

SUSTAINABILITY

**FOR A BOLD &
BETTER FUTURE**

FUTURE
FUTURE
FUTURE



WE LOVE FASHION, WE CHANGE FASHION.

At HUGO BOSS, we are committed to protecting our planet and ensuring a liveable future for the generations to come.

Overconsumption, water scarcity and CO₂ emissions are currently driving our industry. We want to make a difference: for us, sustainability means **working for a bold and better future**.

Our commitment to the planet is reflected in **our five strategic key pillars** of the sustainability strategy. The strategy is built on a **strong environmental, social and governance basis**.

THIS IS WHY WE BELIEVE IN A FASHION INDUSTRY...

...WHERE RESOURCES ARE NOT WASTED

We aim to provide circular products that are made with **renewable/recycled materials**, are **recyclable**, and are **designed for longevity** to keep resources in a cycle for as long as possible.

...WHERE DIGITIZATION HELPS REDUCE RESOURCE CONSUMPTION

We use **digital creation** and want to make use of smart data to **avoid waste and reduce emissions**.

...WHERE WE WORK IN HARMONY WITH NATURE

We focus on sourcing our main natural materials from **regenerative agriculture, organic, recycled or other certified sources**. Regenerative agriculture is our first choice for cotton and wool.

...WHERE WE SHIFT TO BETTER POLYESTER & POLYAMIDE

We focus on sourcing polyester & polyamide from **preferred sources such as textile-to-textile recycled fibers** and continuously work on reducing overall use.

...WHERE CO₂ EMISSIONS ARE REDUCED

We are working with our partners along the entire value chain aiming to **reduce our CO₂ emissions**.

OUR SUSTAINABILITY STRATEGY INCLUDES 5 STRATEGIC PILLARS AND A STRONG ESG-CORE

FOR A BOLD AND BETTER FUTURE



**1
INCREASE
CIRCULARITY**

**2
DRIVE DIGITIZATION &
DATA ANALYTICS**

**3
LEVERAGE BETTER
NATURAL MATERIALS**

**4
SHIFT TO BETTER
POLYESTER &
POLYAMIDE**

**5
PUSH ZERO
EMISSIONS**

ENVIRONMENTAL CORE

SOCIAL CORE

GOVERNANCE CORE

THERE IS A DEDICATED GOAL BEHIND EACH STRATEGIC PILLAR WE STRIVE FOR

*According to the HUGO BOSS material strategy
**Average of design, development & sales content creation processes

FOR A BOLD AND BETTER FUTURE



1

80%

Products designed for circularity*

by 2030

While facilitating circular services such as resale and repair

STATUS 2025:
41%

2

>70%

Digital creation from design to sales**

by 2030

On top, using data analytics to improve planning accuracy

STATUS 2025:
~40%

3

100%

Main natural materials from preferred sources*

by 2030

Regenerative agriculture as the first choice for cotton and wool

STATUS 2025:
48%

Main natural materials: Cotton, wool, leather, cashmere, mohair, down

4

100%

Polyester & polyamide from preferred sources*

by 2030

With continued effort to reduce overall use

STATUS 2025:
14%

5

-50%

CO₂ emissions

by 2030 (base year 2024)

Equally reducing scope 1&2 and scope 3 emissions

STATUS 2025:
-14%

More information on our approach and strategy can be found in the [Climate Transition Plan](#)

**OUR ESG-CORE
INCLUDES DEDICATED ACTION FIELDS**

ENVIRONMENTAL CORE	SUSTAINABLE MATERIALS	WASTE REDUCTION	AVOID POLLUTION	ENERGY & WATER EFFICIENCY
SOCIAL CORE	DIVERSITY, EQUITY & INCLUSION	EMPLOYEE SATISFACTION	PURCHASING PRACTICES	WORKING CONDITIONS
GOVERNANCE CORE	ANIMAL WELFARE	BUSINESS ETHICS, COMPLIANCE & TAX	BOARD STRUCTURE & COMPENSATION	DATA PRIVACY & INFORMATION SECURITY

YOU CAN FIND A DETAILED OVERVIEW ON OUR CORE TARGETS AND STANDARDS IN THE ATTACHMENT

QUESTIONS & FEEDBACK

We always welcome feedback and questions, because **only together can we change fashion.**

You can contact us via:

corporate_responsibility@hugoboss.com

HUGO BOSS

LIST OF TARGETS & STANDARDS ENVIRONMENTAL CORE

PACKAGING

TARGET YEAR	TARGET	STATUS QUO 2025
2030	We aim for a 30% reduction of single-use plastic used in packaging* (per item) compared to 2023 <small>*no hangers and suit bags</small>	-3%

PRODUCTION

TARGET YEAR	TARGET	STATUS QUO 2025
2030	We aim for all Tier 1 and direct Tier 2 suppliers with wet processes to produce in compliance with the ZDHC MRSL standards (or comparable standard)* <small>*measured by their chemical inventory and wastewater tests</small>	Chemical inventory: 50% of production sites in scope meet the requirements. Wastewater tests: 74% of production sites in scope comply with the specifications

LIST OF TARGETS & STANDARDS ENVIRONMENTAL CORE



OWN OPERATIONS

TARGET YEAR	TARGET	STATUS QUO 2025
2030	We aim for 100% of the electricity used (in own operations) to come from renewable sources	82%
2030	We aim for 20% reduction of energy consumption (direct and indirect) in relation to area (m²) compared to 2019	-7%
2030	We aim for 10% reduction of own water consumption (external water supply) in relation to Group sales compared to 2023	+9%

LIST OF TARGETS & STANDARDS

SOCIAL CORE



OWN EMPLOYEES

TARGET YEAR	TARGET	STATUS QUO 2025
2030	We aim for a share of at least 40% women in the top management level (below the Managing Board) and at least 50% women in the second management level	24% top management, 43% second management
2030	We aim to reduce employee-related turnover (resignations) to: <8% in the Corporate area, <30% in the Retail area	12% Corporate area, 31% Retail area
2030	We aim for 85% agreement on the equity index in our annual employee survey	87%
2030	We aim for 79% agreement on the inclusion metric in our annual employee survey	81%
ongoing	We aim for at least 75% employee satisfaction results in our annual employee survey	78%
ongoing	We aim for at least 75% of vacancies for the top two management levels to be filled with internal candidates	76%

LIST OF TARGETS & STANDARDS SOCIAL CORE



WORKERS IN THE SUPPLY CHAIN

TARGET YEAR	TARGET	STATUS QUO 2025
ongoing	<p>We aim to source 90% of our business volume from Tier 1 suppliers (incl. own production sites) that achieve one of the two highest social-compliance performance levels within the Company's five-level grading framework*</p> <p><small>*verified by an audit, self-assessment, or external social compliance certificate</small></p>	94%

LIST OF TARGETS & STANDARDS GOVERNANCE CORE



ANIMAL WELFARE

STANDARD

We only use down that is certified by Downpass or is recycled

We only use mohair that comes from Responsible Mohair Standard (RMS) certified sources or is recycled

We refrain from using angora wool, exotic leathers and farmed fur

TARGET YEAR	TARGET	STATUS QUO 2025
2030	We aim for 100% mulesing-free wool	68%