SUSTAINABILITY

FOR A BOLD & BETTER 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 caring for a planet free of waste and pollution.

Our commitment to the planet is reflected in our five strategic 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 product development and will make use of smart data to avoid waste and reduce emissions.

...WHERE WE WORK IN HARMONY WITH NATURE
With materials from regenerative agriculture, we help increase biodiversity, improve soil health, reduce chemical use, and safeguarding water quality.

...WHERE NO MICROPLASTICS ARE SHED
In order to phase out polyester and nylon from our products, we are looking for innovative alternatives such as the HeiQ AeonIn® yarn.

...WHERE CO₂ EMISSIONS ARE REDUCED
We are working with our partners along the entire value chain to reduce our CO₂ emissions and, ultimately, to achieve net-zero emissions together.
OUR STRATEGY IS ANCHORED IN THESE CORE PRINCIPLES

OUR 5 KEY STRATEGIC SUSTAINABILITY PILLARS

1. INCREASE CIRCULARITY
2. DRIVE DIGITIZATION & DATA ANALYTICS
3. LEVERAGE NATURE POSITIVE MATERIALS
4. FIGHT MICROPLASTICS
5. PUSH ZERO EMISSIONS

A STRONG ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) CORE
THERE IS A DEDICATED GOAL
BEHIND EACH STRATEGIC PILLAR

OUR 5 STRATEGIC SUSTAINABILITY PILLARS

80% CIRCULAR products by 2030

90% products will be developed digitally by 2025

100% natural materials according to regenerative principles or closed-loop recycling by 2030

0% polyester & nylon by 2030

-50% CO₂ emissions by 2030

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<table>
<thead>
<tr>
<th>HUMAN RIGHTS &amp; SOCIAL COMPLIANCE</th>
<th>EMPLOYEE DEVELOPMENT</th>
<th>ANIMAL WELFARE</th>
<th>ENVIRONMENTAL COMPLIANCE</th>
<th>PACKAGING STANDARDS</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The <em>upholding of human rights</em> for our employees and suppliers is given <em>top priority</em></td>
<td>• We offer our employees excellent <em>development programs</em></td>
<td>• HUGO BOSS adheres to recognized animal welfare standards</td>
<td>• We have comprehensive standards for our <em>own buildings</em> and in the supply chain covering water, waste, and chemicals</td>
<td>• We use sustainably designed packaging made of <em>certified and/or recycled material</em></td>
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<td>• We are committed to protecting <em>labor standards</em> and promoting <em>healthy workplaces</em></td>
<td>• We help employees achieve a <em>good work-life balance</em></td>
<td>• <em>We do not use:</em> fur and angora wool</td>
<td>• In addition to our strategic approach to climate protection, they are part of our <em>general understanding of environmental protection</em> and a prerequisite for environmental compliance</td>
<td>• HUGO BOSS supports <em>ending deforestation</em> esp. in the choice of our packaging materials</td>
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<td>• We set <em>binding frameworks</em> based on international standards</td>
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<td>• <em>We only use:</em> leather as a by-product of the food industry, down without live plucking and forced feeding</td>
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QUESTIONS & FEEDBACK

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

You can contact us via: corporate_responsibility@hugoboss.com