

June 7th, 2021

H.E. Antonio Guterres
Secretary-General
United Nations
New York, NY 10017

Subject: Letter of Commitment

Dear Mr. Secretary-General:

I'm pleased to confirm that Fossil Group supports the UN Global Compact's Ten Principles on human rights, labor, environment and anti-corruption. This communication formally expresses our intent to implement those Principles. We're committed to making them part of the strategy, culture and day-to-day operations of our company, as well as to engaging in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Further, Fossil Group will clearly communicate this statement of commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our implementation of the Ten Principles and that supports any specialized Global Compact issue platform that our company may join at a later date. We fully support public accountability and transparency. Therefore, we commit to report on progress within one year of joining the Global Compact, and annually thereafter according to COP policy. This will include:

- A further statement signed by our chief executive that expresses continued support for the Global Compact and that renews our ongoing commitment to the Ten Principles.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to take) to implement those Principles in each of its four issue areas.
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements or results).

Sincerely yours,



Kosta N. Kartsotis
CEO, Fossil Group