

# ADDITIONAL DISCLOSURES ON THE COMBINED NON-FINANCIAL STATEMENT

The information disclosed in this chapter is part of the Company's combined non-financial statement as part of the combined management report. The combined non-financial statement was subject to a voluntary review with limited assurance according to ISAE 3000 (Revised).

## Material ESG-related impacts, risks, and opportunities

The following tables provide information on our Company's material impacts, risks, and opportunities resulting from our double materiality assessment (DMA). In line with EFRAG guidance, the assessment was conducted on a gross basis, thus excluding the influence of implemented mitigation measures.

### MATERIAL IMPACTS

Topical ESRS	Sub-topic/sub-sub-topic	Material impact	Value chain stage
E1 – Climate change	Climate change	HUGO BOSS, like the broader textile industry, has a climate impact, primarily from greenhouse gas emissions linked to fossil fuel use in its upstream value chain, including during raw material cultivation and extraction as well as the processing and manufacturing of textiles and apparel products. Additional emissions arise in the Company's own business as well as in the value chain, as for example transportation, particularly air freight, adds to emissions, while also washing, drying, and disposing textiles impacts the environment by contributing to global warming.	Upstream, own operations (own production only), downstream
E1 – Climate change	Energy	Energy consumption, especially from fossil fuels, is a significant source of emissions in the textile industry, particularly during raw material extraction and wet processing. The majority of the Company's CO <sub>2</sub> emissions originates from its upstream value chain, while energy use in its global retail operations and administration further contributes to emissions. The energy used in washing and drying during the products' use-phase also exacerbates the environmental footprint.	Upstream, own operations, downstream
E2 – Pollution	Pollution of water	Textile production impacts water quality, particularly through dyeing and finishing processes. Untreated wastewater and chemicals used in raw material extraction, such as pesticides and fertilizers, further contaminate water bodies, especially in regions with poor agricultural practices, affecting both the environment and people.	Upstream
E2 – Pollution	Pollution of soil	Textile production degrades soil through overgrazing, poor farming practices, and the excessive use of chemicals. Improper disposal of textile waste can contaminate soil and groundwater, impacting both the environment and public health in surrounding communities.	Upstream, downstream
E2 – Pollution	Substances of concern, substances of very high concern	Textile production relies on various harmful chemicals, including fertilizers in cotton farming and pollutants from fabric processing. Improper discharge of these chemicals affects local ecosystems and, through water and soil contamination, harms human health in affected regions.	Upstream
E2 – Pollution	Microplastics	Synthetic textiles contribute to the release of microplastics, primarily during washing and wearing. These microplastics pollute oceans and other ecosystems, indirectly impacting both marine life and human health by entering the food chain.	Downstream

