



ONBOARDING PROCESS

Before suppliers are included in the HUGO BOSS supplier portfolio, they must go through a three steps process:

- Questionnaires and Trainings**
 - General company information
 - Information about social and environmental aspects
 - Compliance
 - Governance
 - Customs
 - ESG Training
- Contracts**
 - General purchasing terms and conditions
 - Supplier Code of Conduct
 - Restricted Substances List
 - Etc.
- Verification**
 - Tier 1 and Tier 2 suppliers: verifying social compliance via a compulsory self-assessment questionnaire. In addition, 3rd party certificates can be handed in. Moreover, there is the possibility to conduct a social audit.
 - Customs audit, financial check, evaluation of country risk

SOCIAL COMPLIANCE CHECK

Social compliance check
Relevant for all active suppliers

- 82 conducted audits
- All new Tier 1 and Tier 2 suppliers have filled in a self-assessment
- 94% of the sourcing volume from suppliers with a social performance assessment result of good or satisfying (target: 100%)
- 4 identified violations
 - Identified violations against the Supplier Code of Conduct are covered with **corrective action plans** and have to be solved by the supplier
 - Phase-out of suppliers in case of **missing cooperation** and **repeated under-performance** in re-audits

¹ Unless otherwise stated, all figures refer to the year 2025. (Due to rounding, some totals in the graphic may differ slightly)

² Related to the total sourcing volume in EUR.

³ HUGO BOSS rates suppliers according to four equally weighted criteria: Vendor turnover, relevance for HUGO BOSS, Management Capabilities and Country Risk and strategy alignment with regard to ESG. Suppliers are classified as strategic if they achieve a total result of at least 80% (Fulfillment of the minimum requirements in the areas of environment, social aspects and corporate governance leads to a higher rating in this area).