

HUGO BOSS FAIR PAY COMMITMENT

As one of the leading companies in the premium clothing segment, HUGO BOSS is synonymous with quality, innovation and responsibility. A value-oriented approach to business, which is consistent with responsibility for people, the environment, and society contributes significantly to our company's success.

One fundamental aspect of responsibility and people empowerment is to compensate our HUGO BOSS employees fairly all over the world.

Fairness means for HUGO BOSS:

SECURITY – Compensation on time and sufficiently supportive

We ensure that all our employees are paid on a regular basis and earn at least national or local statutory minimum wage. Furthermore, all employees shall have an income that is sufficient to support a reasonable standard of living.

CLARITY – Transparency in compensation

We want all employees to have complete transparency on and comprehension of how their compensation structure and each component works.

WITHOUT DISCRIMINATION – Compensation free from discrimination

We are committed to compensation that is unaffected by any possible discriminating factors such as gender, age, disability, gender identity and expression, sexual orientation, race, ethnicity, cultural heritage or belief.

COMPETITIVENESS – Competitive compensation worldwide

We aim to pay in line with common market practice in each location.




PARTICIPATION – Sharing our company's success with all employees

We want all HUGO BOSS employees to have the opportunity to participate in our company's success.

HUGO BOSS

To achieve Fair Pay, HUGO BOSS is continuously refining its guidelines and introduces, step-by-step, new and more in-depth analytics. In case of results indicating inadequate practices, HUGO BOSS is committed to rectify this immediately.

Together we are committed to ensure fair pay for all the employees of HUGO BOSS.

<p>Daniel Grieder CEO</p> 	<p>Yves Müller CFO</p> 	<p>Oliver Timm CSO</p> 
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Metzingen, March 2023