



H U G O B O S S

SUSTAINABILITY REPORT 2013

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ABOUT THE REPORT

HUGO BOSS AG hereby presents its first sustainability report. It refers to the fiscal year 2013 and is aimed at customers, business partners, analysts and shareholders, employees and all other social stakeholder groups that are interested in HUGO BOSS and its guiding values and principles. The report is designed to create transparency. Besides describing the Company's existing activities and services, it also outlines the areas in which HUGO BOSS would like to develop further in the future.

When compiling the contents of this report, HUGO BOSS focused upon the guidelines of the Global Reporting Initiative (GRI). At the time of reporting, the third generation GRI guidelines (G3) were applicable. The report requires statements about the organization, strategy and corporate values, as well as the key performance indicators in the areas of economy, ecology and society.

1 STRATEGY

1.1 STATEMENT BY THE CEO

**Dear Shareholders,
Dear Readers,**

with its products, HUGO BOSS wishes to inspire people worldwide to express their individual lifestyle and fully live out their success potential. Customers expect excellent products that today – more than ever before – must take into account aspects of sustainability. We are also convinced that sustainability pays off: whether this be in the form of excellent quality, motivated and highly-qualified employees or process enhancements that also have a positive impact upon the development of our financial results.

In the fiscal year 2013, sustainability objectives at HUGO BOSS were derived from the “we act responsibly” principle. These fields of action form the strategic framework for activities aimed at addressing the global challenges and the expectations of our stakeholders, and to translate these into responsible actions. This takes place at both an operational and strategic level throughout the entire value chain at HUGO BOSS — starting with the development and production processes through sourcing and human resource management, to social commitment.

Our goal is to make continual improvements in all areas. We understand that sustainable actions are a basic prerequisite for future success. Our performance is the yardstick by which we want to be measured: The medium term goal of HUGO BOSS is to be included in the Dow Jones Sustainability Index. This also involves us measuring the performance of our employees: For the very first time, sustainability-related criteria have been incorporated into the bonus agreements for 2014.

Over recent years we have already implemented a number of important sustainability-related initiatives. Most of the energy consumed at our administrative locations comes from renewable sources. Initial lifecycle analyses for selected product areas provide us with an indication of the most effective levers for further reducing our ecological footprint. And the development of new standards for supply-chain management will help us to identify and mitigate environmental and social risks within our supply chain.

Through our sustainability strategy we are committed to open and transparent exchange with our stakeholders. This sustainability report will help us to fulfill this objective. We look forward to receiving your feedback.



Claus-Dietrich Lahrs

CEO and Chairman of the Managing Board at HUGO BOSS AG

1.2 THE MOST IMPORTANT SUSTAINABILITY IMPACTS, OPPORTUNITIES AND RISKS

As one of the world's leading companies in the apparel industry, HUGO BOSS is faced with many strategy-related sustainability issues. As a manufacturer of clothing, shoes and accessories for the premium and luxury segment, the Group is responsible for adhering to sustainability standards throughout the global value chain. To ensure compliance, in 2013 a number of existing measures and activities in the individual parts of the value chain were combined and expanded upon to create a sustainability strategy with defined goals. The strategy will help the Group to make continual improvements to its processes and performance. It also provides the framework for presenting the development of HUGO BOSS in this sector to interested parties in a transparent manner.

The key sustainability impacts of HUGO BOSS originate from the supply chain: Most ecological effects occur during the lifecycle of a product. Typically, the greatest threats to full compliance with social standards and human rights also originate within the supply chain. This applies to the production of raw materials and also to the methods used by suppliers to process these materials and create a finished product (i.e. they are outside the company's boundaries). The sustainability strategy of HUGO BOSS incorporates these upstream processes. It also formulates the initiatives and goals for internal processes and structures, for example with regard to reducing the ecological footprint, the fair treatment of employees and the development of environmentally-friendly products through the primary use of natural raw materials.

The sustainability strategy of HUGO BOSS is comprised of six fields of action. With the "We" field of action, the Group is focused in particular upon the expectations of stakeholders. Additionally, the strategy defines five fields of action in the areas of environment, employees, partners, product and society. The requirement in all the fields of action is to reduce the potentially negative impacts caused by the Company upon its social and ecological environment.

SUSTAINABLE ACTIVITIES

We act responsibly

We		Acting in the interests of stakeholders
Environment		Conserving natural resources
Employees		Providing fair employment and targeted support
Partners		Working together responsibly
Products		Developing ideas for tomorrow
Society		Establishing common values

HUGO BOSS is also aware that sustainability is a continuous process of improvement, with positive effects for the company's image and value, as well as for its financial results. Customers expect excellent products from HUGO BOSS that also take into account the aspect of sustainability as a permanent element of all processes. As a brand company, HUGO BOSS also uses its sustainability strategy as a tool for extended risk management.

The sustainability strategy of HUGO BOSS operationalizes this value potential in the form of defined goals that the company pursues in each field of action:

We: HUGO BOSS is working towards inclusion in the Dow Jones Sustainability Index in the medium term and has made this goal an element of the target agreements for its managers.

Environment: By 2020, HUGO BOSS plans to have reduced its CO2 emissions (Scope 1 and 2 Greenhouse Gas Protocol) by 30% in relation to sales compared with 2010.

Employees: HUGO BOSS aims to continually promote awareness of sustainability and sustainable behavior among its employees and also develop and implement a life-balance concept in the medium term.

Partners: HUGO BOSS aims to be affiliated with an internationally recognized Social Compliance Initiative by the end of 2014 and implement an additional comprehensive environment module among all its suppliers in 2015.

Product: In 2014 HUGO BOSS will conduct an in-depth analysis of the sustainability requirements of customers in the premium and luxury segment of the apparel market in order to elaborate appropriate product-, collection- and communication-related measures on this basis.

Society: HUGO BOSS will continue to institutionalize and enhance dialog with stakeholders in 2014.

2 COMPANY PROFILE

2.1 NAME OF COMPANY

HUGO BOSS AG

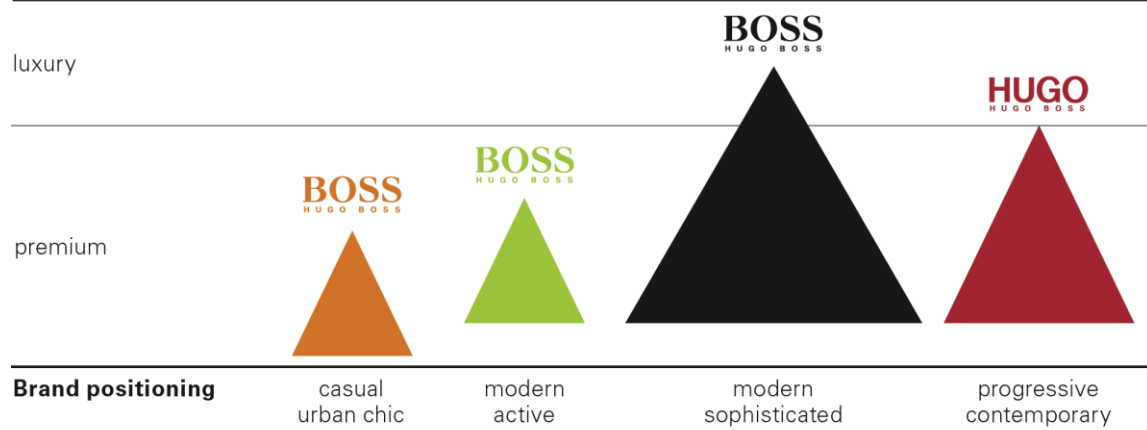
2.2 IMPORTANT BRANDS, PRODUCTS AND SERVICES

The HUGO BOSS Group is one of the world's leading brands in the premium and luxury segment of the apparel market. The Group focuses on the development and marketing of premium fashion and accessories for men and women. With its brand world, HUGO BOSS caters for clearly defined target groups. The brands cover a comprehensive product range encompassing classic to modern apparel, elegant evening wear and sportswear, shoes, leather accessories as well as licensed fragrances, eyewear, watches, children's fashion and home textiles.

The competence obtained over decades in the segment for high-quality womenswear and menswear, shoes and leather accessories shapes the product offering of HUGO BOSS. The Company reaches out to consumers with the brands BOSS and HUGO. The core BOSS brand is flanked by the brand lines BOSS Green and BOSS Orange. This setup allows HUGO BOSS to address the diverse attitudes and needs of different target groups. At the same time, this approach ensures a clear brand presence that is easily understood by the end consumer.

HUGO BOSS BRAND POSITIONING

Market segment



2.3 BUSINESS UNITS AND COMPANY STRUCTURE

The Group is managed by HUGO BOSS AG as the parent company where all of the central management functions are bundled. Apart from HUGO BOSS AG, the Group comprises 54 consolidated subsidiaries that are responsible for local business activities. Of these, 34 are organized as distribution companies. With few exceptions, HUGO BOSS AG has complete control over all subsidiaries.

The HUGO BOSS Group has aligned its structure regionally and bundled its local business activities into three regional organizational units: Europe including the Middle East and Africa; the Americas; and Asia/Pacific. These three regions together with the Royalties business make up the Group's four operating segments. Responsibility

for the central functions is allocated to the individual members of the Managing Board and bundled at the Group's headquarters.

HUGO BOSS GROUP STRUCTURE

MANAGING BOARD	
CENTRAL FUNCTIONS	OPERATIVE SEGMENTS
Sourcing, production and logistics	EUROPE incl. Middle East and Africa
Finance and controlling	
IT	AMERICAS
Communication	
Own retail	
Brand and creative management	ASIA/PACIFIC
Human resources	
Legal and compliance	ROYALTIES
Sales	

LOCATIONS

The HUGO BOSS Group has a total of 54 subsidiaries in Europe, the Americas and Asia/Pacific. Of these, 34 subsidiaries are organized as distribution companies. The Group operates production facilities in Izmir (Turkey), which is its largest in-house production location, as well as in Cleveland (USA), Metzingen (Germany), Radom (Poland) and Morrovalle (Italy). The Group also has 1,010 points of sale around the world including independent, freestanding stores as well as outlets and shop-in-shops operated by the Group in multi-brand environments.

KEY LOCATIONS/GLOBAL MARKET PRESENCE





2.4 COMPANY HEADQUARTERS

The company's headquarters are in Metzingen, Germany.

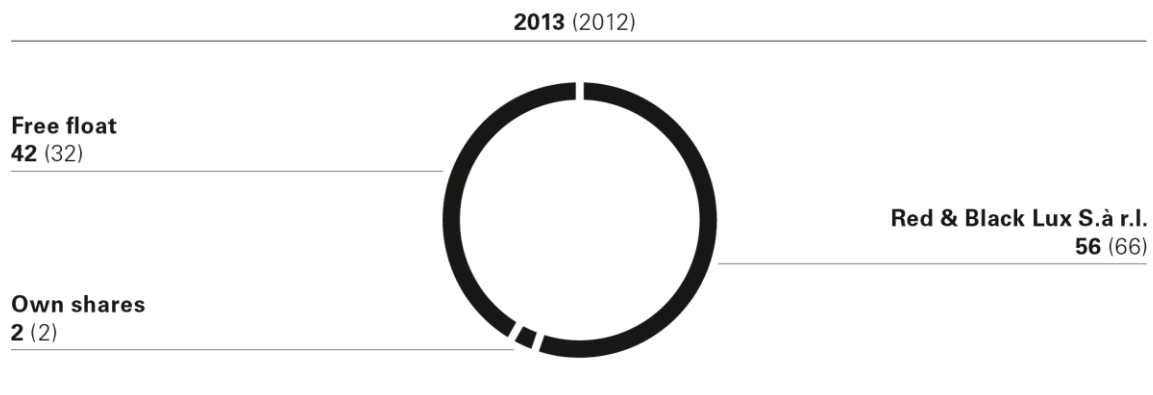
2.5 COUNTRIES WITH MAJOR OPERATIONS

The main business operations of the HUGO BOSS Group are concentrated within Europe, where the primary administrative and production sites are located. HUGO BOSS has a global presence in wholesale and retail trade. Customers today can buy HUGO BOSS products at around 7,100 points of sale around the world. The Group also operates online stores in Germany, Great Britain, France, Spain, Italy, the Netherlands, Belgium, Austria, Switzerland, the U.S. and China.

