

HUGO BOSS

SUSTAINABLE PACKAGING GUIDELINE VO2

Updated April 2023



TODAY. TOMORROW. ALWAYS.

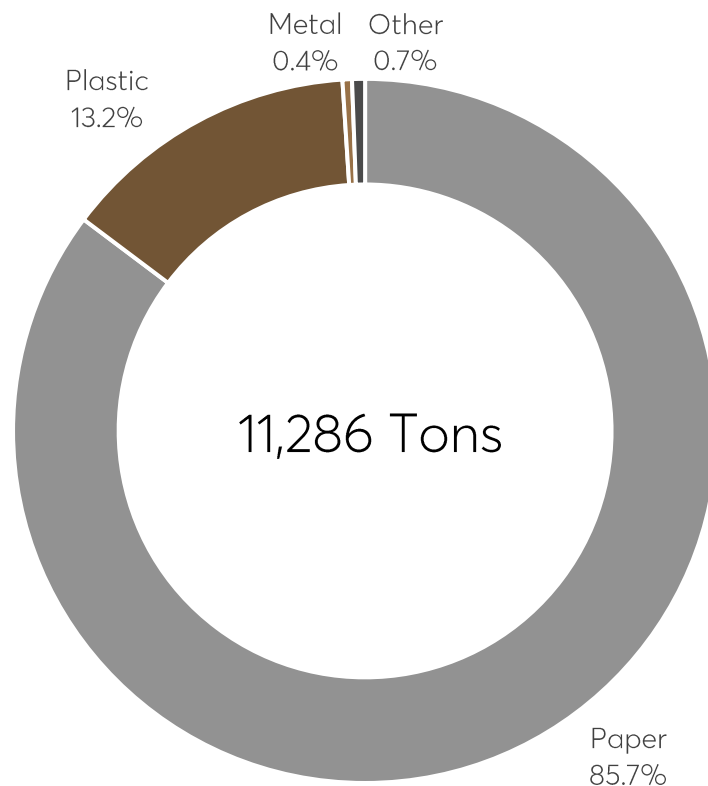
At HUGO BOSS we continuously strive to reduce the impact on the planet by...

- › increasing the share of more sustainable materials
- › reducing packaging to the absolute minimum required
- › enhancing circularity via recyclable & reusable solutions.



HUGO BOSS PACKAGING MATERIALS USED IN 2022

The proportion of recycled and/ or certified content in our packaging has been increasing constantly over the past years.



PACKAGING MATERIAL OVERALL:

- › 86% renewable resources
- › 14% non-renewable resources

PAPER PACKAGING:

- › 69% recycled content
- › 90% FSC®-certified fibers

PLASTIC PACKAGING:

- › 47% recycled content

KEY EVALUATION CRITERIA FOR SUSTAINABLE MATERIAL OPTIONS

The HUGO BOSS packaging guidance is based on a set of key decision criteria including the following:

1. Protection of the world's forests

Given the high relevance of paper to package and protect our products we are committed to protecting ancient and endangered forests. To do so we will use the highest available standards for paper.

2. Reduction of environmental impacts

Negative climate impact, water consumption, resource depletion and the loss of biodiversity and habitats due to deforestation were defined as critical criteria to be considered.

3. Circularity as integral part of the solution

Besides direct environmental impacts mainly driven by production, also re-usability and recyclability play a central role in reducing waste and saving resources.

PACKAGING TARGETS 2025

In 2020 we've set ourselves explicit targets for the first time to reduce the environmental impact of our packaging by using less and sustainably sourced materials. At the same time, we are committed to further qualify and roll-out scalable closed loop re-use or recycling models.

