

AWARDS DURING THE REPORTING PERIOD

- Inclusion in the DJSI World in the textiles, apparel and luxury goods sector (for the 6th time in succession) and repeated inclusion in the DJSI Europe
- Prime status in ISS ESG Corporate Rating
- CDP (formerly Carbon Disclosure Project) score of B
- Awarded "Green Ranking Champion" in the MDAX by the F.A.Z. Institute and R.A.T.E.
- 17th place among Germany's 200 most sustainable companies according to Stern magazine and Statista
- 3rd place among Germany's most popular fashion employers in the "Working in fashion" survey by the trade journal TextilWirtschaft
- Award from the F.A.Z. Institute "Germany's Most Desired Employers" in the "Fashion Companies" category
- Ranking in the upper midfield in the study "World's Best Employers 2022" by Forbes and Statista
- 2nd place in the Focus Business ranking "Top Employers 2022" in the textile industry
- Award "Highest Fairness in the Job 2022" from Focus magazine and Focus Money
- Award "Top career opportunities for women 2022" from Focus Money magazine
- Among the Financial Times Top 50 "Diversity Leaders" in Europe
- Ranked 22nd in Glassdoor's "Top Companies in Germany for Diversity and Inclusion" ranking
- Corporate Health Award 2022 in the consumer goods sector (large companies) by EUPD Research and the business newspaper Handelsblatt
- Achievement of the 'Aspirational Level' in the ZDHC Brands to Zero Assessment in connection with improved chemical management in the supply chain

MEMBERSHIPS IN ASSOCIATIONS AND INTEREST GROUPS

HUGO BOSS is involved in the following organizations and initiatives:

- American Apparel and Footwear Association (AAFA), the yearly payment (incl. membership fee) from HUGO BOSS amounts to \$ 25.000, aafaglobal.org.
- Aid by Trade Foundation, Aidbytrade.org
- Apparel and Footwear International RSL Management (AFIRM) Group, afirm-group.com
- Better Cotton Initiative (BCI), bettercotton.org
- Cotton Made in Africa (CmiA), cottonmadeinafrica.org
- Cotton LEADS™, cottonleads.org
- Dialog Textiles-Apparel (DTB), dialog-dtb.de
- EURATEX, euratex.eu
- Fair Labor Association (FLA), the yearly payment (incl. membership fee) from HUGO BOSS to the FLA amounts to \$ 70.000, fairlabor.org
- German Fashion Modeverband Deutschland, germanfashion.net
- German Sustainable Building Council (DGNB), dgnb.de
- German Association for Human Resource Management (DGFP), dgfp.de
- German Investor Relations Association (DIRK), dirk.org
- International Accord on Fire and Building Safety (ACCORD), internationalaccord.org
- Leather Working Group (LWG), leatherworkinggroup.com
- Natural Capital Coalition (NCC), naturalcapitalcoalition.org/protocol

- Südwesttextil, the yearly payment (incl. membership fee) from HUGO BOSS to Südwesttextil averages around EUR 250.000, suedwesttextil.de
- The Consumer Goods Forum (CGF) (Implementation of the Global Social Compliance Program), theconsumergoodsforum.com
- The Good Cashmere Standard, thegoodcashmerestandard.org
- TicinoModa (Committee member), the yearly payment (incl. membership fee) from HUGO BOSS to Ticino Moda amounts to CHF 61.630, ticinomoda.ch
- United Nations Framework Convention on Climate Change (UNFCCC), unfccc.int
- Verein Deutscher Textilveredlungsfachleute e. V. (VDTF) (supporting member), vdtf.de
- Zero Discharge of Hazardous Chemicals (ZDHC), roadmaptozero.com

EXTERNAL STANDARDS AND AGREEMENTS

- Signatory of the Charter of Diversity, charta-der-vielfalt.de
- Signatory of the UN "Standards of Conduct for Business: Tackling Discrimination against LGBTI people, global-lgbti.org
- Signatory of the Women's Empowerment Principles, weps.org
- Signatory of the Fashion Industry Charter for Climate Action of the UNFCCC, unfccc.int
- Signatory of the 2020 Circular Fashion System Commitment of the Global Fashion Agenda (GFA), globalfashionagenda.com
- Commitment to protect forests in cooperation with Canopy, canopyplanet.org
- Global Social Compliance Programme (GSCP) standard for environmental audits of the Consumer Goods Forum, theconsumergoodsforum.com
- ISO 9001, ISO 14001, ISO 14041, ISO 45001 and ISO 50001