



**ADDITIONAL ESG
INFORMATION
2025**

HUGO BOSS

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In addition to the comprehensive non-financial disclosures included in our **2025 Annual Report** based on our double materiality assessment, this document provides further company-relevant information on Environmental, Social, and Governance (ESG) topics. With the growing importance of transparent and comprehensive sustainability reporting, we aim to offer our stakeholders a broader understanding of our ESG approach, performance, and ongoing initiatives. The content presented here complements the disclosures made in accordance with applicable regulatory frameworks and reflects our continued commitment to responsible business practices. → [Annual Report 2025, Non-Financial Statement](#)

Environment

Energy

Energy Management Programs

At HUGO BOSS, there is a **dedicated energy management program** in place. We identify potential improvement primarily in two ways: by collecting and analyzing environmental data on a regular basis and by conducting energy and environmental audits at our facilities by certified internal auditors. The audit results lead to the definition and implementation of targeted measures (e.g., installing energy-efficient equipment, optimizing lighting systems). We ensure and enhance energy performance through ISO 50001 (Europe-wide) and ISO 14001 (at key locations) certifications, supported by regular internal and external audits at locations responsible for 67% of global energy consumption.

Progress in **reducing energy consumption** is evaluated through monthly data collection and regular reviews with facility managers, immediate checks and actions in case of consumption changes, annual benchmarking, and continuous monitoring via management systems at the locations.

Through the Group-wide GREENBUDGET program, HUGO BOSS invests in environmental projects within its own operations, including implementation of various **energy efficiency measures** and installation of photovoltaic systems. In addition, energy consumption is continuously optimized in daily operations. The use of timers, touch panels, and other control solutions has significantly reduced electricity consumption in various buildings at HUGO BOSS AG by around 420 MWh per year. We continuously increase the number of fully and partially electric vehicles, leading to CO₂ savings of around 170 t compared to 2024.

In addition, **HUGO BOSS generates renewable electricity** itself. With 11 photovoltaic systems in five countries, around 4,900 MWh of electricity is produced and consumed annually. In 2025, the planning was finalized for the expansion of another photovoltaic system at a key logistics hub near the headquarters in Metzingen (Germany), with implementation starting in 2026.

Packaging

Packaging is essential for protecting our products during transport and shipping while reinforcing our brands' premium positioning in the global apparel market.

We implement dedicated **reuse systems** for transport packaging and hangers across our logistics operations to reduce packaging waste and support circular material flows. In logistics, durable plastic boxes are used for repeated shipments within Germany, particularly between the flat-packed goods warehouse in Filderstadt and the outlet store in Metzingen, reducing the need for single-use transport packaging. In addition, hanger reuse

systems are operated in Germany and Austria, where transport hangers are systematically collected, reused or, if no longer suitable, recycled into new hangers.

At HUGO BOSS, packaging is designed to **ensure recyclability** across all major packaging types. Internal requirements stipulate that materials must be compatible with existing recycling streams and avoid components that could hinder recyclability. In practice, this includes prioritising mono-material solutions, reducing unnecessary material combinations, and avoiding elements such as plastic lamination or complex mixed-material structures. Printing and finishing processes are also carefully managed to minimize negative impacts on recyclability.

Internal packaging guidelines further aim to **reduce the use of single-use plastics** by minimizing plastic components and avoiding unnecessary applications. Where plastic remains required, alternative materials or solutions with recycled content are used wherever feasible. In parallel, packaging designs are continuously optimized to reduce overall material use and eliminate redundant plastic elements.

The share of recycled materials is being increased across all packaging types, with a particular focus on integrating post-consumer recycled content in both paper and plastic solutions. In 2025, **62% of paper packaging** (2024: 59%) and **60% of plastic packaging** (2024: 59%) were **made from recycled materials**, demonstrating measurable progress in increasing recycled content across key packaging categories.

We also support the effective **recycling of packaging materials** by prioritizing recyclable paper solutions and aligning material sourcing with established industry initiatives. One example is our participation in Canopy's Pack4Good initiative, which promotes responsible fiber sourcing and the use of alternative, lower-impact materials. This includes the application of next-generation paper packaging as well as tools such as the EcoPaper Database to guide material selection towards more sustainable and recyclable options.