Topical ESRS	Sub-topic/sub-sub-topic	Material impact	Value chain stage
E3 – Water and marine resources	Water withdrawals	Water consumption in fiber production, particularly for cotton, significantly impacts water availability and exacerbates water scarcity in regions where cotton farming is prevalent. Textile manufacturing processes, such as dyeing and washing, also require substantial amounts of water, impacting both the environment and people.	Upstream
E4 – Biodiversity and ecosystems	Biodiversity and ecosystems	The textile industry drives biodiversity loss through the excessive use of toxic herbicides and pesticides, habitat destruction for raw material farming, and deforestation for virgin materials. Overproduction leads to waste, much of which ends up in landfills or is burned, harming both ecosystems and communities relying on these environments.	Upstream, downstream
E5 – Circular economy	Resources inflows, including resource use, and resources outflows	Toxic chemicals in textile waste impede recycling, necessitating the continuous extraction of new raw materials. This extraction harms the environment through deforestation, excessive water use, and pollution, negatively affecting ecosystems and human health.	Upstream
E5 – Circular economy	Waste	Inefficient textile recycling leads to significant waste, often ending up in landfills or incinerated, contributing to environmental degradation. The lack of packaging reuse or recycling systems exacerbates the issue. This waste contributes to environmental degradation while also affecting people by reducing local air and soil quality, particularly in surrounding communities.	Downstream
S1 – Own workforce	Working conditions – Working time	Employees in wholesale and retail sectors, including sales staff as well as employees in own production, logistics, and administration, may work long hours, which can impact health, work-life balance, and productivity. In advanced economies, extended hours may be linked to career growth opportunities, while in emerging markets and developing economies, they are often driven by comparatively lower wage levels.	Own operations
S1 – Own workforce	Working conditions – Adequate wages	Ensuring adequate wages for all employees at HUGO BOSS fosters financial security, job satisfaction, and loyalty across our workforce. Fair compensation helps attract and retain talent, improving productivity and overall performance. This commitment not only enhances employee well-being but also strengthens our business resilience and long-term success.	Own operations
S1 – Own workforce	Working conditions – Freedom of association, the existence of works councils, and the information, consultation, and participation rights of workers	In certain regions where textiles are produced, workers' rights may be disregarded, making it challenging for workers to negotiate better conditions. Some HUGO BOSS employees work in regions who may face difficulties in organizing and advocating for rights.	Own operations (own production only)
S1 – Own workforce	Working conditions – Work-life balance	In the fashion industry, both white-collar and blue-collar employees may face increased workloads and extended hours during peak seasons, often necessitating overtime. This can lead to stress and fatigue, adversely affecting overall well-being and work-life balance.	Own operations
S1 – Own workforce	Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value	Despite progress in workforce representation, women continue to be underrepresented in senior leadership roles across many industries, contributing to ongoing disparities in career progression and pay equity. These systemic challenges limit opportunities for women, particularly in higher-level roles, slowing progress toward achieving gender parity and equal pay across the workforce.	Own operations
S1 – Own workforce	Equal treatment and opportunities for all – Training and skills development	Insufficient training can hinder employee development, skills, and productivity, while increasing the risk of errors and workplace accidents, particularly in roles that demand specialized safety skills, such as textile production.	Own operations
S1 – Own workforce	Equal treatment and opportunities for all – Employment and inclusion of persons with disabilities	A lack of accessibility infrastructure at workplaces hinders employees with disabilities, limiting their ability to perform tasks independently and impeding the creation of an inclusive work environment.	Own operations

Topical ESRS	Sub-topic/sub-sub-topic	Material impact	Value chain stage
S1 – Own workforce	Equal treatment and opportunities for all – Measures against violence and harassment in the workplace	Neglecting to address violence and harassment in the workplace creates an environment where underrepresented groups feel vulnerable, undermining efforts to cultivate diversity, inclusivity, and a welcoming work culture.	Own operations
S1 – Own workforce	Equal treatment and opportunities for all – Diversity	A lack of diversity can result in employee disengagement, as individuals may feel undervalued or excluded due to factors such as nationality, gender, religion, or disability, thereby reducing morale and team cohesion.	Own operations
S2 – Workers in the value chain	Working conditions – Secure employment	Intense competition in textile production, particularly in developing economies, heightens job insecurity for lower-tier workers, many of whom are women without social security. The reliance on subcontractors further diminishes accountability for worker rights.	Upstream
S2 – Workers in the value chain	Working conditions – Working time	Workers in fiber production, particularly in natural fibers, often endure long working hours under challenging conditions. Similar risks extend to yarn and fabric production within the textile supply chain.	Upstream
S2 – Workers in the value chain	Working conditions – Adequate wages	High competition among suppliers, combined with limited employee representation, can result in low wages. The increase in informal labor without legal protections, coupled with unpaid overtime, heightens the risk of wage theft and labor rights violations across the supply chain.	Upstream
S2 – Workers in the value chain	Working conditions – Freedom of association, including the existence of work councils	Textile industry workers often face challenges in expressing concerns or negotiating for better wages and working conditions due to restricted freedom of association and the absence of work councils. This challenge is particularly pronounced among suppliers and subcontractors in developing countries, restricting workers' ability to advocate for improved conditions.	Upstream
S2 – Workers in the value chain	Working conditions – Collective bargaining	In many regions, textile supply chain workers face barriers to collective bargaining, limiting their ability to negotiate fair wages and improved working conditions. This is especially prevalent in countries with weak labor protections, where restrictions on unionization and collective agreements often result to exploitation and reduced workplace rights.	Upstream
S2 – Workers in the value chain	Working conditions – Health and safety	Workers across the textile supply chain face health and safety risks, including exposure to pesticides in cotton farming and toxic chemicals in dyeing processes. These hazards jeopardize the safety and well-being of workers.	Upstream
S2 – Workers in the value chain	Equal treatment and opportunities for all – Gender equality and equal pay for work of equal value	Gender inequality persists in the textile supply chain, with women often earning a lower pay than their male counterparts for the same work. In addition, women are frequently underrepresented in leadership positions, and gender-based discrimination can limit career advancement and access to equal opportunities. This disparity hinders efforts to achieve workplace equity and equal pay for equal value.	Upstream
S2 – Workers in the value chain	Other work-related rights – Child labor	Child labor remains a concern in the global textile industry, particularly in the production of natural fibers and yarn. Children often work in hazardous conditions for long hours, depriving them of education and childhood development opportunities.	Upstream
S2 – Workers in the value chain	Other work-related rights – Forced labor	Forced labor is prevalent in the textile supply chain, from raw materials to manufacturing. Vulnerable groups, including migrant workers, women, and children, are often subjected to exploitation, especially in regions with weak labor protections.	Upstream
G1 – Business conduct	Corporate culture	A lack of a defined corporate culture can lead to workplace conflicts and unclear expectations. Companies that fail to comply with laws and regulations due to insufficient awareness or training risk negatively impacting employees and communities.	Own operations
G1 – Business conduct	Protection of whistleblowers	Insufficient whistleblower protection across the value chain undermines the ability to expose unethical practices, fostering distrust and limiting a company's capacity to address and resolve issues effectively.	Upstream, own operations, downstream
G1 – Business conduct	Animal welfare	Without adequate transparency and control, the use of animal-derived materials such as leather, wool, and down in apparel products risks unethical treatment of animals within the supply chain, impacting animal welfare.	Upstream, own operations (own production only)

