

7. Resolution on the approval of the compensation report

Pursuant to section 120a para. 4 of the German Stock Corporation Act, the general meeting of a listed company passes a resolution on the approval of the audited compensation report for the preceding fiscal year prepared by the managing board and the supervisory board in accordance with section 162 of the German Stock Corporation Act.

The Managing Board and the Supervisory Board therefore submit to the Annual General Meeting for approval the compensation report prepared in accordance with section 162 of the German Stock Corporation Act. The compensation report will be accessible on the internet at shareholdermeeting.hugoboss.com under "Annual Shareholders' Meeting 2025" starting from the date the Annual General Meeting is convened.

Pursuant to section 162 para. 3 of the German Stock Corporation Act, the auditors have reviewed the compensation report to ascertain whether it includes the legally required information in accordance with section 162 paras. 1 and 2 of the German Stock Corporation Act. Above and beyond the legal requirements, the auditors have also audited the contents of the compensation report. The opinion on the audit of the compensation report is attached to the compensation report.

The Managing Board and the Supervisory Board propose to approve the compensation report of HUGO BOSS AG for the 2024 fiscal year prepared and audited in accordance with section 162 of the German Stock Corporation Act.

8. Resolution on the approval of the compensation system for the members of the Managing Board

Pursuant to section 120a para. 1 of the German Stock Corporation Act, the general meeting of a listed company passes a resolution on the approval of the compensation system for the members of the Managing Board submitted by the Supervisory Board each time a significant change is made to the compensation system, at least, however, every four years.

Based on the recommendation of its Personnel Committee and taking into account the requirements stipulated in section 87a para. 1 of the German Stock Corporation Act, the Supervisory Board has adopted amendments to the compensation system for the members of the Managing Board with effect from 1 January 2025. This amended compensation system will be submitted to the Annual General Meeting for approval. The compensation system will be accessible on the internet at shareholdermeeting.hugoboss.com under "Annual Shareholders' Meeting 2025" starting from the date the Annual General Meeting is convened.

The Supervisory Board proposes to approve the compensation system for the members of the Managing Board.

