

TAX STRATEGY

HUGO BOSS UK Limited

I. Introduction

HUGO BOSS UK Limited is a subsidiary of the German parent company, HUGO BOSS AG. This statement applies to HUGO BOSS UK and is aligned with the overarching tax principles outlined in the HUGO BOSS Group Tax Strategy. HUGO BOSS UK is committed to fulfilling all tax obligations in accordance with applicable laws and regulations. This tax strategy complies with the requirements of Paragraph 22 (2) of Schedule 19 to the Finance Act 2016 and covers the financial year ending 31 December 2025. It is reviewed annually to ensure its continued relevance and effectiveness. This tax strategy has been approved by the Board of Directors of HUGO BOSS UK.

II. Approach to Tax Risk Management and Governance Arrangements

HUGO BOSS UK operates within the governance framework established by the HUGO BOSS Group, ensuring that tax compliance and risk management are integral to our overall business operations. The directors of HUGO BOSS UK have ultimate responsibility for the company's tax strategy and compliance. The Finance Director of the Northern Hub has executive responsibility for all tax matters. They are supported in these responsibilities by the Head of Accounting and Tax, UK Tax Manager and Group Tax Department.

As part of our risk management, we have implemented robust internal controls to identify, assess, and mitigate tax risks. These controls include regular reviews of tax processes, audits, and the use of external tax advisors to ensure compliance with UK tax laws and regulations.

III. Attitude towards Tax Planning

HUGO BOSS UK adheres to responsible tax planning principles, ensuring that all activities are aligned with genuine commercial and economic purposes.

We do not engage in aggressive tax practices or artificial arrangements aimed solely at achieving tax savings. Instead, our approach to tax planning is focused on compliance with UK tax legislation and international standards, such as the OECD's Base Erosion and Profit Shifting (BEPS) framework.

Where applicable, we ensure that tax incentives or reliefs provided by the UK government are utilized appropriately and in line with their intended purpose. This ensures that our tax planning supports both our business objectives and the broader economic goals of the jurisdictions in which we operate.

IV. Acceptable Level of Risk in relation to UK Taxation

HUGO BOSS UK aims to minimize tax risks as much as possible. Where uncertainties arise, we proactively seek advice from external tax experts or directly from HMRC to gain clarity. Our goal is to adopt a conservative and risk-aware approach to ensure compliance with tax regulations in the UK and around the world.

V. Relationship with HMRC

HUGO BOSS UK values a transparent, open, and cooperative relationship with HMRC. We are committed to ensuring that all tax filings are accurate, complete, and submitted on time. In the event of uncertainties or errors, we proactively disclose these to HMRC and work constructively to resolve any issues efficiently and effectively. Our approach reflects the Group's commitment to ethical conduct and compliance, fostering trust and collaboration with tax authorities including the HMRC. By maintaining an open dialogue, we aim to ensure that our tax affairs are managed transparently and in full alignment with UK tax laws and regulations.

Board of Directors

HUGO BOSS UK Limited