2.6 OWNERSHIP STRUCTURE AND LEGAL FORM

HUGO BOSS is operated as a publicly owned company and is listed on the MDAX. 56% of shares are owned by Red & Black Lux S.à r.l., an entity in which the private equity company Permira holds a majority shareholding. 2% of the capital is held by HUGO BOSS AG as own shares. The remaining 42% of the shares are in free float.

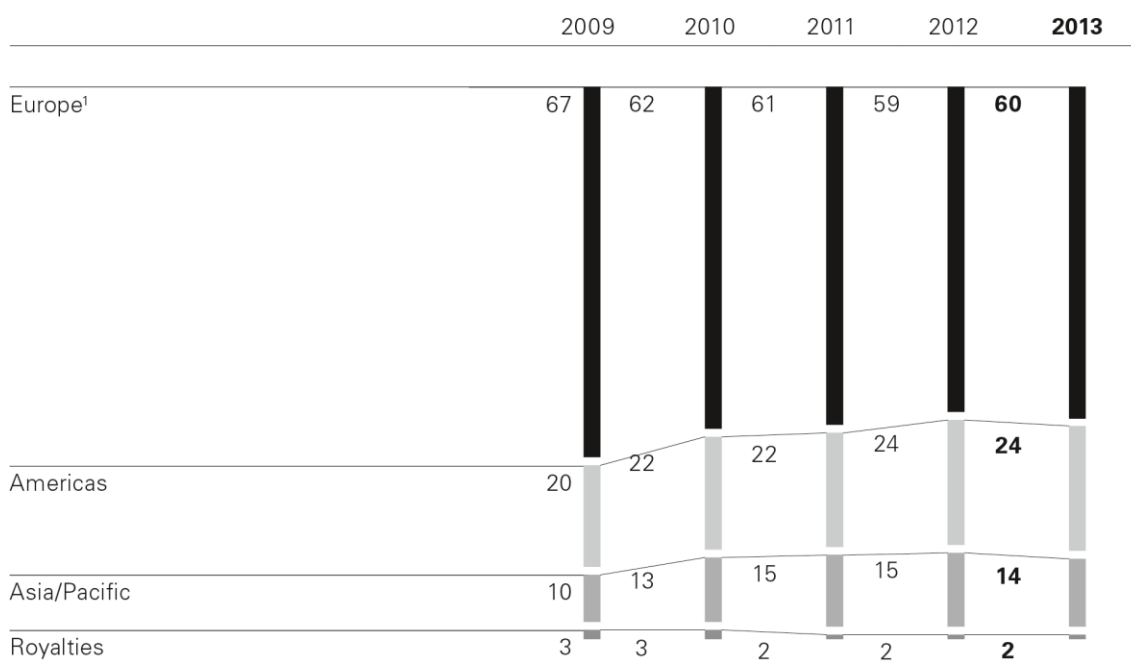
SHAREHOLDER STRUCTURE AS OF DECEMBER 31 (in % of share capital)



2.7 MARKETS SERVED

Europe is the Group's largest sales market. Apart from expanding its market positioning in traditional core markets like Germany, Great Britain, France and the Benelux countries, the Company has identified attractive growth opportunities in Eastern Europe. The Company also envisages great potential outside of Europe. Overall it is assumed that the share of sales achieved outside of Europe will continue to increase over the next few years.

SALES BY REGION (in %)



¹Including Middle East and Africa.

2.8 SIZE OF THE REPORTING ORGANIZATION

During the fiscal year 2013, HUGO BOSS achieved annual sales of more than EUR 2.4 billion with a workforce of 12,496 employees. Around 12,000 different products were offered within four collections. For further information on the Group's financial key figures and sales figures see pages 145 and 31-32 of the Annual Report 2013.

2.9 SIGNIFICANT CHANGES DURING THE REPORTING PERIOD

There were no significant changes during the reporting period.

2.10 AWARDS DURING THE REPORTING PERIOD

- DGNB GOLD certificate awarded by the German Sustainable Building Council (DGNB) for the new office building "D15" at the company's premises at Group headquarters in Metzingen
- Immobilien Award Metropolregion Stuttgart 2013, awarded by IWS Immobilienwirtschaft Stuttgart e.V. (association for the Stuttgart metropolitan region), in recognition of the new office building "D15" at the company's premises at Group headquarters in Metzingen
- 2nd place in the employer image ranking by the fashion company of Textilwirtschaft magazine
- 16th place in the ranking for "Germany: the most popular employers for young professionals" by Wirtschaftswoche magazine

- "Great Place to Work" award by the Great Place to Work Institute for HUGO BOSS Ticino S.A., Switzerland
- First prize as the "Employer with the most employees in the Aegean region" and "Employer with the highest number of female employees in the Aegean region", awarded by the Turkish Chamber of Commerce to HUGO BOSS Textile Industries Ltd., Izmir, Turkey, the largest of the Group's own production facilities

3 FACTS ABOUT THE REPORT

3.1 REPORTING PERIOD

The report relates to the fiscal year 2013, corresponding with the calendar year 2013.

3.2 PUBLICATION OF THE LAST REPORT

HUGO BOSS AG hereby presents its first sustainability report.

3.3 REPORTING CYCLE

The sustainability report will be updated on an annual basis in the future.

3.4 CONTACTS FOR QUESTIONS RELATING TO THE REPORT

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3.5 PROCEDURE FOR ESTABLISHING THE REPORT CONTENTS

When establishing the contents of the report, HUGO BOSS focused upon the guidelines of the Global Reporting Initiative (GRI). Prior to reporting, conversations were held with various stakeholders. Inquiries from investors, the press and non-governmental organizations also provided important information. Through a survey of the heads of the different departments at HUGO BOSS, relevant stakeholders were also identified and their information requirements and demands were collated based upon discussions and contact. The inquiries processed by customer service and the opinions expressed by end consumers were closely assessed in order to establish the importance of the different topic areas from the customer's perspective. The results formed the basis for the definition of action fields as part of the sustainability strategy definition last year. They were also taken into account with regard to the prioritization of the reporting content. As a consequence, the report illustrates very extensively the sustainability effects in the supply chain, the environmental consequences of HUGO BOSS economic activity as well as the Company's dealings with its employees.

For the next reporting interval, HUGO BOSS is planning to conduct an extensive materiality analysis that systematically maps the interests of the stakeholders of the HUGO BOSS Group, as part of the changeover to reporting based upon the G4 guidelines of the GRI.

3.6 REPORTING LIMITS

The statements made in this report relate to the HUGO BOSS Group. Unless otherwise indicated, all quantitative information relates to the production, logistics and administration locations in Europe, which represent 55% of the Group's employees. The environment information relates to the Group's own production, logistics and administration locations in Europe as well as the respective locations in the U.S., Canada, China and Australia. The information thus covers 60% of the Group's employees. However, the report does not include the Group's distribution activities at its own stores.

3.7 LIMITATIONS OF THE REPORT WITH REGARD TO GRI INDICATORS

There are no limitations.

3.8 BASIS FOR REPORTING ON SUBSIDIARIES AND JOINT VENTURES

Subsidiaries are included in the consolidated financial statements as of the date on which HUGO BOSS AG can indirectly or directly exercise control. Control is generally assumed when the majority of voting rights are held. Entities continue to be consolidated until the date that such control by the parent company ceases. Subsidiaries with an immaterial influence on the net assets, financial position and results of operations of the Group are not included in the consolidated financial statements. Influence is deemed immaterial if the sales, earnings and total assets on aggregate make up less than 1% of the corresponding figures of the Group. On December 31, 2013 this only affected HUGO BOSS Finland OY.

3.9 COLLECTION METHODS AND BASICS OF DATA COLLECTION

Data regarding corporate environmental protection is collected around the world systematically as part of environmental management. This also applies to data collected from human resource management and vendor management. Since 2013 internal sustainability reporting has been standardized around the world through data management software and corresponding guidelines. It covers the GRI reporting requirements and enables the collection and consolidation of company-specific key figures. Currently ten of the HUGO BOSS Group locations are connected to this data platform and regularly report their sustainability performance.

3.10 CHANGES COMPARED WITH EARLIER REPORTS IN RESPECT OF NEW ILLUSTRATIONS AND INTERPRETATIONS

No information to report as this is the first report of its kind.

3.11 CHANGES COMPARED WITH EARLIER REPORTS IN RESPECT OF TOPICS, SCOPE AND MEASUREMENT METHODS

No information to report as this is the first report of its kind.

3.12 GRI INDEX TABLE

The GRI index table is included on pages 48-51 of the report.

3.13 EXTERNAL AUDITING OF REPORT STATEMENTS

The reporting process and the quantitative information provided in the HUGO BOSS Sustainability Report 2013

have been reviewed by the auditing company Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft (Ernst & Young). Details can be found in the "Assurance Statement of the Independent Auditor" on pages 53-55.

4 GOVERNANCE AND COMMITMENT

4.1 MANAGEMENT STRUCTURE

HUGO BOSS AG is a listed public limited company. It is therefore subject to the German Stock Corporation Act that stipulates the need for a dual management system consisting of a Managing Board and a Supervisory Board: The Managing Board and Supervisory Board of HUGO BOSS AG cooperate closely for the benefit of the Company. Their shared objective is to increase the enterprise value in the long term.

The Managing Board regularly informs the Supervisory Board in a timely manner and in detail on issues of importance for the Company concerning strategy, planning, the development of business, the risk position, risk management and compliance. Deviations from targets and budgets are explained to the Supervisory Board and its committees; the strategic alignment and further development of the Group are discussed and coordinated with the Supervisory Board. For further information see pages 10–14 of the Annual Report 2013.

HUGO BOSS has always been convinced that good and transparent corporate governance that adheres to German and international standards constitutes a significant determinant of the Company's success in the long term. Good corporate governance is therefore a matter of course and a benchmark that is set for all activities of the Company and the Group. The Managing Board and Supervisory Board consider themselves duty-bound to secure the continuation of the Company as a going concern and sustainable value added through responsible corporate governance that is geared to the long term.

In the fiscal year 2013, the Managing Board and the Supervisory Board dealt in detail with compliance with the requirements of the German Corporate Governance Code (GCGC). As the outcome it was possible to issue the declaration of compliance dated December 2013, which is published on the website of HUGO BOSS AG: http://group.hugoboss.com/de/application_corporate_governance.htm

4.2 INDEPENDENCE OF THE SUPERVISORY BOARD MEMBERS

The independence of members of the Supervisory Board, as emphasized by the German Corporate Governance Code, has long been a requirement at HUGO BOSS. The members of the Supervisory Board of HUGO BOSS have the know-how, skills, and professional experience necessary for the respective committees. None of the current members of the Supervisory Board had previously held a Managing Board position within the Company. There were also no advisory or other service agreements in place between members of the Supervisory Board and the Company in the reporting year.

Additional statements: Annual Report 2013, pages 16-17.

4.3 SUPREME EXECUTIVE BODY FOR COMPANIES WITHOUT A SUPERVISORY BOARD

The indicator does not affect HUGO BOSS because the company is a publicly listed company subject to the German Stock Corporation Act which stipulates the need for a dual management system consisting of a Managing Board and a Supervisory Board.

4.4 METHODS FOR DIALOG BETWEEN SHAREHOLDERS AND EMPLOYEES WITH THE MANAGING BOARD/SUPERVISORY BOARD

In order to ensure utmost transparency and thereby strengthen the confidence of shareholders and investors as well as of the interested public, HUGO BOSS reports regularly and in a timely manner on the business development of the Company and on key strategic and operative initiatives. As part of investor relations activities,

regular exchange takes place with institutional investors, financial analysts and private shareholders. Apart from an annual press briefing and an analysts conference on the annual results, conference calls are held with financial analysts when the first quarter, first half year and the nine months reports are published. At the annual Investor Day, the Group's strategy and relevant developments are discussed in detail.

Regular dialog between the employees and the Managing Board is actively encouraged at HUGO BOSS. As part of an annual meeting of all employees at HUGO BOSS AG, the Managing Board discusses the strategy and financial development of the Company. The Managing Board, works council and the Head of Human Resources also discuss issues and suggestions in this context from employees who can either submit them in writing in advance or raise them during the event. Each quarter, the Managing Board also discusses the financial and strategic development of the Company with the Company managers. All employees can exchange with the Managing Board on current topics in a discussion forum on the Group intranet. Employee breakfast meetings are also held on a regular basis with the individual members of the Managing Board. These are held in small groups in an informal setting.

