

## AWARDS DURING THE REPORTING PERIOD

- Inclusion in the DJSI World in the textiles, apparel and luxury goods sector (for the 6<sup>th</sup> time in succession) and repeated inclusion in the DJSI Europe
- Prime status in ISS ESG Corporate Rating
- CDP (formerly Carbon Disclosure Project) score of B
- Awarded "Green Ranking Champion" in the MDAX by the F.A.Z. Institute and R.A.T.E.
- 17<sup>th</sup> place among Germany's 200 most sustainable companies according to Stern magazine and Statista
- 3<sup>rd</sup> place among Germany's most popular fashion employers in the "Working in fashion" survey by the trade journal TextilWirtschaft
- Award from the F.A.Z. Institute "Germany's Most Desired Employers" in the "Fashion Companies" category
- Ranking in the upper midfield in the study "World's Best Employers 2022" by Forbes and Statista
- 2<sup>nd</sup> place in the Focus Business ranking "Top Employers 2022" in the textile industry
- Award "Highest Fairness in the Job 2022" from Focus magazine and Focus Money
- Award "Top career opportunities for women 2022" from Focus Money magazine
- Among the Financial Times Top 50 "Diversity Leaders" in Europe
- Ranked 22<sup>nd</sup> in Glassdoor's "Top Companies in Germany for Diversity and Inclusion" ranking
- Corporate Health Award 2022 in the consumer goods sector (large companies) by EUPD Research and the business newspaper Handelsblatt
- Achievement of the 'Aspirational Level' in the ZDHC Brands to Zero Assessment in connection with improved chemical management in the supply chain

## MEMBERSHIPS IN ASSOCIATIONS AND INTEREST GROUPS

HUGO BOSS is involved in the following organizations and initiatives:

- American Apparel and Footwear Association (AAFA), the yearly payment (incl. membership fee) from HUGO BOSS amounts to \$ 25.000, [aafaglobal.org](http://aafaglobal.org).
- Aid by Trade Foundation, [Aidbytrade.org](http://Aidbytrade.org)
- Apparel and Footwear International RSL Management (AFIRM) Group, [afirm-group.com](http://afirm-group.com)
- Better Cotton Initiative (BCI), [bettercotton.org](http://bettercotton.org)
- Cotton Made in Africa (CmiA), [cottonmadeinafrica.org](http://cottonmadeinafrica.org)
- Cotton LEADS™, [cottonleads.org](http://cottonleads.org)
- Dialog Textiles-Apparel (DTB), [dialog-dtb.de](http://dialog-dtb.de)
- EURATEX, [euratex.eu](http://euratex.eu)
- Fair Labor Association (FLA), the yearly payment (incl. membership fee) from HUGO BOSS to the FLA amounts to \$ 70.000, [fairlabor.org](http://fairlabor.org)
- German Fashion Modeverband Deutschland, [germanfashion.net](http://germanfashion.net)
- German Sustainable Building Council (DGNB), [dgnb.de](http://dgnb.de)
- German Association for Human Resource Management (DGFP), [dgfp.de](http://dgfp.de)
- German Investor Relations Association (DIRK), [dirk.org](http://dirk.org)
- International Accord on Fire and Building Safety (ACCORD), [internationalaccord.org](http://internationalaccord.org)
- Leather Working Group (LWG), [leatherworkinggroup.com](http://leatherworkinggroup.com)
- Natural Capital Coalition (NCC), [naturalcapitalcoalition.org/protocol](http://naturalcapitalcoalition.org/protocol)

- Südwesttextil, the yearly payment (incl. membership fee) from HUGO BOSS to Südwesttextil averages around EUR 250.000, suedwesttextil.de
- The Consumer Goods Forum (CGF) (Implementation of the Global Social Compliance Program), theconsumergoodsforum.com
- The Good Cashmere Standard, thegoodcashmerestandard.org
- TicinoModa (Committee member), the yearly payment (incl. membership fee) from HUGO BOSS to Ticino Moda amounts to CHF 61.630, ticinomoda.ch
- United Nations Framework Convention on Climate Change (UNFCCC), unfccc.int
- Verein Deutscher Textilveredlungsfachleute e. V. (VDTF) (supporting member), vdtf.de
- Zero Discharge of Hazardous Chemicals (ZDHC), roadmaptozero.com

## **EXTERNAL STANDARDS AND AGREEMENTS**

- Signatory of the Charter of Diversity, charta-der-vielfalt.de
- Signatory of the UN "Standards of Conduct for Business: Tackling Discrimination against LGBTI people, global-lgbti.org
- Signatory of the Women's Empowerment Principles, weps.org
- Signatory of the Fashion Industry Charter for Climate Action of the UNFCCC, unfccc.int
- Signatory of the 2020 Circular Fashion System Commitment of the Global Fashion Agenda (GFA), globalfashionagenda.com
- Commitment to protect forests in cooperation with Canopy, canopyplanet.org
- Global Social Compliance Programme (GSCP) standard for environmental audits of the Consumer Goods Forum, theconsumergoodsforum.com
- ISO 9001, ISO 14001, ISO 14041, ISO 45001 and ISO 50001