

HUGO BOSS

HUGO BOSS UK LIMITED GENDER PAY REPORT 2025

APRIL 2026

OUR CONTINUED COMMITMENT

At HUGO BOSS UK Ltd, recognising and appreciating the contributions of our people is central to our corporate culture, and we are proud to have been certified as a Great Place to Work in both 2024 and 2025.

While progress takes sustained effort, we remain focused on practical actions that strengthen representation and development across all levels.

By continuing to strengthen our Diversity, Equity and Inclusion (DE&I) initiatives and embed these principles into our business practices, we reaffirm our commitment to building a fair and open working environment where every colleague can develop and succeed, supported by a strong focus on developing diverse talent and continued progress in female representation at senior levels.

Joerg Horcher, Managing Director
HUGO BOSS UK Limited



WHAT THE REPORT SHOWS

In 2025, organizations in UK with over 250 employees are required to report their gender pay gap data.

This data includes:

- The gender pay differences between male and female basic pay
- The gender pay differences between male and female for bonus
- The gender pay differences between part time male and female basic pay
- The gender pay differences between temp male and female basic pay
- The percentage of males and females receiving a bonus
- The number of males and females in each pay quartile*

The gender pay gap does not measure equal pay, which relates to what women and men are paid for doing the same or similar jobs or work of equal value.

*Pay quartile means how many females compared to men are paid in the top quartile, upper middle quartile, lower middle quartile and lower quartile of pay

HOW WE CALCULATE THE DATA

The gender pay gap is a measure of the difference in the average (mean) pay of males and females and the median (middle) – irrespective of their role, level and working hours – across the entire HUGO BOSS UK Ltd, expressed as a percentage.

For this report, we calculated our base pay data for all employees in UK as of 5th April 2025 and variable pay received in the 12 months prior to this date.

The data reflects the gender pay differences at HUGO BOSS UK Ltd.

HUGO BOSS UK LTD DATA

BASIC PAY DATA

- The HUGO BOSS UK Ltd mean (average) female hourly rate is 5.05% lower than the HUGO BOSS UK Ltd mean male hourly rate.
- The HUGO BOSS UK Ltd median (middle) female hourly rate is 3.58% lower than the HUGO BOSS UK Ltd median male hourly rate.

HUGO BOSS UK LTD DATA

BONUS DATA

At HUGO BOSS UK Ltd 81.50% of female employee's and 89.26% of male employee's received a bonus:

- The HUGO BOSS UK Ltd mean (average) female bonus is 30.71% lower than the HUGO BOSS UK Ltd mean male bonus.
- The HUGO BOSS UK Ltd median (middle) female bonus is 18.87% lower than the HUGO BOSS UK Ltd median male bonus.

HUGO BOSS UK LTD DATA PAY QUANTILES

	Female	Male
Lower Quartile	50.80%	49.20%
Lower Middle Quartile	56.40%	43.60%
Upper Middle Quartile	46.59%	53.41%
Upper Quartile	41.37%	58.63%

CONTEXT

HUGO BOSS UK Limited values developing and retaining internal talent. The overall makeup of our workforce has been a key driver of our pay gaps, and it is something we will continue to review.

As HUGO BOSS has a strong menswear heritage, our workforce composition has been shaped by this over time, including in parts of our retail population, which has also been reflected in progression to senior roles as colleagues develop within the company. This influences our overall gender pay gap, particularly at senior level within the upper quartile.

As our business continues to evolve, we remain focused on strengthening diverse representation across all levels.

THE OUTLOOK

HUGO BOSS UK Limited's gender pay gap remains below the national average, and we remain committed to continued improvement through targeted actions. Our approach continues to centre on three key areas, with a strengthened emphasis on DE&I.

Listening to Our Employees

We continue to strengthen employee voice through enhanced communication channels, including our internal Think Tank and Scan & Suggest platforms ensuring employee insights inform decision-making. Employee-led idea sharing through internal platforms enables colleagues to submit feedback and suggestions directly to leadership. Several ideas raised through these channels have been implemented, reinforcing transparency and responsiveness. These efforts have supported strong engagement outcomes and contributed to our Great Place to Work certification in both 2024 and 2025.

Embedding DE&I into How We Lead and Develop

We are expanding our partnership with the Fashion Minority Report through an additional cohort, alongside the introduction of reverse mentoring opportunities to promote inclusive leadership and shared learning. We have also introduced a Senior Management Team (SMT) development group, providing a platform for leaders preparing for senior roles. Female representation at senior levels continues to strengthen, with women representing 40% of the Senior Management Team and approximately 44% of the Senior Leadership Team, bringing different perspectives to decision-making and fostering inclusive leadership.

Challenging and Evolving the Way We Work

We stay committed to flexible and agile ways of working across our office and retail environments. Continued investment in digital scheduling and leave-management tools supports transparency, work-life balance, and employee wellbeing.

Through these actions, HUGO BOSS UK Limited remains committed to fostering a culture that provides equal opportunities for all employees to develop and succeed.