

SUSTAINABILITY

FOR A BOLD &
BETTER FUTURE

FUTURE
FUTURE
FUTURE





FUTURE

HUGO BOSS

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 key pillars of the sustainability strategy. The strategy is built on a strong environmental, social and governance basis.

FUTURE
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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 want to make use of smart data to avoid waste and reduce emissions.

...WHERE WE WORK IN HARMONY WITH NATURE

With materials from regenerative agriculture, we aim to help increase biodiversity, improve soil health, and reduce chemical use.

...WHERE NO MICROPLASTICS ARE SHED

In order to phase out polyester and polyamide from our products, we are looking for innovative alternatives such as the HeiQ AeoniQ™ yarn.

...WHERE CO₂ EMISSIONS ARE REDUCED

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



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

FOR A PLANET FREE OF WASTE AND POLLUTION



1
INCREASE
CIRCULARITY

2
DRIVE DIGITIZATION &
DATA ANALYTICS

3
LEVERAGE NATURE
POSITIVE MATERIALS

4
FIGHT
MICROPLASTICS

5
PUSH ZERO
EMISSIONS

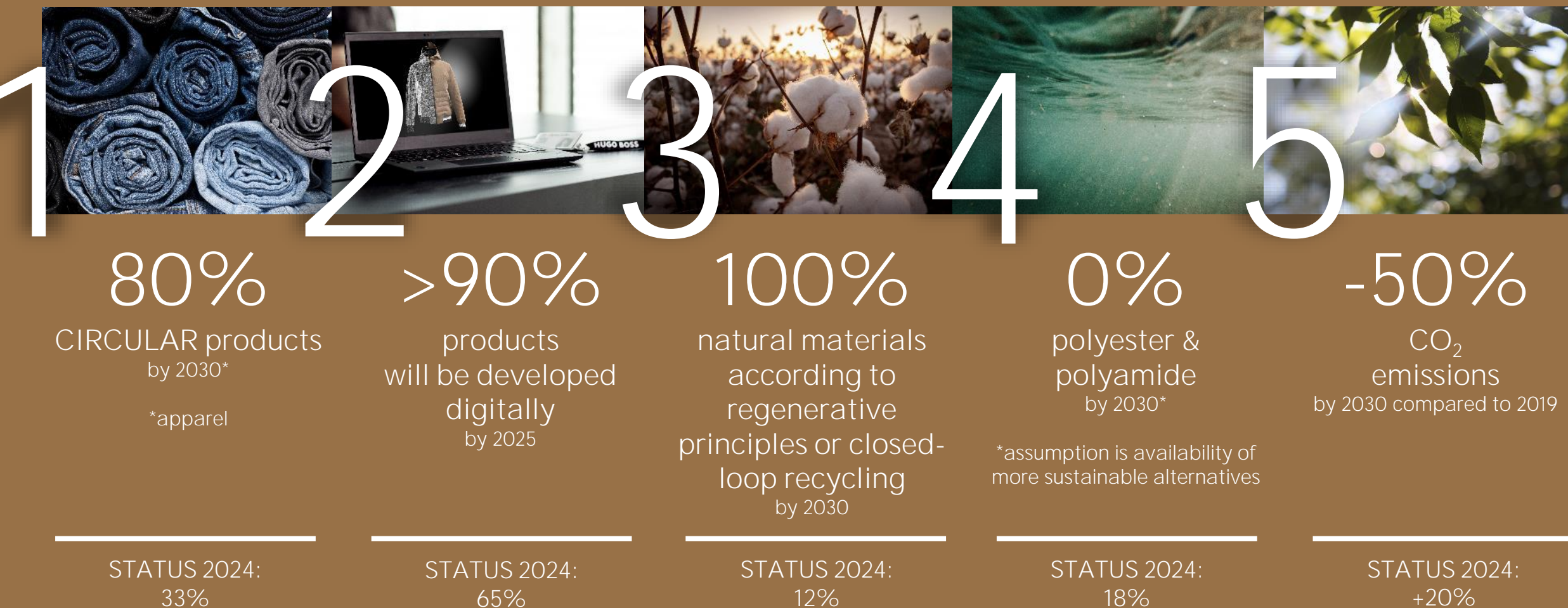
ENVIRONMENTAL CORE

SOCIAL CORE

GOVERNANCE CORE

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

FOR A PLANET FREE OF WASTE AND POLLUTION



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



MATERIALS

STANDARD		STATUS QUO 2024
As of 2027, we aim to only use leather that comes from at least LWG silver certified tanneries (or comparable standards)		80%
All main man-made cellulosic fibers are certified* *Wood/Forestry based Lyocell, Modal, Viscose: Canopy Hot Button 20 points and fully green shirt, Bamboo based Lyocell, Modal, Viscose: FSC		100%
TARGET YEAR	TARGET	STATUS QUO 2024
2025	100% sustainably sourced cotton* *in accordance with the criteria of our Material Strategy	100%

