# **HUGO BOSS**

#### **OVERVIEW GLOBAL BENEFITS**

HUGO BOSS AG – Germany

HUGO BOSS Mexico - Mexico

HUGO BOSS Canada, Inc. - Canada

HUGO BOSS Fashions, 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 International Markets AG // HUGO BOSS Trade Mark Management GmbH & Co, KG, CH-Zug – Switzerland

#### **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 child care costs
- Parental leave

### Working Time:



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

#### Financial:



- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Clothing Allowance
- Mobility Allowance
- SHIP (Share Investment Program):

#### Access to HUGO BOSS Group shares with advantageous conditions

### Sport Initiative:



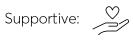
- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas

# Food & Beverage:



- Canteen

- Free coffee
- Free water
- Free fruits



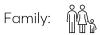
- Target-group specific offers for logistic & production or apprentice
- Free parking lot
- Shuttle from train to Campus

#### **HUGO BOSS Mexico - Mexico**

# Health Initiative:



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



- Parental 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)

# Food & Beverage:



- Canteen
- Free coffee
- Bottled water
- Free healthy snacks

# Supportive:



#### HUGO BOSS Canada, Inc. - Canada

#### Health Initiative:



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

### Family:



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

### Working Time:



- Flexible commuting working hours (New)
- Part-time working options
- Holiday time
- Working-from-home arrangements:
- Remote work

#### Financial:



- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Clothing Allowance/Uniform
- SHIP (Share Investment Program):

### Sport Initiative:



Fitness studio/gym:



- Free coffee
- Free filtered water

# Supportive:



- Free parking lot
- Perkopolis Discount

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

#### Health Initiative:



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

#### Family:



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

#### Working Time:



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

#### Financial:



- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Job Bike
- Clothing Allowance/Uniform
- SHIP (Share Investment Program)

# Sport Initiative:



Fitness studio/gym

- Fitness courses, sports groups:



- Canteen
- Free coffee



- Free parking lot
- Employee Assistance Program
- MetLife Legal:
- Commuter Benefits:
- Plum Benefits discount:
- Discounts for Auto Insurance
- Discounts for Pet Insurance

#### **HUGO BOSS DO BRAZIL - Brazil**

#### Health Initiative:



- Health Insurance
- Medical
- Dental
- Nutrition advice and consultation
- Workplace stress management
- Annual flu vaccination
- App for medication discounts at pharmacies

### Family:



- Parental leave

# Working Time: (i)



- Flexible working hours
- Holiday time
- Birthday day off
- Working-from-home arrangements
- Hybrid working model

#### Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)
- Meal Allowance
- Travel Insurance
- Life Insurance

# Sport Initiative:

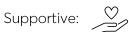


- Gympass

# Food & Beverage:



- Free coffee



- Free parking lot
- Personal Assistance Program (Apoio Pass)
- Guaranteed Food Insurance

#### HUGO BOSS Australia Pty Ltd – Australia

# Health Initiative: (分)



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

## Family:



- Paid family or care leave
- Parental 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 on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)



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

#### **HUGO BOSS JAPAN K.K. – Japan**

# Health Initiative: (分)



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

# Family:



- Parental leave

# 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)



- 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
- Parental 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)



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

#### HUGO BOSS South East Asia Pte. Ltd. – Singapore

# Health Initiative: (公)



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

# Family:



- Paid family or care leave
- Parental leave

# Working Time:



- Flexible working hours
- Holiday time
- Working-from-home-arrangements
- Long Service Award

#### Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)

# Sport Initiative:



Fitness studio/gym



- Free coffee
- Bottled water
- Free fruits

#### HUGO BOSS Malaysia SDN BHD - Malaysia

# Health Initiative: (分)



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

# Family:



- Paid family or care leave
- Parental leave

# Working Time:



- Flexible working hours
- Holiday time
- Working-from-home-arrangements
- Long service award

#### Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)

