



**HUGO BOSS x
SPANISH ROYAL DECREE 214/2025**

JUNE 2026



SCOPE OF THE DOCUMENT

In accordance with the Spanish Royal Decree 214/2025, HUGO BOSS discloses its Scope 1 and Scope 2 greenhouse gas (GHG) emissions related to its operations in Spain for the fiscal year 2025, together with the corresponding GHG reduction plan.

This document fulfills the requirements of the Spanish Royal Decree 214/2025 and supports HUGO BOSS' commitment to transparent and consistent climate-related disclosure.

The data presented refers specifically to the Company's operations in Spain, in line with the regulatory requirements. The targets and decarbonization measures outlined are embedded in and aligned with the broader climate strategy of the HUGO BOSS Group, including its science-based targets and long-term decarbonization pathway.

HUGO BOSS SCOPE 1-2 GHG EMISSIONS IN SPAIN

HUGO BOSS operations in Spain comprise **both administrative offices and retail stores**. The associated GHG emissions primarily result from **energy consumption** and the use of **company vehicles**.

HUGO BOSS' absolute scope 1-2 GHG emissions in Spain in **2025**:

27.5 tCO₂e

(-33% compared to 2024)

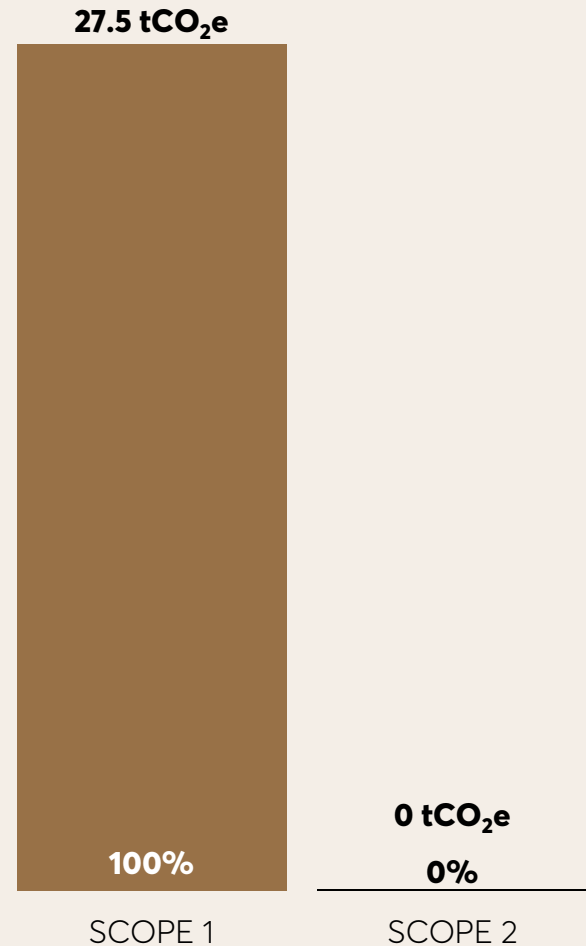
The GHG emissions arise from the following sources:

SCOPE 1 EMISSIONS

Scope 1 GHG emissions are produced from sources that are **owned or directly controlled by our company**. This includes, for example, emissions released from the energy use in our administrative buildings, own production sites, or from our **company vehicles**.

SCOPE 2 EMISSIONS

Scope 2 GHG emissions are indirect emissions released from the production of energy, **purchased and consumed by our company**. These typically arise from the production of electricity, steam, heating, and cooling that our company buys from external providers.



HUGO BOSS SCOPE 1 GHG EMISSIONS IN SPAIN

SCOPE 1 GHG EMISSIONS IN SPAIN

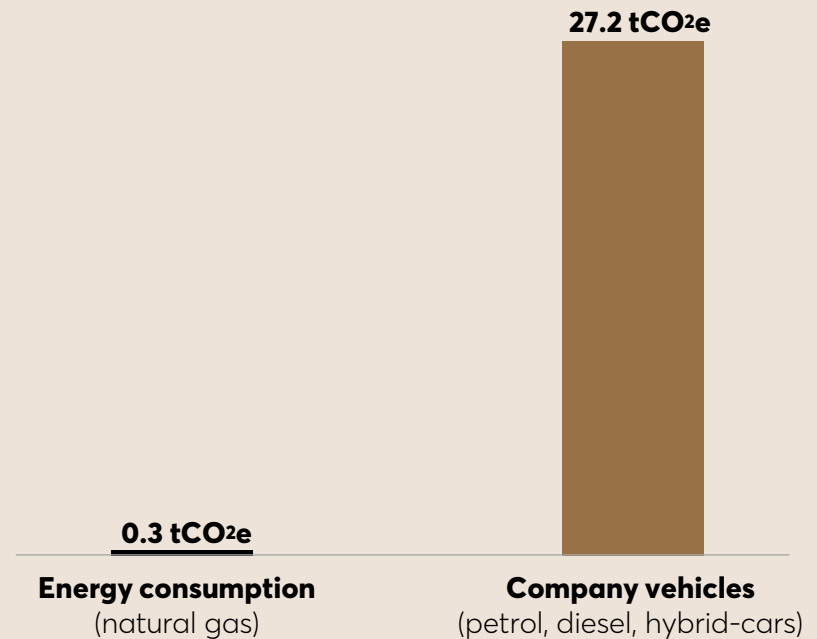
In Spain, HUGO BOSS scope 1 GHG emissions primarily arise from two sources:

- **Energy used** to operate the company facilities, including heating and cooling. For Spanish operations, this mainly relates to the use of natural gas.
- **Company-owned and controlled vehicles**, including petrol, diesel and hybrid cars.

SCOPE 2 GHG EMISSIONS IN SPAIN

HUGO BOSS achieved zero scope 2 GHG emissions in Spain, reflecting the effective implementation of decarbonization measures in recent years. These measures are aligned with the HUGO BOSS Group overarching climate strategy and decarbonization pathway. Key actions include improvements in **energy efficiency** across HUGO BOSS facilities to reduce the overall energy consumptions, as well as an increased **procurement of electricity from renewable sources**.

HUGO BOSS SCOPE 1 GHG EMISSIONS IN SPAIN IN 2025



CLIMATE TARGETS AND ACTION PLAN FOR SPAIN

GROUP-LEVEL TARGETS

SCOPE 1-2 AND SCOPE 3 TARGETS

HUGO BOSS has set climate targets to limit its impact on climate change. We are committed to reducing the GHG emissions across **all scopes (scope 1-2-3) by 50% by 2030**, based on a 2024 baseline.

The climate targets are science-based and were validated by the **Science Based Target initiative** (SBTi) in 2025.

NET-ZERO TARGET

In addition, HUGO BOSS is working towards achieving **net-zero GHG emissions by 2050** across all scopes.

IMPLEMENTATION IN SPAIN

The climate targets apply to the entire HUGO BOSS Group and are reflected in all countries where HUGO BOSS operates, including Spain.

While GHG emissions from HUGO BOSS operations in Spain represent a **comparatively small share of total Group emissions** (0.13% in 2025), the Company remains committed to further reducing its climate impact in Spain by 2030, in line with its **science-based targets**.

In 2026, HUGO BOSS developed a **Climate transition plan** to support the achievement of its climate targets. This plan outlines the Group's decarbonization approach and reinforces the transparency and credibility of its commitment to reducing GHG emissions across its operations.

More information are available in the [HUGO BOSS Climate transition plan](#).

In this context, a dedicated decarbonization plan for Spain has been established, aligned with the Group's Climate transition plan. The key measure in Spain is the **progressive electrification of the company's vehicle fleet by 2030**. As the company vehicles accounted for circa 99% of scope 1 GHG emission in Spain in the base year, this measure is expected to significantly contribute to achieving the target of reducing scope 1-2 GHG emissions by 50% by 2030 in Spain.

The implementation of this decarbonization plan follows the Group's established governance and reporting framework. Progress and performance are monitored and disclosed on an annual basis.

More information on the HUGO BOSS Sustainability journey are available on the [HUGO BOSS Group website](#).

Additional information

DISCLAIMER

This document contains future-oriented statements that are based on our **current level of knowledge and understanding** of the climate topic and reflect our present assumptions, expectations and projections at the time of publication. Such statements are made in good faith and are informed by internal analyses, currently available data and recognized methodological frameworks, where applicable. Future-oriented statements are inherently subject to **several unknown and unpredictable risks**, uncertainties and other factors — many of which are beyond our control — that may cause actual developments, results or outcomes to differ materially from those expressed or implied. As a result, the events or results described in such statements may not occur as anticipated or may not occur at all.

Readers should therefore not place undue reliance on these future-oriented statements. They are valid only as of the time at which they are made, **do not constitute guarantees of future results** or legally binding commitments, and remain subject to change considering new information, regulatory developments or future events. These future-oriented statements are intended to support transparency regarding our strategic direction and ambition, and do not alter existing legal obligations.

The document will be reviewed on a regular basis. Any future-oriented statements will be adjusted in line with the level of knowledge and understanding available at the time of each update.

The future-oriented statements in this document can be identified, among others, by terms such as "expects", "aims", "plans", "may", "will", "believes", "anticipates" or variations of such words as well as references to targets, ambitions, roadmaps, pathways or similar expressions.

In addition, the Spanish absolute GHG emissions figures presented in this document are derived from the HUGO BOSS Group GHG emissions figures reported in the Annual Report 2025, which is subject to a **third-party limited assurance**. The climate targets are **validated by the Science-Based Targets initiative**. The SBTi validation is limited strictly to the targets and does not extend to verification of the climate transition plan or its execution.