**MATERIAL RISKS AND OPPORTUNITIES**

Topical ESRS	Sub-topic/sub-sub-topic	Material risk and/or opportunity
E1 – Climate change	Climate change mitigation	Insufficient climate change mitigation strategies and failure to transition to a low-carbon economy may result in regulatory challenges, reputational damage, and financial losses.
E1 – Climate change	Climate change adaptation	Inability to adapt to the physical and operational impacts of climate change can disrupt operations, supply chains, and infrastructure, increasing vulnerability to extreme weather events and long-term risks.
S2 – Workers in the value chain	Working conditions – Working time	Failure of vendors and supply chain partners to monitor and enforce compliance with working time regulations for value chain workers could lead to legal penalties, worker exploitation, and reputational harm.
S2 – Workers in the value chain	Working conditions – Adequate wages	Vendors and supply chain partners offering inadequate wages, such as below-market rates or non-compliance with minimum wage laws, can lead to worker dissatisfaction, legal risks, and supply chain instability.
S2 – Workers in the value chain	Other work-related rights	Failure of vendors or supply chain partners to comply with child labor and forced labor regulations can result in severe human rights violations.
S4 – Consumers and end-users	Information-related impacts for consumers and/or end-users	Failure to safeguard consumer privacy, ensure freedom of expression, or provide access to accurate information can lead to privacy violations, data breaches, and loss of consumer trust.

## Overview of ESRS disclosure requirements

The following table provides an overview of all ESRS disclosure requirements and their respective application status within this consolidated non-financial statement, differentiated into applied, partially applied, material but not applied, and not material requirements.