Waste & Pollutants

Waste Management Programs

HUGO BOSS has implemented a comprehensive **waste management program**. Waste reduction opportunities are systematically identified through ongoing environmental data evaluations and certified internal audit processes, with findings integrated into ISO 14001-certified environmental management systems at key locations and addressed through the Energy Management System (EnMS) at other locations. We further minimize fabric offcuts generated during production by using intelligent cutting patterns that enable the most efficient use of materials. Textile waste that cannot be avoided is largely recycled. In addition, we are increasingly developing our products digitally to avoid the production of physical prototypes – and thus additional waste. Unsold products are primarily redirected to our outlet locations to avoid waste.

To **make use of unused materials**, we have implemented an internal process to reintegrate them into new collections. To further advance the reuse and recycling of surplus materials, we launched Eightyards in early 2025, a HUGO BOSS subsidiary dedicated to reselling, recycling, and reusing surplus fabrics and linings. HUGO BOSS invests in technologies and initiatives to minimize waste, such as intelligent fabric-cutting programs to optimize material use, a dedicated waste portal at our Izmir (Turkey) site for waste tracking and management, and the use of a composting machine to recycle organic waste and support circularity.

HUGO BOSS has established a target to **decrease the volume of operational waste sent to landfill** by 50% by 2030, relative to 2024 levels. In 2025, a reduction of 31% was achieved. This target replaces the previous target, which was centred on reducing domestic waste per employee by 10%; that prior target was met in 2025 with a 16% reduction. We further aim to **reduce waste** by integrating recycling programs, minimizing plastic use, and transitioning to reusable product packaging, for example by reusing cardboard transport packaging in our distribution centers.

Water

Water Efficiency Management Programs

HUGO BOSS has developed a thorough **water efficiency management** plan. We identify improvement potential for water efficiency through regular environmental data analyses and environmental audits by certified internal auditors. These audits are conducted across the Group on a regular basis, with reports shared with responsible parties to define and implement water-saving measures. The primary focus is on reducing water consumption at the Company's own sites with the highest water use, particularly production facilities and corporate headquarters.

We actively manage **water consumption based on local water availability**, with particular attention paid to sites located in water-stressed regions. In 2025, a water risk analysis was conducted using the WRI Aqueduct Water Risk Atlas to identify such locations. Groundwater tanks installed at our Izmir (Turkey) facility in 2017 help to reduce external water withdrawals by supplying water for irrigation and sanitary purposes (water recycling), covering around 17,000 m³ of the site's water consumption, which accounts for 19% of the total consumption at this site. Additional water-saving measures include optimized production processes, efficient irrigation systems at the corporate headquarters in Metzingen and the distribution center in Savannah (USA), as well as the installation of water-saving fixtures and sensor-controlled water supply systems at numerous sites. Furthermore, the dismantling of combined heat and power plants in several buildings and their replacement with heat pumps has contributed to a reduction in water consumption.

To **improve wastewater quality**, water from the sanitary installations and staff cafeteria at our production facility in Morrovalle (Italy) is purified and discharged into a ditch. This method has been approved by regulators and is verified by means of annual tests. The quality of the water discharged from our production facilities must not only comply with all applicable laws and regulations but also meet the requirements of ISO 14001 certification.

Awareness for Sustainability

HUGO BOSS puts a focus on **enhancing employee awareness** and **knowledge of sustainability** topics through increased training initiatives. There are dedicated online trainings available, equipping our employees with the necessary skills and understanding to contribute to our sustainability goals. These trainings include awareness on resource conservation, including efforts to save energy and water, as well as reducing waste. At our largest production site in Izmir (Turkey), a dedicated Sustainability Excellence Week is held to recognize outstanding sustainability-related ideas, team initiatives, and projects. In addition, employees working in functions relevant to these topics regularly receive training on waste management, wastewater treatment, chemical handling, and energy efficiency. To further raise awareness and engagement, sustainability bulletins and videos are shared with employees on a regular basis.

Product Stewardship

Hazardous Substances Commitment

HUGO BOSS is committed to product safety and to continuously strengthening its approach to reducing, substituting, and phasing out sector-related hazardous substances across its supply chain.

This commitment is implemented through a chemical management approach applicable to suppliers and subcontractors, covering the **reduction and substitution of hazardous chemicals in manufacturing processes**, as outlined in the [HUGO BOSS Chemical Management Policy](#). HUGO BOSS is a signatory of the ZDHC Roadmap to Zero Program and, as such, applies the ZDHC Manufacturing Restricted Substances List (MRSL) as a minimum requirement for its supply chain. Compliance with the ZDHC MRSL requires that listed substances are not intentionally used in manufacturing processes and that they are substituted and phased out in line with the MRSL requirements (see ZDHC Impact Strategy 2030 – **aiming for 100% of chemical formulations that are MRSL-conformant**). This commitment applies to the hazardous substances listed under the ZDHC MRSL, to product-related restricted substances covered by the [HUGO BOSS Restricted Substances List \(RSL\)](#), and to specifically regulated substance groups subject to defined phase-outs, where applicable.

