

PRIVACY POLICY RECRUITING

HUGO BOSS attaches great importance to the protection of your personal data and processes them on the HUGO BOSS Career Site (hereinafter referred to as the "Recruiting Site") at <https://careers.hugoboss.com> exclusively in accordance with the principles described below and in compliance with the respectively applicable data protection laws, in particular the EU General Data Protection Regulation (GDPR).

A. INFORMATION ABOUT THE DATA CONTROLLER

I. Name and contact details of the data controller

HUGO BOSS AG
Dieselstr. 12, 72555 Metzingen, Germany
Telephone: +49 7123 94-0
Fax: +49 7123 94-80259
E-mail: info@hugoboss.com

If you are applying for positions at other HUGO BOSS companies, you will find details of the person responsible for the recruitment process [here](#).

II. Contact details of the data controller's Data Protection Officer

HUGO BOSS AG
Data Protection Officer
Dieselstr. 12, 72555 Metzingen, Germany
Telephone: +49 7123 94 – 80999
Fax: +49 7123 94 – 880999
E-mail: privacy@hugoboss.com

B. INFORMATION ABOUT THE RIGHTS OF DATA SUBJECTS

As a data subject you can exercise the following rights with respect to the processing of your personal data, provided that the relevant conditions are met:

- I. Right of access (Art. 15 GDPR)
- II. Right to rectification (Art. 16 GDPR)
- III. Right to erasure ("right to be forgotten") (Art. 17 GDPR)
- IV. Right to restriction of processing (Art. 18 GDPR)
- V. Right to data portability (Art. 20 GDPR)
- VI. Right to object (Art. 21 GDPR)

Under the conditions provided in Art. 21 No. 1 GDPR you have the right to object, on grounds relating to your particular situation, at any time to processing of your personal data which is based on Art. 6 (1) (e) or (f) GDPR, including profiling based on those provisions. Under the conditions provided in Art. 21

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No. 2 GDPR you have the right to object at any time to processing of your personal data for such marketing, which includes profiling to the extent that it is related to such direct marketing.

You can find detailed information regarding the legal basis of processing in Section C of this Privacy Policy.

- VII. Right to withdraw consent (Art. 7 (3) GDPR)
- VIII. Right to lodge a complaint with the supervisory authority (Art. 57 (1) (f) GDPR)

You may contact our Data Protection Officer (Section A.II.) for the purpose of exercising your rights.

C. INFORMATION ABOUT THE PROCESSING OF PERSONAL DATA

You can use our Recruiting Site for information purposes only, but you can also register on our recruiting platform to apply for vacancies in the HUGO BOSS Group and take advantage of additional services.

I. Informational use of the Recruiting Site

When the use of the website is purely informational, certain information, for example your IP address, is sent to our server for technical reasons by the browser used on your end device. We process this information in order to provide the website content requested by you. To ensure the security of the IT infrastructure used to provide the website, this information is also stored temporarily in what is referred to as a "web server log file".

You receive more detailed information on this below:

1. Which data do we process and for which purposes?

We process protocol data that is generated when the website is accessed via the Hypertext Transfer Protocol (Secure) - HTTP(S) for technical reasons ("HTTP Data"). This includes, for example, IP address, type and version of your Internet browser, operating system used, the page called up, the page previously visited (referrer URL), date and time of the call. These data originate from you as a user of the website. The provision of this data is not required by law or contract or necessary for the conclusion of a contract. There is no obligation to provide the data. In the event that the data is not made available, we will not be able to provide the contents of the website that have been called up.

2. What is the legal basis for the processing of your data?

To provide the contents of the website called by the user, HTTP data is temporarily processed on our web server. The processing is based on a balancing of interests (Art. 6 para. 1 f) GDPR). Our legitimate interest is the provision of the website content accessed by the user.

In order to ensure the security of the IT infrastructure used for the provision of the website, in particular to identify, eliminate and document malfunctions (e.g. DDoS attacks) in a way that can be proven, HTTP data are temporarily processed in web server log files. The processing is based on a balancing of interests (Art. 6 para. 1 f) GDPR). Our legitimate interest

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is to guarantee the security of the IT infrastructure used for the provision of the website, in particular for the identification, elimination and documentation of malfunctions.

3. To whom is your data passed on?

The data will be passed on to our (hosting) provider(s) as our contract processor(s) based in the EU.

4. How long do we store your data?

The log data is stored in server log files in a form that allows the identification of the persons concerned for a maximum period of 7 days, unless a security-relevant event occurs (e.g. a DDoS attack). In the case of a security-relevant event, server log files are stored until the security-relevant event has been removed and fully resolved.

5. Does automated decision making take place?

There is no automated decision making.

II. Registration on Recruiting Site

1. Which data do we process and for which purposes?

We process the data you provide for your application, which is usually master data (such as your first and last name), address and contact details as well as education, qualification and professional career data, and in special cases information on special data categories such as about an existing disability.

