

Interim Reference Letter

Basel, 30th November 2023

We herewith confirm that **Mr. Andre Martin**, born 31st October 1986, from Germany, has been employed by our company since 1st May 2021 with a workload of 80% in the Planning & Allocation department.

We would like to mention that prior to May 2021, Mr. Martin was working as Store Manager in our Fossil store in Montabaur, Germany.

In his role as **Inventory Specialist EMEA**, Mr. Martin is mainly responsible for:

- Generating various reports and analysis in meeting inventory optimizations
- Monitoring and correcting all inventory movements like goods receipt, transfers, return-to-vendor, Mark-out-of-Stock and theft
- Creating and communicating inventory related tasks to Retail and Consignment & Concession
- Managing and supporting the physical inventory counts
- Monitoring, correcting and investigating inventory variances
- Being the cross-departmental main contact and support for inventory related topics
- Managing supply chain projects

Within the scope of additional duties, he is responsible for:

- Analyzing automation requirements, ensuring scoping, planning and designing end-to-end solutions
- Designing business scenarios and using cases, configuring tests, deploying and maintaining Robotic Process Automation (RPA) scripts and frameworks with acknowledged RPA technologies, e.g. Automation Anywhere etc. This includes testing and deployment
- Identifying gaps in existing functionalities, options for improvement and opportunities for process automation
- Documenting work done according Fossil standards
- Collaborating with colleagues from different disciplines in a cross-functional team to deliver against iteration targets

Mr. Martin possesses a wide range of specialist know-how, very good knowledge of the industry and extensive experience in his entire area of responsibility. He applies his expertise in a target-oriented way even when handling challenging tasks and fully meets our expectations. Mr. Martin consistently delivers very good work. His performance is of high efficiency. He uses the available resources purposefully and performs his duties on time. With very good analytical capacity and a cross-linked way of thinking, Mr. Martin grasps new business contexts, subject matter and correlations readily, drawing realizable conclusions.

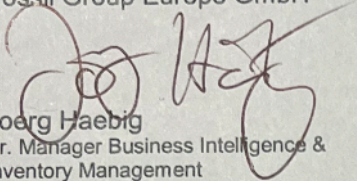
We perceive Mr. Martin as a very conscientious and highly dedicated employee. He readily takes on extra responsibility, acts very independently, demonstrates initiative and shows a strong commitment to his field of work. Actively seeking to fulfil the client's needs, Mr. Martin builds customer relationships. He proactively reviews processes and procedures, initiates creative and effective ideas for improvements, and is instrumental in their implementation. Extremely flexible, Mr. Martin is open to innovation, embraces change and exploits its advantages for the benefit of the company, dispelling resistance to new processes and playing a pivotal role in putting them into practice.

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Able to communicate clearly, precisely and at the appropriate level, Mr. Martin makes his case convincingly. He presents topics in a lucid way and uses structured and objective arguments. He plays an active part in the team and fosters collaboration. A well-mannered, cheerful and confident personality, Mr. Martin commands respect and is open-minded. He is perceived as a cooperative, reliable and helpful individual who is valued by customers, colleagues and superiors alike.

This interim reference letter has been drawn up at Mr. Martin's request. We thank him for his commitment and wish him continued success.

Fossil Group Europe GmbH


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