

FOSSIL GROUP, INC.
Reported by
FREEZE SHANNON REBECCA

FORM 3
(Initial Statement of Beneficial Ownership)

Filed 10/14/26 for the Period Ending 10/05/26

Address	901 S CENTRAL EXPRESSWAY RICHARDSON, TX, 75080
Telephone	9722342525
CIK	0000883569
Symbol	FOSL
SIC Code	3873 - Watches, Clocks, Clockwork Operated Devices/Parts
Industry	Apparel & Accessories
Sector	Consumer Cyclical
Fiscal Year	12/31

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF
SECURITIES

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the
Investment Company Act of 1940

1. Name and Address of Reporting Person * Freeze Shannon Rebecca	2. Date of Event Requiring Statement (MM/DD/YYYY) 10/5/2026	3. Issuer Name and Ticker or Trading Symbol Fossil Group, Inc. [FOSL]
(Last) (First) (Middle) 901 S. CENTRAL EXPY	4. Relationship of Reporting Person(s) to Issuer (Check all applicable) ____ Director ____ 10% Owner ____ ☒ Officer (give title below) ____ Other (specify below) Chief People Officer /	
(Street) RICHARDSON TEXAS 75080	5. If Amendment, Date Original Filed(MM/DD/YYYY)	6. Individual or Joint/Group Filing(Check Applicable Line) ____ ☒ Form filed by One Reporting Person ____ Form filed by More than One Reporting Person
(City) (State) (Zip/Postal Code) UNITED STATES		
(Country)		

Table I - Non-Derivative Securities Beneficially Owned

1.Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Common Stock	20,000 (1)	D	

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivate Security (Instr. 4)	2. Date Exercisable and Expiration Date (MM/DD/YYYY)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Performance Stock Units	(2)	(2)	Common Stock	150,000 (2)	(2)	D	

Explanation of Responses:

- (1) Restricted Stock Units subject to a vesting schedule.
- (2) On April 15, 2026, the Issuer granted 100,000 PRSUs to the reporting person under the Issuers 2024 Long-Term Incentive Plan. These PRSUs will vest into shares of Common Stock of the Issuer on a 1-for-1 basis yearly, in three equal installments. Each yearly vest is subject to an increase in the number of shares to be issued based on the average fair market value of a share of the Common Stock over the last thirty consecutive trading days of the most recent calendar year prior to the vesting date. If the average fair market value is between \$4.25 to \$5.99, the number of shares to be issued upon an annual vesting of PRSUs will be increased by 20%. If the average fair market value is between \$6.00 and \$7.74, the number of shares to be issued upon an annual vesting of PRSUs will be increased by 30%. If the average fair market value is \$7.75 or above, the number of shares issued upon an annual vesting of PRSUs will be increased by 50%.

Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Freeze Shannon Rebecca 901 S. CENTRAL EXPY RICHARDSON TEXAS			Chief People Officer	

75080				
UNITED STATES				

Signatures

/s/ Shannon Freeze

10/14/2026

^{**}
Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, *see* Instruction 5(b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.

* Form 3: SEC 1473 (03-26).