

2024

Corporate Sustainability Highlights



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CEO Letter

To Our Valued Customers, Partners, Shareholders, and Employees

As we reflect on the past year, I am proud to share the progress we've made on our journey toward a more sustainable, inclusive, and responsible future. At the heart of our business is a deep commitment to the planet, our communities, and the people who make everything we do possible—an approach we bring to life through *Make Time for Good*, our framework for managing environmental, social, and governance initiatives and guiding our journey as a purpose-driven company.

2024 was a milestone year for many reasons. Not only did we celebrate our 40th anniversary—a powerful reminder of our legacy and the impact we've had over four decades—we also welcomed a new chapter in leadership. As the CEO, it's an honor to step into this role at such a meaningful moment. I've long been an admirer of Fossil Group and the company values we stand for, and I'm incredibly proud to be part of leading the next era of growth, purpose, and progress.

This past year, we achieved a significant sustainability milestone with the approval of our near-term and long-term emissions reduction targets by the Science-Based Targets initiative (SBTi). This recognition reinforces our commitment to climate action and ensures our strategy is aligned with the latest scientific guidance. The transformation work we have been undergoing has resulted in a 59.3% reduction in overall emissions since our 2021 baseline. As a global retailer creating products for everyday life, we recognize our responsibility to operate with care, intention, and transparency. We've also seen remarkable growth in our community engagement efforts. In 2024, we experienced a 35% increase in employee volunteers and a 58% increase in volunteer hours—a testament to the passion and purpose of our people.

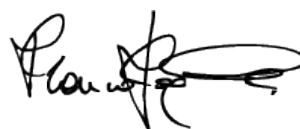
As a global company, we recognize the scope of our presence and the depth of our responsibility. We remain steadfast in our commitment to the fair treatment of all workers, the protection of human rights, and to transparency throughout our supply chain. Our sustainability strategy is informed by the United Nations Sustainable Development Goals (SDGs), and we remain focused on driving inclusion, opportunity, and innovation at every level of our business and in every community we serve.

Looking ahead, we remain focused on advancing our sustainability journey through these key priorities:

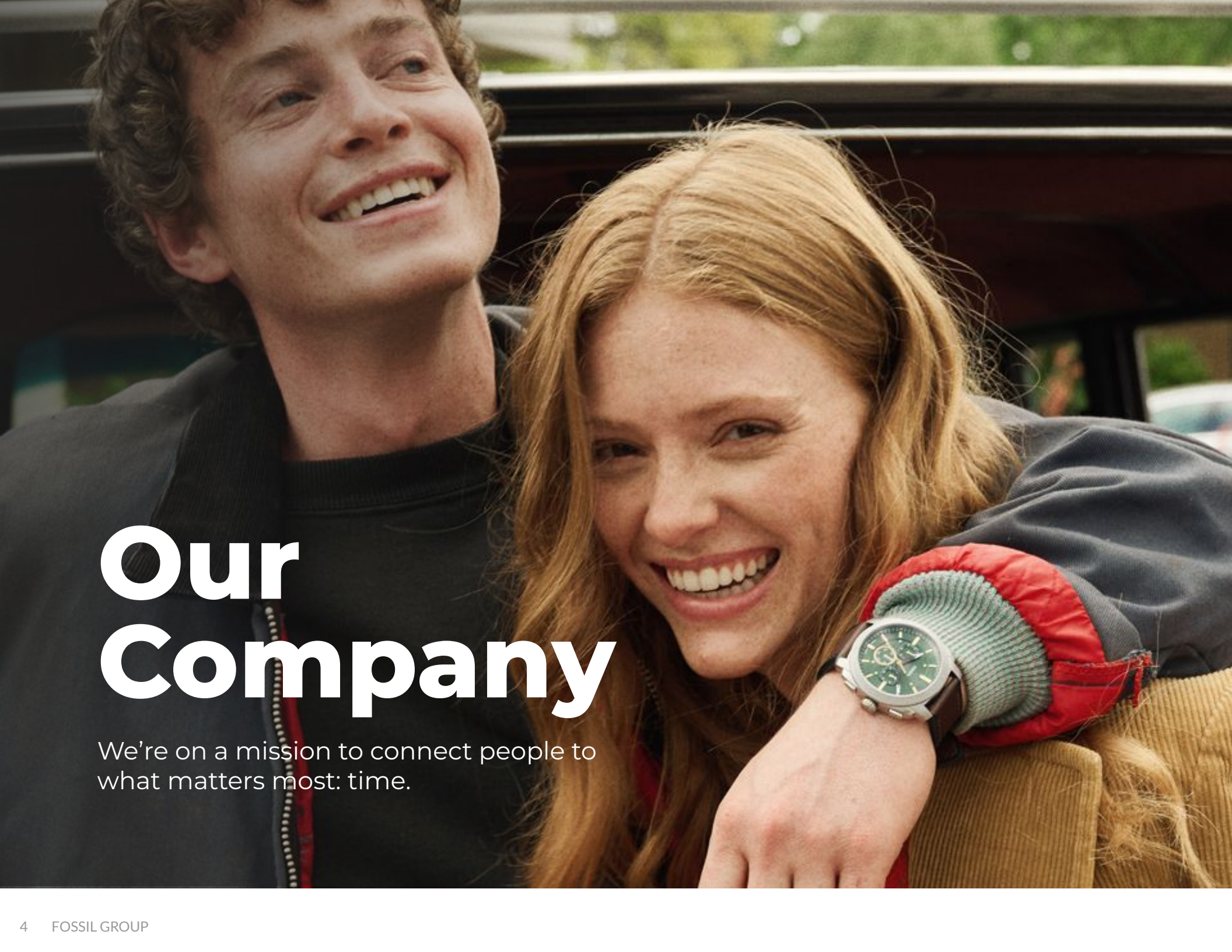
- Continuing our support of young changemakers through the Fossil Foundation, which has impacted more than 12.5 million young lives across six continents
- Building on our success of reaching the top quartile ahead of our goal with the Women's Empowerment Principles assessment and achieving parity in board leadership
- Working towards our decarbonization commitments and implementing a supply chain traceability and mapping solution

There is still much to do—but I believe deeply in our purpose, our people, and our potential. We know that time is a precious resource, and when we make time for good, we create a positive impact in our local and global communities.

With shared commitment,



Franco Fogliato, CEO, Fossil Group, Inc.

A close-up photograph of a young man and woman smiling and looking out of a car window. The woman is wearing a red jacket with a green ribbed cuff and a silver Fossil watch with a green dial. The man is wearing a dark jacket. The background shows a blurred view of the outdoors from inside a vehicle.

Our Company

We're on a mission to connect people to what matters most: time.



2024 Highlights



Good for the Planet

- Reduced **61.8%** in absolute emissions of Scope 3 (2021 baseline)
- Transformation of retail presence resulted in a **15.2%** reduction in global energy-based emissions

Good for Communities

- **12.5M*** young lives impacted through Fossil Foundation (*cumulative)
- Increased our Women's Empowerment Principles Assessment Score to **75%**, reaching the top quartile (our 2025 goal - a year ahead of schedule)
- **\$1.6M** in Social Impact contributions provided to our global communities

Good for our People

- Increased female leadership to **61%** (28% increase over the prior year)
- Achieved a **95%** score on the Human Rights Campaign Foundation's Corporate Equality Index (5% increase over the prior year)



2024 Impact



12.5M*

Young lives impacted
through Fossil Foundation

**cumulative*



28%

Increase in female leadership
representation



95%

Score on the Human Rights
Campaign Corporate Equality Index



15%

Reduction in global energy-based
emissions



\$1.6M

in Social Impact contributions



61.8%

Reduction in Scope 3 emissions
(2040 goal is Net Zero)



75%

Top-quartile score on Women's
Empowerment Principles assessment



Our goal is to
make the
world greater,
together.

About FOSSIL Group

In 1984, we set out to be a different kind of company.

