

# ADDITIONAL DISCLOSURES ON THE COMBINED NON-FINANCIAL STATEMENT

The information disclosed in this chapter is part of the combined non-financial statement as part of the combined management report. The combined non-financial statement was subject to a voluntary review with limited assurance according to ISAE 3000 (Revised).

## Material ESG-related impacts, risks, and opportunities

The following tables provide information on our Company's material impacts, risks, and opportunities resulting from our double materiality assessment (DMA). In line with EFRAG guidance, the assessment was conducted on a gross basis, thus excluding the influence of implemented mitigation measures.

### MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES

Topical ESRS	Sub-topic/sub-sub-topic	Material IRO	Description	Value chain stage
E1 – Climate change	Mitigation	Negative impact	The textile and apparel value chain generates greenhouse gas emissions across raw material cultivation, extraction, processing, manufacturing, transport, and product use, increasing exposure to transition regulation and cost pressures.	Upstream, own operations, downstream
E1 – Climate change	Mitigation	Risk	Insufficient mitigation of climate change, and delay in transition to a low-carbon economy could lead to regulatory non-compliance, increased cost of capital, impaired competitiveness, and reputational risk.	Upstream, own operations, downstream
E1 – Climate change	Adaption	Risk	A lack of adaptation to climate-related physical hazards, such as floods, temperature extremes, or supply-chain disruptions, could undermine operations, infrastructure, and asset value over time.	Upstream, own operations, downstream
E1 – Climate change	Energy	Negative impact	High energy consumption, particularly in fossil-fuel-based processes in the upstream value chain, and in product use (washing and drying), increases environmental footprints and exposes the business model to rising energy costs and carbon pricing.	Upstream, own operations, downstream
E2 – Pollution	Pollution of water	Negative impact	Dyeing, finishing, and chemical use in textile production, and untreated wastewater pose risks to water quality in production regions, potentially affecting ecosystem health and local communities.	Upstream
E2 – Pollution	Soil pollution	Negative impact	Intensive farming practices and chemical residues may degrade soil and groundwater, affecting biodiversity, ecosystem services, and long-term resource availability.	Upstream

Topical ESRS	Sub-topic/sub-sub-topic	Material IRO	Description	Value chain stage
E2 – Pollution	Substances of concern, SVHCs	Negative impact	The use and discharge of hazardous chemicals in fiber production and textile finishing present risks of ecosystem and human health harm.	Upstream
E2 – Pollution	Substances of concern, SVHCs	Risk	Exposure to chemicals and substances of concern may impact human health and the environment, potentially resulting in regulatory and reputational risks.	Downstream
E2 – Pollution	Microplastics	Negative impact	Synthetic textile fibers shed microplastics during use and washing, contributing to aquatic pollution and creating exposure pathways through the food chain that pose health risks to both marine life and humans.	Downstream
E3 – Water and marine resources	Water withdrawals	Negative impact	Large volumes of water are required for fiber cultivation and textile manufacture in water-stressed regions, which may impact ecosystem balance, local water availability, and operational resilience.	Upstream
E4 – Biodiversity and ecosystems	Biodiversity & ecosystems	Negative impact	Pressure on ecosystems from land-use change, deforestation, and habitat destruction in raw-material extraction and textile production contributes to biodiversity loss, and ecosystem degradation.	Upstream
E4 – Biodiversity and ecosystems	Biodiversity & ecosystems	Positive impact	By sourcing natural materials from regenerative agricultural systems, the Company supports practices that enhance soil quality, conserve and restore biodiversity, and contribute to the long-term health and resilience of local ecosystems.	Upstream
E4 – Biodiversity and ecosystems	Biodiversity & ecosystems	Risk	Biodiversity loss and ecosystem degradation may impair ecosystem services essential to supply chains and operations, resulting in higher production costs due to disruptions to the production process as well as reputational risks.	Upstream
E5 – Circular economy	Resources inflows/resource use	Negative impact	Dependence on virgin raw materials and inefficient recycling loops in the upstream value chain, combined with poor management of resource outflows such as non-circular design, non-recyclable textiles, and chemical waste from packaging and products drive resource depletion, environmental degradation, and long-term supply-chain vulnerability.	Upstream, own operations
E5 – Circular economy	Waste	Negative impact	Disposal and incineration of waste, the non-recycling of products, and inadequate packaging reuse contribute to environmental degradation and greenhouse-gas emissions, adversely affecting surrounding ecosystems and nearby communities.	Downstream
S1 – Own workforce	Working conditions – Working time	Negative impact	Extended working hours in production, retail, and logistics, particularly during peak seasons, may reduce employee well-being, increase fatigue, and affect productivity and retention.	Own operations
S1 – Own workforce	Working conditions – Adequate wages	Negative impact	Inadequate pay or compensation below benchmark levels may undermine employee financial security and loyalty, potentially affecting overall well-being and job satisfaction.	Own operations
S1 – Own workforce	Working conditions – Freedom of association/consultation rights	Negative impact	In regions of textile production, restrictions on worker representation, and collective bargaining may limit negotiation power and exacerbate labor-rights risks.	Own operations (own production only)
S1 – Own workforce	Working conditions – Work-life balance	Negative impact	High variability in workloads, peaks, and overtime, particularly in manufacturing or retail, may impact employee health, engagement, and turnover.	Own operations