4.5 LINK BETWEEN THE MANAGING BOARD COMPENSATION AND COMPANY PERFORMANCE

The compensation report outlines the main principles of the compensation system for the Managing Board as well as the amount of compensation. The compensation report is part of the management report in the Annual Report 2013 (pages 105–108). Total compensation of the Managing Board comprises a non-performance-related (fixed) compensation component and a performance-related (variable) component. The compensation structure is partly oriented toward the sustainable growth of the Company by factoring in compensation components with a multiple-year assessment basis. The total compensation of individual members of the Managing Board is specified by the Supervisory Board based on a performance assessment, taking into account any payments made by Group companies. Criteria for determining the appropriateness of the compensation are based on the responsibilities of the individual members of the Managing Board, their personal performance, the economic situation, the performance and outlook of the Company, as well as the level of compensation usually paid, taking into account peer companies and the compensation structure in place in other areas of society.

4.6 PROCEDURE FOR AVOIDING CONFLICTING INTERESTS

When making decisions and in performing their duties for HUGO BOSS, members of the Managing Board and Supervisory Board are not permitted to pursue their personal interests or grant other persons unjustified advantages. In the fiscal year 2013, there were no conflicts of interest involving members of the Managing Board or Supervisory Board. The offices held by the Managing Board and Supervisory Board members in statutory supervisory boards or comparable oversight committees of commercial organizations in Germany and abroad are presented in the Annual Report 2013 (pages 252–254). No member of the Managing Board sits on more than three supervisory boards of listed companies that are not members of the Group. The same applies to members of the Supervisory Board, who sit on the management boards of other listed companies. Related-party disclosures are provided in the notes to the consolidated financial statements on pages 222–224.

4.7 QUALIFICATION AND EXPERTISE OF THE GOVERNING BODIES WITH REGARD TO SUSTAINABILITY

The members of the Supervisory Board are elected by the Annual General Meeting in accordance with their expertise and qualifications to advise, supervise and monitor the Managing Board. The Chairman of the Supervisory Board awards the audit assignment to the auditor and agrees upon the auditing fee. He also agrees that the auditor must inform him immediately of any material findings and events during the audit. This also applies to central aspects of forward-looking risk management and sustainable corporate governance.

At its meetings the Managing Board regularly addresses issues relating to risk management, personnel growth, environmental protection, safety, occupational safety and health protection. By taking part in the Sustainability Committee meetings, the Managing Board is always informed of current developments with regard to sustainability. Related issues are also discussed on a case-by-case basis at regular meetings held by the Managing Board as a whole.

4.8 MISSION STATEMENT, CORPORATE VALUES AND CODE OF CONDUCT

The following apply to all employees within the Group worldwide:

- The mission statement "commit" along with the values of "quality", "passion", "respect", "cooperation" and "innovation"
- The HUGO BOSS Code of Conduct

4.9 PROCEDURES FOR MANAGING AND CONTROLLING SUSTAINABILITY PERFORMANCE

The Managing Board of HUGO BOSS AG has overall responsibility for sustainability. This includes the Group-wide applicable guidelines and standards.

In April 2012 the Managing Board also commissioned the evaluation of existing sustainability activities with the aim of identifying development potential and structuring and implementing suitable measures. Progress in this regard was presented to the Managing Board in September 2012. Subsequently, a Sustainability Committee was established that met for the first time in April 2013. It comprises managers from the central functions for central services, investor relations, communication, logistics, brand and creative management, operations, human resources, process management and legal matters, as well as the regional manager for Europe. Since the start of 2014, the Chief Brand Officer and the Chief Financial Officer have also been attending the Sustainability Committee meetings. The steering group meets every quarter and more often, where required. It coordinates sustainability activities across the companies and makes decisions based upon submissions drafted by the individual departmental managers. The managers for the three sub-divisions of Corporate Responsibility, Sustainable Operations and Corporate Culture were also determined. The Corporate Responsibility sub-division covers the society field of action and is responsible for sustainability reporting. The Sustainable Operations sub-division covers the partner, product and environment fields of action. The Corporate Culture sub-division covers the employee field of action.

4.10 PROCEDURES FOR EVALUATING THE SUSTAINABILITY PERFORMANCE OF THE MANAGING BOARD

See point 4.5.

4.11 CONSIDERATION OF THE PRECAUTIONARY PRINCIPLE

The risk and opportunities policy of the HUGO BOSS Group aims to secure the existence of the Group as a going concern by ensuring that the financial and strategic targets are reached. It is therefore committed to the long-term increase in enterprise value. Effective risk management enables the Group to identify risks at an early stage and to mitigate any potential adverse consequences by implementing suitable measures. In combination with the systematic identification of new opportunities, this increases the reliability of the Group's decision-making process and establishes the foundation for continuous target achievement.

In order to detect, analyze, control and monitor risks at an early stage, and to take mitigating steps to combat such risks where necessary, an independent risk management function has been set up at HUGO BOSS AG

headquarters to coordinate Group-wide risk management. Central risk management continually develops the tools within the risk management system and ensures that risks are systematically captured across the company according to a standardized method and at regularly defined intervals.

The process of capturing and aggregating global risks is carried out in accordance with a universally applicable risk atlas that allows for several individual risks to be bundled together into themed risk areas. In turn these are assigned to an external, strategic, financial, operational or organizational main risk category.

There are also many information systems and instruments that are geared towards specific fields of risk such as environment, quality or ecological and social standards for suppliers. For example, in the run-up to construction projects, the eligible locations are checked for contaminated waste.

Due to the direct link to the targets and strategy of the respective business division, responsibility for identifying, assessing and capturing opportunities lies with the operational management in the regions, individual markets and central functions. In this context, opportunities are always considered in conjunction with the associated risks. Short-term opportunities are identified centrally at regular intervals. Long-term opportunities management is directly linked to corporate planning.

4.12 SUPPORT OF EXTERNAL STANDARDS, AGREEMENTS AND INITIATIVES

- **German Corporate Governance Code**

HUGO BOSS meets the recommendations of the "government commission for the German Corporate Governance Code" with few exceptions (see Annual Report 2013, pages 21–22, http://group.hugoboss.com/de/application_corporate_governance.htm)

- **Charter of Diversity (www.charta-der-vielfalt.de)**

HUGO BOSS is signatory to the charter

4.13 MEMBERSHIPS OF ASSOCIATIONS AND INTEREST GROUPS

- **TicinoModa (www.ticinomoda.ch)**

HUGO BOSS is a member of the committee as well as the strategic commission of TicinoModa. The company represents TicinoModa in the EU PEF (Product Environmental Footprint), a European Union pilot project for t-shirts.

- **AFIRM (www.afirm-group.com)**

Collaboration on different projects, formulation of responses to draft laws

- **VDTF (association of German textile processing experts, www.vdtf.de)**

Sponsoring member

- **DTB (Dialog Textil und Bekleidung, www.dialog-dtb.de)**
- **German Fashion Modeverband Deutschland e.V. (www.germanfashion.net)**
- **Südwesttextil e.V. (www.suedwesttextil.de)**
- **Markenverband (www.markenverband.de)**

DIALOG WITH STAKEHOLDERS

4.14 STAKEHOLDER GROUPS INCLUDED

As part of sustainability management, HUGO BOSS maintains continuous dialog with its stakeholders. Customers, shareholders, business partners, employees and society are all considered key interest groups. The Company sees the stakeholders' diverse expectations and demands as an opportunity to create value for all concerned. In 2013 HUGO BOSS remained in close contact with all of the aforementioned groups. Besides around one hundred sustainability-related customer inquiries, the Company maintained dialog with various media, human rights organizations, consumer protection associations and animal rights groups. In 2014, HUGO BOSS will intensify ongoing dialog with scientific institutions, in cross-industry initiatives and in its cooperation with non-government organizations.

4.15 PROCEDURE FOR IDENTIFYING STAKEHOLDERS

Previous dialog with stakeholders was in relation to specific events and topics. Based on an inter-divisional survey, during the previous fiscal year the Company identified relevant representatives for the individual stakeholder groups and assessed their legitimation, willingness to cooperate and suitability with regard to ongoing dialog.

On this basis, during the current fiscal year the Company will invite stakeholders from this group to exchange with HUGO BOSS on matters relating to the fields of action for the sustainability strategy. Planned goals and measures will be presented, feedback collected and the expectations of the different stakeholder groups with regard to the company's future sustainability development will be systematically recorded. Particular emphasis is given to determining topics that are of specific importance to the stakeholders. The company will use this materiality analysis as the basis for further concentrating and prioritizing its future activities.

4.16 APPROACHES TO STAKEHOLDER DIALOG

Today HUGO BOSS exchanges regularly with its stakeholders: through membership in associations, investor relations activities, personal contact with non-governmental organizations and decision makers from politics, administration and interested citizens at the locations. It also communicates with the media through regular press releases and discussions, with customers and suppliers through direct contact and with employees via the works council and internal events.

TYPES OF STAKEHOLDER COMMUNICATION

Customers	Collection presentations, fashion shows, customer service (telephone or e-mail), customer surveys, internet presence
Shareholders	Annual report, quarterly reports, conference calls, annual general meeting, analyst conference, investors day, face-to-face discussions as part of company visits, roadshows and conferences
Business partners	supplier development, audits, face-to-face discussions
(potential) Employees	Intranet, cooperations with universities, HUGO BOSS homepage, social networks, trade fairs, employee newspaper, employee meetings, management information
Society	Press releases, press conferences, information events, face-to-face discussions

4.17 RESPONSE TO KEY CONCERNS RAISED BY STAKEHOLDERS

The expectations and requirements that are brought to the attention of HUGO BOSS essentially relate to the following topics: economic and lawful action, protection of the rights and interests of direct and indirect employees, the development of excellent products and the minimization of environmental impact.

Additional topics include animal welfare and the protection of biodiversity. One of the issues addressed is the controversial mulesing process, which is performed primarily on merino sheep in Australia to protect them against the attack of aggressive flystrike. Sheep that are not subjected to this procedure have blowfly in the folds of their skin, which provide an optimal breeding ground for their larva. This can be very painful for the sheep and may even result in death. However, the mulesing procedure is also extremely painful for the animals.

HUGO BOSS is distancing itself from the mulesing procedure as it conflicts with values of the Group. The Company has therefore decided to purchase merino wool, where possible, from sources that can prove this process is not used. HUGO BOSS is currently working closely with its suppliers and providing active support to facilitate this transition.

As a matter of principle the company is opposed to animal testing for the development of new products and materials as well animal breeding and rearing methods that are not biodiversity friendly. This principle requires that HUGO BOSS only uses leather from livestock such as sheep or pigs that are also used for other purposes such as in the food industry. For a number of years the Group has also been reducing the use of fur products in its collections, mostly relating to applications or trimming used on collars, hoods and cuffs.

Another industry-specific topic that is occasionally addressed by stakeholders is sandblasting. The sandblasting procedure is used on denim products to create a "used" look. Quartz sand is used without sufficient protective measures, which can lead to serious health problems among workers. In respect of the employee health at production facilities, HUGO BOSS does not use sandblasting. Nor does the Group use alternative blasting technology and alternative abrasives.

5 ECONOMIC CONTRIBUTION

MANAGEMENT APPROACH

Management at HUGO BOSS aims to sustainably increase enterprise value. The Company's internal management system helps the Managing Board and the individual business-unit heads to align all business processes to this objective.

To increase the enterprise value, the Group focuses on maximizing free cash flow. Maintaining positive free cash flow in the long term secures the Group's financial independence and its solvency at all times. Increasing sales and operating income constitute the main levers for improving free cash flow. HUGO BOSS has set itself ambitious goals to this effect. In order to reach its targets, the Group draws on its core competence – the development and marketing of high-quality apparel, as well as shoes and accessories in the premium and luxury segment. Building on this, the Group's strategy aims to maximize brand attractiveness and to strengthen parts of the product range that have had a less profiled presence so far, to increase retail competence and to further expand the Group's own retail business, to capture global growth opportunities as well as to improve critical operational processes.

The central focus of the corporate strategy is the transformation of the HUGO BOSS business model to focus on own retail. Own retail stores provide an ideal environment for the high-quality presentation of our brands and collections. With the expansion of the company's own retail stores and the upgrading of the brand presentation at wholesale, HUGO BOSS offers its customers a highly attractive and increasingly universal global buying experience. For the first time in 2012 the Group achieved higher sales in retail than in wholesale.

