

June 2025

## **Public Affairs Framework**

### **Introduction**

At HUGO BOSS, we understand the significant role that public affairs play in shaping the policies and regulations that impact the textile industry. As a leading global fashion and lifestyle company, we are committed to engaging with stakeholders and promoting responsible business practices. This document outlines our approach to public affairs, emphasizing our advocacy efforts, trade association engagements and governance structure in general, and stance on climate-related policies in particular.

### **Management System for Lobbying Activities and Trade Association Memberships**

Our public affairs activities, including trade association memberships and direct lobbying activities, are conducted with transparency, integrity, and full compliance across all jurisdictions where HUGO BOSS operates. Accurate records of our engagements with trade associations are maintained, and we are registered in the "Lobbyregister des Bundes" of the German Bundestag and the "EU Transparency Register," with our data updated regularly.

Our Code of Conduct states that as an active social player, HUGO BOSS is involved in politics and society. It outlines ethical guidelines, conflict of interest policies, and guidelines for interactions with government officials and trade associations. These guidelines also extend to our climate-related public policy engagement, ensuring consistency with our environmental commitments.

We regularly assess potential risks associated with our public affairs activities, considering factors such as reputational risks, regulatory compliance, and alignment with our values and objectives. We ensure timely and appropriate disclosure of our lobbying activities and trade association memberships, including financial contributions globally via our entries in the respective transparency registers.

To ensure alignment with our climate positions and sustainability goals, we systematically assess our existing trade association memberships at least annually. This evaluation process includes reviews to verify that our memberships support the Paris Agreement's objectives. Additionally, whenever we consider joining new trade associations, we conduct an assessment to evaluate their climate policies and practices.

Since 2024, we are an active member of Cascal (formerly the Sustainable Apparel Coalition), participating in its Decarbonization Program, and of the European Branded Clothing Alliance (EBCA), both of which actively advocate for climate-aligned policies across the textile and apparel sector.

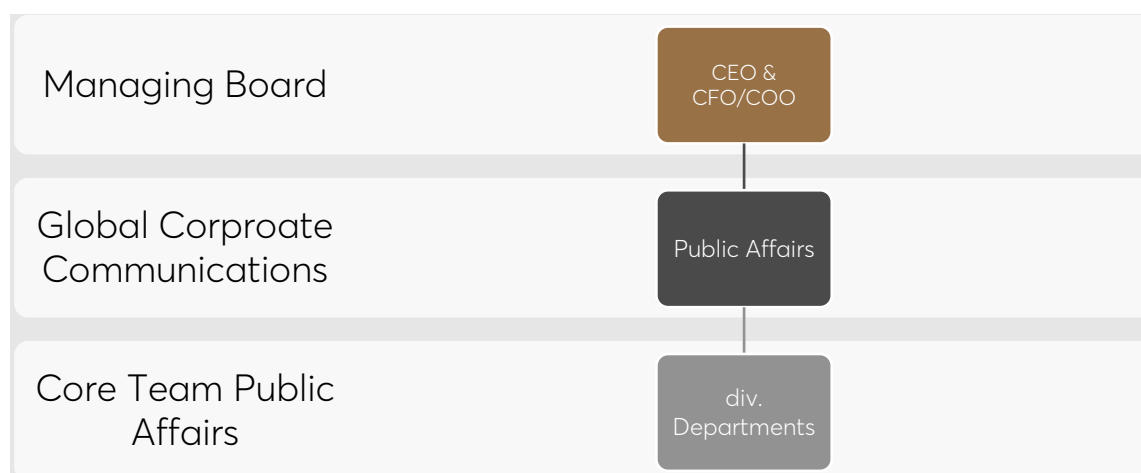
To address potential misalignments between trade associations' climate positions and our own, we regularly monitor and review their public statements. Internal assessments determine any discrepancies and guide responsive action, including advocating for alignment or reconsidering membership if needed.

## Governance Framework for Public Policy Engagement

HUGO BOSS has established a governance structure that clearly defines roles, responsibilities, and accountabilities for public policy engagement. This structure outlines the levels of authority and decision-making processes up to the executive level, ensuring alignment with our overall corporate strategy and public standpoints.

We actively engage with stakeholders, including government officials, policymakers, and industry associations, to understand their perspectives and concerns. This engagement informs our policy positions and advocacy efforts.

We also regularly meet in Core Team Public Affairs meetings with several departments across the company to discuss the regulatory landscape, policy development processes, and our activities, setting the focus for our engagement.