FOSSIL Group was founded on the belief that we can do greater things together. This belief, ignited by our core values, transformed a humble watchmaking business into a customer-first digital and design powerhouse with a global footprint.

Since, day one, we have made our mark on the accessory world one iconic collectible at a time - launching the first Fossil branded watch in 1986, followed by the famous FOSSIL tin, and our first leather goods shortly thereafter. With the same spirit of optimism and innovation with which **FOSSIL Group** began, we have grown our portfolio, reach, and capabilities for forty years. And we've done it our way.

Today our legacy continues to reach customers globally through the product stories we meaningfully craft season after season. Our owned and licensed brands share our passions for design, innovation, and making an impact. Together, our global employees bring each brand and product to life through an extensive channel and distribution network.

We've made it our goal to inspire authenticity, individuality, and positive change through lifestyle accessories. We are products of our time, and believe that how we use it - and what matters most - will always drive us forward (for the better).

SPOTLIGHT

We are **FOSSIL Group** because of our values, but more so, because of the people who keep them.

Authenticity

We go all in as we are.

Grit

We push through, set our sights, and go for it.

Curiosity

We ask, 'What if? What's next?'

Humor

We don't take ourselves too seriously.

Making an Impact

We go big, perform, and strive to make a difference.



OUR BRANDS

FOSSIL

MICHELE

SKAGEN
DENMARK

A | X
ARMANI EXCHANGE

DIESEL
FOR SUCCESSFUL LIVING

EMPORIO **ARMANI**

kate spade
NEW YORK

MICHAEL KORS

RELIC
— BY FOSSIL —

SKECHERS

TORY BURCH

WATCH
STATION

Zodiac
SWISS MADE - 1882

SPOTLIGHT

The Iconic Fossil Tin

What if a package could communicate the soul of a brand? That's just what our designers set out to prove back when they designed the very first watch tin in 1989. Taking a cue from the colorful packaging of the '40s and '50s, Fossil's unique packaging came to embody our young, fun, authentic brand and creative culture.

Forty years and thousands of designs later, our famous tins are as much a part of our product as the watches themselves. Today, we continue to create iconic designs for these little boxes that have come to embody our DNA. And our customers have become as creative as us in the ways they choose to both collect and "re-use" their tins. Whether it continues to serve as the watch's home, a place for all those little things that we store in our pockets, or the perfect planting spot for desktop greenery, since day one we have always made our tins with the intent to repurpose.



OUR CORPORATE RESPONSIBILITY STRATEGY

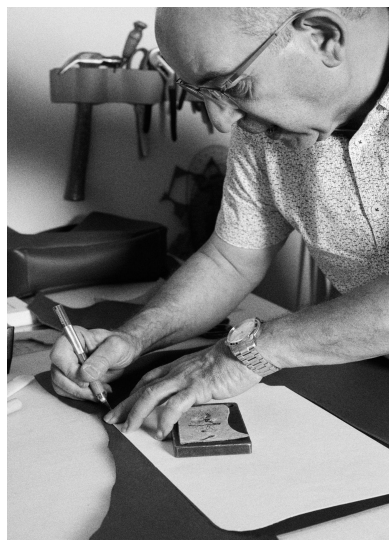
make
time
FOR
good



Our Corporate Responsibility Strategy

Making a positive impact has always been central to who we are. Our employees are changemakers who make time to support the causes that matter to them. Through Make Time for Good, our corporate responsibility framework for managing environmental, social, and governance (ESG), we are on our journey to reducing our products' environmental impact while supporting our communities and employees. Our strategy is made up of three drivers — Good for the Planet, Good for Communities, and Good for Our People. The relevant topics included in this report were determined through our 2021 Materiality Assessment and ongoing engagement with our stakeholders. This step allowed us to identify and prioritize the issues that resonate most with stakeholders. In-depth assessments are reviewed every 3-5 years, and we will reassess our materiality in the next year. Updates on our progress are based on year-over-year changes, unless otherwise specified.

**Making a
positive impact
has always been
central to who
we are at
Fossil Group.**



Our industry intersects with many material topics. We carefully examine how our products use resources and how our business affects people and communities around the world so that we can explore ways to transform our industry for the better. We embrace our employees' backgrounds, experiences and perspectives. We also aspire to be a leader in the community by empowering women and girls, supporting human rights, and addressing challenges within sourcing, design, and transparent supply chains.

For more information about Make Time for Good, including recent news and program highlights, please see our corporate [website](#).

Sustainability Governance

Our Make Time for Good strategic framework is supported by strong governance and leadership. The ESG Executive Leadership Council, chaired by our CEO and composed of executive leaders, works in partnership with the Corporate Responsibility team to define strategic priorities and allocate resources that deliver on our objectives. Sustainability is also a priority for our Enterprise Risk Management (ERM) Committee, with quarterly updates and planning provided from the Corporate Responsibility team. This governance framework ensures our goals are integrated into core business decisions and aligned with our foundational pillars of Planet, Community, and People.

Our annual reporting includes disclosures with universally recognized frameworks: GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board), which consolidated into the IFRS (International Financial Reporting Standards) in 2022, and is overseen by ISSB (International Sustainability Standards Board). The Task-Force for Climate-Related Financial Disclosures (TCFD) was incorporated within ISSB and also helped to inform this report (please see [Impacts, Risks, and Opportunities](#)). Through committed leadership, science-based action, and meaningful partnerships, Fossil Group remains committed to our sustainability journey through action and transparency.



ESG Executive Leadership Council: Role & Purpose

Strategic Prioritization:

Ensure sustainability strategy is aligned to Fossil Group's business strategy; review and approve annual program goals, and assess related risk exposure

Governance & Reporting:

Report to the Board on long-term commitments tied to Planet, Community, and People pillars, updated annual progress, and emerging topics that could impact Fossil Group, and provide oversight of annual reporting

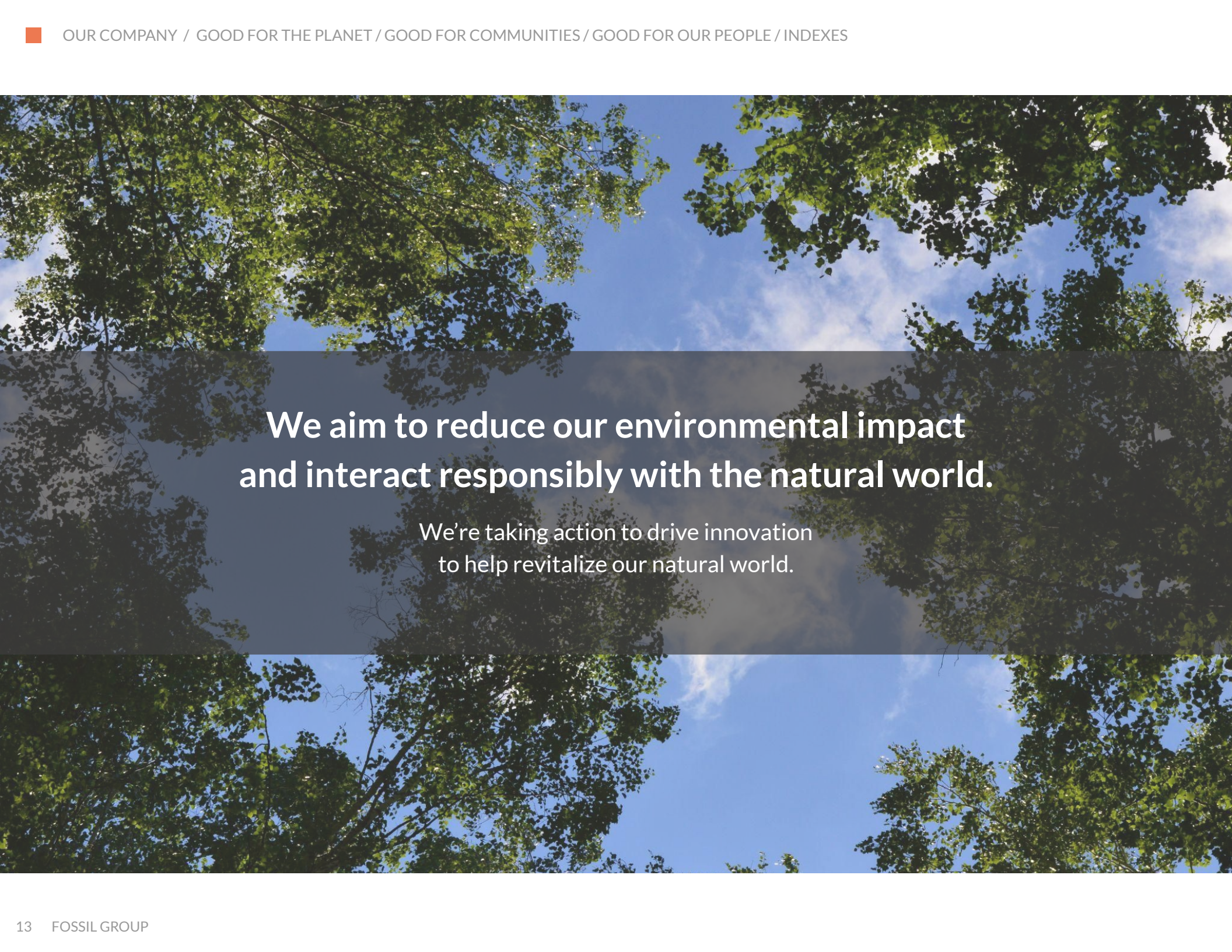
Communications:

Oversight of related communications and public reporting



Good for the Planet

We're taking action to drive innovation to help revitalize our natural world.



**We aim to reduce our environmental impact
and interact responsibly with the natural world.**

We're taking action to drive innovation
to help revitalize our natural world.

Impacts, Risks, and Opportunities

Based on our current Materiality Assessment, Fossil Group has identified five environmental impact areas as most material to our stakeholders: climate change and emissions, water and waste management, chemical use, circularity, and packaging. These focus areas guide our environmental priorities and related disclosures.

We have identified certain environmental risks that are relevant to our business, including regulatory compliance, physical risks from climate-related events, and market shifts with products and materials. These risks are actively managed through our ongoing enterprise risk management (ERM) framework. Quarterly updates are reviewed at the executive level and reported to Fossil Group's Board of Directors.

We see clear opportunities in adopting lower-impact materials like Litehide™, advancing a more circular model through repair and take-back programs, reducing packaging waste, improving supply chain transparency, and shifting to more recyclable or FSC-certified materials. These opportunities support more responsible practices while driving operational efficiencies and resilience. By integrating these measures into our work, we aim to provide a long-term value and to stay aligned with evolving expectations.

Targets & Progress

Our environmental targets include an 85% reduction in Scope 1 and 2 emissions and 45% of Scope 3 by 2030, and net-zero emissions by 2040. As of the latest reporting year, we have achieved a 15.2% drop in global energy-based emissions (Scope 1 and 2), while improvements in production planning, reduced waste generation, and transportation have resulted in a 61.8% reduction in Scope 3 emissions since 2021. Additional updates on our goals and progress to date can be found [here](#).

Our Five Environmental Impact Areas

- 1 Climate change and emissions
- 2 Water and waste management
- 3 Chemical use
- 4 Circularity
- 5 Packaging



Design for the Future

We aspire to be part of leading industry-wide change by working towards a circular business model for watches and packaging materials. We are increasing our use of recycled materials for our packaging, and continuing to recycle watch batteries and stainless steel watch bands. Our goal is to not only source and utilize materials that are less resource-intensive as an integral part of our product design process, but to use materials that can be recycled once they are no longer needed.

Leather Working Group: The global multi-stakeholder, Leather Working Group (LWG), is a member-led nonprofit organization that is dedicated to driving excellence in the leather industry, minimizing the environmental impact of leather production, and challenging industry perceptions through a suite of tools and LWG audit standards.

LWG represents over 30% of the world's total production of finished leather in over 60 countries and has a diverse community of over 2,200 members from across the leather supply chain.

Launched in 2005, the group offers the LWG Leather Manufacturer Audit Protocol as a means of assessing the environmental performance and related business practices of leather manufacturers. Developed by industry experts, audit protocols allow the assessment and certification of best practice in leather manufacturing facilities, ensuring brands and retailers can make responsible sourcing decisions. Through these protocols, Fossil Group leverages the tanneries that are certified gold and silver.



Leaving a Light Footprint

Nations around the world are addressing climate change through collaborative efforts like the Paris Agreement. At our company, we acknowledge the environmental footprint of fashion production and are committed to using resources responsibly, operating transparently, and minimizing water use, waste, and chemical impacts. Our environmental commitments are aligned with the Paris Agreement's 1.5°C goal, and we are working closely with industry and supply chain partners to reduce emissions and drive meaningful progress in sustainability.

GOOD FOR THE PLANET

DESIGNING FOR THE FUTURE GOALS AND PROGRESS

BY 2030

2024 PROGRESS

Achieve 90% traceability of our raw materials to ensure transparency and responsibility within design and supply chains. →

We have begun implementing traceability for our leather goods category and have successfully achieved traceability down to the tannery level. Over the next two years, we aim to expand this traceability deeper into our leather supply chain and extend it to additional product categories.

Use 80% circular packaging (e.g., recyclable and/or reusable) materials. →

6.9% of our packaging is recyclable and/or reusable as they are made from cardboard and other paper-based materials. This is strengthened by the continual adoption of FSC-certified materials. In conjunction with our material selection, we strive to continually design packaging that results in less material and transportation requirements.

BY 2040

Design our owned brand products with recycling in mind. Our teams will continue designing to eliminate waste, using materials that are regenerative, recycled, or sourced in order to create products that are more durable, easily repaired, or recyclable. →

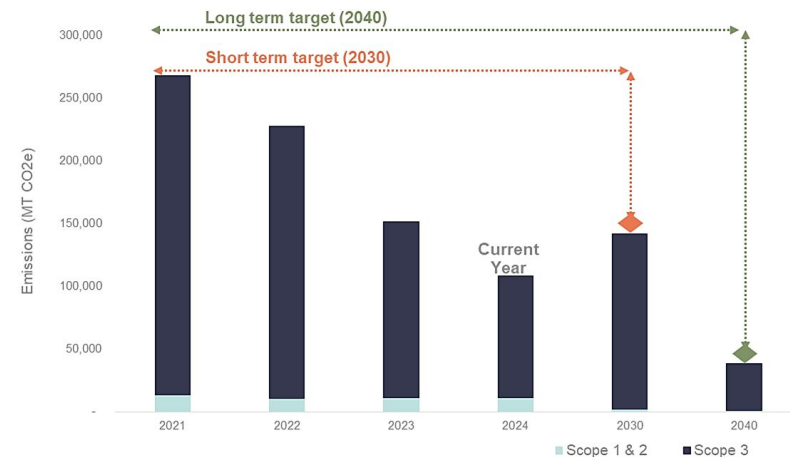
We are updating our objectives under the 'Good for the Planet Goals' to align with our near-term and long-term Net Zero targets. Learn more about our targets [here](#).



Our Net Zero Targets

The transition to a low-carbon economy offers immense potential for innovation, resilience, and long-term growth. At Fossil Group, we are committed to using our expertise and resources to accelerate sustainable solutions that shape a better future. In June 2024, our near- and long-term greenhouse gas reduction targets were approved by the Science Based Targets initiative (SBTi), aligning with the 1.5°C pathway of the Paris Agreement. This milestone reaffirms our commitment to climate science and strengthens our *Make Time for Good* agenda—driving meaningful progress towards a low-carbon global economy.