This development is due to the consistent alignment of the Group towards its customers who expect excellent products from HUGO BOSS that also take into account the aspect of sustainability as a permanent element of all processes. Therefore acting responsibly and thinking in the long term are an element of the economic management approach at the HUGO BOSS Group. The aim is to create added value – for customers, shareholders, business partners, employees and society.

GUIDELINES AND ORGANIZATION

The mission statement of HUGO BOSS integrates the company's vision, corporate values and Group strategy. It makes sustainability a fixed aspect of all its elements and is the basis for all decisions within the Group.

The HUGO BOSS Group is steered by the Managing Board, which sets the Group's strategic direction according to the company's mission statement and the existing governance structures. Operative implementation of the Group strategy takes place in close cooperation with the regional and brand directors as well as the heads of the central functions. The organizational and management structure clearly allocates areas of authority and responsibility and defines lines of communication, thereby aligning all corporate resources towards sustainably increasing the enterprise value.

ECONOMIC PERFORMANCE

EC1 INFORMATION RELATING TO ECONOMIC RETURN

In 2013 the HUGO BOSS Group achieved sales of EUR 2,432 million (2012: EUR 2,346 million). The Group net income was EUR 333 million (2012: EUR 311 million) and personnel expenses amounted to EUR 483 million (2012: EUR 450 million). Retained earnings, which contain profits that have not been distributed and that were generated in the past by the entities included in the consolidated financial statements, amounted to EUR 702 million at the end of 2013 (2012: EUR 587 million). Further information relating to the distribution of the sales revenue can be found in the Annual Report 2013, pages 143-144, see also point EC8 for information about donations.

EC2 FINANCIAL CONSEQUENCES, RISKS AND OPPORTUNITIES OF CLIMATE CHANGE

HUGO BOSS is directly affected by climate change, through the resulting regulations and customer requirements, such as with regard to energy saving, CO₂ reductions and environmentally-friendly products. Environmental and climate protection is given high priority at HUGO BOSS. Against this backdrop, the environmental footprint of HUGO BOSS is to be reduced over the entire value chain – from sourcing of raw materials through to the development and manufacturing of products and on to transportation and retail. HUGO BOSS pursues the aim of significantly reducing its specific CO₂ emissions (Scope 1 and 2 Greenhouse Gas Protocol) in relation to sales by 2020.

Risks that may arise as a result of stricter legislation include tighter constraints for the new construction of production or administration locations, as well as the compliance with emission limit values. An extension of reporting obligations could also result in higher reporting costs. In addition, due to the increase in extreme weather situations and natural disasters, insurance premiums are set to rise for the coverage of locations and warehouses against damage such as flooding and power outages, as well as possible incidents with suppliers or in the procurement of raw materials.

EC3 SCOPE OF SOCIAL BENEFITS

Provisions for pensions are recognized for obligations from future and current post-employment benefits to eligible current and former employees of the HUGO BOSS Group. The benefits agreed under the pension plans depend for the most part on the length of service of the eligible employee. In general, company pension plans are classified into two types of plans: defined contribution plans and defined benefit plans. In the HUGO BOSS Group most of the plans are defined benefit plans. In the past year, the main defined benefit plans were granted in Germany, Switzerland and Turkey.

Pension obligations in the fiscal year 2013 amounted to EUR 107 million. As at 31 December 2013, EUR 96 million of the present value of defined benefit obligations was funded through employer's pension liability insurance, while the remaining EUR 11 million was unfunded. For further information on pension obligations, see pages 201-206 of the Annual Report 2013.

Employer contributions to defined contribution plans totaled EUR 17 million in the fiscal year 2013 (2012: EUR 14 million) and are carried under personnel expenses in the income statement. The HUGO BOSS Group's main defined contribution plans are in Germany, the United States, the Benelux countries, Scandinavia and Hong Kong. Significant components of the amounts recognized in the income statement are contributions to statutory pension insurance and the employer's contribution to employer-funded direct insurance in Germany.

EC4 BENEFITS FROM PUBLIC AUTHORITIES

In the fiscal year 2013 HUGO BOSS did not receive any benefits from public authorities.

MARKET PRESENCE

EC5 RATIO OF STANDARD SALARIES TO LOCAL MINIMUM WAGE

The HUGO BOSS Group's remuneration system is designed to ensure the fair and transparent compensation of employees and promote a culture of performance and dedication. Remuneration is set by reference to clearly documented job descriptions and assessments. Employees in Germany with collectively bargained wage agreements are remunerated in accordance with the collective agreement of the Südwestdeutsche Bekleidungsindustrie (Southwest German Textile Industry). Personnel assigned to retail activities are remunerated in accordance with the collective agreement for the German retail industry. Employees in retail and sales receive a fixed salary and a variable component that is tied to quantitative targets. Employees who do not have collectively bargained wage agreements receive a basic salary plus a bonus, half of which is linked to Company targets and the achievement of qualitative and quantitative personal goals.

At international locations the companies comply with the corresponding national framework conditions with regard to their pay structure. As such, entry-level wages must be at least equivalent to the statutory minimum wage.

EC6 PROCUREMENT FROM LOCAL SUPPLIERS

The Tender Management department at HUGO BOSS AG is responsible for selecting potential suppliers and evaluates suppliers according to different factors. Besides price, quality and service, the location of the supplier is taken into account when calculating total costs of ownership (TCO). At the Izmir location in Turkey, last year 78% of the total purchasing volumes were sourced from local suppliers.

EC7 APPOINTMENT OF LOCAL PERSONNEL

The company headquarters of HUGO BOSS AG has always been in Metzingen and it employs people from the region. Cooperation agreements with local universities also contribute to acquiring students and university graduates from the Metzingen region as potential employees for HUGO BOSS AG. HUGO BOSS maintains close links with the University of Reutlingen for example, and has enjoyed close relations with the State School of Fashion Design in Stuttgart since 1986. The primary aim of HUGO BOSS AG is to appoint both local and international personnel at all its locations.

INDIRECT INFLUENCE

EC8 INVESTMENTS IN LOCAL WELFARE

HUGO BOSS and its employees at the Company headquarters maintain close ties with the community in Metzingen. The Company has joined forces with the works council in numerous regional charitable works and supported medical, societal and charitable organizations, in particular those that focus upon children. The Company has for many years worked closely with the children's cancer unit in Tübingen, which it supports with unwavering commitment by giving donations in cash and kind. The revenues from the annual HUGO BOSS company run also regularly benefit institutions for children in the Metzingen region.

In total the Group donated EUR 442,351 in 2013 (2012: EUR 377,000). When selecting potential donation beneficiaries, HUGO BOSS strictly adheres to the Code of Conduct. It forbids donations to political parties and

their representatives and to organizations such as trade unions, consumer rights groups and environmental protection groups, with which conflicts of interests might arise.

6 ENVIRONMENT

MANAGEMENT APPROACH

Environmental protection at HUGO BOSS plays a part in meeting its responsibilities towards people and the environment and contributes towards preventing business risks. To ensure compliance and responsibility with regard to operations and HUGO BOSS products, the Group is working continually on implementing legal requirements and internal standards worldwide.

The management of natural resources represents a major contribution towards environmental protection. The primary challenges facing the HUGO BOSS Group are climate protection and the contribution towards promoting environmentally-friendly technologies, minimizing the consumption of resources through intelligent concepts, and avoiding environmental impact as well as maintaining biodiversity. As a global company, HUGO BOSS also pays particular attention to its supply chain.

The Managing Board of HUGO BOSS is responsible for environmental protection while the employees at all business units must ensure its implementation. The principle of excellence is the driving force for continual improvement of our environmental performance in all business divisions and company processes. The Group wants to assume a leading position for environmental protection in the premium and luxury segment of the apparel industry. To achieve this ambitious goals were set in accordance with internationally-recognized standards. This applies to environmental protection at partners in the supply chain as well as the Company's locations, products and services.

As part of environmental management, the company focuses upon the corresponding management standards such as ISO 14001 or ISO 50001. The energy management system in accordance with ISO 50001 that was introduced at the Metzingen location in 2012 was successfully re-audited in 2013. HUGO BOSS has set itself the goal of continually improving building efficiency. Recognized sustainability certifications will be sought for all new constructions of business property.

HUGO BOSS communicates its activities and results internally and externally, and documents its responsibility for environmental protection. At HUGO BOSS, ongoing dialog with different interest groups such as continual information and the training of employees, is a duty and also a prerequisite for continually reducing environmental impact across the entire value chain.

GUIDELINES AND ORGANIZATION

During the reporting year, the HUGO BOSS Group developed an environmental policy that will be adopted in 2014. It allows for environmental protection measures throughout the entire value chain as well as the communication of Group environmental performance:

OWN LOCATIONS

At the Company's own locations, it pursues comprehensive and high-performance environmental management and applies efficient methods for protecting natural resources.

- As part of energy management, HUGO BOSS aims to continually improve its energy efficiency and use renewable energies.
- HUGO BOSS continually reduces the consumption of water and resources as well as waste volumes in relation to the number of employees and the size of the company, measured against Group sales.
- As part of the high quality standards at HUGO BOSS and in light of the available portfolio, wherever possible and economically feasible, the company chooses products and services with the least environmental impact.
- HUGO BOSS seeks recognized sustainability certifications for all new constructions of business property.

SUPPLY CHAIN

The HUGO BOSS Group works together with its partners to minimize the environmental impacts arising within the global supply chain:

- The Company expects that its partners comply with the local and national laws and that at their locations they develop the necessary awareness to reduce environmental impact.
- The Company recommends that its partners introduce a comprehensive and standardized environmental management system for the continual and demonstrable improvement in environmental performance.
- To comply with the laws and ensure continual improvement, HUGO BOSS regularly audits its partners via self assessments. The results of self assessments are verified as part of audits that are carried out by HUGO BOSS or external, recognized compliance agencies.
- If a partner is suspected of not fulfilling its environmental obligations, HUGO BOSS carries out additional ad-hoc audits.
- When recording and evaluating the environmental performance of its partners, specific information is included that is confirmed as part of the audits.

PRODUCTS AND SERVICES

During the product development stages HUGO BOSS is mindful of environmentally sustainable designs. Innovative processes and materials contribute towards guaranteeing the ultimate quality standards for the Company's premium products and continually minimizing environmental impact across the entire product lifecycle.

- The materials and processes used are regularly tested to see whether they meet the Group's rigorous standards and if necessary they are optimized.

- Redesigning of packaging material ensures the best possible reuse and recovery.
- Harmful or incompatible ingredients are excluded along with the "Restricted Substance List" that is continually kept up to date. For this purpose, the Company commissions tests via accredited test facilities.

REPORTING AND DIALOG

The textile supply chain is shaped by a high level of complexity. To ensure transparent and reliable reporting, HUGO BOSS will regularly make necessary adjustments to the new requirements.

- HUGO BOSS regularly informs the different interest groups and the general public of the environmental strategy, initiatives and performance of the Group.
- HUGO BOSS collects environmental data, checks it with regard to the set objectives, optimizes the associated processes and reports the results in order to visualize the progress or explain deviations.
- HUGO BOSS works actively with representatives from internal and external interest groups in order to integrate their know-how and opinions in the optimization of the company's environmental performance.

GOAL

By 2020, HUGO BOSS aims to have reduced its CO₂ emissions (Scope 1 and 2 Greenhouse Gas Protocol) in relation to sales by 30% compared with 2010.

REPORTING LIMITS FOR ENVIRONMENTAL DATA

The collection of environmental data for this chapter includes all administration and production locations, as well as the warehouse facilities owned by the HUGO BOSS Group. It does not include sales units, with the exception of information relating to business travel (EN16 and EN17).

MATERIALS

EN1 MATERIALS USED

HUGO BOSS only uses high-quality materials that are mainly manufactured from renewable raw goods such as cotton, wool, leather and other natural materials.

ENERGY

EN3 DIRECT ENERGY CONSUMPTION

The total energy consumption at the observed locations within the HUGO BOSS Group was 254,277,660 megajoules (MJ) in 2013. The direct consumption totaled 119,755,702 MJ in 2013. In 2012 this value was 116,551,389 MJ. The 2.7% increase is due to the opening of the new administration building in Metzingen and the commissioning of the distribution center in Filderstadt in December 2013 as well as the higher production levels in Cleveland. An increase was also reported at the company headquarters in Toronto. The majority of direct consumption during the reporting year came from natural gas at 93.2%. The fuel consumption of vehicles

is not included in the direct energy consumption figure as this is currently not available in MJ. For more information about the number of kilometers driven each year and the CO2 emissions, see point EN17.

