from recycled materials and castor oil, which helps reduce the fossil-based content in our plastic materials.
[Fixed row]

(10.5) Provide the total weight of plastic packaging sold and/or used and indicate the raw material content.

Plastic packaging sold

(10.5.1) Total weight during the reporting year (Metric tons)

274

(10.5.2) Raw material content percentages available to report

Select all that apply

☑ None

(10.5.7) Please explain

We assumed that the plastic packaging sold is equivalent to the amount of plastic packaging produced in 2023. Currently, our data quality does not sufficiently record the recycled content of the plastic packaging sold. We are working on obtaining additional data from our suppliers in 2024-25 to address this gap.

Plastic packaging used

(10.5.1) Total weight during the reporting year (Metric tons)

10

(10.5.2) Raw material content percentages available to report

Select all that apply

☑ None

(10.5.7) Please explain

This will include plastic packaging purchased by our company and stored in our warehouses. Supplier-provided plastic packaging is excluded, as it is not directly controlled by us. However, we aim to gather data from suppliers in the coming years to better understand the recyclability and reusability of our product packaging throughout the entire value chain.
[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging sold

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☑ None

(10.5.1.5) Please explain

In 2023, we discovered that our current material database does not include information on the circularity of our packaging materials. As a result, we have started collaborating with internal teams to enhance the data details and are planning to request material circularity information from our suppliers. We aim to launch this project in 2025.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☑ None

(10.5.1.5) Please explain

In 2023, we discovered that our current material database does not include information on the circularity of our packaging materials. As a result, we have started collaborating with internal teams to enhance the data details and are planning to request material circularity information from our suppliers. We aim to launch this project in 2025.

[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	Select from: ☑ No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from:☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*
UNESCO World Heritage sites	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*
UNESCO Man and the Biosphere Reserves	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*
Ramsar sites	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Key Biodiversity Areas	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*
Other areas important for biodiversity	*Select from:*☑ Not assessed	*No and we don't plan to within the next two years*

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

We have a dedicated team of Environmental SMEs who collaborate with business units to estimate emissions from our operations. We also consult with experts and specialists to stay informed about sustainability parameters and emerging regulations. Additionally, we are working to have our reduction targets verified by the SBTi and plan to seek third-party verification or assurance for other environmental information in our CDP response within the next two years.
[Fixed row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

At Fossil Group, we believe in making a positive impact as central to who we are. Through our sustainability strategy, Make Time for Good, we are reducing our product's environmental footprint while supporting our communities and employees. More details can be found in: https://www.fossilgroup.com/sustainability/
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Kara DeVita

(13.3.2) Corresponding job category

Select from:☑ Other, please specify

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

☑ N