As we work toward achieving net-zero carbon emissions before 2040, we continue to design and implement a range of emission reduction initiatives across our operations and value chain. Our progress is transparently disclosed through CDP reporting, with a goal to improve our performance annually by deepening our understanding of climate-related risks and continuously enhancing our carbon reduction strategies. In partnership with our suppliers and stakeholders, we are also focused on reducing impacts related to water quality and chemical usage, reinforcing our holistic approach to environmental stewardship.



Giving New Life to Old Goods

As part of our commitment to sustainability and social good, Fossil partnered with Barnardo's—a UK-based nonprofit supporting children and youth—to ensure our unused products find a meaningful second life.

Through *Gifts in Kind*, a program connecting businesses with 600+ retail shops across the UK, 100% of profits from these repurposed goods go directly to programs that empower young people.

317
Watches

301
Leather Pieces

196
Jewelry Pieces

And a variety of Fossil Brand packaging!



GOOD FOR THE PLANET

LEAVE A LIGHTER FOOTPRINT GOALS AND PROGRESS

BY 2030

2024 PROGRESS

Reduce 85% of the Scope 1 & 2 absolute emissions (2021 baseline)



Absolute emissions of the Scope 1 & 2 dropped 15.2% from the 2021 baseline.* Ongoing transformation efforts resulted in facilities reductions, contributing to lower energy consumption and associated fugitive emissions.

Reduce 45% of the Scope 3 emissions (2021 baseline)

61.8% carbon emissions were reduced from the 2021 baseline* with major contributions from purchased goods and services, and transportation.

BY 2040

Achieve Net-Zero GHG emissions by 2040 - Reduce 90% of the Scope 1, Scope 2 and Scope 3 emissions (2021 baseline)



On track with short- and long-term milestones for Scope 3 emissions and working towards meeting Scope 1 & Scope 2 emission targets.

67.9% of Scope 3 emissions from purchased goods and services were reduced from the 2021 baseline emissions.

Reduce water intensity by 50% to make key products

We are actively engaging suppliers to promote low water usage in product assembly and manufacturing.

*Please refer to the [2024 Fossil Group Carbon Accounting Brief](#) for additional information.

Good for Communities

We empower employees to be a force for good in the communities we call home—locally and globally.



Enhancing Communities

We empower employees to be a force for good in the communities we call home—locally and globally.

We believe meaningful change starts with empowered individuals. That’s why we actively encourage our employees to lend their time, talents, and voices to drive impact in their local communities. Creating stronger, more resilient communities takes all of us—so we provide opportunities for every employee to engage in service, amplify youth potential, and create positive change through the work of Fossil Foundation.

GOOD FOR COMMUNITIES

ENHANCING COMMUNITIES GOALS AND PROGRESS	
ONGOING	2024 PROGRESS
All employees have access to community engagement programs and opportunities.	→ Driven by passionate Retail teams and over 60 global Champions, our community engagement efforts soared—fueling year-over-year growth across every key metrics: a 35% increase in unique volunteers, 58% more volunteer hours, and 68% more organizations served.
BY 2030	
Positively impact 10 million young lives through Fossil Group and Fossil Foundation.	→ Over 12.5 million young lives have been impacted globally. We reached our 2030 goal six years early.

World Cleanup Day: Expanding Global Impact

In 2024, we significantly scaled participation in World Cleanup Day, building on year-over-year momentum and deepening our commitment to environmental sustainability and community engagement.

13	21	50	4,168kg
Participating Countries	Partners Supported	Destinations Impacted	Trash Removed *9,190 lbs

These results reflect the growing reach and impact of our collective commitment to creating cleaner, healthier communities worldwide.



Empowering Women and Girls

Women represent over 67% of our global workforce, bringing invaluable expertise, leadership, and perspectives that drive our mission forward.

We are committed to advancing gender equity by building on the strength and insights of our female employees to inspire innovation, lead transformation, and accelerate progress. Through our Make Time for Good strategy, we translate this commitment into action—supporting mentorship programs, forging strategic partnerships, and creating platforms that elevate women and girls. These efforts foster greater equity within our organization and the communities we serve, contributing to a more inclusive future for all.

EMPOWERING WOMEN AND GIRLS GOALS AND PROGRESS

ONGOING	2024 PROGRESS
Over 50% of Fossil Group and Fossil Foundation investments support women and girls.	→ We continue to partner with organizations that serve women, girls, and gender-expansive youth. 57% of Fossil Foundation beneficiaries identify as women, girls, or gender-expansive youth.
BY 2025	
Be among the Women’s Empowerment Principles (WEP)’s top 25% for women’s empowerment and score 75% or above on the WEP’s Gender Gap Analysis Tool.	→ We achieved this goal in the 2024 assessment; scoring in the top quartile (Leadership) on the Women’s Empowerment Principles Gender Gap Analysis Tool.
Drive employee participation in targeted global and local initiatives that advance opportunities for women and girls.	→ Employees engaged through women-focused mentoring programs, targeted local volunteering, ERG activations, and strategic partnerships with Fossil Foundation—amplified by increased visibility across social and email channels.



via Big Thought



via Millenium Campus Network



via Glasswing International



Unlocking the Power of the Rising Generation

In a world faced with unprecedented economic, environmental and social challenges, one generation has the power to effect real, lasting change.

Fossil Foundation is a global 501c3 nonprofit invested in helping young people ages 12-24 do just that. By partnering with and supporting visionary organizations, we're equipping the rising generation with the critical life skills they need to thrive in a rapidly evolving world.



**AFRICAN
COLLABORATIVE**





Good for Our People

Our belief that, together, we are capable of even greater innovation, collaboration, creativity, and growth drives our commitment to creating an environment where everyone is welcome and given the tools to learn, lead, and succeed.



We are committed to fostering a culture of inclusivity and collaboration.

Our belief that, together, we are capable of even greater innovation, collaboration, creativity, and growth drives our commitment to creating an environment where everyone is welcome and given the tools to learn, lead and succeed.





Driving Diversity, Equity & Inclusion

We aspire to be a company that reflects the diversity of our communities.

In pursuit of this aspiration, we created our strategy to formalize our commitment to create a diverse workplace and foster an inclusive culture where people feel a sense of belonging and have access to opportunities for development, advancement, and recognition. Our strategy is rooted in five pillars: Knowledge, Diversity, Inclusion, Accountability, and External Awareness.



CEO **ACT!ON** FOR
DIVERSITY & INCLUSION



Advancing Equality in the Supply Chain

Beyond creating a diverse workplace for our employees, we remain firmly committed to human rights and fair, equitable, and safe environments for factory workers in our supply chain with special consideration for empowering women. We transparently publish annual supply chain data to ensure accountability.





GOOD FOR OUR PEOPLE

DRIVING DIVERSITY, EQUITY & INCLUSION GOALS AND PROGRESS

BY 2025

2024 PROGRESS

Connect leaders more closely to Employee Resource Groups (ERGs) and diversity, equity, and inclusion initiatives across the organization with a greater emphasis on retention and engagement in 2024/2025.



Senior leadership engagement increased 29% year-over-year as our leaders served as Executive Sponsors, panel participants, and speakers.

Provide recognition to ERG members and employees who actively engage in community partnerships aligned with ERGs' priorities and/or diversity, equity, and inclusion principles and practices.



Phase one began with ERG Leaders receiving detailed information on ERG achievements giving increased visibility to annual scorecards and recognizing the employee leaders

Deliver inclusive experiences through ERGs and Fossil Group Gatherings that engages, retains, embraces, and leverages similarities and differences for all employees.



We had 50+ ERG events, nearly 10,500 total combined attendance with 219 unique ERG members. In addition, over half of our ERG members (53%) participated in two or more employee resource groups.

Grow our individual and collective knowledge of diversity, equity, and inclusion principles and practices.



Maintained Diversity Matters quarterly newsletter highlighting DE&I progress and expanded Fossil Group Gatherings to include global and retail employees, achieving a 4% engagement increase.