DIRECT ENERGY CONSUMPTION

Direct energy consumption in megajoule by primary energy source

	2013	2012	2011	2010
Diesel	52,358	134,902	107,986	25,155
Heating oil	7,981,474	7,954,845	8,264,460	8,311,902
Liquid gas	77,030	92,336	82,461	72,276
Natural gas	111,644,840	108,369,306	110,201,906	113,027,800
Total	119,755,702	116,551,389	118,656,813	121,437,133

EN4 INDIRECT ENERGY CONSUMPTION

The indirect energy consumption at the observed locations within the HUGO BOSS Group totaled 134,521,958 MJ (2012: 135,502,711 MJ) in 2013. The 0.7% reduction in electricity consumption is mainly due to the energy saving measures described under point EN5. The portion of electricity from renewable energy that HUGO BOSS purchases directly and for which its source is certified, totaled 48.1% during the reporting year. This represents an increase of more than 3 percentage points compared with 2012. For the remaining portion, the composition is determined by the electricity mix of the energy supplier at the locations.

INDIRECT ENERGY CONSUMPTION

Indirect energy consumption in megajoule by source

	2013	2012	2011	2010
Purchased energy (from national grid)	69,778,680	74,897,211	77,548,062	134,251,482
Purchased certified green energy	64,743,278	60,605,500	61,472,462	7,099,081
Total	134,521,958	135,502,711	139,020,524	141,350,563

EN5 ENERGY-SAVING MEASURES (GRI ADDITIONAL INDICATOR)

At HUGO BOSS, energy-saving measures begin right at the planning phase of new buildings. The company aims to obtain recognized sustainability certificates for all new-build operating facilities. The German Sustainable Building Council (DGNB) awarded the new administration building in Metzingen its "Gold" certificate. In doing so, the Group is focusing upon a lighting concept that combines daylight and artificial light. HUGO BOSS also aims to attain this certification for the new distribution center in Filderstadt. In this respect, the Group has also introduced a combined heat and power unit that contributes towards energy efficiency through the use of recovered heat to heat the offices. At the production facilities in Izmir in 2013, the Company was able to save a total of 4,119,707 MJ through various efficiency measures. LEDs and daylight panels are used to illuminate the production area, which means less artificial light and more fresh air.

WATER

EN8 WATER CONSUMPTION AND SOURCES

In 2013 the entire water consumption at the observed locations within the HUGO BOSS Group totaled 125,675 cubic meters (m³). This represents a 3% decrease compared with the previous year. Primarily this was achieved through measures taken to save drinking water at the Izmir location where water-saving technologies have been introduced in the sanitary facilities, for example. The water is mainly used for irrigation and for sanitary purposes.

WATER CONSUMPTION

Water consumption in m ³	2013	2012	2011	2010
Total	125,675	129,532	135,901	146,980

EMISSIONS, WASTE WATER AND WASTE

EN16 DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS AND EN17 OTHER GREENHOUSE GAS EMISSIONS

HUGO BOSS reports its greenhouse gas emissions in line with the Greenhouse Gas Protocol (GHG Protocol).

The Scope 1 emissions include the emissions from energy consumption at the observed locations as well as the use of company vehicles – including the sales units. These increased by 2.3% in 2013 due to higher energy generation in the natural gas-powered combined heat and power units of HUGO BOSS AG and also as a result of an increase in travel activity compared with the previous year.

The Scope 2 emissions include the electricity consumption at the observed locations and fell by 2.5% in 2013 compared with the previous year. The reason for this is the reduction in electricity consumption as indicated under point EN4 in combination with a higher portion of energy coming from renewable sources.

HUGO BOSS only reports the emissions from air travel as Scope 3 emissions — including the sales units. They fell by marginally by 0.3% in 2013 compared with the previous year. This was due to a decline in intercontinental flights. Currently the Group is unable to demonstrate greenhouse gas emissions for other means of transport used due to poor data quality.

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS AND OTHER GREENHOUSE GAS EMISSIONS (GHG)

GHG-emissions by scope in tCO₂e	2013	2012	2011	2010
Emissions from energy consumption at locations	7,478	7,284	7,406	7,575
Emissions from company vehicles	2,768	2,727	3,760	3,624
Total scope 1	10,246	10,011	11,166	11,199
Emissions from electricity consumption by locations	11,311	11,595	12,261	19,412
Scope 2	11,311	11,595	12,261	19,412
Emissions from air travel	4,437	4,449	4,073	4,045
Scope 3	4,437	4,449	4,073	4,045

The air kilometers traveled by personnel (pkm) for business trips totaled 38,898,085 in 2013. The value remained almost unchanged compared to the prior year (2012: 38,897,883 pkm). During the reporting year, 13,709,203 km were traveled in company vehicles. This represents a 13.8% increase compared with the previous year (12,049,376 km) and is largely due to an increase in business activity.

EN18 INITIATIVES TO REDUCE GREENHOUSE GASES

The use of electricity from renewable sources is a major contribution towards reducing greenhouse gases, see point EN4. The energy-saving measures mentioned under point EN5 also lead to a reduction in energy consumption as well as a decline in greenhouse gas emissions. For example, at the Izmir locations around 534 tonnes of CO₂ were saved.

EN21 WASTEWATER DISCHARGES

During the reporting year 95,570 m³ of wastewater were discharged. This quantity is more or less the same as in the previous year.

WASTEWATER DISCHARGE

Wastewater discharge in m³ by location	2013	2012	2011	2010
Total	95,570	95,482	108,436	119,667

EN22 WASTE VOLUMES

The volume of generated waste in 2013 totaled 3,705 tonnes (t) at the observed locations within the HUGO BOSS Group, representing a 4.2% reduction compared with the previous year. During the reporting year the portion of non-hazardous waste was 99.5%. The Group has only reported volumes for 2012 and 2013 as the data quality for previous years was poor.

WASTE VOLUMES

Waste volumes in metric tonnes by type	2013	2012
Nonhazardous waste	3,687	3,855
Hazardous waste	18	14
Total	3,705	3,869

EN23 RELEASES OF HAZARDOUS SUBSTANCES

As part of data collection at the observed locations within the HUGO BOSS Group, no significant releases of hazardous substances were reported.

PRODUCTS AND SERVICES

EN26 INITIATIVES TO REDUCE THE ENVIRONMENTAL IMPACT OF PRODUCTS AND SERVICES

HUGO BOSS has started the first pilot project whereby the environmental impacts of products are systematically recorded and minimized respectively. In the fiscal year 2013 as part of the "ecologtex" project that evaluates the environmental impacts of textile products, HUGO BOSS has created a transparent and scientific basis for new sustainability-oriented product design. This project is supported by the Swiss Commission for Technology and Innovation. Life cycle assessments were carried out for two product groups with the support of ETH Zurich. As part of the assessments, 35 environmental data sets were collected for different stages of added value — from the cultivation of raw materials to the use of products. On this basis the added value processes in the future will be designed to be more environmentally friendly.

In 2013 the "ecoshoe" project was started as a further development together with the HUGO BOSS Shoe Competence Center and Ancona Polytechnic (Italy). The project aims at defining manufacturing methods for creating a sustainable leather shoe. The project follows the "cradle to cradle approach" and takes into account all the environmental factors throughout the supply chain, from animal breeding through tannery and the actual manufacturing of the shoe through to the potential reuse of the used materials.

For 2014 HUGO BOSS is planning to create a database as well as a toolbox for sustainable products. The database project is analogous to the "Product Environmental Footprint" initiative of the European Union, whereby the Company is involved in the reference group for the t-shirt pilot. Through the planned measures, HUGO BOSS aims to continually reduce the environmental impact of its products as much as possible.

With this aim in mind, in 2014 HUGO BOSS plans to produce all its paper carrier bags carrying the core BOSS brand from environmentally friendly recycled paper.

TRANSPORT

EN29 TRANSPORT-RELATED ENVIRONMENTAL IMPACTS

HUGO BOSS is reviewing its CO₂ emissions in logistics and transport processes with the aim of reducing them. In 2012 HUGO BOSS already adjusted its global transport routes in response to this analysis. Use of the Italian port of Trieste as an alternative to the port of Hamburg has, for example, cut the distance to the Group's German warehouses. HUGO BOSS is also increasingly replacing road traffic with freight traffic for deliveries to the warehouse. Since 2013 HUGO BOSS has been coordinating approximately 80% of the incoming finished product volumes, with the support of an IT system, and as a result has obtained complete visibility of this part of the supply chain. This can enable an efficient consolidation of shipments in the originating country and greater utilization of the chosen means of transport. HUGO BOSS is currently discussing the introduction of medium- and long-term goals in order to encourage transport via rail and ship instead of road and rail.

7 EMPLOYEES

MANAGEMENT APPROACH

The central aim of personnel work in the HUGO BOSS Group is fostering the team spirit and motivation of employees in an international environment, while creating a culture of openness and creativity that allows each and every individual to realize their full potential.

The Group's human resource strategy supports business growth. The aim of personnel work at HUGO BOSS is to attract the right people to the Company, retain them long-term and systematically support their development. Offering inspiring and challenging tasks helps ensure that each individual contributes as best they can, thereby fostering the long-term success of the Company.

Again in the past year, the focus of HR management was on aligning human resources with the strategic orientation of the Group towards its own retail business. The 5% increase in employee numbers from 2012 to 2013 was largely due to the increased need in the retail business. In light of advancing internationalization of business activities, particular attention was also given to further driving the design of Group-wide standardized and transparent processes in the selection and development of personnel, an initiative that began in recent years.

Through the systematic training and development of personnel based on a transparent competence model, the Group aims to continually improve knowledge and the capabilities of its employees. This not only increases the performance of the organization as a whole but also the motivation and self-confidence of the individual employees.

A further focus of human resource activities is to bolster the position of HUGO BOSS as an attractive employer in the marketplace through a comprehensive employer branding campaign. In order to identify and attract talent early, the Company cooperates closely with universities in Germany and abroad. HUGO BOSS stays in touch with high-school and university students via numerous company presentations, workshops and competitions for young talents. And every year since 1986, the Company has been awarding the "HUGO BOSS Fashion Award" to young talented fashion students in cooperation with the State School of Fashion Design in Stuttgart.

Diversity is brought to life at HUGO BOSS as a Company with international operations and an international culture. For the Group, this means recognizing the diversity of society and safeguarding equal opportunities for all employees in the Company – irrespective of nationality, gender, religious and political opinion, sexual orientation, age or any disability. Diversity therefore enriches the corporate culture and is a clear success factor in international competition. The Company has further underlined the importance attached to diversity by its becoming a signatory to the "Charter of Diversity" in 2008.

A wide range of training and further education possibilities help employees to keep healthy. With a wide range of sport and health offers and a program to improve the compatibility of career and family, HUGO BOSS supports its employees in achieving a healthy work-life balance.

GUIDELINES AND ORGANIZATION

The HUGO BOSS Code of Conduct forms the basis for cooperation within the Company. It is binding for all employees and puts into words the general demands placed on conduct in business activities. The Code of Conduct contains regulations on avoiding conflicts of interest, governs the topics of data protection, health and industrial safety and forbids corruption and bribery. Within the framework of these regulations, executives are responsible for creating, together with employees, a culture characterized by the corporate values within the Group.

The international COMMIT project involving employees from different departments and hierarchy levels ran from 2012 to 2013, from which a mission statement was derived for the HUGO BOSS Group along with specific initiatives. The mission statement "HUGO BOSS inspires people towards success" is founded on the corporate values of quality, passion, respect, cooperation and innovation – values that shape employees' daily work with each other and that reflect the corporate culture. Human resources (HR) management at HUGO BOSS is geared towards breathing life into the values underpinning the mission statement, so that every single employee can make a contribution to the achievement of the Company's goals in the long term with their skills, commitment and their individual personality. In order to anchor these values in daily interaction, they were further refined in the course of a number of activities and workshops held last year and incorporated into the personal objectives of each employee.

REPORTING LIMITS FOR EMPLOYEE DATA

Only the employee data for the European administration and production sites, the warehouses owned by the HUGO BOSS Group, and unless specified otherwise, the German sales units of HUGO BOSS AG, are included and recorded. The sales units outside of Germany and the non-European administration sites, production sites and company-owned warehouses are not included.

EMPLOYMENT

LA1 INFORMATION ABOUT THE ENTIRE WORKFORCE

On 31 December 2013, a total of 6,789 employees (December 31, 2012: 6,709 employees) were either in permanent employment, had a fixed-term employment contract or were pursuing vocational training at the locations under review. This represented a 1.2% increase in the number of employees.