Targets

In line with this commitment, HUGO BOSS has defined targets for chemical management, including **increasing supplier alignment with the ZDHC MRSL through 2030**. Progress against these targets is reported annually in the HUGO BOSS Annual Report. The Company requires suppliers to maintain chemical inventories and to demonstrate MRSL compliance through defined control and verification processes. As part of this approach, HUGO BOSS continues mitigation activities and strengthens its processes for monitoring and managing chemicals, including identifying, regulating and progressively replacing substances of concern where feasible. This includes the regular maintenance and application of key chemical management documents, such as the ZDHC MRSL and the Company's RSL for product-related restricted substance requirements, as well as collaboration with relevant industry initiatives and associations (e.g., ZDHC, AFIRM, AAFA) to support the identification and adoption of safer chemical alternatives, in line with regulatory developments and recognized industry standards.

Standards

HUGO BOSS applies a **risk-based product testing approach** to evaluate compliance with its Restricted Substances List (RSL), taking into account material composition and manufacturing processes. The RSL is based on the work of the Apparel and Footwear International RSL Management (AFIRM) Group and supports compliance with applicable legal requirements. Through this approach, HUGO BOSS organizes risk-based testing of its products to ensure that products placed on the market meet safety standards that often go beyond regulatory requirements, protecting both consumers and the environment.

In the reporting period, **no products were placed on the market** - and therefore no revenue generated - that were noncompliant with applicable chemical regulations, including REACH and POP Regulations. In 2018, HUGO BOSS phased out the intentional use of per- and polyfluoroalkyl substances (PFAS), recognizing their persistence, bioaccumulative potential and risks to human health and the environment. Restricted substances are systematically identified and assessed and, where applicable, addressed in line with relevant regulations and recognized industry standards. Beyond manufacturing processes, HUGO BOSS addresses substances of

concern also in supporting materials. PVC was restricted for packaging materials in accordance with the HUGO BOSS Sustainable Packaging Guidelines in 2023, reflecting the Company's intent to reduce substances of concern and promote safer material choices.

Circular Fashion Commitment & Programs

As premium brands, BOSS and HUGO focus on high-quality materials and craftsmanship to extend the longevity of their products. By doing so, we aim to **reduce the temporality of collections**, minimize waste, and encourage more responsible consumption. Building on this commitment to longevity, we actively support customers in extending the life of their products through accessible **repair services** in all HUGO BOSS stores. Through our loyalty program, HUGO BOSS XP, we already offer these services free of charge in Germany, France, the UK, and China, with plans for further rollout. To further help **extend the life of our products**, we offer a Care Guide in our online store. It includes practical tips, a repair & care section, and video tutorials - empowering our customers to properly care for their garments and make them last longer. → [We Care](#)

Beyond, supporting the resale of items that customers do not want to wear anymore is key to conserving resources. To **support resale**, we launched a collaboration with Sellpy, one of Europe's largest re-commerce platforms. Customers can order a free Sellpy bag via our WE CARE page and send in pre-owned clothing of BOSS, HUGO, or any other brand for resale. Sellpy manages the process, and customers receive a share of the proceeds. This convenient, accessible service shall empower customers to actively participate in the circular economy.

We have a **dedicated circular design strategy** with defined criteria in place. Next to a design for longevity, it includes the use of recycled or renewable materials as well as the recyclability of the style. Our share of products designed for circularity increased from 33% in 2024 to 41% in 2025, driven by our design teams and R&D managers placing a strong focus on circular design practices. In terms of R&D, we dedicate resources in engaging in cross-industry collaborations, such as the Governance Board by the consultancy circular.fashion. It includes brands, manufacturers, recyclers, sorters, and customers to develop criteria that can be implemented in practice and support a functioning circular economy. The purpose of the Governance Board is to further develop the circular.fashion design guidelines. The HUGO BOSS circular design criteria are closely aligned to these guidelines. In parallel, dedicated internal design and product development efforts are continuously focused on advancing circularity at HUGO BOSS. This includes the sourcing of improved material compositions (e.g., with a high share of mono-materials) as well as circular print solutions to enhance recyclability.

