

May 2023

Public Affairs Framework

Introduction

At HUGO BOSS, we recognize the critical role of public affairs in shaping policies and regulations that impact the textile industry and to deliver in-depth knowledge of the industry into the legislative process. As a global fashion and lifestyle company, we are committed to engaging with stakeholders and advocating for responsible business practices. This Public Affairs framework outlines our approach to public affairs, with a particular focus on lobbying activities, trade association memberships, governance framework, and our position on public policies relating to climate change.

Management System for Lobbying Activities and Trade Association Memberships

a. Transparency and Accountability: We are committed to conducting all lobbying activities and trade association memberships with transparency, integrity, and compliance with applicable laws and regulations. We maintain accurate records of our lobbying efforts and engagements with trade associations. We are registered in the "Lobbyregister des Bundes" of the German Bundestag as well as in the "EU Transparency Register" and update our data regularly.

b. Code of Conduct: In our Code of Conduct we state that as an active social player, we are involved in politics and society. The Code of Conduct outlines ethical guidelines, conflict of interest policies, and will outline guidelines for interactions with government officials and trade associations in the upcoming version.

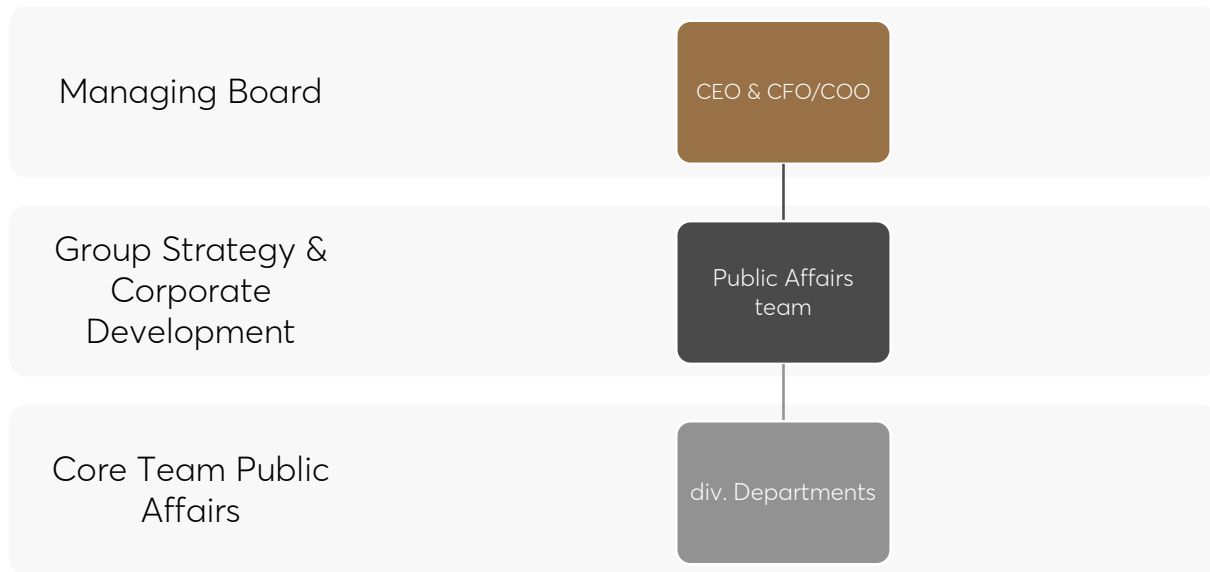
c. Risk Assessment: We regularly assess the potential risks associated with our lobbying activities and trade association memberships, considering factors such as reputational risks, regulatory compliance, and alignment with our values and objectives.

d. Public Disclosure: We ensure timely and appropriate disclosure of our lobbying activities and trade association memberships, including financial contributions, via our entries in the respective transparency registers.

Governance Framework for Public Policy Engagement

a. Clear Accountabilities: We have established a governance framework that clearly defines roles, responsibilities, and accountabilities for public policy engagement. The framework outlines the levels of authority and decision-making

processes up to the executive level, ensuring that public affairs activities are aligned with our overall corporate strategy and public standpoints.



b. Stakeholder Engagement: We actively engage with stakeholders, including government officials, policymakers, and industry associations, to understand their perspectives and concerns. This engagement will inform our policy positions and advocacy efforts.

c. Exchange of information: We regularly meet in Core Team Public Affairs meetings with several departments across the company and discuss the regulatory landscape, policy development processes, our activities and set the focus for our engagement.

Statement on Climate Change Policies

Core topics that dominate the current discourse on the regulatory agenda are currently strongly environment-related. It is therefore important for us to make a statement on climate change policies.

a. Alignment with the Paris Agreement: We affirm our commitment to the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC). We support the goal of limiting global warming to well below 2 degrees Celsius above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius.

b. Climate Action: We recognize the urgency of addressing climate change and actively support and advocate for policies that promote climate action, including the reduction of greenhouse gas emissions, the transition to renewable energy sources, and the adoption of sustainable practices throughout our value chain.

c. Collaboration and Innovation: Within the UNFCCC we collaborate with governments (especially in the Working Group Policy Engagement), industry peers, and other stakeholders to develop and implement effective strategies and solutions to mitigate climate change. We encourage research, innovation, and technology adoption to achieve environmental sustainability and resilience.

d. Transparency and Reporting: We transparently communicate our progress, goals, and initiatives related to climate change. We report on our greenhouse gas emissions, reduction targets, and other relevant metrics in line with recognized reporting frameworks, such as the Task Force on Climate-related Financial Disclosures (TCFD).

Conclusion

This Public Affairs framework reflects our commitment to responsible and sustainable public affairs practices. It outlines our approach to lobbying activities, trade association memberships, governance framework, and our position on climate change.