

# Agenda item 7

Additional information about  
Supervisory Board  
compensation

# Objectives of the proposed compensation structure

## Objectives and key elements of the proposed Supervisory Board compensation structure

- HUGO BOSS aims to secure the most qualified Supervisory Board members for the composition of the Supervisory Board.
- One instrument to achieve this objective is an attractive compensation system.
- In collaboration with an external partner, the Supervisory Board has developed a proposal for a future Supervisory Board compensation structure.
- The proposal does not include any performance-based components; instead it is comprised of fixed components only.
- The role-specific distinction falls within the typical range of the MDAX and peer group.<sup>1</sup>
- Furthermore, a committee compensation is proposed that is limited to the three highest compensated tasks for each Supervisory Board member.
- The proposal would result in an overall Supervisory Board compensation in line with the market and below the average compensation of the last seven years.<sup>2</sup>

<sup>1</sup> Adidas, Henkel, TUI, PVH, Beiersdorf, Hermes, Ralph Lauren, Zalando, Puma, ProSiebenSat1 Media, Michael Kors, Axel Springer, Burberry, Symrise, Fielmann, Takkt, Gerry Weber.

<sup>2</sup> Assuming the current memberships in committees.

# The proposal is based on a fixed compensation

#	Compensation components / parameters	HUGO BOSS Non performance-based compensation proposal
(1)	<b>Fixed compensation for regular board members</b>	€80 k
	<b>Role-specific multipliers</b>	
	Multiplication factor for the chair	2.5x
	Multiplication factor for the deputy chair	1.75x
(2)	<b>Committee compensation</b>	Every Supervisory Board member's committee compensation is limited to the three highest compensated tasks.
	Working committee (member/chair)	€30 k / €60 k
	Audit committee (member/chair)	€30 k / €60 k
	Personnel committee (member/chair)	€30 k / €60 k
	Nomination committee (member)	€20 k
(3)	<b>Attendance fees (meetings)</b>	Not included
(4)	<b>Variable compensation</b>	Not included
(5)	<b>Overall budget for the Supervisory Board</b>	<b>€1,670 k*</b>

**Remark:** \* Assuming the current memberships in committees.

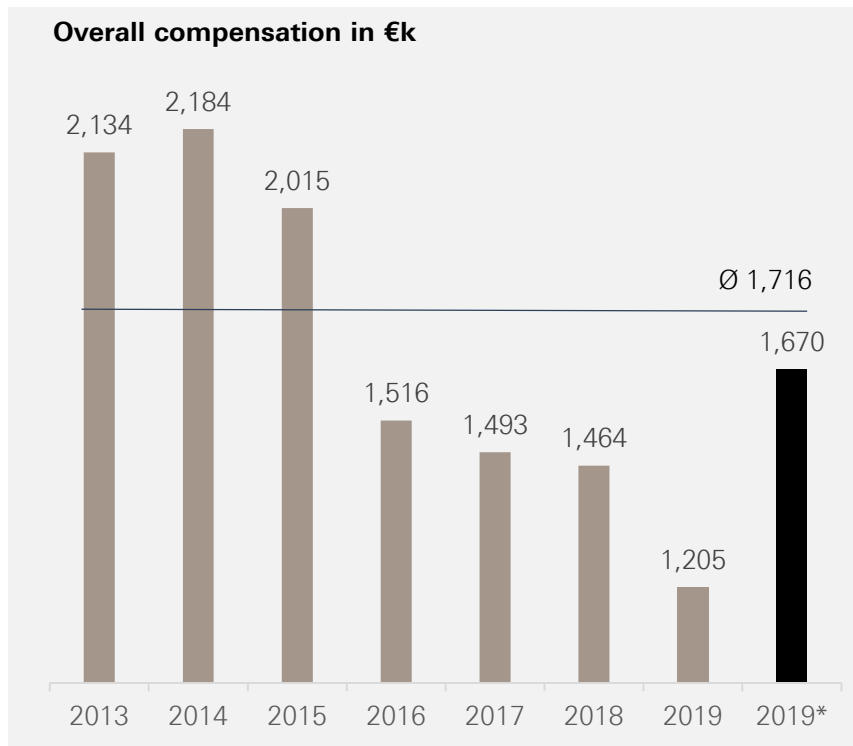
# The proposed role-specific differences fall within the typical range of the market

	MDAX	HUGO BOSS peer group
As multiples of fixed compensation		
Relation of the chair of the board to regular Supervisory Board members	2.0 to 3.0	1.9 to 2.6
	Present: 3.0	
	Proposal: 2.5	
Relation of the chair of the board to the deputy chair	1.3 to 2.0	1.3 to 1.6
	Present: 1.5	
	Proposal: 1.4	
Relation of the deputy chair of the board to regular Supervisory Board members	1.5 to 2.0	1.5 to 1.9
	Present: 2.0	
	Proposal: 1.75	

- The proposal suggests a 2.5x compensation for the chair of the Supervisory Board.
- The proposal suggests a 1.75x compensation for the deputy chair.
- Both proposals fall within the relations of MDAX and the peer group.

\* Assuming the current memberships in committees.

# Overall compensation falls within the market range and below the average of the past years



- The proposal for a compensation system without variable components would result in an overall compensation of the Supervisory Board of 1,670 k€ assuming the current memberships in committees.
- Assuming the current memberships in committees, the overall compensation of the Supervisory Board would be below the average compensation of the last seven years.

# Investor Relations contact

**Christian  
Stöhr**

Head of  
Investor Relations

E-mail: [Christian\\_Stoehr@hugoboss.com](mailto:Christian_Stoehr@hugoboss.com)

Phone: +49 (0)7123 94-80903

---

**Frank Böhme**

Senior Investor  
Relations Manager

E-mail: [Frank\\_Boehme@hugoboss.com](mailto:Frank_Boehme@hugoboss.com)

Phone: +49 (0)7123 94-80903

---

**H U G O B O S S**