### ESRS DISCLOSURE REQUIREMENTS

Disclosure requirement	Application status	Paragraph	Disclosure requirement	Application status	Paragraph
ESRS 2 BP-1	partially applied	About this combined non-financial statement	ESRS E1-7	not applied	
ESRS 2 BP-2	not applied		ESRS E1-8	not applied	
ESRS 2 GOV-1	partially applied	Governance, Corporate Governance and the Corporate Governance Statement	ESRS E1-9	not applied	
ESRS 2 GOV-2	not applied		ESRS E2 IRO-1	not applied	
ESRS 2 GOV-3	not applied		ESRS E2-1	partially applied	Policies related to pollution
ESRS 2 GOV-4	not applied		ESRS E2-2	partially applied	Actions related to pollution
ESRS 2 GOV-5	not applied		ESRS E2-3	partially applied	Targets related to pollution
ESRS 2 SBM-1	partially applied	Business model, strategy, and value chain, Business Activities and Group Structure, Group Strategy	ESRS E2-4	not applied	
ESRS 2 SBM-2	partially applied	Interests and views of stakeholders	ESRS E2-5	not applied	
ESRS 2 SBM-3	partially applied	Double materiality assessment, Additional Disclosures on the Combined Non-financial Statement	ESRS E2-6	not applied	
ESRS 2 IRO-1	applied	Double materiality assessment	ESRS E3 IRO-1	not applied	
ESRS 2 IRO-2	partially applied	Double materiality assessment, Additional Disclosures on the Combined Non-financial Statement	ESRS E3-1	partially applied	Policies related to water resources
ESRS E1 GOV-3	not applied		ESRS E3-2	partially applied	Actions related to water resources
ESRS E1-1	partially applied	Transition plan for climate change	ESRS E3-3	not applied	
ESRS E1 SBM-3	not applied		ESRS E3-4	not material	
ESRS E1 IRO-1	not applied		ESRS E3-5	not applied	
ESRS E1-2	partially applied	Policies related to climate change	ESRS E4 SBM-3	not applied	
ESRS E1-3	partially applied	Actions related to climate change	ESRS E4 IRO-1	not applied	
ESRS E1-4	partially applied	Targets related to climate change	ESRS E4-1	partially applied	Transition plan for biodiversity and ecosystems
ESRS E1-5	partially applied	Energy consumption and mix	ESRS E4-2	partially applied	Policies related to biodiversity and ecosystems
ESRS E1-6	partially applied	Greenhouse gas emissions	ESRS E4-3	partially applied	Actions in relation to biodiversity and ecosystems

Disclosure requirement	Application status	Paragraph	Disclosure requirement	Application status	Paragraph
ESRS E4-4	partially applied	Targets related to biodiversity and ecosystems	ESRS S2 SBM-2	not applied	
ESRS E4-5	not applied		ESRS S2 SBM-3	not applied	
ESRS E4-6	not applied		ESRS S2-1	partially applied	Policies related to workers in the value chain
ESRS E5 IRO-1	not applied		ESRS S2-2	partially applied	Engaging with workers in the value chain
ESRS E5-1	partially applied	Policies related to resource use and circular economy	ESRS S2-3	partially applied	Grievance mechanisms and remediation processes
ESRS E5-2	partially applied	Actions related to resource use and circular economy	ESRS S2-4	partially applied	Actions related to workers in the value chain
ESRS E5-3	partially applied	Targets related to resource use and circular economy	ESRS S2-5	partially applied	Targets related to workers in the value chain
ESRS E5-4	partially applied	Resource inflows	ESRS S3 SBM-2	not material	
ESRS E5-5	not applied		ESRS S3 SBM-3	not material	
ESRS E5-6	not applied		ESRS S3-1	not material	
ESRS S1 SBM-2	not applied		ESRS S3-2	not material	
ESRS S1 SBM-3	not applied		ESRS S3-3	not material	
ESRS S1-1	partially applied	Policies related to own workforce	ESRS S3-4	not material	
ESRS S1-2	partially applied	Engagement with own workforce	ESRS S3-5	not material	
ESRS S1-3	partially applied	Grievance mechanisms and remediation processes	ESRS S4 SBM-2	not applied	
ESRS S1-4	partially applied	Targets and actions related to own workforce	ESRS S4 SBM-3	not applied	
ESRS S1-5	partially applied	Targets and actions related to own workforce	ESRS S4-1	partially applied	Policies related to consumers and end-users
ESRS S1-6	partially applied	Characteristics of our workforce	ESRS S4-2	partially applied	Engaging with consumers and end-users
ESRS S1-7	not applied		ESRS S4-3	partially applied	Grievance mechanisms and remediation processes
ESRS S1-8	partially applied	Freedom of association and collective bargaining	ESRS S4-4	partially applied	Actions related to consumers and end-users
ESRS S1-9	partially applied	Diversity, equity, and inclusion (DE&I)	ESRS S4-5	partially applied	Targets related to consumers and end-users
ESRS S1-10	partially applied	Adequate wages	ESRS G1 GOV-1	not applied	
ESRS S1-11	not material		ESRS G1-1	partially applied	Business Conduct
ESRS S1-12	not applied		ESRS G1-2	not material	
ESRS S1-13	not applied		ESRS G1-3	partially applied	Prevention and detection of corruption and bribery
ESRS S1-14	not material		ESRS G1-4	partially applied	Targets related to the prevention and detection of corruption and bribery
ESRS S1-15	not applied		ESRS G1-5	not material	
ESRS S1-16	not applied		ESRS G1-6	not material	
ESRS S1-17	partially applied	Targets related to measures against violence and harassment			

## Additional ESG data points below materiality thresholds

The following table provides information on additional ESG data points below our DMA's materiality thresholds.