GOOD FOR OUR PEOPLE

ADVANCING EQUALITY IN THE SUPPLY CHAIN GOALS AND PROGRESS

BY 2030

Through complete mapping of the Fossil supply chain, gain visibility to human rights practices in order to align to the commitments in Fossil's Human Rights Policy (2030).

2024 PROGRESS

This is a new goal.

BY 2025

Raise health education awareness of over 15,000 women by partnering with factories who educate their workers via the HER/SHE program.



13,000 women were educated via the HER/SHE program. This goal was closed out reaching 88% of women in our factories.



Indexes



GLOBAL REPORTING INITIATIVE (GRI) INDEX

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-1	Organizational details	Fossil Group, Inc.
GRI 2-2	Entities included in the organization's sustainability reporting	The report covers Fossil Group, Inc. and its consolidated subsidiaries. We own the FOSSIL, MICHELE, SKAGEN, RELIC, and ZODIAC brands, and market a variety of goods under these and other nationally and internationally known and licensed brands. More information is available at www.fossilgroup.com , www.fossil.com , www.michele.com , www.skagen.com , www.relic.com , www.zodiacwatches.com .
GRI 2-3	Reporting period, frequency, and contact point	Reporting period: January 1, 2024 to December 31, 2024 Frequency: Annual Contacts: <ul style="list-style-type: none">• Media inquiries media@fossil.com• Investor inquiries ir@fossil.com• Sustainability lead Kara DeVita, Senior Director - Corporate Social Responsibility, kdevita@fossil.com
GRI 2-4	Restatement of information	No restatements have been made.
GRI 2-5	External assurance	This report is not externally assured. Our 2024 greenhouse gas (GHG) emissions data are prepared per the GHG Protocol Corporate Standard and aligned with assurance requirements for accuracy and transparency.
GRI 2-6	Activities, value chain, and other business relationships	2024 Annual Report: Form 10-K



STANDARD DISCLOSURE

GRI DISCLOSURE TITLE

FOSSIL 2024 RESPONSE

Organizational Profile

Global Employee Count

Region	Full Time	Part Time	Temporary	Total
Americas	1,126	860	363	2,349
Asia Pacific (APAC)	1,803	20	131	1,954
Europe, Middle East, and Africa (EMEA)	807	624	71	1,502
Total	3,736	1,504	565	5,805

2024 Annual Report: [Form 10-K](#) and [Employee Engagement and Well-Being](#).

GRI 2-8

Workers who are not employees

While Fossil Group chooses to outsource some areas of the business where it makes sense, those are partnerships where we do not directly control the work of others. When it comes to controlling the work of non-employees, this is only done through contracts with temporary agencies. In the U.S., as of December 31, 2024, we had approximately 9 temporary workers employed through various agencies across our corporate functions. This is a fairly typical number for our corporate functions. Additionally, our U.S. distribution center in Dallas, Texas will utilize temporary agency workers throughout the year to augment staffing levels during peak seasons or for special assignments. The number of temporary workers brought in for the peak (holiday) season in November and December can grow to roughly 200 workers. Fossil U.S. retail stores do not utilize agencies and directly employ all temporary/seasonal workers. Fossil Group is working to track all global temporary workers more accurately for future reporting.

GRI 2-9

Governance structure and composition

2024 Annual Report: [Form 10-K](#)

GRI 2-10

Nomination and selection of the highest governance body

The Nominating and Corporate Governance Committee is responsible for recommending candidates for nomination and election to the Board director. The Nominating and Corporate Governance Committee annually reviews with the Board the applicable skills and characteristics required of Board nominees in the context of the size, composition, and needs of the Board and Company circumstances. ** continued on the next page*



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-10 (continued)	Nomination and selection of the highest governance body	Upon the recommendation of the Nominating and Corporate Governance Committee, the Board may appoint a director to the Board during the course of the year to fill vacancies on the Board and newly created directorships to serve until the next annual meeting of stockholders. See additional details in our Proxy Statement .
GRI 2-11	Chair of the highest governance body	The chair of the highest governance body is Fossil Group's Board of Directors Chairman.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>The business of Fossil Group is managed under the direction of the Board, the primary responsibility of which is to provide oversight, counseling, and direction to the Company's management team in the long-term interests of the Company and its stockholders.</p> <p>Responsibility for everyday affairs lies with the CEO and other members of management. The CEO and management are responsible for seeking advice and, in appropriate situations, the approval of the Board with respect to certain extraordinary corporate actions. Directors should exercise their business judgment to act in what they reasonably believe to be in the best interests of the Company and its stockholders and to conduct themselves in accordance with their duties of care and loyalty.</p>
GRI 2-13	Delegation of responsibility for managing impacts	<p>Fossil Group's Board of Directors' Nominating and Corporate Governance Committee has oversight and responsibility for ESG issues. Members of the Nominating and Corporate Governance Committee are independent directors and provide an unbiased judgment. Fossil Group's corporate management provides regular periodic ESG reports and updates to this committee.</p> <p>The Board committees also oversee the management of company risks, including climate-related risks. As part of its oversight, the Board receives and reviews regular reports on an annual basis from members of senior management, including our Chief Compliance Officer, who oversees our Enterprise Risk Management program. When we detect significant risks, Fossil Group's management team develops and monitors risk assessment results and mitigation plans, and assigns "risk owners" who are responsible for further assessment or mitigation based on the risk assessment findings.</p>

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-13 (continued)	Delegation of responsibility for managing impacts	<p>Our Executive Risk Committee reviews all enterprise risk and mitigation plans to ensure we address these risks in a timely and ethical manner. Our full Board reviews information concerning enterprise risks through regular reports of each Board committee.</p> <p>In addition, our Audit, Compensation, and Nominating and Corporate Governance Committees are comprised solely of independent directors and have responsibility for the review of certain risks as defined in their governing documents, which are available on our website.</p>
GRI 2-14	Role of the highest governance body in sustainability reporting	Fossil Group's Board of Directors' Nominating and Corporate Governance Committee has oversight and responsibility for ESG issues. Members of the Nominating and Corporate Governance Committee are independent directors and provide unbiased judgment. Fossil Group's corporate management provides regular periodic ESG reports and updates to this committee. Our full Board reviews information annually pertaining to sustainability reporting.
GRI 2-15	Conflicts of interest	See our Code of Conduct and our Code of Ethics .
GRI 2-16	Communication of critical concerns	<p>The Board receives and reviews regular reports on an annual basis from members of senior management, including our Chief Audit Executive, who oversees our Enterprise Risk Management program. When we detect significant risks, Fossil Group's management team develops and monitors risk assessment results and mitigation plans, and assigns "risk owners" who are responsible for further assessment or mitigation based on the risk assessment findings.</p> <p>Our Executive Risk Committee reviews all enterprise risk and mitigation plans to ensure we address these risks in a timely and ethical manner. Our full Board reviews information concerning enterprise risks through regular reports of each Board committee.</p> <p>Fossil also provides fossilsafeworkplace.com to report an incident about workplace issues like financial and auditing concerns, harassment, theft, substance abuse, and unsafe conditions.</p>
GRI 2-17	Collective knowledge of the highest governance body	Fossil Group's Board of Directors' Nominating and Corporate Governance Committee has oversight and responsibility for ESG issues. Members of the Nominating and Corporate Governance Committee are independent directors and provide unbiased judgment. Fossil Group's corporate management provides regular periodic ESG reports and updates to this committee. Our full Board reviews information annually pertaining to sustainability reporting.