	TARGET	2022	2021	2020
REDUCE & REMOVE	By 2022, increase share of reused transport packaging in outbound shipments by 3% compared with the base year 2019	Share increase by 0% (49%) (2019: 49%)	Share increase by 0% (49%) (2019: 49%)	Share increase by 1% (50%) (2019: 49%)
	By 2025, reduction of single-use plastic used in packaging by 10% (per sold item) compared with the base year 2019	Reduction by 8%	Reduction by 6%	Reduction by 1%
	By 2025, reduction of packaging paper by 5% (per sold item) compared with the base year 2019	Reduction by 2%	Increase by 2%	Increase by 1%
	By 2025, reduction of metal in packaging by 30% (per sold item) compared with the base year 2019	Reduction by 78%	Reduction by 38%	Reduction by 46%
DESIGN & SOURCE RESPONSIBLY	By 2025, 100 % of plastic packaging is made of recycled or other sustainably sourced material	47%	47%	42%
	By 2025, 100 % of packaging paper comes from sustainably managed forests and/ or is made of recycled material	90%	89%	87%
	By 2025, >80 % of the packaging paper comes from recycled material	69%	68%	66%

MATERIAL GUIDANCE FOR PAPER

- We are committed to use recycled paper content whenever possible and to source virgin fibers from certified sustainable forestry only. Thereby we aim to minimize the risks of deforestation and biodiversity loss, and also to reduce carbon footprint and water usage.
- Paper alternatives made from agricultural residues like e.g. grass or wheat straw are relevant options to consider, whilst taking other relevant factors like farming conditions into account.

PREF.	PAPER SPECIFICATION	CERTIFICATIONS	MINIMUM MATERIAL STANDARDS	ADDITIONAL CRITERIA & GUIDANCE
✓	RECYCLED from certified sustainable sources	Use of recognized certificates and standards to ensure paper comes from sustainably managed forests: › FSC › Canopy Ecopaper Database	› Elemental chlorine free (ECF) bleaching as a minimum › Only RECYCLABLE paper by 2022, no more composites › Compliance with current RSL (Restricted Substances List for Packaging)*	› Unbleached, Process Chlorine Free (PCF) and Totally Chlorine Free (TCF) is preferred › Avoid dark coloring (esp. carbon black) › Water-based ink › Water-soluble adhesives
(✓)	RECYCLED generic			
(✓)	Virgin from certified sustainable sources			
✗	Virgin generic	✓ preferred choice	(✓) back-up choice	x not to be used

*Learn more about the HUGO BOSS RSL for packaging [here](#).

MATERIAL GUIDANCE FOR PLASTIC

- Plastic packaging must be reduced on-going. Optimal recyclability is an essential standard to be respected and re-usable alternatives are to be prioritized over single use solutions whenever possible.
- Bio-degradable alternatives are not a preferred choice at this stage due to limiting factors such as the lack of dedicated sorting and recycling infrastructures.

PREF.	PLASTIC SPECIFICATION	CERTIFICATIONS	MINIMUM MATERIAL STANDARDS	ADDITIONAL CRITERIA & GUIDANCE
✓	RECYCLED certified	› Use of widely recognized standards or 3rd party certificates to ensure materials are responsibly sourced and to confirm the proportion of recycled/ sustainable content	› RECYCLABLE and/ or RE-USABLE › Compliance with current RSL (Restricted Substances List for Packaging)* › No PVC	› Widely-used plastics, e.g. PE, PP or PET › Transparency vs. dark coloring or metallization › Minimized use of additives (e.g. anti mold) › Water-soluble adhesives
(✓)	RECYCLED generic			
(✓)	BIO-BASED certified (non-biodegradable)			
X	Virgin (conventional)	✓ preferred choice	(✓) back-up choice	x not to be used
X	Biodegradable/ compostable			
X	Oxo-degradable			

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GUIDANCE FOR OTHER PACKAGING MATERIAL

- Other packaging materials used by HUGO BOSS, such as cotton, leather, beech wood or metals generate higher environmental impacts than paper or plastic. Suitable substitutes are being evaluated – especially for packaging that is not designed for re-use.
- Due to these other materials representing <1% of all HUGO BOSS packaging no specific standards have been defined, yet the following applies overall:
 - › Minimum material standards: Compliance with current RSL (Restricted Substances List for Packaging).
 - › Additional guidance: Recycled and/ or sustainably sourced content to be used whenever possible.

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