The employees are distributed as follows among the companies included in the report:

INFORMATION ABOUT TOTAL WORKFORCE

	31. Dec. 2013	31. Dec. 2012
HUGO BOSS AG (Germany)	2,686	2,584
HUGO BOSS S&A Italia S.p.A. (Italy)	130	129
HUGO BOSS Ticino SA (Switzerland)	373	373
HUGO BOSS Tekstil Sanayi Limited Sirketi (Turkey)	3,426	3,448
MSC Poland Sp.z.o.o. (Poland)	174	175
Total	6,789	6,709

The proportion of permanent staff with a full-time employment contract was 92.2% on December 31, 2013.

INFORMATION ABOUT TOTAL WORKFORCE

Employees by employment relationship	31. Dec. 2013	31. Dec. 2012
Full time	6,262	6,252
Part time	527	457
Total	6,789	6,709

In addition to the permanent staff, the Company also employs interns, degree candidates, student trainees and temporary workers. In 2013 an average of 515 employees (2012: 501 employees) were in fixed-term employment.

LA2 EMPLOYEE FLUCTUATION

At the observed locations a total of 767 employees left the Company in 2013, of which 299 cases were initiated by the employer. In the majority of cases (468) the employees chose to leave the Company. The fluctuation rate includes all cases and this year was at 11.2%. This represented a 2.1% increase compared with the previous year (2012: 9.1%). This development is primarily due to the increase in the fluctuation rate at HUGO BOSS Tekstil Sanayi Limited Sirketi.

EMPLOYEE TURNOVER

Turnover	2013	2012
Exits - initiated by the employee	468	369
Exits - initiated by the employer	299	246
Turnover rate ¹	11.2%	9.1%

¹ Based on the average number of commercial and industrial employees in active and inactive work contracts.

LA3 OPERATIONAL BENEFITS FOR FULL-TIME EMPLOYEES (GRI ADDITIONAL INDICATOR)

In general HUGO BOSS offers its employees company benefits such as life insurance, occupational disability insurance and parental leave, irrespective of the contract type. Only full-time employees at HUGO BOSS Tekstil Sanayi Limited Sirketi are offered a clothing allowance and auxiliary support. Only once a person has completed six months of employment at HUGO BOSS AG is he/she entitled to join the company pension scheme. Benefits comprise a retirement benefit in the form of an old-age pension, an early-retirement benefit or disability benefit or a surviving dependents' benefit in the form of dependent-child benefits. The retirement benefits, early-retirement benefits and dependent-child benefits are granted indirectly through a welfare fund, while HUGO BOSS grants the disability benefit directly.

EMPLOYEE-EMPLOYER RELATIONSHIP

LA4 PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

On December 31, 2013 40.3% of the employees including interns were covered by collective bargaining agreements. This percentage is more or less in line with the 40.1% of employees covered in 2012. While the level of coverage at HUGO BOSS S&A Italia S.p.A. and HUGO BOSS Ticino SA is 100% there are no collective bargaining agreements in place for HUGO BOSS Tekstil Sanayi Limited Sirketi and MSC Poland Sp.z.o.o. A total of 83.2% of HUGO BOSS AG employees are covered by collective bargaining agreements.

LA5 MINIMUM NOTICE PERIOD(S) REGARDING OPERATIONAL CHANGES

In accordance with German Co-determination Act, members of the Supervisory Board of HUGO BOSS AG have equal parity, meaning that there are six employer representatives and six employee representatives. Minimum notice periods with regard to operational changes are governed by law and are observed accordingly by HUGO BOSS.

HEALTH AND SAFETY

LA6 PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN HEALTH AND SAFETY COMMITTEES

The Occupational Safety Act applies at the German locations, which stipulate the formation of a health and safety committee. The members appointed to the health and safety committee at HUGO BOSS AG include an employer representative, an occupational safety specialist, two members of the works council, the safety representative and the company doctor. The occupational health and safety conditions defined in accordance with the legal regulations apply for all employees. There are also health and safety committees at plant level at HUGO BOSS Tekstil Sanayi Limited Sirketi.

AF31 INITIATIVES TO PREVENT AND REDUCE MUSCULOSKELETAL DYSFUNCTION

At nearly all the observed locations HUGO BOSS takes steps to prevent musculoskeletal dysfunction. These measures vary from location to location and include a range of sports, advice from company doctors, massages, ergonomic initiatives as well as information and training about this topic. The ergonomic design of the workstation also plays an important role in this respect. At HUGO BOSS Ticino SA there is an internal ErgoTeam comprised of employees who have been trained by an ergotherapist. The company offers treatments such as physiotherapy to affected employees.

LA8 COMPANY HEALTH MANAGEMENT SERVICES

As a responsible employer, HUGO BOSS cares about the health of its employees. All the workplaces at HUGO BOSS AG are assessed for specific risks on an annual basis. Employees at workplaces posing a high risk to health are given special information and training. Employees with psychological disorders receive free supervised life coaching from psychologists. Employees at the company headquarters in Metzingen also have access to a company doctor five days a week. Furthermore the employees can receive free advice from a nutrition expert. To promote the health of its employees, HUGO BOSS AG in Metzingen also offers a range of sporting activities such as soccer and beach volleyball, as well as the use of the Company's own gym. For further information see page 52 of the Annual Report 2013.

HUGO BOSS Tekstil Sanayi Limited Sirketi informs employees about risks in the workplace through articles in the employee magazine as well as via the Company's radio station. Employees at this location can also attend training for stress and diabetes and benefit from health checks.

TRAINING AND FURTHER EDUCATION

LA10 FURTHER EDUCATION STATISTICS

The average number of hours spent in further education per employee during the reporting year totaled 11.9

hours at the observed locations, which is an increase of around 3.5 hours compared with the previous year. Training is delivered by in-house employees as well as external trainers. For further information see point LA11.

LA11 LIFE-LONG LEARNING AND KNOWLEDGE MANAGEMENT

HUGO BOSS aims to continually increase the knowledge and capabilities of its employees. The Group therefore offers its employees at most of its locations internal training options as well as financial support for external training. Employees can choose from a range of training in different categories. The training courses encourage personal skills (such as conflict management, communication and presentation skills), methodological skills (such as project management, inter-cultural training, IT, business management and languages) as well as the development of leadership skills. The specific topics at HUGO BOSS AG and S&A Italia S.p.A. are focused upon the needs within the Company, based on the demands of the employees as well as the development potential determined through the performance evaluations.

Employees who are planning to take retirement have access to an extensive support program at HUGO BOSS AG, to help prepare them for the transition to retirement. This includes pre-retirement planning.

LA12 PERCENTAGE OF EMPLOYEES WITH PERFORMANCE EVALUATION AND DEVELOPMENT PLANNING (GRI ADDITIONAL INDICATOR)

All supervisors hold annual feedback meetings with their employees. The tasks and personal objectives for the coming year are defined during the meeting and the training required to achieve these individual objectives is agreed. In 2013 a total of 6,133 employees, representing 90.3% of permanent staff at the observed locations received a performance evaluation. In the previous year this figure was 6,012 employees (89.6%).

DIVERSITY AND EQUAL OPPORTUNITIES

LA13 COMPOSITION OF THE GOVERNING BODIES AND APPOINTMENT WITH REGARD TO DIVERSITY AND EQUAL OPPORTUNITIES

Internationality, openness and diversity shape the corporate culture at HUGO BOSS. Around a third of HUGO BOSS AG employees in Germany have an international background.

During the reporting year one member of the Supervisory Board was female. All the positions on the Managing Board are held by men. The Supervisory Board aims to appoint at least two female members after the 2015 rotating elections.

The number of women at the observed locations equates to 63.2% of employees in permanent employment, with a fixed-term employment contract or pursuing vocational training. This figure has barely changed compared with the previous year.

The following age structure relates to management at the observed companies:

COMPOSITION OF MANAGING BOARDS AND WORKFORCE REGARDING EQUALITY OF DIVERSITY AND EQUAL OPPORTUNITIES

Age distribution of employees in %	31. Dec. 2013			31. Dec. 2012		
	>30	30-50	<50	>30	30-50	<50
level 1	0.0	66.7	33.3	0.0	66.7	33.3
level 2	0.0	68.0	32.0	0.0	61.5	38.5
level 3	0.8	87.1	12.1	0.0	86.8	13.2
level 4	3.6	86.2	10.2	2.6	88.3	9.1
level 5	25.3	67.9	6.8	28.0	66.3	5.7

The numbers with regard to gender distribution at management level within the observed companies are as follows:

COMPOSITION OF MANAGING BOARDS AND WORKFORCE REGARDING EQUALITY OF DIVERSITY AND EQUAL OPPORTUNITIES

Gender distribution of employees in %	2013		2012	
	Women	Men	Women	Men
level 1	0.0	100.0	0.0	100.0
level 2	20.0	80.0	15.4	84.6
level 3	37.9	62.1	42.1	57.9
level 4	52.7	47.3	52.2	47.8
level 5	50.3	49.2	51.8	48.2

LA14 RATIO OF BASIC SALARY OF MEN TO WOMEN

The HUGO BOSS Group's remuneration system is designed to ensure the fair and transparent compensation of employees and promote a culture of performance and dedication. Remuneration is set by reference to clearly documented job descriptions and assessments. Remuneration is therefore gender-neutral. Employees in Germany with collectively bargained wage agreements are remunerated based on the collective agreement of the Südwestdeutsche Bekleidungsindustrie (Southwest German Textile Industry). The remuneration of staff in the retail business is based upon the German retail sector collective wage agreement, see point AF32 for further information.

AF32 MEASURES TO PROMOTE WOMEN AND PREVENT GENDER DISCRIMINATION

The HUGO BOSS Code of Conduct includes clear statements expressing that discrimination is not accepted and that there are equal opportunities for all. The exact wording is as follows:

"We work together with men and women from different nations and cultures. Precisely this diversity is our hallmark and ensures continuing creativity and new ideas. We believe that this diversity enriches HUGO BOSS and forms the basis for its lasting success. What this means is that all of our employees are treated equally and are assigned work in accordance with their skills. Their advancement and payment depend entirely on their skills and performance.

Naturally, we respect human rights and are committed to ensuring that we comply with them. These rights include above all the protection of the personal dignity and privacy of each individual.

Consequently, we do not accept discrimination against an employee, a business partner or any third party on the basis of gender, race, skin color, ethnic origin, religious belief, age, disability, membership in a trade union or political party, sexual orientation or marital status."

The works council at HUGO BOSS AG has a women's committee that, in collaboration with the human resources department, has established a group to support, inform and advise female employees. This group plays the role of mediator in certain cases, for example.

8 HUMAN RIGHTS AND THE SUPPLY CHAIN

MANAGEMENT APPROACH

Social compliance and environmental protection are the focal points of commitment to sustainability in the global supply chain of HUGO BOSS. Ensuring compliance with human rights and environmental standards especially in emerging markets is of central importance to the Company.

HUGO BOSS and its suppliers are committed to ensuring human rights and complying with internationally recognized labor and social welfare standards in accordance with the conventions of the International Labour Organization (ILO) and the Universal Declaration of Human Rights of the United Nations. The HUGO BOSS social standards that are based upon these form a fixed element of the contractual regulations with all suppliers. New finished good suppliers are audited with regard to compliance with social standards before they enter into a long-term business relationship.

The HUGO BOSS social standards oblige the suppliers to meet the local and national environmental laws. Suppliers are also obliged to raise the necessary awareness of the environmental impacts of their business activity at their sites and to continually reduce these impacts. HUGO BOSS advises its partners wherever possible in order to ensure a continual transfer of knowledge.

Contract manufacturers and suppliers of merchandise that generate a relevant level of sales with HUGO BOSS are reviewed worldwide in regular audits: All new suppliers of finished products around the world as well as existing suppliers with a minimum purchase volume of EUR 30,000 every six months are taken into account. All new suppliers of raw materials within the Asia region as well as existing suppliers with a minimum purchase volume of EUR 10,000 every six months are audited.

These audits are performed both by the Company's own auditors and by external, experienced service partners. These audits ensure compliance with social standards and serve to assist the efforts of HUGO BOSS' suppliers to make improvements in the field of social management.