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-18	Evaluation of the performance of the highest governance body	<p>The Board and each committee perform annual self-evaluations. The Nominating and Corporate Governance Committee develops and recommends to the Board an annual performance evaluation process for the Board and its committees. The Nominating and Corporate Governance Committee oversees the process that the Board and its committees use to conduct annual performance evaluations.</p> <p>The Chairman of the Board, if the Chairman is a non-management director, or otherwise the Lead Independent Director of the Board, conducts a review of the performance of the CEO at least annually and communicates the results of the review to the CEO. The Compensation Committee establishes the evaluation process and determines the specific criteria on which the performance of the CEO is evaluated.</p>
GRI 2-19	Remuneration policies	See our Corporate Governance Guidelines and Proxy Statement .
GRI 2-20	Process to determine remuneration	See our Corporate Governance Guidelines and Proxy Statement .
GRI 2-21	Annual total compensation ratio	See our Proxy Statement .
GRI 2-22	Statement on sustainable development strategy	Our Make Time for Good framework has policies and procedures in place to ensure our strategy is ethically implemented, safeguards sensitive information about our people and our communities, and makes a positive impact. Our governance policies are a core part of our corporate responsibility strategy, and they are applicable to our employees and the partners we work with to produce our products. We believe that everyone plays a critical role in maintaining strong governance, including our Board of Directors. Our Environmental Statement reflects Fossil Group's commitment to environmental stewardship through climate action, transparency, and responsible sourcing.
GRI 2-23	Policy commitments	See our Governance Policies , Code of Conduct , Code of Conduct for Manufacturers , Human Rights Policy , Social Compliance Statement , Fossil Group California Transparency in Supply Chains Act , U.K. Modern Slavery Act Statement and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act .
GRI 2-24	Embedding policy commitments	The Audit, Compensation, and Nominating and Corporate Governance Committees are comprised solely of independent directors and have responsibility for the review of certain risks as defined in their governing documents, which are available on our website .



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-25	Processes to remediate negative impacts	<p>The Board committees also oversee the management of company risks. As part of its oversight, the Board receives and reviews regular reports on an annual basis from members of senior management, including our Chief Compliance Officer, who oversees our Enterprise Risk Management program. When we detect significant risks, Fossil Group’s management team develops and monitors risk assessment results and mitigation plans, and assigns “risk owners” who are responsible for further assessment or mitigation based on the risk assessment findings.</p>
		<p>Our Executive Risk Committee reviews all enterprise risk and mitigation plans to ensure we address these risks in a timely and ethical manner. Our full Board reviews information concerning enterprise risks through regular reports of each Board committee.</p>
		<p>In addition, Fossil Group maintains an open door policy, HR policies and procedures, as well as anonymous reporting hotline so employees can bring forward any concerns they may have regarding Fossil Group or their managers, co-workers or vendors.</p> <p>See also our Governance Policies</p>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>Our Executive Risk Committee reviews all enterprise risk and mitigation plans to ensure we address these risks in a timely and ethical manner. Our full Board reviews information concerning enterprise risks through regular reports of each Board committee.</p>
		<p>In addition, Fossil Group maintains an open door policy, HR policies and procedures, as well as anonymous reporting hotline so employees can bring forward any concerns they may have regarding Fossil Group or their managers, co-workers or vendors.</p>
		<p>See also our Governance Policies</p>
GRI 2-27	Compliance with laws and regulations	2024 Annual Report: Form 10-K .
GRI 2-28	Membership associations	<div><ul style="list-style-type: none">• Black in Fashion Council• Business Coalition for Equality Act• Business for Social Responsibility• CEO Action for DEI• Diversity in Design• Human Rights Campaign• Leather Working Group<ul style="list-style-type: none">• LiteHide™• Open to All• Sustainable Packaging Coalition• Valuable 500• Women’s Empowerment Principles</div>



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Organizational Profile		
GRI 2-29	Approach to stakeholder engagement	We identify our stakeholders as those groups or individuals who are impacted, and influenced by, or who can impact, our company. They are a diverse group, each with specific needs. We work hard to engage all of our stakeholders in sincere and honest dialogue, and when requested and if feasible, to provide accurate and actionable information through public channels in a timely fashion. We engage with each of our stakeholders as often as required by the relationship.
GRI 2-30	Collective bargaining agreements	Fossil Group has no collective bargaining agreements in the U.S. 100% of employees in Italy, France, and FAST Europe, Spain, and Portugal are covered by collective bargaining agreements. For employees not subject to collective bargaining agreements, the terms and conditions of employment are determined by a variety of factors, including, without exclusion, local laws, local market conditions, and local customs.
Material Topics		
GRI 3-1	Process to determine materials topics	See our Materiality Assessment . Fossil Group will complete an update to our assessment in the coming year.
GRI 3-2	List of material topics	Water Pollution Ethical & Transparent Business Practices Living Wages in the Supply Chain Human Rights Employee Engagement & Well-Being Air Pollution Health & Safety in Supply Chain Equal Compensation Environmental Impacts in the Supply Chain Management of Chemicals in Products Communicating Core Purpose (Purpose, Values, & Culture)

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Ethical & Transparent Business		
GRI 205: Anti-Corruption		
GRI 3-3	Management of material topics (<i>partially reported</i>)	See our Code of Conduct , our Code of Conduct for Manufacturers . All employees are expected to uphold and comply with the Code, and we encourage employees to speak up if there are any known or suspected Code violations through the reporting hotline listed in the Code. Our Code covers our commitment to addressing issues such as anti-bribery and anti-corruption. The Audit Committee of the Board of Directors reviews the Code annually to identify and add any necessary changes to the policy and reviews adherence to the Code.
GRI 205-1	Operations assessed for risks related to corruption	We ensure compliance with the policies through annual audits, training, and communicating our policies annually and during the onboarding process. In 2024, during the audits conducted, we had zero findings related to corruption identified through the risk assessment. The total percentage and number of operations assessed for risks related to corruption: 100% of significant suppliers were audited in 2024. This included audits of 88 factories.
GRI 205-2	Communication and training about anti-corruption policies and procedures (<i>partially reported</i>)	Annually, the Audit Committee reviews the Company's Code of Conduct and corporate compliance assesses the Anti-Corruption Policy (FCPA)*. Fossil Group sends an annual email to all employees regarding the Code of Conduct and provides guidelines on training and other governing policies. <i>*refer to Code of Conduct</i>
GRI 205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents in 2024.
GRI 206: Anti-Competitive Behavior		
GRI 3-3	Management of material topics (<i>partially reported</i>)	Our Code of Conduct (Code) outlines our shared ethical principles and standards for how we conduct business and treat each other. All employees are expected to uphold and comply with the Code, and we encourage employees to speak up if there are any known or suspected Code violations. Our Code covers our commitment to addressing issues such as anti-bribery and anti-corruption. The Audit Committee of the Board of Directors reviews the Code annually to identify and add any necessary changes to the policy and reviews adherence to the Code.
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	There were no legal actions for anti-competitive behavior, antitrust, or monopoly practices.



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Water Pollution		
GRI 303: Water & Effluents		
GRI 3-3	Management of material topics	We manage wastewater discharge and supplier compliance with wastewater regulations by requiring all of our suppliers to comply with local regulations and country-specific environmental laws, as well as assessing several selected suppliers regarding their wastewater treatment process. We are actively engaging with our direct supplier outlining our expectations for responsible water management and intend to assess their treatment processes in the future.
GRI 303-1	Interactions with water as a shared resource	Water is a critical resource for our operations and products. Our direct operations include offices, warehouses, retail stores, and two production facilities where we assemble our watches. We have been collecting water withdrawal and discharge data from our facilities to estimate our water footprint. These data have been disclosed through our CDP disclosure. In 2024, we have reached out to our key Tier 1 suppliers to understand their water consumption behavior and water management initiatives.
GRI 303-2	Management of water discharge-related impact	All Fossil Group Tier 1 suppliers were compliant with wastewater discharge rules and regulations.
GRI 303-3	Water withdrawal	



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Water Pollution		
GRI 303: Water & Effluents		
GRI 303-4	Water discharge	
		2024
		Total Water Discharge (megaliters) 59.44
		Surface Water (megaliters) n/a
		Ground Water (megaliters) n/a
		Seawater (megaliters) n/a
		Produced Water n/a
GRI 303-5	Water consumption	
		2024
		Total Water Consumption (megaliters) 81.39
		Surface Water (megaliters) n/a
		Ground Water (megaliters) n/a
		Seawater (megaliters) n/a
		Produced Water n/a
		Third-Party Water 81.39