In 2025, we have further advanced circularity within our collections through **increasing the share of items made from recycled post-consumer textile fibers**. For example, at BOSS Orange, we have incorporated a denim quality with 25% post-consumer recycled cotton. At BOSS Green performance wear, we have shifted from virgin synthetics to better synthetics, using a quality made of 95% post-consumer recycled polyester throughout the collection. This enables us to maintain performance and quality while increasingly relying on circular materials.

Environmental KPIs

	2025
Coverage of Environmental Management System verified through international standards (in %) ¹	69
Coverage of third-party certification / audit / verification by specialized companies (in %)	0
Coverage of internal certification / audit / verification by company's own specialists (in %)	0
Proportion of real estate portfolio (m ²) certified according to ISO 50001 (in %)	67
Proportion of real estate portfolio (m ²) certified according to ISO 14001 (in %)	9
Fines and penalties paid for environmental and ecological violations (in EUR)	0
Environmental liability accrued at year-end (in EUR)	0
Total weight of items collected through take-back programs (in tons)	0
Total weight of items collected which were repaired (in tons)	0.327
Total weight of recycled pre- and post-consumer textile fibers included in new products (in tons)	1,132
Total weight of items produced (in tons)	27,552
Total water withdrawal (in m ³)	207,336
Total freshwater withdrawal - third-party sources - municipal (in m ³)	190,789
Total groundwater consumption - renewable (in m ³)	16,547
Water withdrawal from areas of high water stress (in m ³)	145,099
Total wastewater discharge (in m ³)	162,390
Fresh surface water (in m ³)	1,696
Third-party destinations (municipal) (in m ³)	160,694
Total net freshwater consumption (in m ³)	44,946
Total waste generated/disposed (in tons) ²	7,656
Total hazardous waste generated/disposed (in tons)	59
Total non-hazardous waste generated/disposed (in tons)	7,597
Share of non-hazardous waste recycled (in %)	59
Share of non-hazardous waste incinerated (in %)	6
Share of non-hazardous waste landfilled (in %)	13

¹ This number is based on the Group's total number of employees (FTEs).

² This accounts for 3,127 tons of solid waste disposed and 4,463 tons recycled & reused.

SELECTED PLANT- AND ANIMAL-DERIVED MATERIALS (in metric tons)

	2025
Cotton	15,472
Wool	1,782
Silk	38
Leather	1,251
Cashmere	53
Natural rubber	727
Down	0.07
Man-made cellulosic fibres (MMCF)	1,231

Social

Labor Practices

Labor Practices Programs

HUGO BOSS complies with **national working-hour regulations** and monitors working time and overtime. In Germany, an HR-led 10-hour violation program supports compliance with the legal daily maximum. Where no specific national rules apply, a 48-hour work week and a 60-hour overtime cap serve as benchmarks. Employees receive at least one uninterrupted rest day per week. **Flexible working hours and part-time options** support local compliance and individual needs. Overtime is tracked to ensure appropriate compensation and compensated financially or through time off in lieu, in line with local requirements. We ensure compliance with legal requirements on notice periods for mass terminations, time management practices, and paid annual leave.

HUGO BOSS promotes employee dialog through **labor unions, works councils, and committees worldwide**. Wage negotiations and workplace agreements help ensure fair conditions, with strong collaboration e.g., in France, Germany, Mexico, Turkey, and the U.S., supporting labor rights and representation. Furthermore, HUGO BOSS provides social protection (e.g., life, health, disability insurance) in countries including Brazil, Canada, Hong Kong, Turkey, and the U.S., and offers retirement plans e.g., in Canada, Germany, and the U.S.. Additional **health and well-being services** include parental leave, childcare support, gym access, and an Employee Assistance Program. Regarding open vacation days, the respective manager is responsible for ensuring that employees take their vacation throughout the year. This process is supported and monitored by HR.

To support digital product creation, HUGO BOSS trains employees in advanced 3D and AI-enabled technologies via blended learning (on-site sessions, virtual formats, and self-paced learning). The program enables designers, pattern makers, and cross-functional teams to apply role-specific skills (e.g., image creation and enhancement for the digital showroom) and **supports the shift from physical to digital/AI-supported workflows** to reduce material waste, shorten development cycles, and enable real-time collaboration in a virtual environment. Rollout is supported by expert coaching and regular Q&As to ensure quality, consistency,

and continuous upskilling. Since 2023, 351 employees have participated; in 2025, 182 active users advanced their digital creation skills.

