HUGO BOSS

OVERVIEW GLOBAL BENEFITS

At HUGO BOSS, our employees are at the heart of everything we do. With a steadfast commitment to continuously expanding our range of benefits, we aim to create an environment that fosters productivity, well-being, and satisfaction. From innovative health programs to enhanced leisure opportunities and additional services, we are dedicated to meeting the evolving needs of our teams.

This dedication to employee well-being extends to our comprehensive approach to parental leave. At HUGO BOSS, we ensure compliance with the legal requirements for parental leave worldwide. In subsidiaries, such as the USA, UK, Brazil, Denmark, and Switzerland, we even offer benefits that go beyond these requirements. As a result, the majority of our employees within those subsidiaries are entitled to 13 weeks of paid parental leave for primary caregivers and 4 weeks for secondary caregivers, in addition to their annual vacation entitlements. This initiative highlights our commitment to supporting and promoting the well-being of our employees.

To provide transparency and clarity, the following Global Benefits Catalogue offers a detailed overview of the benefits available to employees at each of our subsidiaries. This catalogue not only highlights the diverse range of offerings tailored to meet local needs but also underscores our commitment to creating a supportive and enriching work environment across all regions. By outlining the specific benefits provided at each location, we aim to ensure that all employees are well-informed and can fully leverage the resources and opportunities available to them. HUGO BOSS AG – Germany HUGO BOSS Mexico – Mexico HUGO BOSS Canada, Inc. - Canada HUGO BOSS Fashions, Inc & Retail, Inc. - USA HUGO BOSS DO BRAZIL – Brazil HUG BOSS Australia Pty Ltd – Australia HUGO BOSS JAPAN K.K. - Japan HUGO BOSS Korea – Korea HUGO BOSS South East Asia Pte. Ltd. - Singapore HUGO BOSS Malaysia SDN BHD - Malaysia HUGO BOSS Thailand Ltd. - Thailand HUGO BOSS CHINA RETAIL - China HUGO BOSS Guangdong Trading Company Limited - China HUGO BOSS Hong Kong Limited – SAR China HUGO BOSS Hong Kong Ltd., Taiwan Branch - China HUGO BOSS (Macau) Company Limited - China HUGO BOSS Ireland Ltd. - Ireland // HUGO BOSS UK Ltd. - United Kingdom HUGO BOSS Nordic ApS – Denmark HUGO BOSS Benelux B.V. y CIA, S.C. - Spain HUGO BOSS Portugal & Companhia - Portugal HUGO BOSS Middle East FZ LLC - Dubai JV HUGO BOSS AF Trading LLC - Dubai HUGO BOSS Salam Stores - Qatar HUGO BOSS France SAS - France HUGO BOSS BENELUX B.V. – Belgium, Netherlands, Luxembourg HUGO BOSS HELLAS LLC - Greece HUGO BOSS International Markets AG S.A. Oddział w Polsce – Poland HUGO BOSS Shoes & Accessories Poland Sp. z o.o - Poland HUGO BOSS Shoes & Accessories Italia S.p.A. - Italy HUGO BOSS Ticino S.A. - Switzerland HUGO BOSS ITALIA S.p.A. - Italy

HUGO BOSS Tekstil San. Ltd. Şti – Turkey HUGO BOSS Magazacilik Ltd. Sti – Turkey Hugo Boss (Schweiz) AG // HUGO BOSS AG, Branch Switzerland-Zug

HUGO BOSS AG - Germany

Health Initiative:

- Company doctor
- Workplace stress management
- Ergonomic working places
- Massages

Family:



- Childcare facilities or contributions
- Breast-feeding/lactation facilities and benefits
- Employee Assistance Program for child and elder care
- Paid family or care leave
- Financial support childcare costs

Working Time:



- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work
- EU Remote work
- Sabbatical

Financial:



- Company pension
- Special payments
- Employee discount
- Clothing Allowance
- Mobility Allowance
- SHIP (Share Investment Program):
 Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas

Food & Beverage:



- Canteen
- Free coffee
- Free water
- Free fruits

Supportive:

- Target-group specific offers for logistic & production or apprentice
- Free parking lot
- Shuttle from train to Campus

HUGO BOSS Mexico - Mexico

Health Initiative:



- Health Insurance
- Annual Check-Up
- Workplace stress management:
- Ergonomic working places
- Nutrition advice and consultation
- Mental health consulting

Working Time:



- Flexible working hours
- Part-time working options
- Holiday time:
- Corporate above the law vacations
- Working-from-home arrangements
- Remote work: for corporate 3 office & 2 working days from home
- Birthday day off for all employees

Financial:



- Employee discount on HUGO BOSS products: for all corporate and retail
- Clothing Allowance: for corporate employees
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Food & Beverage:



- Canteen:
 - Define space in the office to take food
- Free coffee: for corporate
- Bottled water: for corporate
- Free healthy snacks

Supportive:

- Free parking lot

HUGO BOSS Canada, Inc. - Canada

Health Initiative:

- Vision
- Life Insurance
- Medical Insurance
- Dental Insurance
- Accident Death & Dismemberment Insurance
- Long-Term Disability
- Health screenings/Health Check-Ups
- Health days
- Mental health resources
- Ergonomic working places
- Nutrition advice and consultation
- Massages
- Calm App

ЩŬ. Family:

- Breast-feeding/lactation benefits
- Employee Assistance Program for child an elder care

Working Time:

- Flexible commuting working hours
- Part-time working options
- Holiday time
- Birthday Day Off
- Working-from-home arrangements
- Remote work

Financial:



- Company pension
- Special payments
- Employee discount
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



Fitness studio/gym

Food & Beverage:



- Free coffee
- Free filtered water

Supportive:

- Free parking lot
- Perkopolis Discount
- HUGO BOSS Travel Risk Program

HUGO BOSS Fashions, Inc. & Retail, Inc. - USA

Health Initiative:

- Vision
- Life Insurance
- Medical Insurance
- Dental Insurance
- Accident Death & Dismemberment Insurance
- Short-Term & Long-Term Disability
- Health screenings/Health Check-Ups
- Health days
- Mental Health Resources
- Ergonomic working places
- Personify Health Wellness Rewards Program
- Nutrition advice and consultation
- Massages
- Health Spending Accounts
- Critical Illness Benefit
- Calm App

Family:



- Paid Parental Leave up to 13 weeks
- Childcare facilities or contributions
- Breast-feeding/lactation facilities and benefits
- Employee Assistance Program for child and elder care
- Financial support childcare costs

Working Time:



- Flexible commuting working hours
- Part-time working options
 For Retail Inc. only
- Holiday time
- Birthday Day Off
- Working-from-home arrangements
- Remote work

Financial:



- Company pension
- Financial Planning Tool
- Special payments
- Employee discount

- Clothing Allowance/Uniform
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness studio/gym
- Fitness courses, sports groups



- Canteen
- Free coffee
- Free filtered water

Supportive:



- Free parking lot
- Employee Assistance Program
- MetLife Legal
- Commuter Benefits
- Plum Benefits discount
- Discounts for Auto Insurance
- Discounts for Pet Insurance
- HUGO BOSS Travel Risk Program

HUGO BOSS DO BRAZIL - Brazil

Health Initiative:

- Health Insurance
- Medical
- Dental
- Nutrition advice and consultation: through health Insurance plan
- Workplace stress management
- Annual flu vaccination
- Heath discount

Family:

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- Additional Maternity Leave
- Additional Paternity Leave

Working Time:

- Flexible working hours
- Holiday time
- Birthday day off (for corporate employees)
- Hybrid working model (for corporate employees)

Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance for corporate employees
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions
- Meal Allowance
- Travel Insurance
- Life Insurance