# Sport Initiative:



Fitness studio/gym



- Free coffee
- Bottled water
- Free fruits

#### **HUGO BOSS Thailand Ltd. - Thailand**

### Health Initiative:



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

# Family:



- Paid family or care leave
- Parental leave

# Working Time:



- Flexible working hours
- Holiday time
- Working-from-home-arrangements
- SHIP (Share Investment Program)

#### Financial:



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

# Sport Initiative:



- Fitness studio/gym



- Free coffee
- Bottled water
- Free fruits

#### **HUGO BOSS CHINA RETAIL - China**

### Health Initiative:



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

# Family:



- Parental leave

### 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)

#### Sport Initiative:



- Fitness courses



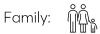
- Free coffee
- Bottled water

### **HUGO BOSS Guangdong Trading Company Limited – China**

# Health Initiative:



- Health Insurance
- Health screenings



- Parental leave

# Working Time: (i)



- Flexible working hours

### Financial:



- Special payments
- Clothing Allowance
- SHIP (Share Investment Program)
- Employee discount on HUGO BOSS products

# Food & Beverage:



- Free coffee

#### **HUGO BOSS Hong Kong Limited – SAR China**

# Health Initiative:



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

### Family:



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

# Working Time: (i)



- Flexible working hours
- Part-time working options
- Sabbatical
- Holiday time
- Remote work

#### Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)



- Free coffee
- Bottled water
- Free fruits

### HUGO BOSS Hong Kong Ltd., Taiwan Branch - China

# Health Initiative: (分)



- Health Insurance
- Health screenings/Health Check-Ups

# Family:



- Breast-feeding/lactation benefits
- Parental leave

# Working Time:



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

### Financial:



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



- Canteen:
- Free coffee
- Bottled water

# HUGO BOSS (Macau) Company Limited – China

Health Initiative: (分)



- Health Insurance

Family:



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

Working Time:



- Part-time working options

Financial:



- Employee discount on HUGO BOSS products

Food & Beverage:



- Bottled water

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

### Health Initiative:



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

# Family:



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

### Working Time:



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

#### Financial:



- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)



- 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

### Family:



- Paid family or care leave
- Parental 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)

# Sport Initiative/bonus scheme:



Paid benefit for fitness/sports activities



- Canteen
- Free coffee
- Bottled water
- Free fruits



- Free parking lot
- RETAIL TRUST

#### 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:



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

# Food & Beverage:



- Free coffee
- Bottled water



#### **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
- Parental 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)

# Food & Beverage:



- Free coffee
- Bottled water



### 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
- Parental leave

### Working Time:



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

#### Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- Petrol Allowance
- Bonus scheme
- SHIP (Share Investment Program)

# Sport Initiative:



- Outdoor sport areas

# Food & Beverage:



- Free coffee
- Bottled water
- Canteen



#### JV HUGO BOSS AF Trading LLC - Dubai

Health Initiative:



- Health Insurance
- Health screenings/Health Check-Ups

Family:



- Paid family or care leave
- Parental leave

Working Time:



- Holiday time

Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- Petrol Allowance
- SHIP (Share Investment Program)

Sport Initiative:



Outdoor sport areas

Food & Beverage:



- Free coffee
- Bottled water



#### **HUGO BOSS Salam Stores – Qatar**

Health Initiative: (分)



- Health Insurance

Family:



- Paid family or care leave
- Parental leave

Working Time: (!)



- Holiday time

Financial:



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

Food & Beverage:



- Free coffee
- Bottled water



#### **HUGO BOSS France SAS - France**

### Health Initiative:



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

# Family:



- Maternity and Paternity Leave
- Parental leave
- Sick Leave

# Working Time:



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

#### Financial:



- 60% reimbursement on the public transport compass
- Profit Sharing Agreement
- Employee Saving Plan
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)



- Canteen
- Free fruits
- Free coffee & tea
- Water fountain

#### HUGO BOSS BENELUX B.V. – Belgium, Netherlands, Luxembourg

# Health Initiative: (分)



- Discount on collective health insurance (NL)
- Ergonomic working places (BeNeLux)