Human Capital Development

Employee Development Programs and further Initiatives

HUGO BOSS places strong emphasis on **developing employees for management positions** through dedicated development programs such as the Enabler Development Program (EDP) and Leadership Development Program (LDP). The success of these initiatives is reflected in the growing share of internally filled management roles, which increased to 76% (2024: 69%). Moreover, since 2023, ten top management positions have been filled internally thanks to the HUGO BOSS High Potential Program (HIPOSS). Further success stories include a significant increase in the Equity Index to 87% (2024: 80%), clearly surpassing our internal target of 85%. The Equity Index reflects how fairly employees feel they are treated, based on key aspects such as fairness regardless of gender, age, race, or sexual orientation. In addition, the Inclusion metric improved markedly to 81% (2024: 74%), exceeding the internal target of 79%. This metric captures the extent to which employees feel they can be themselves at work, without the need to conform or hide their identity.

Employee development is essential at HUGO BOSS. We firmly believe that investing in our people's growth and potential drives innovation, strengthens engagement, and ensures long-term business success. As one example, the SHE BOSS program at HUGO BOSS promotes **inclusion, diversity, and empowerment** through an eight-month journey of workshops, additional seminars, and coaching sessions. Focusing on topics such as personal motivation, overcoming internal barriers, and effective communication, the program is supported by active manager involvement. A key element is mentoring, where former participants of the program guide current participants by sharing insights and supporting their career development.

The **Cultural Moments Initiative** makes cultural diversity visible within the Company. Members of various communities share the backgrounds and significance of traditional celebrations, such as Chinese New Year, Ramadan, and Easter, explaining their personal meaning and their impact on society. Through these authentic perspectives, employees at HUGO BOSS gain a deeper understanding of different cultures, which strengthens community spirit and promotes mutual respect.

Awareness and prevention of discrimination are also addressed through **mandatory unconscious bias and anti-discrimination training**. These programs educate employees about unconscious behavior patterns that may be perceived as discriminatory by colleagues, and provide strategies to avoid such behaviors. Last year, 11,540 employees participated in the unconscious bias training, while 9,739 took part in the anti-discrimination training. This overview represents only a selection of our cultural engagement activities. The significant effort and resulting success are reflected in the growth of the inclusion metric (2025: 81%; 2024: 74%). These initiatives underscore the importance of cultural education for employees, fostering an inclusive environment that respects and values diverse backgrounds and perspectives.

At HUGO BOSS, **employee communities** offer spaces for cross-departmental exchange on both professional and personal topics. Groups like the "Generative AI-Community," "Automation @HUGO BOSS," and the "Digital Workplace Community" foster collaboration, innovation, and continuous learning.

The Performance & Development Dialog (PDD) is a **key element of talent management** at HUGO BOSS. As an annual global process, it enables employees and managers to reflect on performance, assess potential, and

define development goals. An online form supports the process by documenting performance ratings, objectives, and development plans. Multi-dimensional feedback from colleagues and stakeholders can be included to increase objectivity. The PDD fosters a culture of performance, feedback, and transparency while aligning individual development with company goals. Insights from the process inform talent reviews, program nominations, and succession planning. A mid-year check-in ensures continued alignment and progress tracking.

Team performance is evaluated alongside individual results in various subsidiaries. In Germany, Switzerland, and Austria, retail employees receive a team bonus based on store sales targets. The store team's performance is consistently monitored and assessed through ongoing review and transparent communication of daily sales figures, which builds the foundation of the actual pay out of the team bonus.

HUGO BOSS supports older employees in transitioning to retirement through tailored programs in several subsidiaries. In Germany, a **phased retirement plan** allows eligible employees to reduce working hours and salary during the active phase, with the accumulated salary paid during the passive phase. This enables an earlier, smooth shift into retirement without affecting statutory pension rights.

The FYOUTURE initiative at HUGO BOSS supports employees through **digital transformation** by simplifying daily work, building digital skills, and fostering a future-ready mindset. Through events, training, and networking, it empowers personal growth and adaptation to change. The Digital Learning Collection complements this with diverse learning formats, helping employees stay agile and connected in an evolving digital landscape.

Part-time employees are also entitled to take part in the HUGO BOSS development programs.

Occupational Health and Safety

OHS Programs

HUGO BOSS manages occupational health and safety (OHS) through a structured and integrated program designed to protect employees' health and ensure safe working conditions across all business areas.