The audit findings are included in a bi-annual supplier evaluation. If infringements of the social standards or legal regulations are identified, a binding package of measures is agreed with the supplier and a repeat check of implementation is scheduled. In exceptional cases, such as repeated warnings without improvements being initiated or serious breaches of the social standards, HUGO BOSS retains the right to terminate cooperation. In principle, however, the Company places an emphasis on mutually defined, ongoing improvement measures as part of supplier development within the scope of long-term partnerships.

GUIDELINES AND ORGANIZATION

The HUGO BOSS social standards describe the Company's key social compliance requirements that apply to itself and to its suppliers. This includes: compliance with local law, prohibition of child labor, prohibition of forced labor, maximum working hours, humane working conditions, prohibition of discrimination, payment of fair wages, healthy and safe working conditions, freedom of association and collective wage bargaining and conscientious use of the environment. If there are deficiencies in local legislation where, for example, working hours and reasonable wages are not specified, HUGO BOSS' social standards become the minimum standard.

In order to be able to exert an even greater influence upon the compliance with required labor and social conditions within the supply chain, the Group is aiming to incorporate the HUGO BOSS social standards into the transparent and generally binding standard of a social compliance initiative, and use it to work towards compliance throughout the global supply chain. HUGO BOSS is planning to join such an initiative during 2014.

INVESTMENT AND PURCHASING PRACTICES

HR2 PORTION OF SUPPLIERS AND CONTRACTORS AUDITED WITH REGARD TO HUMAN RIGHTS ASPECTS

In 2013 HUGO BOSS maintained contractual relationships with 828 key suppliers for raw material and finished goods. Human rights aspects and human rights screening form part of the contracts. During the reporting year the Company rejected a number of potential suppliers due to non-adherence to social compliance guidelines as contractual partners.

EQUAL TREATMENT

HR4 INCIDENTS OF DISCRIMINATION AND ACTIONS TAKEN

During the reporting year, no incidents of discrimination were reported at the company's own production and administration locations, nor among its suppliers.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

HR5 BUSINESS ACTIVITIES WITH CONSIDERABLE RISK TO THE FREEDOM OF ASSOCIATION FOR EMPLOYEES

The audits performed in 2013 revealed that there were no activities or actions that threatened the free exercise of freedom of association or the conducting of collective bargaining, neither at the Company's own locations nor among its suppliers.

HR6 BUSINESS ACTIVITIES WITH CONSIDERABLE RISK OF CHILD LABOR

Through the audits performed in 2013 the HUGO BOSS Group established that a Chinese supplier employed a youngster for vacation work, which he was not authorized to do in accordance with Chinese law. The youngster was immediately released from his duties. The supplier immediately received a written warning and was instructed to take steps to permanently prevent child labor. This supplier introduced a management process to ensure that employees are only employed once their identity papers have been carefully checked and in compliance with the legal age limit. No incidents were reported at the Company's own production and administration locations.

HR7 BUSINESS ACTIVITIES WITH CONSIDERABLE RISK OF FORCED LABOR

In 2013 audits identified a risk of forced and compulsory labor in the business operations of a supplier in China and a supplier in Italy.

Due to restructuring measures, the Italian supplier stopped employing the employees and did not pay the wages that were due. After receiving a warning from HUGO BOSS the supplier re-employed the employees, the restructuring was stopped and the wages were paid retrospectively.

The audit established that the Chinese supplier delayed the payment of wages by four months. It received a written warning from HUGO BOSS. As a result it paid all employees immediately. To avoid future risks, the supplier introduced a guideline within the business that ensures wages are paid by fixed deadlines. No incidents were reported at the Company's own production and administration locations.

AF7 COVERAGE OF LOCATIONS AND SUPPLIERS BY THE CODE OF CONDUCT

In 2013 the HUGO BOSS social standards were in force at 828 production locations owned by the Company and its contractual partners in a total 43 countries.

AF8 NUMBER AND PORTION OF THE AUDITS PERFORMED

In 2013 the HUGO BOSS social standards were in force at 828 suppliers of raw materials and finished goods as a fixed integral part of the contracts.

Only suppliers that actively worked together with the Company and generated relevant sales with HUGO BOSS were audited. Audits focused on finished goods suppliers who were audited almost entirely. In the group of raw material suppliers, audits focused on firms located in Asia. These firms form the significantly smaller group relative to the total number of raw material suppliers as the Group sources raw materials predominantly from Europe. Among all suppliers of raw materials and finished goods who had signed and applied the HUGO BOSS social standards in 2013 289 audits were carried out among 237 suppliers based on these principles. As a result, the coverage rate amounted to 29%. The Company projects to increase this rate as a consequence of the introduction of a self-assessment for raw material suppliers in 2014.

Oberserving the group of finished goods suppliers exclusively, which is far more significant commercially, the coverage rate was considerably higher in 2013. HUGO BOSS worked with a total of 265 finished goods production facilities in 2013, of which 243 were audited during the reporting year. This equates to a coverage rate of 92% for this group. Each separate visit to the finished goods production facilities is counted separately as part of the overall number of completed audits.

AF9 –AF14 NUMBER OF VIOLATIONS OF THE CODE OF CONDUCT

The number of violations of the HUGO BOSS social standards in 2013 are summarized in the following table, classified by country and category of violation.

**NUMBER OF BREACHES OF
THE CODE OF CONDUCT**

	Social Compliance Management	Child Labor & Young Laborers	Forced Labor	Worker Treat- ment	Hours of Work	Compen- sation & Benefits	Health & Safety	Total
Bulgaria							1	1
China	17	1	1	3	11	6	2	41
India							1	1
Italy	1		1		1	1		4
Malta	1				1	1		3
Romania					1	1		2
Serbia					1	1		2
Tunisia							1	1
Turkey							2	2
Ukraine	1							1
Vietnam	1				1	1	1	4

AF15 EVALUATION OF THE AUDIT RESULTS

The audit analysis indicates that the main risks with regard to good working conditions are in the areas of social compliance management and health and safety, as well as in the controlling of suppliers. As the majority of violations were due to a lack of management systems or inadequate management systems, HUGO BOSS has assigned high priority to improving social compliance management.

AF16 MEASURES TAKEN AS A RESULT OF VIOLATIONS

At HUGO BOSS there is a defined process for partners for dealing with compliance violations. Once an audit has been completed, the partners receive a comprehensive audit report that describes all compliance violations in detail and indicates specific measures for improvement. The implementation of these measures is checked as part of follow-up audits. The frequency of the follow-up audits depends on the audit results in each case — in critical cases they are carried out after just three to six months. Until then HUGO BOSS offers its partners support in implementing the measures. Regular exchange, defined contact persons and site visits by specially trained employees are intended to help external partners implement the HUGO BOSS social standards without limitation.

9 SOCIETY

MANAGEMENT APPROACH

The trust that the business partners place in the integrity and reliability of the Company form the basis for the success of HUGO BOSS. The credible commitment of the Company to adhere to binding legal standards and internal regulations is a key contributor to success. HUGO BOSS attaches great importance to becoming a recognized partner within its business environment, and assumes social responsibility at its locations.

In line with its vision of inspiring people to success, the Group has aligned its corporate social responsibility to helping disadvantaged children lead a better life particularly by granting them access to education. To this end, the Group works together with selected child welfare organizations. As part of a long-standing partnership with UNICEF, HUGO BOSS has been supporting the "Schools for Africa" initiative for many years. Furthermore the Company also provides aid when assistance is needed at short notice such as in 2013 as part of an emergency aid campaign to help the victims of the typhoon in the Philippines. Within Germany, HUGO BOSS champions children and young people. Since 2011 the Company has supported the Off Road Kids foundation as a permanent sponsor. This is an organization providing relief to street children throughout Germany.

GUIDELINES AND ORGANIZATION

HUGO BOSS AG and the companies of the Group operate in different countries and regions, and, accordingly, different legal environments. Corporate compliance within the Group includes all measures designed to ensure compliance at HUGO BOSS with laws and regulations issued by public authorities, internal corporate guidelines and codes of conduct. The commitment of the Group companies to observing this compliance is a key task of management.

The legal regulations include antitrust and anti-corruption regulations as well as the regulations of capital market law. HUGO BOSS AG expects all employees to behave in accordance with the law at all times during their day-to-day working life. To establish a basis for this, HUGO BOSS has summarized principles of conduct applicable throughout the Group in a Code of Conduct and more in-depth corporate guidelines. They include in particular rules on conduct in competition, on avoiding conflicts of interest, on the appropriate handling of company information, on ensuring fair and respectful working conditions and on anti-corruption. HUGO BOSS does not tolerate conscious misconduct and persistent infringements of the Code of Conduct.

The compliance department supports the Managing Board with compliance management monitoring. The department reports directly to the Chief Financial Officer who is also the Chief Compliance Officer. The central compliance department and the respective managers in the Group companies ensure that the HUGO BOSS compliance program is implemented across the Group and continually developed.

Employees can address any questions relating to correct conduct to their supervisors as well as the compliance officer. As a supplementary reporting channel, HUGO BOSS also established a global ombudsman system. Employees, but also third parties (suppliers, customers), can confidentially notify an ombudsman if there are indications of fraud, infringements of antitrust law or breaches of compliance guidelines. If desired, it is also possible to remain anonymous.

The framework for corporate social responsibility is likewise set by the HUGO BOSS Code of Conduct. It prohibits donations to political parties and their representatives and to organizations such as trade unions, consumer rights groups and environmental protection groups, with which conflicts of interests might arise. It also prohibits donations to individuals and payments to personal bank accounts. Further provisions prevent the Company's image from being damaged through donations. All donations, in particular the purpose and the recipient, must be transparent and traceable and require the approval of the Chief Executive Officer.

COMMUNITY

SO1 CONSEQUENCES OF BUSINESS ACTIVITIES FOR THE COMMUNITY

With more than 2,000 employees, HUGO BOSS AG is one of largest employers in Metzingen (Germany) and the surrounding region. Besides the Company headquarters, there is also a production facility and large hanging goods warehouse at this location. Thanks to its growth, the Group has contributed towards a significant economic upswing in the region over the last few decades by providing jobs and infrastructure. The expansion of the HUGO BOSS factory outlet in Kanalstrasse laid the foundation for today's OUTLET CITY METZINGEN where HUGO BOSS continues to operate a representative outlet store and which attracts millions of visitors to the region each year.

The HUGO BOSS production location in Turkey is also aiming for positive employment and economic effects. The subsidiary HUGO BOSS Tekstil Sanayi Limited Sirketi has established a program for further educating men and women who do not have any vocational training. Together with non-governmental organizations, the Company offers a practical training program that prepares individuals for job entry within the textile industry. In 2013 110 interested individuals took part in the program, 68 of which were then employed by HUGO BOSS Tekstil Sanayi Limited Sirketi.

When constructing the new distribution center in Filderstadt, HUGO BOSS informed the affected communities and citizens through events at an early stage and included them in the planning phase. The Company conducted a traffic study to determine the burden caused by the distribution processes upon the surrounding communities. The potential environmental impacts of construction were also evaluated, particularly with regard to ground sealing, biodiversity and the protection of species. HUGO BOSS will also demonstrate social commitment at the new location in the future.

FIGHTING CORRUPTION

SO3 PERCENTAGE OF EMPLOYEES TRAINED ON THE RISKS OF CORRUPTION

All employees of HUGO BOSS are required to comply with the general Code of Conduct applicable throughout the Group and the supplementary compliance rules applicable in specific areas. They are continually familiarized with the Code of Conduct and compliance rules and are sensitized regarding their compliance.

In addition to classroom training, HUGO BOSS has also set up an e-learning program that all employees and managers must complete every 18 months. The last training course was held in 2012 for 1,886 employees. Therefore, in 2013, just 135 newly appointed employees were trained. The next rotational training for all employees will take place in 2014.

SO4 ACTIONS TAKEN AS A RESULT OF CASES OF CORRUPTION

No cases of corruption were reported during the reporting year.

POLITICS

SO6 DONATIONS TO PARTIES, POLITICIANS AND ASSOCIATED ORGANIZATIONS (GRI INDICATOR)

The HUGO BOSS Code of Conduct prohibits donations to political parties and their representatives and to organizations such as trade unions, consumer rights groups and environmental protection groups, with which conflicts of interests might arise.

COMPLIANCE

SO7 COMPLAINTS AGAINST THE COMPANY DUE TO ANTI-COMPETITIVE BEHAVIOR (GRI ADDITIONAL INDICATOR)

There were no pending or closed complaints during the reporting period.