Sport Initiative:



- Gympass

Food & Beverage:

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- cruge.
- Free coffee
- Free filtered water

Supportive:

- Free parking lor for corporate employees
- Personal Assistance Program
- Guaranteed Food Insurance

HUGO BOSS Australia Pty Ltd - Australia

Health Initiative:

- Annual flu vaccination for all employee
- Ergonomic working place -





- Paid family or care leave -
- Employee Assistance Program for child and elder care -

Working Time:



- Flexible working hours
- Part-time working options
- Working-from-home arrangements
- Remote work -

Financial:



- Employee discount
- Clothing Allowance
- SHIP (Share Investment Program): -Access to HUGO BOSS Group shares with advantageous conditions



- _ Free coffee
- Bottled water _
- Free fruits
- Free vegetables -

HUGO BOSS JAPAN K.K. - Japan

Health Initiative:

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Working Time:



- Flexible working hours
- Part-time working options
- Working-from-home arrangements
- Remote work

Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions



- Bottled water
- Free coffee

HUGO BOSS Korea - Korea

Health Initiative:

- Health Insurance
- Health screenings/Health Check-Ups
- Ergonomic working places

Family:

- Paid family and care leave

Working Time:

- Holiday Time
- Working-from-home arrangements
- Remote work

Financial:



- Company pension
- Benefit points/card
- Special Payments
- Meal Allowance
- Travel Allowance
- Cell phone reimbursement
- Employee discount on HUGO BOSS products
- Clothing Allowance/Uniform
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions



- Sacks
- Free coffee
- Free purified water
- Free fruits
- Free morning meal

HUGO BOSS South East Asia Pte. Ltd. - Singapore

Health Initiative:

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: ຖືກໍ່

- Paid family or care leave



- Flexible working hours
- Holiday time
- Working-from-home-arrangements

Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):
 Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness studio/gym



- Free coffee
- Bottled water
- Free fruits

HUGO BOSS Malaysia SDN BHD - Malaysia

Health Initiative:

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: ຖືກໍ່

- Paid family or care leave



- Flexible working hours
- Holiday time
- Working-from-home-arrangements

Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):
 Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness studio/gym



- Free coffee
- Bottled water
- Free fruits

HUGO BOSS Thailand Ltd. - Thailand

Health Initiative: (分

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: ຖື້ທີ່ເ

- Paid family or care leave



- Flexible working hours
- Holiday time
- Working-from-home-arrangements

Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance

Sport Initiative:



- Fitness studio/gym



- Bottled water
- Free fruits

HUGO BOSS CHINA RETAIL - China

Health Initiative:

- Health Insurance
- Health screenings
- Health programs
- Employee Assistant Program
- Mental Health Consultation

Working Time:



- Flexible working hours
- Holiday time
- Working-from-home arrangements

Financial:



- Special payments
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness courses:



- Free coffee
- Bottled water

HUGO BOSS Guangdong Trading Company Limited - China

Health Initiative:

- Health Insurance
- Health screenings

Working Time:



- Flexible working hours

Financial:



- Special payments
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions
- Employee discount on HUGO BOSS products

Food & Beverage:



- Free coffee

HUGO BOSS Hong Kong Limited - SAR China

Health Initiative: (주



- Health Insurance _
- Health screenings/Health Check-Ups _
- Health programs
- **Employee Caring Program** -
- Massages _

Family:



- Breast-feeding/lactation benefits
- Paid family or care leave
- Paid parental leave for the primary and non-primary caregiver in excess of the minimum legal requirement

Working Time:



- Flexible working hours _
- Part-time working options _
- Sabbatical -
- Holiday time
- Birthday day off -
- _ Remote work

Financial:



- Company pension -
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program): -Access to HUGO BOSS Group shares with advantageous conditions



- Free coffee _
- Bottled water _
- Free fruits

HUGO BOSS Hong Kong Ltd., Taiwan Branch - China

Health Initiative:

- Health Insurance
- Health screenings/Health Check-Ups

Family:



- Breast-feeding/lactation benefits

Working Time:

- Sabbatical
- Holiday time

Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance



- Canteen: snacks
- Free coffee
- Bottled water

HUGO BOSS (Macau) Company Limited - China

Health Initiative: (\mathcal{P})

- Health Insurance _
- Health screenings/Health Check-Ups _

Family:



- Breast-feeding/lactation benefits -
- Paid family or care leave -

Working Time: $(\cdot \)$

- Part-time working options
- Birthday leave -

Financial:



Employee discount on HUGO BOSS products -

Food & Beverage:



Bottled water -

HUGO BOSS Ireland Ltd. - Ireland // HUGO BOSS UK Ltd. - United Kingdom

Health Initiative:



- Workplace Stress Management
- Ergonomic working places
- Medicash Health Care Cash Benefit
- GymPass Subsidised Gym Membership
- Me Day in addition to annual leave entitlement, for health and wellbeing focus

Family:

- Breast-feeding/lactation benefits
- Paid family or care leave
- Paid parental leave for the primary caregiver in excess of the minimum legal requirement for HUGO BOSS UK Ltd

Working Time: (



- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements:
- Remote work

Financial:



- Company pension
- Employee discount
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions



- Free coffee/tea
- Tap water
- Free fruits & breakfast options

HUGO BOSS Nordic ApS - Denmark

Health Initiative:

- Health Insurance
- Insurance for the individual employee in case of sever sickness, reduced work capability, and death
- Nutrition advice and consultation
- Ergonomic working places
- Therapy and psychological support
- Physiotherapy and chiropractor
- Screen glasses
- Massage service on site

Family:

- Paid family or care leave

Working Time:



- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work
- Me Day

Financial:



- Company pension:
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative/bonus scheme:



- Paid benefit for fitness/sports activities



- Canteen
- Free coffee

- Bottled water
- Free fruits
- Discounts on coffee

Supportive:

- Free parking lot
- RETAIL TRUST:
- offers all kinds of support e.g. financial assistance, counselling, health support both for the individual and their families
- Book boon
- Art pass

HUGO BOSS Benelux B.V. y CIA, S.C. - Spain

Health Initiative:



- Health Insurance _
- Health screenings/Health Check-Ups _
- Health programs
- Health days -
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation _

Family: M

- Breast-feeding/lactation facilities and benefits
- Paid family or care leave

Working Time:



- Flexible working hours -
- Part-time working options -
- Holiday time
- Working-from-home arrangements
- Remote work _

Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- -SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Food & Beverage:



- Free coffee
- Bottled water

Supportive:

Free parking lot _

HUGO BOSS Portugal & Companhia - Portugal

Health Initiative:

- Health Insurance
- Health screenings/Health Check-Ups
- Health programs
- Health days
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation

Family:



- Breast-feeding/lactation facilities and benefits
- Paid family or care leave

Working Time:



- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial:



- Employee discount
- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Food & Beverage:



- Free coffee
- Bottled water

Supportive:

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- Free parking lot

HUGO BOSS Middle East FZ LLC - Dubai

Health Initiative:

- Health Insurance
- Health screenings/Health Check-Ups
- Dental Coverage
- Optical Coverage
- Physiotherapy

Family:



- Paid family or care leave
- Nursury break

Working Time:



- Flexible working hours
- Holiday time
- Sabbatical leave:
- Working-from-home arrangements (1 week)
- Remote work (1 week)
- Hajj Leave
- Religious Leave

Financial:



- Employee discount
- Clothing Allowance
- Petrol Allowance
- Bonus scheme
- Housing loan
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Outdoor sport areas



- Free coffee
- Bottled water

- Apples
- Canteen

Supportive:

- Free parking lot

JV HUGO BOSS AF Trading LLC - Dubai

Health Initiative:

- _ Health Insurance
- Health screenings/Health Check-Ups -

Family:



- Paid family or care leave -
- Nursery break -

Working Time:



- Holiday time -
- **Religious** leave _
- Hajj leave _

Financial:



- -Employee discount
- Clothing Allowance
- Petrol Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



Outdoor sport areas -

Food & Beverage:



- Free coffee _
- Bottled water _

Supportive:



Free parking lot _

HUGO BOSS Salam Stores - Qatar

Health Initiative: (分

- Health Insurance





- Paid family or care leave

Working Time:

- Holiday time
- Hajj leave

Financial:



- Employee discount
- Clothing Allowance
- Petrol Allowance

Food & Beverage:



- Free coffee
- Bottled water

Supportive:



HUGO BOSS France SAS - France

Health Initiative:

- Company doctor
- Family Health Insurance
- Workplace stress management
- Ergonomic working places

Family:

- Maternity and Paternity Leave
- Parental Leave
- Family Leave:

Working Time:



- Flexible working hours (HQ)
- Part-time working options
- Additional holiday arrangements
- Sabbatical
- Working-from-home arrangements
- Time savings account

Financial:



- Reimbursement on the public transport compass
- Profit Sharing Agreement
- Incentive collective agreement
- Employee Saving Plan
- Employee discount
- Clothing Allowance
- HUGO BOSS Art PASS
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions



- Canteen
- Meal vouchers
- Free fruits:
- Free coffee & tea
- Water fountain

HUGO BOSS BENELUX B.V. - Belgium, Netherlands, Luxembourg

Health Initiative:

- Discount on collective health insurance _
- Ergonomic working places _

Working Time:



- flexible working hours -
- Part-time working options _
- Additional holiday arrangements
- Working-from-home arrangements
- Mobile working EU _

Financial:



- Company pension _
- Employee discount on HUGO BOSS products -
- Travel allowance
- Clothing allowance _
- Fitness -
- Bike-to-Work Program
- Commuting allowance
- Special payments -
- Holiday allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions



- Canteen: _
- Meal voucher _
- Free fruit/vegetables
- Free coffee _

Supportive:

- Free parking lot _
- Wellness support _

HUGO BOSS HELLAS LLC - Greece

Health Initiative:

- Personal private insurance





Remote work -

Financial:



- Employee discount on HUGO BOSS products -
- **Clothing Allowance** -



- Free coffee -
- Bottled water _

HUGO BOSS AG, Oddział w Polsce



Health Initiative:

- Health Care
- Ergonomic working places _

Family:



- Breast-feeding/lactation benefits -
- Paid family or care leave

Working Time:



- Part-time working options
- Working-from-home arrangements
- Remote work _

Financial:



- Employee discount _
- **Clothing Allowance** -
- Christmas Bonus
- Life Insurance _
- Eyeglasses coverage -
- Company Car
- Lunch cards
- SHIP (Share Investment Program): _ Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Gym access



- Free coffee -
- Bottled water _

HUGO BOSS Shoes & Accessories Poland Sp. z o.o - Poland

Working Time: $(\cdot \downarrow \cdot)$

- Flexible working hours -
- Part-time working options -
- Remote work _

Financial:



- Special payments -
- Company social benefits fund
- Employee discount
- Clothing allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Food & Beverage:

- Canteen _
- Free filtered still and mineral water _

Supportive:



- Free parking lot

HUGO BOSS Shoes & Accessories Italia S.p.A. - Italy

Health Initiative:

- Company doctor _
- Health Insurance -
- Health screenings
- Workplace stress management -
- Ergonomic working places -
- Nutrition advice and consultation
- Regular health seminars -
- On-site health screenings _

Family:



Breast-feeding/lactation benefits _

Working Time:

- Flexible working hours -
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Smart work _

Financial:



- Special payments _
- Employee discount
- Clothing allowance
- Special discounts with local providers
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Food & Beverage:



Canteen _

Supportive:



- Free parking lot
- Free electrical charge _

HUGO BOSS Ticino S.A. - Switzerland

Health Initiative:

- Health days _
- Health screenings _
- Workplace stress management
- Ergonomic working places -
- Ergonomic consultation -
- Nutrition advice and consultation

Family:

- Childcare facilities or contributions _
- Breast-feeding/lactation facilities and benefits
- **Family Allowances** _
- Parental leave _

Working Time:



- Flexible working hours
- Part-time working options
- Additional holiday days
- Compensation days
- Paid leave for doctor visit & for family assistant
- Working-from-home arrangements
- Smart work

Financial:



- Special payments -
- Relocation package _
- Employee discount _
- Clothing Allowance -
- Subsidy for public transport passes
- Carpooling
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Gym -
- Fitness courses, sports groups _

- Therapeutic massage area
- Outdoor sport areas

Food & Beverage:

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- Canteen
- Free coffee & tea _
- Bottled water
- Free filtered still and mineral water
- Free fruits/vegetables
- Take away possible

Supportive:

- -Target-group specific offers for logistic & production or apprentice
- Free parking lot & EV charging stations a disposal & dedicated parking for pregnant -
- Pool car available for business trip _
- Travel insurance for business trip
- Company mobile phone
- Benefits with selected insurance providers for private health insurance coverage

HUGO BOSS ITALIA S.p.A. - Italy

Health Initiative:

- Company doctor
- Health screenings/Health Check-Ups
- Workplace stress management:
- Ergonomic working places

Family: $\dot{\rm M}$

> Breast-feeding/lactation benefits -

Working Time:

- Flexible working hours
- Sabbatical
- Working-from-home arrangements:

Financial:



- Clothing Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions
- Employee discount on HUGO BOSS purchases in our direct stores

Food & Beverage:



- Canteen
- Free coffee
- Bottled water

Supportive:



- Free parking lot

HUGO BOSS Tekstil San. Ltd. Şti – Turkey

Health Initiative:

- Company doctor
- Health screenings/Health Check-Ups
- Health service
- Workplace stress management
- Nutrition advice and consultation

Family:



- Breast-feeding/lactation facilities and benefits

Working Time:



- Flexible working hours
- Parttime option

Financial:



- Special payments
- Employee discount
- Clothing Allowance
- Food Allowance
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas



- Canteen
- Free daily meal
- Free coffee
- Bottled water

as of May 2025

Supportive:

- Free parking lot

HUGO BOSS Magazacilik Ltd. Sti – Turkey

Health Initiative:

- Company doctor: External service in line with the Health & Safety Regulations
- Health Insurance package: Includes outpatient & inpatient treatment
- Annual Check-Up: Only for executive team

Family:

- Breast-feeding/lactation facilities and benefits (Legal requirement)
- Parental leave



- Flexible working hours
- Part-time working options
- Hybrid Work Model

Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- Transportation Allowance
- Bonus
- Gift Card
- SHIP (Share Investment Program): Access to HB Group Shares with advantageous conditions



- Free coffee
- Meal Card

Hugo Boss (Schweiz) AG // HUGO BOSS AG, Branch Switzerland-Zug

Health Initiative:

- Health Insurance
- Ergonomic working places

Family:



- Breast-feeding/lactation facilities and benefits
- Paid family or care leave
- Financial support childcare costs
- Financial family support

Working Time:



- Flexible working hours
- Part-time working options
- Sabbatical
- Holiday time
- Working-from-home arrangements
- Remote work

Financial:



- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- Mobility Allowance
- Clothing Allowance
- Food/Snack/Beverage vouchers
- SHIP (Share Investment Program): Access to HUGO BOSS Group shares with advantageous conditions

Sport Initiative:



- Funding of private booked sport activities up to 350 CHF



- Free coffee & tea
- Free filtered still and mineral water
- Free fruits

- Free snacks