

CORPORATE RESPONSIBILITY & PUBLIC AFFAIRS/
COMPLIANCE

HUGO BOSS
CORPORATE CITIZENSHIP POLICY

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1 PREFACE

Corporate citizenship requires many actors to take responsibility. HUGO BOSS sees itself as part of society, acknowledges its own responsibility and wants to contribute to the future viability of society. Through the guiding principle **“We help people grow stronger”**, HUGO BOSS puts its own corporate citizenship commitment in concrete terms and sets clear priorities. We support people in their personal growth and encourage them where possible. In the following, the subsequent selection of activities and donations is presented transparently.

2 SCOPE & VIOLATIONS

The Policy applies to all companies and divisions of the HUGO BOSS Group and is to be implemented in an appropriate manner by the responsible corporate bodies of all Group companies. Compliance with the Policy must be ensured on a permanent basis.

This Policy is supplemented by a process manual that defines the internal procedures.

Violations of this Policy will not be tolerated and may result in consequences such as disciplinary action under employment law.

3 COMMITMENT PRIORITIES

3.1 CORPORATE CITIZENSHIP STRATEGY

HUGO BOSS sets corporate citizenship priorities and pools together its own strengths. For this reason, HUGO BOSS has adopted a corporate citizenship strategy with the declared guiding principle **“We help people grow stronger”**.

The strategy itself defines the main priorities of the corporate citizenship commitment, but leaves scope for other forms of commitment.

The following three topics form the priorities of the Company’s corporate citizenship commitment in line with the corporate citizenship strategy:

1. Access to education

We support access to education, the expansion of educational opportunities and safe learning conditions through, for example, the construction of schools.



2. Equal opportunities

HUGO BOSS is committed to equal opportunities for all people. We focus on the promotion of women, gender equality and projects that promote diversity in society.



3. Spontaneous emergency aid

We provide support in crisis situations, regardless of the type of environmental, economic, humanitarian, social, societal, or even personal emergencies.

Fundamentally, all forms of corporate citizenship commitment should be aligned with these priorities. We want to make the impact of our commitment measurable, which is why HUGO BOSS has set itself clear goals in this regard. Exceptions are possible, such as support for local projects and initiatives or a commitment in connection with campaigns or products, etc. In any case, predefined processes must be followed in the selection and implementation of projects (see process manual).

The social commitment of employee representation is hereby separately regulated. They shall be guided by the focal points of the "Corporate Citizenship" strategy but may act independently within the framework of monetary and in-kind donations. Section 3.2 must always be observed. For monetary donations, the general regulations and approval processes apply.

3.2 EXCLUSION OF THE COMMITMENT

HUGO BOSS has committed itself to certain values which are expressed, among others, in our Code of Conduct and adheres to them. For this reason, the Company excludes donations to or involvement in the following areas in particular:

- Organizations whose attitudes or activities are not compatible with the values of HUGO BOSS
- Political parties, politicians, and political campaigns
- Organizations close to political parties
- Organizations with which conflicts of interests might arise (e.g. trade unions and consumer rights groups).

4 PARTNERS & POTENTIAL INTERESTED PARTIES

4.1 PREREQUISITE FOR A PARTNERSHIP

HUGO BOSS only considers organizations for involvement or support that share its own values. All parties are expected to act in accordance with the HUGO BOSS Code of Conduct and the HUGO BOSS Supplier Code of Conduct.

Transparency with regard to the organization, the use of financial resources and the project itself are basic prerequisites for involvement. All forms of dependence must be prevented. Potential partners must communicate any possible conflicts of interest with HUGO BOSS prior to involvement. This applies in particular to the cooperation between a HUGO BOSS employee and a potential partner.

Fundamentally, HUGO BOSS does not support individual inquiries from private citizens. Funding in the context of ongoing projects or spontaneous emergency aid are excluded.

4.2 PROJECTS AND INITIATIVES

As a globally active Group, HUGO BOSS also has a global responsibility. Accordingly, the Company does not limit its corporate citizenship commitment to just one institution, one region, one country or one continent. It supports initiatives and projects worldwide that are in line with its corporate citizenship strategy, especially in regions related to its value chain.

4.3 SELECTION PROCESS & DOCUMENTS

4.3.1 EXTERNAL PROPOSALS

All external proposals will be assessed against the requirements of this Policy. HUGO BOSS is free to decide whether or not to get involved with a suitable partner. There shall be no entitlement to funding.

HUGO BOSS generally responds to decisions regarding an external proposal within one month.