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Environmental Impacts in the Supply Chain		
GRI 308: Supplier Environmental Assessment		
GRI 3-3	Management of material topics	See our Social Compliance Statement .
GRI 308-1	New suppliers that were screened using environmental criteria	100% of new Tier 1 and Tier 2 suppliers are required to fill out a self-assessment form, which includes environmental criteria.
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	<p>All significant Fossil Group Tier 1 suppliers and key packaging facilities are assessed for environmental compliance through our auditing process. Fossil Group requires all suppliers to be compliant with local environmental rules and regulations. Any supplier that is found to be noncompliant with local rules and regulations are considered as having significant potential negative environmental impacts. Fossil Group provides noncompliant suppliers with a corrective action plan and works with our suppliers until the corrective action plan is completed. Since we work with our suppliers until the corrective action plan is completed, all suppliers will be compliant with local environmental rules and regulations. In 2024, 25 factories were found to be noncompliant upon the initial audit. We continue working with these suppliers to address noncompliant issues.</p> <p>Regular supplier training and onsite visits were conducted to increase the awareness to manage any negative environmental impacts, and encourage the implementation of best practices and initiatives to minimize the environmental impacts.</p>
Fossil Material Topic: Health & Safety in Supply Chain		
GRI 403: Occupational Health and Safety		
GRI 3-3	Management of material topics	Please see our Social Compliance Statement .

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Health & Safety in Supply Chain		
GRI 403: Occupational Health and Safety		
GRI 403-1	Occupational health and safety management system	See our Social Compliance Statement , Code of Conduct , and Code of Conduct for Manufacturers .
GRI 403-2	Hazard identification, risk assessment, and incident investigation	All significant Tier 1 finished good factories receive an annual audit to verify that they comply to the requirements outlined in the Manufacturer's Code of Conduct . In 2024, all significant Tier 1 suppliers were audited to this Code. New Tier 1 suppliers additionally require an audit before any production purchase orders are placed. All data and information gathered during an audit informs a factory's final risk ranking. Factories ranking with high and moderate-high risk must attend supplier compliance training, resolve the noncompliant issues, and pass the re-audit. Please also see our Code of Conduct .
GRI 403-3	Occupational health services	See our Social Compliance Statement , Code of Conduct , and Code of Conduct for Manufacturers .
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	See our Social Compliance Statement .
GRI 403-5	Worker training on occupational health and safety	100% of significant Tier 1 and Tier 2 suppliers will receive annual social compliance training. See the Training section of our Social Compliance Statement .
GRI 403-6	Promotion of worker health	See our Social Compliance Statement and Code of Conduct . Additionally, Fossil engages women in our supply chain with education and training on health-related topics. We have empowered over 13,000 women in this training since its inception.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	100% of significant Tier 1 and Tier 2 suppliers will receive annual social compliance training. See our Social Compliance Statement
GRI 403-8	Workers covered by an occupational health and safety management system	See our Social Compliance Statement and Code of Conduct .

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Health & Safety in Supply Chain		
GRI 403: Occupational Health and Safety		
GRI 403-9	Work-related injuries	23 - Work-related injuries occurred and were reported in 2024 in the U.S. Of the reported cases, 4 were later determined to be non work-related. We had 3 total work related injuries in Hong Kong, Ireland, Macau, Malaysia, Singapore, and U.K. We have local workers compensation policies issued in these countries. In other countries where we operate, Fossil does not receive reporting data on work related claims as they are handled by their respective governmental plans.
GRI 403-10	Work-related ill health	1 - Work-related ill-health claim was reported in the U.S in 2024 and was deemed unsubstantiated. We had 0 work-related ill health cases in Hong Kong, Ireland, Macau, Malaysia, Singapore, and U.K.
Fossil Material Topic: Equal Compensation		
GRI 405: Diversity and Equal Opportunity		
GRI 3-3	Management of material topics	<p>Fossil's compensation philosophy is built in the principles of fairness, performance, and market competitiveness. We strive to offer competitive Total Rewards packages to attract and retain top talent, regularly benchmarking our salaries and benefits against industry standards in each local market. This is achieved through the usage of third-party, industry-leading salary surveys to determine appropriate pay ranges. Each individual's compensation within that range is dependent upon a number of factors such as any other unique skill sets, additional experience and/or education beyond basic requirements, geographic location, and a distinguished performance history, etc.</p> <p>Employees have the opportunity to earn additional compensation based on individual achievements, team accomplishments, and the overall success of the company. This includes merit increases, salary adjustments, and eligibility for promotions into roles with larger scope and responsibility. All managerial and above pay increases and job offers include a review of internal pay equity to ensure we maintain appropriate parity among employees in equal job roles. Beyond the annual salary calibration conducted during our Performance Review process, Fossil also conducts external pay parity reviews, with specific emphasis on both Gender and Ethnicity. Our goal is to continue to support a motivating and inclusive work environment where employees feel valued, empowered, and motivated to do their best.</p> <p>See also the Compensation Committee Charter.</p>



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Equal Compensation		
GRI 405: Diversity and Equal Opportunity		
GRI 3-3	Management of material topics	<p>Fossil Group uses a standardized compensation system that is designed to be competitive and equitable. We have a global process to define, document, and benchmark jobs to each local market using third-party, industry-leading salary surveys to determine the appropriate pay range. Each individual’s compensation within that range is determined by a number of factors such as any other unique skill sets, added experience and/or education beyond the basic requirements, geographic location, outstanding performance history, etc. We regularly review our benchmarks and pay ranges to ensure we stay consistent with local markets to provide our employees with competitive compensation packages.</p>
		<p>In addition to calibrating salary annually during our Performance Review process, Fossil also completes external pay parity reviews, with specific focuses on both Gender and Ethnicity in the United States. Fossil is a pay-for-performance environment, so individual performance will impact annual merit increases, bonus payments (if applicable), and eligibility for promotions into roles with larger scope and responsibility. All managerial and above pay increases and job offers include a review of internal pay equity to ensure we maintain appropriate parity among employees in equal job roles.</p> <p>See also the Compensation Committee Charter.</p>
GRI 405-1	Diversity of governance bodies and employees	Global Gender Breakouts



STANDARD DISCLOSURE

GRI DISCLOSURE TITLE

FOSSIL 2024 RESPONSE

Fossil Material Topic: Equal Compensation

GRI 405: Diversity and Equal Opportunity

Global Gender Breakouts (continued)

	Female	Male	Did Not Disclose
Factory	71.89%	28.11%	0.23%
Individual Contributor	76.33%	23.67%	0.0%
Manager	26.67%	73.33%	0.0%
Senior Executive	0.0%	100%	0.0%
Retail	62.17%	37.57%	0.27%
Individual Contributor	62.75%	36.91%	0.34%
Manager	59.87%	40.13%	0.0%
TOTAL	67.47%	32.21%	0.33%

**These calculations exclude temporary workers*

GRI 405-1
(continued)

Diversity of governance bodies and employees

Global Age Breakouts

	Under 30	30-50	Over 50
Corporate	23.10%	63.93%	12.97%
Individual Contributor	34.17%	55.65%	10.18%
Manager	4.29%	79.89%	15.82%
Senior Executive	0.0%	47.62%	52.38%
Factory	13.38%	51.38%	35.25%
Individual Contributor	15.08%	49.64%	35.28%
Manager	1.05%	65.26%	33.68%
Senior Executive	0.0%	0.0%	100%
Retail	55.36%	38.39%	6.25%
Individual Contributor	63.98%	30.70%	5.32%
Manager	23.64%	66.67%	9.69%
TOTAL	36.19%	50.54%	13.27%