# Family:



- Parental leave

# Working Time: (i)



- flexible working hours
- Part-time working options
- Holidays
- Working-from-home arrangements

#### Financial:

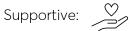


- Company pension (Ne + BE corporate)
- Employee discount on HUGO BOSS products
- Travel allowance
- Clothing allowance
- Commuting allowance
- Team wear
- 13<sup>th</sup> month premie (BE)
- 250 euro ecocheque/year (BE)
- Holiday allowance
- SHIP (Share Investment Program)

# Food & Beverage:



- Canteen
- Meal voucher 8 euro/day (BE)
- Free fruit/vegetables
- Free coffee



#### **HUGO BOSS HELLAS LLC - Greece**

Health Initiative: (分)



- Personal private insurance

Family:



- Parental leave

Working Time: (i)



- 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
- Parental leave

# Working Time:



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

#### Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- Vouchers for Christmas
- Lunch cards for retail employees
- SHIP (Share Investment Program)

# Sport Initiative:



- Gym cooperation - fitness courses, sports groups, outdoor sport areas



- Free coffee
- Bottled water

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

Working Time:



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



- Parental leave

Financial:



- Special payments
- Company social benefits fund
- Employee discount on HUGO BOSS products
- Clothing allowance
- SHIP (Share Investment Program)

Sport Initiative:



- Fitness course/Healthy spine

Food & Beverage:



- Canteen
- Free filtered still and mineral water

Supportive:



#### **HUGO BOSS Shoes & Accessories Italia S.p.A. – Italy**

# Health Initiative: (公)



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

### Family:



- Breast-feeding/lactation benefits
- Parental leave

# Working Time: (i)



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

#### Financial:



- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Clothing allowance
- SHIP (Share Investment Program)

# Food & Beverage:



- Canteen



#### **HUGO BOSS Ticino S.A. – Switzerland**

#### Health Initiative:



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

### Family:



- Childcare facilities or contributions
- Breast-feeding/lactation facilities and benefits
- Financial support child care costs
- Parental leave

### Working Time:



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

#### Financial:



- Special payments
- E-Shop discount
- Employee discount on HUGO BOSS products
- Clothina Allowance
- Discount on bus/train season ticket
- SHIP (Share Investment Program)

### Sport Initiative:



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



- Canteen
- Free coffee
- Bottled water
- Free fruits/vegetables

# Supportive:



- Target-group specific offers for logistic & production or apprentice
- Free parking lot

#### **HUGO BOSS ITALIA S.p.A. – Italy**

# Health Initiative: (分)



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

# Family:



- Breast-feeding/lactation benefits
- Parental leave

# Working Time:



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

#### Financial:

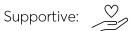


- Clothing Allowance
- SHIP (Share Investment Program)
- Employee discount on HUGO BOSS purchases in our direct stores

# Food & Beverage:



- Canteen
- Free coffee
- Bottled water



#### HUGO BOSS Tekstil San. Ltd. Şti – Turkey

### Health Initiative:



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

### Family:



- Breast-feeding/lactation facilities and benefits
- Parental leave

# Working Time:



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

#### Financial:



- Special payments
- Employee discount on HUGO BOSS products
- Clothing Allowance
- Food Allowance
- SHIP (Share Investment Program)

# Sport Initiative:



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

# Food & Beverage:



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

# Supportive:



### HUGO BOSS Magazacilik Ltd. Sti – Turkey

# Health Initiative: (分)



- Company doctor
- Health Insurance package



- Parental leave

# Working Time: (i)



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

#### Financial:



- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program)

# Food & Beverage:



- Free coffee

#### 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
- Parental leave
- Financial support child care 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)

# Sport Initiative:



Funding of private booked sport activities up to 350 CHF



- Availability of a FelFel Food and Selecta Snack Automat
- Free coffee & tea
- Free filtered still and mineral water
- Free fruits
- Free snacks