### ADDITIONAL ESG DATA POINTS

	2024	2023
<b>Environment</b>		
Total waste disposed (in metric tons) <sup>1</sup>	7,870	8,916
Total net freshwater consumption (in cubic meters) <sup>1</sup>	58,180	46,363
<b>Social</b>		
Employee Lost-Time Injury Frequency Rate (LTIFR) <sup>2</sup>	9.6	6.8
Contractors Lost-Time Injury Frequency Rate (LTIFR) <sup>2</sup>	4.1	5.9
Number of work-related fatalities for employees	0	0
Number of work-related fatalities for contractors	0	0

<sup>1</sup> Own operations.

<sup>2</sup> The Lost Time Injury Frequency Rate (LTIFR) measures the number of work-related injuries that prevent employees or third-party contractors from returning to work on their next scheduled workday or shift. It is calculated as the number of these injuries per one million hours worked.

## ESG datapoints deriving from other EU legislation

The following table, disclosed in accordance with ESRS 2, provides an overview of datapoints that derive from other EU legislation.

### ESG DATAPPOINTS DERIVING FROM OTHER EU LEGISLATION

Disclosure Requirement/Data Point	SFDR Reference	Pillar 3 Reference	Benchmark Regulation Reference	EU Climate Law Reference	Paragraph
ESRS 2 GOV-1 21 (d)	Board's gender diversity	x	x		Corporate Governance and the Corporate Governance Statement
ESRS 2 GOV-1 21 (e)	Percentage of board members who are independent		x		Corporate Governance and the Corporate Governance Statement
ESRS 2 GOV-4 30	Statement on due diligence	x			not applied
ESRS 2 SBM-1 40 (d) i	Involvement in fossil fuel activities	x	x		not material
ESRS 2 SBM-1 40 (d) ii	Involvement in chemical production	x	x		not material
ESRS 2 SBM-1 40 (d) iii	Involvement in controversial weapons	x	x		not material
ESRS 2 SBM-1 40 (d) iv	Involvement in tobacco cultivation		x		not material
ESRS E1-1 14	Transition plan for climate neutrality by 2050			x	Transition plan for climate change
ESRS E1-1 16 (g)	Undertakings excluded from Paris-aligned Benchmarks	x	x		not applied
ESRS E1-4 34	GHG emission reduction targets	x	x		Targets related to climate change
ESRS E1-5 38	Energy consumption from fossil sources	x			Energy consumption and mix
ESRS E1-5 37	Energy consumption and mix	x			Energy consumption and mix
ESRS E1-5 40-43	Energy intensity in high climate impact sectors	x			Energy consumption and mix
ESRS E1-6 44	Gross Scope 1, 2, 3 and Total GHG emissions	x	x		Greenhouse gas emissions
ESRS E1-6 53-55	Gross GHG emissions intensity	x	x		Greenhouse gas emissions
ESRS E1-7 56	GHG removals and carbon credits			x	not applied
ESRS E1-9 66	Exposure to climate-related physical risks		x		not applied
ESRS E1-9 66 (a); 66 (c)	Disaggregation by physical risk and asset location	x			not applied