STANDARD DISCLOSURE

GRI DISCLOSURE TITLE

FOSSIL 2024 RESPONSE

Fossil Material Topic: Equal Compensation

GRI 405: Diversity and Equal Opportunity

U.S. Race Breakouts

GRI 405-1
(continued)

Diversity of governance bodies and employees

	American Indian or Alaskan Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or other Pacific Islander	Two or More Races	White	Did Not Disclose
Corporate	0.66%	9.27%	8.28%	17.72%	0.0%	3.31%	60.43%	0.33%
Individual Contributor	0.60%	10.81%	9.91%	21.92%	0.0%	3.60%	52.55%	0.60%
Manager	0.42%	7.92%	6.67%	12.50%	0.0%	3.33%	69.17%	0.0%
Senior Executive	3.23%	3.23%	3.23%	12.90%	0.0%	0.0%	77.42%	0.0%
Factory	1.08%	5.41%	6.49%	75.68%	1.62%	1.08%	8.65%	0.0%
Individual Contributor	0.59%	5.92%	4.73%	79.88%	1.78%	0.59%	6.51%	0.0%
Manager	6.67%	0.0%	26.67%	33.33%	0.0%	6.67%	26.67%	0.0%
Senior Executive	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100%	0.0%
Retail	0.27%	7.22%	13.64%	45.45%	0.53%	3.48%	26.47%	2.94%
Individual Contributor	0.34%	8.05%	13.93%	47.48%	0.67%	3.52%	22.65%	3.36%
Manager	0.0%	3.95%	12.50%	37.50%	0.0%	3.29%	41.45%	1.32%
TOTAL	0.52%	7.81%	10.67%	38.19%	0.46%	3.12%	37.67%	1.56%



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Equal Compensation		
GRI 405: Diversity and Equal Opportunity		
GRI 405-2	Ratio of basic salary and remuneration of women to men	<p>Fossil Group utilizes a standardized compensation system that is designed to be competitive and equitable. We have a global process to define, document, and benchmark jobs to each local market using third-party, industry-leading salary surveys to determine the appropriate pay range. Each individual's compensation within that range is determined by a number of factors such as any other unique skill sets, added experience and/or education beyond the basic requirements, geographic location, outstanding performance history, etc. We regularly review our benchmarks and pay ranges to ensure we stay consistent with local markets to provide our employees with competitive compensation packages.</p> <p>In addition to calibrating salary annually during our Performance Review process, Fossil Group also completes external pay parity reviews , with specific focuses on both Gender and Ethnicity in the U.S. Fossil Group is a pay-for-performance environment, so individual performance will impact annual merit increases, bonus payment (if applicable) and eligibility for promotions into roles with larger scope and responsibility. All managerial and above pay increases and job offers include a review of internal pay equity to ensure we maintain appropriate parity among employees in equal job roles.</p>
Fossil Material Topic: Human Rights		
GRI 408: Child Labor		
GRI 3-3	Management of material topics	<p>See our Human Rights Policy, Social Compliance Statement, Fossil Group California Transparency in Supply Chains Act, U.K. Modern Slavery Act and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act Statement and Code of Conduct for Manufacturers. Fossil Group ensures that suppliers follow all local laws and regulations related to human rights via our onboarding process, annual audits, and training. Additionally, Fossil partners with 3rd party organizations to provide a worker hotline program to all significant Tier 1 factories. It is a confidential and anonymous channel for workers to report concerns or violations of ethical behavior. This year, Fossil paid for significant Tier 1 factories to implement the hotline.</p>

STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Human Rights		
GRI 408: Child Labor		
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Our Human Rights Policy includes child labor restrictions and covers all suppliers. All significant Tier 1 finished goods factories receive annual audits against the Code of Conduct for Manufacturers . We found 0 child labor and/or forced labor in our supply chain.
GRI 409: Forced or Compulsory Labor		
GRI 3-3	Management of material topics	See our Human Rights Policy , Social Compliance Statement , Fossil Group California Transparency in Supply Chains Act , U.K. Modern Slavery Act and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act Statement and Code of Conduct for Manufacturers . Fossil Group ensures that suppliers follow all local laws and regulations related to human rights via our onboarding process, annual audits, and training. Additionally, Fossil partners with 3rd party organizations to provide a worker hotline program for all significant Tier 1 factories. It is a confidential and anonymous channel for workers to report concerns or violations of ethical behavior. This year, Fossil paid for significant Tier 1 factories to implement the hotline.
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Human Rights Policy includes forced labor restrictions and covers all suppliers. All significant Tier 1 finished goods factories receive annual audits against our Code of Conduct for Manufacturers . We found 0 child labor and/or forced labor in our supply chain.
GRI 410: Security Practices		
GRI 3-3	Management of material topics	See our Human Rights Policy . Fossil ensures that suppliers follow all local laws and regulations related to human rights via our onboarding process, annual audits, and training.
GRI 410-1	Security personnel trained in human rights policies or procedures	<p>Fossil's Loss Prevention Team is trained on our policies, including Human Rights. All Fossil Group employees and management who have direct responsibility for Supplier Compliance take annual human rights training, including Fossil's Loss Prevention team.</p> <p>Tier 1 finished good factories receive annual audits against our Human Rights Policy. We found 0 child labor and/or forced labor in our supply chain.</p>



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Living Wages in the Supply Chain		
GRI 414: Supplier Social Assessment		
GRI 3-3	Management of material topics	See our Code of Conduct for Manufacturers and our Social Compliance Statement .
GRI 414-1	New suppliers that were screened using social criteria	For new Tier 1 and Tier 2 suppliers a self-assessment form is required. Fossil Group's Supplier Compliance team provides onboarding training. To be approved as a Fossil Group Tier 1 supplier, an on-site social compliance audit is required, the initial audit risk rating should be moderate or below and all critical issues should be corrected. If the initial audit risk rating of a new supplier is moderately high or above, Fossil Group will arrange a follow-up audit within one month according to the supplier's remediation.
GRI 414-2	Negative social impacts in the supply chain and actions taken	See our Code of Conduct for Manufacturers and our Social Compliance Statement .
Fossil Material Topic: Air Pollution & Emissions		
GRI: N/A		
GRI 3-3	Management of material topics	See our 2024 Fossil Group Carbon Accounting Brief .
GRI 305	Emissions	See our 2024 Fossil Group Carbon Accounting Brief .



STANDARD DISCLOSURE	GRI DISCLOSURE TITLE	FOSSIL 2024 RESPONSE
Fossil Material Topic: Management of Chemicals in Products		
GRI: N/A		
GRI 3-3	Management of material topics	We communicate our chemical management expectations through our Product Guidelines and Restricted and Declarable Substance List (RDSL). This guideline lists potentially harmful chemicals and specific safe limits of each substance in our products. We continually update these guidelines based on global laws and regulations as well as industry best practices. Also, see our Chemical Statement .
GRI 301	Management of chemicals in products	See our Chemical Statement .
Fossil Material Topic: Communicating Core Purpose		
		See our CEO Letter , Our Company
GRI 3-3	Management of material topics	<p>Our corporate responsibility strategy, Make Time for Good, provides the framework for how we manage environmental, social, and governance initiatives at Fossil Group and establishes a path forward to be a purpose-driven leader for our planet, communities, and people. Our strategy is made up of three drivers — Good for the Planet, Good for Communities, and Good for Our People.</p> <p>The disclosures are aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) frameworks. We have also used the Task Force on Climate-related Financial Disclosure (TCFD) recommendations to inform our disclosures on climate-related risks and the United Nations Sustainable Development Goals (SDGs) to inform our programmatic initiatives.</p>
	Communicating Core Purpose Also see: GRI 2-12, 2-23	<p>See our CEO Letter, Our Company</p> <p>Fossil Group provides information about Make Time for Good, including recent news and program highlights on our corporate website. We communicate with employees as well through internal initiatives, activations, and engagements regarding Make Time for Good.</p>