

THE SWATCH GROUP LTD

Modern Slavery Act Statement

The Swatch Group Ltd, Switzerland ("Swatch Group") is publishing this statement regarding its efforts against slavery and human trafficking, made in compliance with section 54 of the UK Modern Slavery Act 2015 for the financial year ending 31 December 2022. This statement intends to fulfil the legal requirements for a statement on behalf of all subsidiaries and affiliates where Swatch Group directly or indirectly holds a majority of the voting rights.

Swatch Group condemns modern slavery and human trafficking as violations of fundamental human rights. Swatch Group is committed to both ethical and responsible conduct in all business operations, which includes the observation of national and multinational provisions of law that have a bearing on its activities.

The efforts of Swatch Group against slavery and human trafficking complement and build upon its existing Code of Conduct, other policies and guidelines; which comply with applicable laws and regulations regarding slavery and human trafficking. This past financial year, Swatch Group applied the measures described herein to prevent slavery and human trafficking within its organization and supply chain.

Swatch Group requires any supplier within its supply chain to adhere to the Swatch Group Code of Conduct, policies and guidelines. Swatch Group only considers suppliers who fully comply with its criteria regarding safety as well as environmental and socio-political aspects.

Swatch Group continuously undertakes audits within its supply chain to ensure that the required conditions are fulfilled. If a supplier does not meet the criteria, it will be requested to take corrective measures or, if necessary, the supply relationship will be terminated.

Swatch Group delivers, on a case-by-case basis, training modules and/or information material regarding its Code of Conduct, policies and guidelines to relevant staff and/or suppliers.

During the past financial year, Swatch Group was not made aware of any incidents related to modern slavery or human trafficking in its supply chain, nor were any such incidents reported.

The Board of Directors of The Swatch Group Ltd has approved this statement.

The Swatch Group Ltd



Nick Hayek
CEO



Thierry Kenel
CFO

20 June 2023