

June 2024

## **Public Affairs Framework**

### **Introduction**

At HUGO BOSS, we understand the significant role that public affairs play in shaping the policies and regulations that impact the textile industry. As a leading global fashion and lifestyle company, we are committed to engaging with stakeholders and promoting responsible business practices. This document outlines our approach to public affairs, emphasizing our advocacy efforts, trade association engagements and governance structure in general, and stance on climate-related policies in particular.

### **Management System for Lobbying Activities and Trade Association Memberships**

Our public affairs activities, including trade association memberships, are conducted with transparency, integrity, and compliance with applicable laws and regulations. Accurate records of our engagements with trade associations are maintained, and we are registered in the "Lobbyregister des Bundes" of the German Bundestag and the "EU Transparency Register," with our data updated regularly.

Our Code of Conduct states that as an active social player, HUGO BOSS is involved in politics and society. It outlines ethical guidelines, conflict of interest policies, and guidelines for interactions with government officials and trade associations.

We regularly assess potential risks associated with our public affairs activities, considering factors such as reputational risks, regulatory compliance, and alignment with our values and objectives. We ensure timely and appropriate disclosure of our lobbying activities and trade association memberships, including financial contributions globally via our entries in the respective transparency registers.

We systematically assess our existing trade association memberships to ensure they align with our climate positions and sustainability goals. This evaluation process includes reviews to verify that our memberships support the Paris Agreement's objectives. Additionally, whenever we consider joining new trade associations, we conduct an assessment to evaluate their climate policies and practices.

To address any potential misalignments between the climate change policy positions of trade associations and our own climate position regularly monitor and review the climate policies and public statements of our trade associations and we

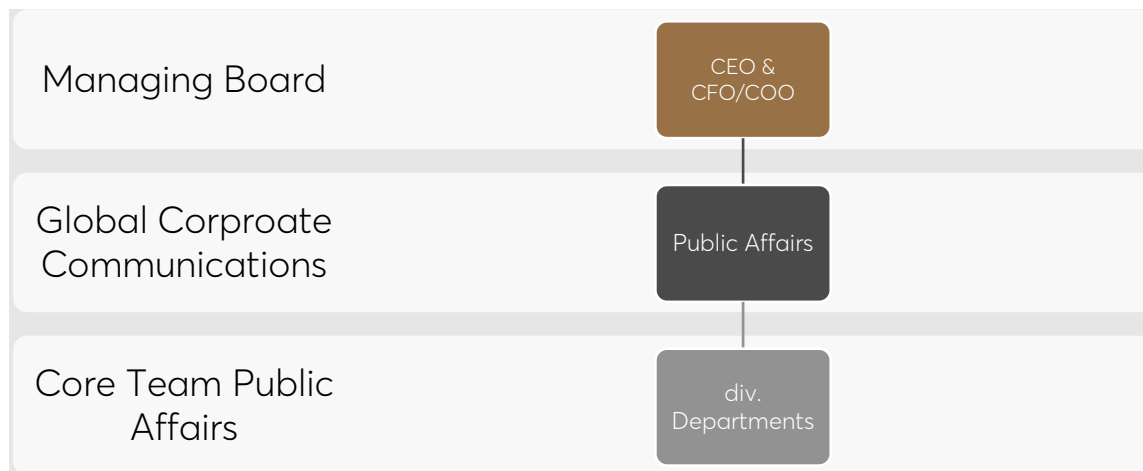
conduct internal reviews to assess the extent of any discrepancies and their potential impact on our sustainability goals. If we were to find any misalignment, next steps would be advocating for policy changes within the trade association or reconsidering our membership if the misalignment cannot be resolved.

**Governance Framework for Public Policy Engagement**

HUGO BOSS has established a governance structure that clearly defines roles, responsibilities, and accountabilities for public policy engagement. This structure outlines the levels of authority and decision-making processes up to the executive level, ensuring alignment with our overall corporate strategy and public standpoints.

We actively engage with stakeholders, including government officials, policymakers, and industry associations, to understand their perspectives and concerns. This engagement informs our policy positions and advocacy efforts.

We also regularly meet in Core Team Public Affairs meetings with several departments across the company to discuss the regulatory landscape, policy development processes, and our activities, setting the focus for our engagement.



**Commitment to Climate Policies**

Core topics that dominate the discourse on the regulatory agenda are currently strongly environment-related. HUGO BOSS therefore reaffirms its commitment to the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC). We support the goal of limiting global warming to 1.5 degrees Celsius and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius. Recognizing the urgency of addressing climate change, we support and advocate for policies that promote climate action, including the reduction of greenhouse gas emissions, the transition to renewable energy sources, and the adoption of sustainable practices throughout our value chain.

Collaboration and innovation are key aspects of our strategy. We work with governments, industry peers, and other stakeholders to develop and implement effective strategies and solutions to mitigate climate change. We encourage research, innovation, and technology adoption to achieve environmental sustainability and resilience. We transparently communicate our progress, goals, and initiatives related to climate change.

HUGO BOSS is committed to comprehensive and transparent reporting on its climate and advocacy activities. Our reporting includes:

- **Task Force on Climate-related Financial Disclosures (TCFD):** We report on our climate-related financial risks and opportunities in line with the TCFD recommendations. For more details, please refer to our [climate protection webpage](#).
- **CDP Reporting on Climate Change:** HUGO BOSS participates in CDP (formerly the Carbon Disclosure Project), reporting on our climate change strategy and performance.
- **UNFCCC Climate Roadmap:** We have submitted a climate roadmap to the United Nations Framework Convention on Climate Change (UNFCCC), which outlines our strategic approach to achieving climate targets. The aggregated document can be accessed [here](#).
- **Fashion Transparency Index:** HUGO BOSS is part of the Fashion Transparency Index, which assesses our climate and environmental performance.
- **Klimabündnis Baden-Württemberg:** We are a member of the Klimabündnis Baden-Württemberg, which supports our commitment on a regional level, too.

These reports are regularly reviewed and updated to reflect our ongoing efforts and progress in climate action.

## Conclusion

This Public Affairs Framework reflects our commitment to responsible and sustainable public affairs practices in our fields of action (Sustainability, Omnichannel, Digital/ Artificial Intelligence). It outlines our approach to public affairs activities, trade association engagements, governance structure, and our position on climate policies. We are dedicated to maintaining transparency in our policy influence activities.