LIST OF TARGETS & STANDARDS
ENVIRONMENTAL CORE



PACKAGING

STANDARD	STATUS QUO 2024
As of 2026, we only use recyclable and/or reusable packaging	100%
As of 2026, we aim to use only packaging paper that comes from sustainably managed forestry and/or is made from recycled material	92%
As of 2026, we aim to use only packaging plastic that consists of at least 50% recycled material	59%

TARGET YEAR	TARGET	STATUS QUO 2024
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>	+4%

LIST OF TARGETS & STANDARDS
ENVIRONMENTAL CORE



PRODUCTION

TARGET YEAR	TARGET	STATUS QUO 2024
2025	<p>We aim for all suppliers with a high environmental impact to comply with the environmental requirements defined by HUGO BOSS*</p> <p>*measured by environmental audits and external certifications</p> <p>This means they:</p> <ul style="list-style-type: none">• comply with national environmental legislation,• contribute to the implementation of the ZDHC alliance’s standards, and• support the Fashion Industry Charter for Climate Action of the UNFCCC.	74%
2030	<p>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)*</p> <p>Milestone by 2025: all strategic Tier 1 suppliers with wet processes</p> <p>*measured by their chemical inventory and wastewater tests</p>	<p>Chemical inventory: 42% of production sites in scope (65% of strategic suppliers) meet the requirements</p> <p>Wastewater tests: 62% of production sites in scope (85% of strategic suppliers) comply with the specifications</p>

LIST OF TARGETS & STANDARDS ENVIRONMENTAL CORE



OWN OPERATIONS

TARGET YEAR	TARGET	STATUS QUO 2024
2030	We aim for 100% of the electricity used to come from renewable sources	73%
2030	We aim for 20% reduction of energy consumption (direct and indirect) in relation to area (m ²) compared to 2019	-5%
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

STANDARD	STATUS QUO 2024
We aim for at least 75% employee satisfaction results in our annual employee survey	69%
We aim for at least 75% of vacancies for the top two management levels to be filled with internal candidates	69%

TARGET YEAR	TARGET	STATUS QUO 2024
2025	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	27% top management, 44% second management
2030	We aim to reduce employee-related turnover (resignations) to: <8% in the Corporate area, <30% in the Retail area	15% Corporate area, 32% Retail area
2030	We aim for 85% agreement on the equity index in our annual employee survey	80%
2030	We aim for 79% agreement on the inclusion metric in our annual employee survey	74%

LIST OF TARGETS & STANDARDS
SOCIAL CORE



WORKERS IN THE SUPPLY CHAIN

STANDARD		STATUS QUO 2024
As of 2026, we aim for all suppliers to have an appropriate control system (Governance Model) for their supply chain		84%
As of 2025, we aim to integrate all suppliers into the HUGO BOSS Supply Chain Sustainability Program (SCSP)		90%
All suppliers with human rights related risks in their operations receive corrective action plans		100%
TARGET YEAR	TARGET	STATUS QUO 2024
2025	We aim to source all goods from Tier 1 suppliers (incl. own production sites) with the two highest attainable social compliance performance levels ("good" or "satisfactory")* *verified by an audit, self-assessment, or external social compliance certificate	93%
2025	We aim to source 80% of goods from Tier 1 suppliers (incl. own production sites) with the highest attainable social compliance performance level ("good")* *verified by an audit, self-assessment, or external social compliance certificate	65%

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
As of our summer season 2025, we only use certified cashmere in products with more than 60% cashmere content
We refrain from using angora wool, exotic leathers and farmed fur

TARGET YEAR	TARGET	STATUS QUO 2024
2030	We aim for 100% mulesing-free wool	53%