## Commitment to Climate Policies

Core topics that dominate the discourse on the regulatory agenda are currently strongly environment-related. HUGO BOSS therefore reaffirms its commitment to the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC). We support the goal of limiting global warming to 1.5 degrees

Celsius and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius. Recognizing the urgency of addressing climate change, we support and advocate for policies that promote climate action, including the reduction of greenhouse gas emissions, the transition to renewable energy sources, and the adoption of sustainable practices throughout our value chain.

The interconnectedness of climate action and nature-positive practices highlights the importance of actively supporting initiatives in circularity and regenerative agriculture. By 2030, we aim to source all our natural materials (such as cotton and wool) through regenerative agriculture or closed-loop recycling. Regenerative agriculture is a nature-positive approach of cultivating raw materials that contributes to environmental restoration by promoting soil health, carbon sequestration and biodiversity. The aim is to protect our soil, so the foundation of life remains healthy.

### **Climate Action Through Collaboration and Transparent Reporting**

Collaboration and innovation are key aspects of our strategy. We work with governments, industry peers, and other stakeholders to develop and implement effective strategies and solutions to mitigate climate change. We encourage research, innovation, and technology adoption to achieve environmental sustainability and resilience.

We participate in climate events, including past attendance at COP conferences (such as COP 27 where HUGO BOSS participated in thematic dialogues on climate transition in the fashion industry) and international sustainability forums such as the Annual Meeting of the Fashion Charter in Bonn, where we share insights and contribute to policy dialogue.

In April and May 2024, we actively participated in the consultation phase for the revised SBT Corporate Net-Zero Standard (V2), contributing through the Fashion Charter's dedicated working group and in close collaboration with the external consultancy Sustainable AG. Other Climate-related direct lobbying activities encompass lobbying efforts on the Corporate Sustainability Due Diligence Directive where we provided in-depth practical knowledge to develop a practical and effective legislation that promotes responsible business practices and enhances sustainability in global supply chains.

We transparently communicate our progress, goals, and initiatives related to climate change.

HUGO BOSS is committed to comprehensive and transparent reporting on its climate and advocacy activities. Our reporting includes:

- **Task Force on Climate-related Financial Disclosures (TCFD):** We report on our climate-related financial risks and opportunities in line with the TCFD recommendations. More information can be found [here](#).
- **CDP Reporting on Climate Change:** HUGO BOSS participates in CDP (formerly the Carbon Disclosure Project), reporting on our climate change strategy and performance.
- **UNFCCC Climate Roadmap:** We have submitted a climate roadmap to the United Nations Framework Convention on Climate Change (UNFCCC), which outlines our strategic approach to achieving climate targets. The aggregated document can be accessed [here](#).
- **Fashion Transparency Index:** HUGO BOSS is part of the Fashion Transparency Index, which assesses our climate and environmental performance.
- **Klimabündnis Baden-Württemberg:** We are a member of the Klimabündnis Baden-Württemberg, which supports our commitment on a regional level, too.

These reports are regularly reviewed and updated to reflect our ongoing efforts and progress in climate action.

## Key Developments and Partnerships

Starting in 2024, HUGO BOSS expanded its reporting to include 11 Scope 3 categories (up from eight in 2023). This enhancement aligns with both GHG Protocol and Science Based Targets initiative (SBTi) guidelines, underscoring our commitment to comprehensive reporting across all relevant Scope 3 emission sources. Accordingly, we have also adjusted the baseline of our emissions reduction target to ensure accurate comparison, applying only to Scope 3 categories with updated methodologies.

The HUGO BOSS Foundation has so far established two long-term, purpose-driven partnerships that amplify our impact on climate, biodiversity, and community resilience. In India, the HUGO BOSS Foundation supports the GVK Society with a donation of €500 000 over three years, empowering smallholder farmers—particularly women—to implement regenerative agriculture practices that preserve soil health and biodiversity whilst supporting local livelihoods.

In marine conservation, the HUGO BOSS Foundation partners with Coral Gardeners, providing €1.8 million to support coral restoration efforts across French Polynesia, Fiji, and Thailand. This includes nursery cultivation and subsequent outplanting of heat-resilient corals, community education efforts, and deployment of AI-powered ReefOS monitoring systems to advance reef resilience.

These initiatives reflect our “Bold for the Planet” ethos—backed by innovative partnerships, measurable environmental outcomes, and clear links to our public affairs advocacy around nature-positive materials, biodiversity protection, and climate-resilient agriculture.

## **Conclusion**

This Public Affairs Framework reflects our commitment to responsible and sustainable public affairs practices in our fields of action (Sustainability, Omnichannel, Digital/ Artificial Intelligence). It outlines our approach to public affairs activities, trade association engagements, governance structure, and our position on climate policies. We are dedicated to maintaining transparency in our policy influence activities.