We process your data as part of the recruiting platform in order to find suitable applicants for open positions. To use our recruiting platform, you must create a candidate profile. You can use this to apply for specific positions and also activate the receipt of notifications of suitable open positions that match your search criteria ("Job Alert"). Once you have set up your candidate profile, you can also be assigned to corresponding talent pools according to the information and profile releases you have provided.

The provision of your data is not required by law or contract. However, if you wish to apply for a specific position via our Recruiting Site, the provision of your data is necessary so that HUGO BOSS can decide on your application - and finally on your employment. The use of the functionalities aforementioned and hereinafter referred to (Job Alert, HR Marketing Information) is voluntary, but the provision of your data is required.

2. What is the legal basis for the processing of your data?

In the context of a specific application, we process your data in order to reach a decision on the establishment of an employment relationship. The legal basis for this is Art. 6 para. 1 b) GDPR or specific national law (e.g. Art. 88 GDPR in conjunction with § 26 para. 1 of the Federal Data Protection Act (BDSG)).

If you create a candidate profile on the recruiting website in order to set up a job alert or to activate HR marketing information or if you voluntarily provide us with further personal data, we will process your data in this context on the basis of the consent you have previously given. The legal basis for this consent is Art. 6 para. 1 a) GDPR or specific national law

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(e.g. Art. 88 GDPR in conjunction with § 26 para. 2 BDSG). You can revoke your consent at any time - with effect for the future. You can send the revocation to privacy@hugoboss.com or make the desired settings yourself in the candidate profile.

3. To whom is your data passed on?

Within HUGO BOSS, access to your personal data is only granted to those departments which require it in order to make a decision on the establishment of an employment relationship or to process your e-recruiting candidate profile (e.g. HR, works council, departmental managers).

When you create your candidate profile, you can also activate the visibility of your profile for recruiters and department heads of all HUGO BOSS Group companies in your country or for recruiters and department managers of all HUGO BOSS Group companies. The visibility of your candidate profile can also be activated or restricted later in your account. If you agree to the release of your profile for recruiters of other HUGO BOSS Group companies, this may also allow Group companies outside the EU (so-called third countries) to view your profile data. In such cases, HUGO BOSS will ensure that these Group companies comply with an appropriate level of data protection. You can request further information on this at privacy@hugoboss.com. HUGO BOSS also uses various IT service providers based within the EU/EEA to provide the cloud-based recruiting website and to perform other IT support and administrative tasks.

Your personal data is always protected from unauthorized access by the necessary security measures (encryption, physical security measures of the servers, etc.).

4. How long do we store your data?

In principle, you can change and delete your data yourself within your candidate profile on the recruiting website at any time or request the deletion of your profile by e-mail to privacy@hugoboss.com. However, we reserve the right to provide data for a specific application after a corresponding rejection for up to max. 6 months after receipt of the rejection from own evidence preservation interests. If you do not log in for a period of 6 months after completing your last application process, your data / candidate profile will be automatically deleted. Insofar as we process your data based on your consent, your data will be deleted irrespective of this within the statutory period after your consent has been withdrawn.

5. Does automated decision making take place?

There is no automated decision making.

III. Sign up for email on career topics

Within your candidate profile, you can also activate updates on career topics, which we will then send to you by e-mail (HR marketing information on the company, events, fairs, etc.)

1. Which data do we process and for which purposes?

In this case, we process contact data (email address, name, title), technical communication and usage data (such as date and time of registration or confirmation, IP address of the

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device used, date and time of deregistration, date and time of the newsletter call, IP address, type and version of your internet browser, operating system used) as well as analysis data (e.g. data on the use of the newsletter, in particular calls, frequency of calls and click behavior in the newsletters called up).

Your data is required to send the emails to you as a subscriber. We use the title and name to address you personally. Other data is used to analyze the usage behavior in our newsletter and for the purposes of personalization and needs-based design of the newsletter as well as to create anonymous reports for analysis and determination of the newsletter strategy.

2. What is the legal basis for the processing of your data?

The emails will be sent on the basis of your consent according to Art. 6 Para. 1 a) GDPR. Otherwise, the processing is based on a balance of interests according to Art. 6 para. 1 f) GDPR in favor of our legitimate interest, which consists in providing, evaluating and improving our career appearance and communication measures.

3. To whom is your data passed on?

The data will be passed on to our (hosting and email) providers as our processors based in the EU.

4. How long do we store your data?

We store this data as long as you have not unsubscribed from our newsletter. In exceptional cases, we also store this data insofar as and for as long as we are subject to legal retention or documentation requirements for this data or insofar as this is necessary for evidence purposes.

5. Does automated decision making take place?

There is no automated decision making.

IV. Cookies

Cookies are small data packages that are stored by your browser on your end device. These technologies help to optimize the offers of the website, e.g. to recognize you when you visit the website again.

Information on the processing of your personal data in connection with cookies can be found in our [Cookie Policy](#).

D. EFFECTIVE DATE AND AMENDMENT OF THIS DATA POLICY

This privacy policy is effective immediately.

Due to technical developments and/or changes in legal or regulatory requirements, it may be necessary to amend this Privacy Policy. The current data protection information can be retrieved at any time at <https://careers.hugoboss.com>.