All departments are supported by the central OHS team and company doctors in **conducting regular risk assessments**. Identified hazards are addressed through preventive technical, organizational, and personal measures. To systematically manage OHS risks, HUGO BOSS integrates prioritized action plans with clearly defined and, where applicable, quantified OHS targets into its safety management approach. Progress is continuously monitored through a structured OHS reporting system, which enables the evaluation of actual performance against defined targets. Occupational accidents are regularly analyzed, and deviations from target performance are reviewed, followed by corrective and preventive measures as part of a continuous improvement process.

Emergency preparedness and response are embedded in a comprehensive framework that includes site-specific emergency and evacuation plans, clearly defined roles and responsibilities, documented procedures, and regular emergency drills. Fire protection assistants and first-aid responders are trained and deployed across locations to ensure effective response capability in emergency situations. Lessons learned from drills and real incidents are systematically reviewed and incorporated into emergency planning and procedures.

Occupational Safety Committee workshops are conducted across corporate, retail, and logistics divisions. These workshops address division-specific safety requirements, analyze occupational accidents, identify recurring root causes, and define preventive measures.

To strengthen governance and external verification, HUGO BOSS has initiated steps toward implementing an **OHS management system aligned with ISO 45001**. The current focus is on the software-supported implementation of this occupational health and safety management system. The introduction of an Enterprise Service Management system is currently not being pursued.

OHS awareness is promoted through **regular training** for all employee groups, including corporate, retail, production, and logistics employees, as well as safety officers, fire protection assistants, and first-aid responders. Training formats include eLearning modules, on-site sessions, workshops, and standardized onboarding and refresher programs. Dedicated safety workshops for middle management have been conducted annually since 2023.

OHS requirements are embedded in procurement and contractual processes. **Compliance with our Supplier Code of Conduct (SCoC), including defined OHS standards**, is mandatory for all business partners to ensure minimum OHS requirements throughout the supply chain.

Social KPIs

	2025
Women in junior management positions (in %)	51
Women in management in revenue-generating positions (in %)	51
Women in STEM (science, technology, engineering, and mathematic)-related positions (in %)	44
Employees in part-time employment (headcount)	3,863
Employees under temporary arrangements with personnel-leasing firms (headcount)	233
Open positions filled by internal candidates (internal hires in DACH-Region) (in %)	70
Group-wide average compensation of employees on a full-time equivalent (FTE) basis (in EUR)	54,000
Average hours of training spent per FTE (in hours)	12.95
Average amount spent per FTE on training and development programs (in EUR)	259
Employees represented by an independent trade union or covered by collective bargaining agreements (in %) ¹	73
Total number of unique suppliers (Tier 1 and Tier 2 suppliers)	79
Number of unique significant suppliers (Tier 1 and Tier 2 suppliers)	79
Number of unique significant suppliers supported with development measures (Tier 1 and Tier 2 suppliers)	71
Number of unique significant suppliers assessed via desk assessments/on-site assessments (Tier 1 and Tier 2 suppliers)	79
Number of unique significant suppliers assessed with substantial actual/potential negative impact (Tier 1 and Tier 2 suppliers)	2
Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan (Tier 1 and Tier 2 suppliers)	2
Share of Tier-1 suppliers and contractors where potential human rights risks have been assessed (in %)	100
Satisfied clients in the last reported year (measured through Net Promoter Score (NPS)) (in %)	83

¹This share amounted to 72% in 2024, 75% in 2023 und 76% in 2022.

Governance

Corporate Governance

ESG Governance Oversight

Our sustainability management is integrated into the various business divisions, which share responsibility for implementing the cross-functional, holistic approach. Therein, main responsibility lies within two designated roles overseeing sustainability management at the Company. **Strategic responsibility** for sustainability lies with the Senior Vice President Group Strategy and Corporate Development, who reports directly to the Chief Executive Officer (CEO). This includes integrating sustainability into the Group’s overall strategy, setting ESG targets, and monitoring progress. **Operational responsibility** for sustainability along the supply chain - and thus oversight of key sustainability impacts – as well as responsibility for central risk management and internal controls, lies with the Executive Vice President Business Operations, who reports directly to the Chief Financial Officer (CFO)/Chief Operating Officer (COO).

Governance KPIs

	2025
Corruption or bribery violation cases identified by authorities	0
Fines imposed by authorities related to corruption and bribery cases (in EUR)	0
Number of convictions related to corruption and bribery	0
Conflict of interested cases reported via the Company’s Speak-Up Channel	7
Money laundering or insider trading cases identified by authorities	0
Customer privacy data violation cases identified by authorities	1