10 PRODUCT RESPONSIBILITY

MANAGEMENT APPROACH

As a leading international company in the premium and luxury segment of the apparel industry, it is a matter of course for HUGO BOSS to live up to its responsibility to consumers. The Company focuses upon its products throughout the entire lifecycle.

Product responsibility for HUGO BOSS begins with the purchase of high-quality materials that meet the Company's own high quality requirements. Product responsibility also includes the production conditions that comply with the HUGO BOSS standards and the avoidance of health risks both to customers and to the employees in the production facilities.

In pilot projects, HUGO BOSS has started to systematically record the environmental impact of its products such as greenhouse gas emissions or water consumption, in order to reduce these impacts in the long term. In the fiscal year 2013 as part of the "ecologtex" project HUGO BOSS created a scientific basis for new sustainability-oriented product design. Life cycle assessments were carried out for two product groups with the support of ETH Zurich. The findings enable the Company to make the product manufacturing processes even more environmentally friendly.

The HUGO BOSS Shoe Competence Center and Ancona Polytechnic (Italy) also started the "ecoshoe" pilot project in 2013. It defines the manufacturing methods for creating a sustainable leather shoe in accordance with the "cradle to cradle" principle and takes into account all the environmental factors throughout the supply chain.

In 2014 HUGO BOSS plans to set up a database as well as a toolbox for sustainable products, based upon the "Product environmental Footprint" initiative of the European Union. The long-term goal of all initiatives is to continually reduce the environmental impacts of HUGO BOSS products.

GUIDELINES AND ORGANIZATION

The HUGO BOSS Group aims to closely coordinate all the steps of the product development process, from design through to development and sourcing. Brand and creative management are supported by the clothing, sportswear, womenswear and shoes and accessories product divisions. As a result the creative departments are directly linked to technical product development in the responsible product categories as well as sourcing and production activities.

Throughout its supply chain, the HUGO BOSS Group obliges all its business partners to sign a guarantee declaration on compliance with the Restricted Substances List (RSL). The RSL stipulates that the chemicals and materials used in the respective sales markets must comply with the applicable laws, such as with "REACH" for example, the EU chemicals regulation. This specification along with the Group's often even stricter internal guidelines ensures that neither the production process nor the end product pose a danger to health. In addition to these preventive measures, HUGO BOSS also commissions harmful substance tests, which are carried out by accredited laboratories.

In respect of the health of employees in production facilities, HUGO BOSS does not use sandblasting. The procedure involves the use of quartz sand in sandblasting methods to process denim products. When used

without sufficient protective measures it can lead to serious health problems. The Group therefore avoids the use of alternative blasting techniques and abrasives.

Animal welfare and the protection of biodiversity are also key principles with regard to product responsibility at HUGO BOSS. The Group supports the preservation of biodiversity and is opposed to animal testing as well as inappropriate animal husbandry and breeding. In the case of fur products, these are only used in very small quantities in the Company's collections, usually as applications or trimming on collars, hoods and cuffs. HUGO BOSS has been in dialog with several animal and consumer protection organizations for many years. Wherever possible the Group only purchases merino wool from suppliers that can prove they do not use the painful mulesing procedure on sheep.

PRODUCT RESPONSIBILITY

PR1 RESPONSIBILITY FOR THE ENVIRONMENT, HEALTH AND SAFETY

The standards for product responsibility that are described in the management approach under "Guidelines and organizations" apply to HUGO BOSS worldwide. All the Company's products are inspected for possible health and safety implications during the design phase and later during production in order to harness optimization opportunities accordingly. This analysis takes place in all the lifecycle phases of the product, when procuring the materials, processing them and before the products are used by the customer.

PR2 VIOLATIONS OF THE PRODUCT RESPONSIBILITY REGULATIONS

Through regular material checks and tests for harmful substances, HUGO BOSS ensures that the processed materials meet its necessary quality, health and safety requirements. As part of these analyses during the reporting year, precautionary measures were taken for 253 products that were stopped during the manufacturing process or taken off the market. However, no violations or non-compliance with external regulations and limit values were reported.

LABELING

PR3 INFORMATION OBLIGATIONS REGARDING PRODUCT RESPONSIBILITY

The HUGO BOSS Group meets all the requirements for labeling its products. They are always labeled with information regarding the material composition, care instructions, country of origin as well as the product and supplier number. A violation was reported to this effect during the reporting year: see PR 9.

COMPLIANCE

PR9 FINES AND SANCTIONS DUE TO VIOLATIONS OF LEGAL REGULATIONS REGARDING THE USE OF PRODUCTS AND SERVICES

During the reporting year, a HUGO BOSS customer imported goods into Venezuela with labels that did not comply with the regulations. For this reason, HUGO BOSS had to pay its share of a EUR 20,000 fine.

11 ADDITIONAL

11.1 GRI INDEX-TABLE¹

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EN29	Environmental impacts of transporting	fully 31
Social performance indicators		
Labor practices and decent work		
Management approach		
	fully	32-33
LA1	Total workforce	fully 33-34
LA2	Employee turnover	partially 34
LA3	Benefits provided to full-time employees	fully 34
LA4	Percentage of employees covered by collective bargaining agreements	fully 34

	Status	Page
LA5	Minimum notice periods regarding operational changes	fully 35
LA6	Coverage of total workforce in health and safety committees	partially 35
LA7	Injuries, absentee rates and work-related fatalities	not reported
LA8	Prevention and risk-control programs	fully 35
LA10	Training hours by employee category	partially 35-36
LA11	Programs for skills management and lifelong learning	fully 36
LA12	Percentage of performance and career development reviews	fully 36
LA13	Composition of senior management and breakdown of employees (age/gender/ethnicity)	partially 36-37
LA14	Ratio of basic salary of men to women by employee category	partially 37
Human rights		
Management approach		
		fully 39-40
HR1	Investment agreements with HR clauses or screening	not reported
HR2	Proportion of suppliers that underwent screening on human rights and action taken	fully 40
HR4	Incidents of discrimination and action taken	fully 40
HR5	Operations with significant risks to freedom of association	fully 40
HR6	Operations with higher risk of child labor and action taken	fully 40
HR7	Operations with higher risk of forced labor and action taken	fully 40-41
Society		
Management approach		
		fully 43-44
SO1	Policy to manage impacts on communities	fully 44
SO2	Proportion of business units analyzed for risks of corruption	not reported
SO3	Percentage of employees trained in anti-corruption	partially 44-45
SO4	Action taken in response to instances of corruption	fully 45
SO5	Positions and participation in public policy development and lobbying	not reported
SO6	Contributions to political parties, politicians, and related organizations	fully 45
SO7	Legal actions for anti-competitive behaviour	fully 45
SO8	Fines/sanctions for non-compliance with laws and regulations	not reported
Product responsibility		
Management approach		
		fully 46-47
PR1	Product life cycle stages in which health and safety impacts are assessed	fully 47
PR2	Non-compliance with regulations concerning product and service information	fully 47
PR3	Principles and measures related to product labelling	fully 47
PR6	Programs for compliance with laws and voluntary codes in advertising	not reported
PR9	Significant fines for non-compliance with regulations governing the use of products and services	fully 47
Apparel and Footwear Sector Supplement (pilot version)		
Supply chain		
AF7	Number and location of workplaces covered by code of conduct.	fully 41

		Status	Page
AF8	Number of audits conducted and percentage of workplaces audited.	fully	41
AF9- AF14	Number of incidents of non-compliance with the code of conduct	fully	41-42
AF15	Analysis of data from code compliance audits.	fully	42
AF16	Remediation practices to address non-compliance findings.	fully	42
Labor practices and decent work			
AF31	Initiatives and programs to reduce, and prevent the occurrence of musculoskeletal disorders.	fully	35
AF32	Actions to address gender discrimination and to provide opportunities for the advancement of women workers	fully	37-38

¹ The statement covers all core-indicators. Skipplings within the numeration are explained by the fact that only GRI-additional indicators and sector allegations are being covered by the index. Referring to the GRI G3-Guidelines, HUGO BOSS assesses its degree of fulfillment to a B+. This assessment was audited and confirmed by the GRI (see page 52)

11.2 GRI LEVEL CHECK



Statement GRI Application Level Check

GRI hereby states that **HUGO BOSS AG** has presented its report "Sustainability Report 2013" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level B+.

GRI Application Levels communicate the extent to which the content of the G3 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 6 May 2014

A handwritten signature in black ink, appearing to read "Ásthildur Hjaltadóttir".

Ásthildur Hjaltadóttir
Director Services
Global Reporting Initiative



The "+" has been added to this Application Level because HUGO BOSS AG has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 29 April 2014. GRI explicitly excludes the statement being applied to any later changes to such material.

11.3 ASSURANCE STATEMENT OF THE INDEPENDENT AUDITOR

The assurance engagement performed by Ernst & Young (EY) relates exclusively to the German PDF version of the Sustainability Report. The following text is a translation of the original German Independent Assurance Report.

To the Management Board of HUGO BOSS AG, Metzingen

OUR ENGAGEMENT

We have been engaged to perform a limited assurance engagement on the quantitative statements of the chapters

Economic Contribution (page 21-24)
Environment (page 25-31)
Employees (page 32-38)
Human Rights and the Supply Chain (page 39-42)
Society (page 43-45)
Product Responsibility (page 46-47)

of the Sustainability Report 2013 of HUGO BOSS AG (hereinafter: the report) for the reporting period from 1 January to 31 December 2013.

The report is published as a PDF version on www.group.hugoboss.com/files/Sustainability_Report_2013.pdf.

LIMITATIONS OF OUR ENGAGEMENT

Our engagement is exclusively limited to PDF version published on the website www.group.hugoboss.com/files/Sustainability_Report_2013.pdf. Our engagement did not include any prospective statements or statements relating to prior years.

CRITERIA

We assessed the report against the criteria set out in the Sustainability Reporting Guidelines G3.0 issued by the Global Reporting Initiative (GRI). We believe that these criteria are suitable for our assurance engagement.

MANAGEMENT'S RESPONSIBILITY

The Managing Board of HUGO BOSS AG is responsible for the preparation and the content of the report in compliance with the above-mentioned criteria. This responsibility includes the design, implementation and maintenance of internal controls for the preparation of a report that is free from material misstatements, in accordance with the above mentioned criteria and based on suitable methods for gathering source data including judgments and estimates of the individual sustainability data.

OUR RESPONSIBILITY

Our responsibility is to issue an assurance report on the quantitative statements of the above mentioned chapters of the report for the reporting period from 1 January to 31 December 2013 based on our work performed.

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000. This standard requires that we comply with our professional duties and plan and perform the assurance engagement to obtain a limited level of assurance to preclude that the quantitative statements of the above mentioned chapters of the report are not in accordance, in material respects, with the aforementioned reporting principles and criteria. In a limited assurance engagement the evidence gathering procedures are more limited than in a reasonable assurance engagement and therefore less assurance is obtained than in a reasonable assurance engagement.

During the engagement, we observed the independence requirements of the IFAC Code of Ethics for Professional Accountants.

KEY PROCEDURES

The performance of our engagement mainly involved the following work:

- Inquiries of employees concerning the sustainability strategy, sustainability principles and sustainability management including the stakeholder dialogue of HUGO BOSS AG,
- Inquiries of employees responsible for data capture and consolidation for the topics Economic Contribution, Environment, Employees, Human Rights and the Supply Chain, Society and Product Responsibility to assess the data capture and compilation methods as well as internal controls of the extent relevant for the review of the quantitative statements in the above mentioned chapters,
- Inspection of the relevant documentation of the systems and processes for compiling, analyzing, and aggregating sustainability data in the reporting period and testing such documentation on a sample of basis,
- Inquiries and inspection of documents on a sample basis relating to the collection and reporting of sustainability data during site visits at the locations Metzingen and Izmir,
- Analytical measures at group level and on the level of selected sites regarding the quality of the reported data,
- Review of the draft report with regard to plausibility and consistency in relation to the quantitative statements.

OUR CONCLUSION

Based on our procedures performed to obtain a limited level of assurance, nothing has come to our attention that causes us to believe that the information in the above mentioned chapters of the Sustainability Report 2013 of HUGO BOSS AG has not been prepared, in all material respects, with the aforementioned criteria.

Munich, 26 May 2014

Ernst & Young GmbH
Wirtschaftsprüfungsgesellschaft

Nicole Richter
Wirtschaftsprüferin
(German Public Auditor)

Annette Johne
Wirtschaftsprüferin
(German Public Auditor)

11.4 LEGAL NOTICE

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