Disclosure Requirement/Data Point		SFDR Reference	Pillar 3 Reference	Benchmark Regulation Reference	EU Climate Law Reference	Paragraph
ESRS E1-9 67 (c)	Real estate asset value by energy-efficiency classes		x			not applied
ESRS E1-9 69	Portfolio exposure to climate-related opportunities			x		not applied
ESRS E2-4 28	Pollutants emitted to air, water, soil	x				not applied
ESRS E3-1 9	Water and marine resources	x				Policies related to water resources
ESRS E3-1 13	Dedicated policy on water and marine resources	x				not material
ESRS E3-1 14	Sustainable oceans and seas	x				not applied
ESRS E3-4 28 (c)	Total water recycled and reused	x				not material
ESRS E3-4 29	Total water consumption per net revenue	x				not material
ESRS 2- SBM 3 - E4 16 (a) i		x				not applied
ESRS 2- SBM 3 - E4 16 (b)		x				not applied
ESRS 2- SBM 3 - E4 16 (c)		x				not applied
ESRS E4-2 24 (b)	Sustainable land/agriculture practices or policies	x				not applied
ESRS E4-2 24 (c)	Sustainable oceans/seas practices or policies	x				not applied
ESRS E4-2 24 (d)	Policies to address deforestation	x				Policies related to biodiversity and ecosystems
ESRS E5-5 37 (d)	Non-recycled waste	x				not material
ESRS E5-5 39	Hazardous waste and radioactive waste	x				not material
ESRS 2- SBM3 - S1 14 (f)	Risk of incidents of forced labour	x				not material
ESRS 2- SBM3 - S1 14 (g)	Risk of incidents of child labour	x				not material
ESRS S1-1 20	Human rights policy commitments	x				Policies related to own workforce
ESRS S1-1 21	Due diligence policies on issues addressed by ILO Conventions 1 to 8		x			Policies related to own workforce
ESRS S1-1 22	Processes for preventing trafficking in human beings	x				not material
ESRS S1-1 23	Workplace accident prevention policy or management system	x				Policies related to own workforce
ESRS S1-3 32 (c)	Grievance/complaints handling mechanisms	x				Grievance mechanisms and remediation processes
ESRS S1-14 88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	x	x			Additional ESG data points below materiality thresholds
ESRS S1-14 88 (e)	Number of days lost to injuries, accidents, fatalities or illness	x				Additional ESG data points below materiality thresholds

Disclosure Requirement/Data Point	SFDR Reference	Pillar 3 Reference	Benchmark Regulation Reference	EU Climate Law Reference	Paragraph
ESRS S1-16 97 (a)	Unadjusted gender pay gap	x	x		not applied
ESRS S1-16 97 (b)	Excessive CEO pay ratio	x			not applied
ESRS S1-17 103 (a)	Incidents of discrimination	x			Targets related to measures against violence and harassment
ESRS S1-17 104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x	x		Targets related to measures against violence and harassment
ESRS 2- SBM3 – S2 11 (b)	Significant risk of child labour or forced labour in the value chain	x			not applied
ESRS S2-1 17	Human rights policy commitments	x			Policies related to workers in the value chain
ESRS S2-1 18	Policies related to value chain workers	x			Policies related to workers in the value chain
ESRS S2-1 19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x	x		Policies related to workers in the value chain
ESRS S2-1 19	Due diligence policies on issues addressed by ILO Conventions 1 to 8		x		Policies related to workers in the value chain
ESRS S2-4 36	Human rights issues and incidents connected to its value chain	x			Actions related to workers in the value chain
ESRS S3-1 16	Human rights policy commitments	x			not material
ESRS S3-1 17	Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines	x	x		not material
ESRS S3-4 36	Human rights issues and incidents	x			not material
ESRS S4-1 16	Policies related to consumers and end-users	x			Policies related to consumers and end-users
ESRS S4-1 17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x	x		not applied
ESRS S4-4 35	Human rights issues and incidents	x			not material
ESRS G1-1 §10 (b)	United Nations Convention against Corruption	x			not applied
ESRS G1-1 §10 (d)	Protection of whistle-blowers	x			Whistleblowing policy and channels to raise concerns
ESRS G1-4 §24 (a)	Fines for violation of anti-corruption and anti-bribery laws	x	x		Targets related to the prevention and detection of corruption and bribery
ESRS G1-4 §24 (b)	Standards of anti-corruption and anti-bribery	x			Actions related to the prevention and detection of corruption and bribery

## Additional disclosures on the EU Taxonomy

The following tables, disclosed in accordance with Annex I, Annex II, and Annex V of the Delegated Regulation on Article 8 of the EU Taxonomy, provide information on the taxonomy-eligible and taxonomy-aligned proportions of sales, CapEx, and OpEx.