4.3.2 INTERNAL PROPOSALS

Fundamentally, all inquiries and proposals (summarized below as: proposals) for projects and initiatives to be supported should be **submitted to the Corporate Responsibility team** for substantive review, **regardless of the value of the donation.** This applies not only to proposals from HUGO BOSS AG, but **also** to donation **proposals from subsidiaries.** The Corporate Responsibility team will review each proposal against the requirements of this Policy. Proposals by the Managing Board for projects and initiatives must be coordinated with the Global Corporate Responsibility & Public Affairs department and the Compliance department.

If the proposal is essentially in line with the strategy specifications, standardized and predefined approval processes are initiated, depending on the type, scope or background of the proposal, with the obligatory involvement of the stakeholders defined therein.

The corresponding process manual is made available to all employees.

4.3.3 INFORMATION ON PROJECTS AND INITIATIVES

Ideally, the essential information about a project or initiative should be attached to the proposal. At least the following information must be provided:

- Contact details of the organization
- Contact person
- Organizational data
 - Extract from the commercial register (or similar)
 - Head office and place of registration
 - Financial report from the last year
 - List of members of the representative body
- Aims of the organization
- Brief description of the partner's or initiative's activity
- Brief presentation of the project or initiative
- Purpose of the donation
- Size and nature of the donation
- Confirmation of the tax deductibility of the donation in accordance with the respective national tax legislation provisions.
- Information on the type and scope of the impact reporting of the project.

5 NATURE OF THE COMMITMENT

5.1 DONATIONS

Definition

HUGO BOSS makes donations of money and goods. This refers specifically to voluntary and gratuitous donations of money or goods, without anything in return, for a charitable purpose. The purpose must be consistent with the HUGO BOSS corporate citizenship strategy (see [3. COMMITMENT PRIORITIES](#)).

Donations of money and goods

Monetary donations may be made in any form by HUGO BOSS alone or with the voluntary participation of third parties (e.g. employees or customers). Fundamentally, direct donations should be chosen without the involvement of third parties (e.g. donation platforms). The intended purpose and recipient must always be traceable for every monetary donation. Monetary donations to individuals and payments to private accounts, with the exception of humanitarian donations, are not permitted.

Monetary donations must be budgeted annually in advance wherever possible and are only to be charged to those budgets. Subsidiaries must draw up their own budgets for donations.

Donations of goods include in particular items of clothing, furniture, tools, machinery or other products. Fundamentally, the same requirements regarding the information, approvals and certificates to be provided apply to donations of goods.

Unauthorized donation activities

HUGO BOSS does not make any direct or indirect donations to politicians, political parties, political campaigns or their representatives, or to organizations with which conflicts of interest may arise (such as trade unions or consumer protection associations).

Donations that are directly related to a business decision are generally excluded for reasons of corruption prevention. Exceptions may be granted after prior review by the Compliance department.

5.2 FURTHER COMMITMENT

The possibilities of the commitment will be reviewed on an ongoing basis. This also includes support of non-profit organizations with expertise or other services.

Certain models of corporate volunteering – the corporate citizenship commitment of employees during working hours – are encouraged.

6 RESPONSIBILITIES

HUGO BOSS has defined clear responsibilities as part of its corporate citizenship commitment.

The **Corporate Responsibility team** from the Global Corporate Responsibility & Public Affairs department is responsible for creating and monitoring compliance with the corporate citizenship strategy, defining and monitoring the approval processes as well as the reporting activities, in particular to the Managing Board. The Corporate Responsibility team coordinates the involvement of all relevant internal stakeholders within the framework of the defined approval and participation processes. It supports the departments in fulfilling the

corporate citizenship strategy. The Corporate Responsibility team is the first point of contact worldwide for all questions relating to corporate citizenship and donations.

The Corporate Responsibility team must involve important **internal stakeholders** depending on the defined approval and participation process. The processes are defined in detail in the process manual. The prior involvement of the Compliance department is always required.

The **Managing Board of HUGO BOSS AG** decides on the approval of the corporate citizenship strategy and on the approval of donations for projects and initiatives. Fundamentally, this applies to all donations of goods and money made by HUGO BOSS AG as well as to donations made by all subsidiaries (with the exception of small donations (≤ EUR 10,000). Small donations made by subsidiaries must be approved and documented by the local management.)

7 APPLICABILITY & UPDATING

The Policy is applicable as of July 20, 2021 and applies without restriction throughout the entire HUGO BOSS Group (see [2.SCOPE](#)).

Changes to the Policy may be made at any time. The Policy is reviewed at least once a year by the Corporate Responsibility team or the Compliance department to make sure it is up to date. The latest version of the Policy is always available on the corporate website and on the HUGO BOSS intranet.

8 CONTACT

Violations can also be reported (anonymously) at any time to the HUGO BOSS ombudsman, Dr. Carsten Thiel von Herff.

In the event of questions or suggestions, all employees can contact their own supervisor, the [Corporate Responsibility team](#) or the local or central Compliance department.

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