### EU TAXONOMY – DISCLOSURE REGARDING TURNOVER FOR FISCAL YEAR 2024

Financial year 2024	2024			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, 2023		Category enabling activity <sup>4</sup>	Category transitional activity <sup>5</sup>
Economic Activities	Codes <sup>1</sup>	Turn-over <sup>2</sup>	Pro-portion of Turn-over <sup>2</sup>	Climate Change Mitigation	Climate Change Adap-tation	Water	Pollution	Circular economy	Bio-diversity	Climate Change Mitigation	Climate Change Adap-tation	Water	Pollution	Circular Economy	Bio-diversity	Minimum Safe-guards <sup>3</sup>			
		EUR million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0														0		
Of which enabling <sup>4</sup>		0	0														0		
Of which transitional <sup>5</sup>		0	0														0		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0														0		
A. Turnover of Taxonomy-eligible activities (A.1 + A.2)		0	0														0		
B. Taxonomy-non-eligible activities																			
Turnover of Taxonomy-non-eligible activities		4,307	100																
Total		4,307	100																

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

<sup>1</sup> Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective.

<sup>2</sup> No taxonomy-eligible or -aligned sales in fiscal year 2024, as no binding taxonomy criteria are yet available for the core business of HUGO BOSS.

<sup>3</sup> Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

<sup>4</sup> According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

<sup>5</sup> According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.

## EU TAXONOMY – DISCLOSURE REGARDING CAPEX FOR FISCAL YEAR 2024

Financial year 2024	2024			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum safe- guards <sup>3</sup>	Proportion of Taxo- nomy- aligned (A.1) or -eli- gible (A.2) CapEx, 2023	Category enabling activity <sup>4</sup>	Category transi- tional activity <sup>5</sup>
Economic Activities	Codes <sup>1</sup>	CapEx million	Pro- portion of CapEx <sup>2</sup>	Climate Change Mitigation	Climate Change Adap- tation	Water	Pollution	Circular Economy	Bio- diversity	Climate Change Mitigation	Climate Change Adap- tation	Water	Pollution	Circular Economy	Bio- diversity				
		EUR	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0														0		
Of which enabling <sup>4</sup>		0	0														0		
Of which transitional <sup>5</sup>		0	0														0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Construction of new buildings	CCM 7.1	12	2	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		12	2														0		
<b>A. CapEx of Taxonomy-eligible activities (A.1+A.2)</b>		12	2														0		
<b>B. Taxonomy-non-eligible activities</b>																			
CapEx of Taxonomy-non-eligible activities		633	98																
<b>Total</b>		<b>645</b>	<b>100</b>																

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

<sup>1</sup> Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective ("CCM 7.1" = Climate Change Mitigation, Construction of new buildings).

<sup>2</sup> Capital expenditure (CapEx) to be considered under the Taxonomy Regulation comprise additions to property, plant and equipment and intangible assets, including additions to rights of use assets of long-term leases.

<sup>3</sup> Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

<sup>4</sup> According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

<sup>5</sup> According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.

## EU TAXONOMY – DISCLOSURE REGARDING OPEX FOR FISCAL YEAR 2024

Financial year 2024	2024			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum safe- guards <sup>3</sup>	Proportion of Taxo- nomy- aligned (A.1) or -eligible (A.2) OpEx, 2023	Category enabling activity <sup>4</sup>	Category transi- tional activity <sup>5</sup>
Economic Activities	Codes <sup>1</sup>	OpEx million	Pro- portion of OpEx <sup>2</sup> %	Climate Change Mitigation	Climate Change Adap- tation	Water	Pollution	Circular Economy	Bio- diversity	Climate Change Mitigation	Climate Change Adap- tation	Water	Pollution	Circular Economy	Bio- diversity				
<b>A. Taxonomy-eligible activities</b>				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0														0		
Of which enabling <sup>4</sup>		0	0														0		
Of which transitional <sup>5</sup>		0	0														0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0														0		
<b>A. OpEx of Taxonomy-eligible activities (A.1+A.2)</b>		0	0														0		
<b>B. Taxonomy-non-eligible activities</b>																			
OpEx of Taxonomy-non-eligible activities		128	100																
<b>Total</b>		<b>128</b>	<b>100</b>																

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

<sup>1</sup> Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective.

<sup>2</sup> In accordance with the specifications set out in Annex I of the delegated acts on Article 8 of the EU Taxonomy, HUGO BOSS will, as in the previous year, refrain from presenting its taxonomy-eligible and -aligned operating expenses (OpEx) for fiscal year 2024 due to immateriality.

<sup>3</sup> Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

<sup>4</sup> According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

<sup>5</sup> According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.