Topical ESRS	Sub-topic/sub-sub-topic	Material IRO	Description	Value chain stage
S1 – Own workforce	Working conditions – Work-life balance	Positive impact	By advancing work-life balance through flexible work arrangements, sabbatical offerings, and parental support programs, the Company strengthens employee well-being and supports productivity, engagement, and long-term business performance.	Own operations
S1 – Own workforce	Equal treatment & opportunities – Gender equality & equal pay	Negative impact	Under-representation of women in senior roles, and persistent pay inequities may constrain the talent pool, limit career progression, and impair organizational performance.	Own operations
S1 – Own workforce	Equal treatment & opportunities – Training & skills development	Positive impact	Through diverse workshops, e-learning, and on-the-job training, employees are empowered to grow personally and professionally, strengthening skills, and supporting continuous development, contributing to long-term business performance.	Own operations
S1 – Own workforce	Equal treatment & opportunities – Persons with disabilities	Negative impact	Lack of accessibility infrastructure, or inclusion mechanisms may inhibit workers with disabilities from full participation, reducing workforce diversity, and impeding the creation of an inclusive work environment.	Own operations
S1 – Own workforce	Equal treatment & opportunities – Violence & harassment	Negative impact	Failure to address workplace harassment and violence can erode employee trust, engagement, and reputation, and may lead to legal or regulatory consequences.	Own operations
S1 – Own workforce	Equal treatment & opportunities – Diversity	Negative impact	Limited workforce diversity may reduce creativity, hinder innovation, and weaken organizational resilience in changing markets.	Own operations
S2 – Workers in the value chain	Working conditions – Secure employment	Negative impact	Competitive pressure, and informal subcontracting in textile supply chains may increase worker vulnerability to insecure employment, limiting rights, protections, and business continuity.	Upstream
S2 – Workers in the value chain	Working conditions – Working time	Negative impact	Extended working hours and inadequate time-off in fiber extraction and textile processing may infringe on labor rights, contributing to reduced workers' well-being and unsafe or inequitable working conditions.	Upstream
S2 – Workers in the value chain	Working conditions – Working time	Risk	Insufficient oversight of suppliers may lead to breaches of working-time regulation, resulting in penalties, reputational harm, and increased supplier turnover.	Upstream
S2 – Workers in the value chain	Working conditions – Adequate wages	Negative impact	Sub-contracting, weak worker representation, and competition in sourcing regions may result in wages below market or statutory minima, increasing risk of workforce instability.	Upstream
S2 – Workers in the value chain	Working conditions – Adequate wages	Risk	Supplier wage-setting practices below benchmark levels may increase labor turnover, cost volatility, and supply-chain disruption, resulting in higher production costs.	Upstream
S2 – Workers in the value chain	Working conditions – Social dialog	Negative impact	Restrictions by suppliers or subcontractors on workers' rights to engage in social dialog and consultations regarding working conditions, wages, and labor rights can negatively impact human rights and hinder fair labor practices across the supply chain.	Upstream
S2 – Workers in the value chain	Working conditions – Freedom of association/work councils	Negative impact	In supplier jurisdictions with limited labor rights, restricted freedom of association, and absence of works councils may impair dialog and worker representation.	Upstream
S2 – Workers in the value chain	Working conditions – Collective bargaining	Negative impact	Limited collective bargaining coverage in sourcing regions may hinder negotiation of fair wages and conditions, exposing workers to unfair treatment, and operational risk.	Upstream

Topical ESRs	Sub-topic/sub-sub-topic	Material IRO	Description	Value chain stage
S2 – Workers in the value chain	Working conditions – Health & safety	Negative impact	Exposure to chemicals, hazardous materials, and physically demanding labor in sourcing regions increases the risk of injury, illness, and supply-chain loss events.	Upstream
S2 – Workers in the value chain	Equal treatment & opportunities – Gender equality & equal pay	Negative impact	Gender inequities in supply-chain roles, leadership exclusion, and lower pay for women may perpetuate systemic discrimination and limit economic empowerment and well-being of women across the value chain.	Upstream
S2 – Workers in the value chain	Equal treatment & opportunities – Violence & harassment	Risk	Ineffective policies and procedures, unclear reporting and grievance mechanisms, and inadequate employee training on preventing and handling violence and harassment may lead to incidents in the supply chain, resulting in reputational damage, loss of stakeholder trust, and potential regulatory or business consequences.	Upstream
S2 – Workers in the value chain	Other work-related rights – Child labor	Negative impact	Child labor remains a risk in raw-material and early-process stages of textile production, undermining human rights compliance, supply-chain reliability, and brand trust.	Upstream
S2 – Workers in the value chain	Other work-related rights – Forced labor	Negative impact	Forced labor can arise in early and mid-stage textile production, particularly affecting migrant and informal workers. It violates fundamental rights, disrupts responsible sourcing, and weakens supply-chain reliability.	Upstream
S2 – Workers in the value chain	Other work-related rights	Risk	Supply-chain partner failure to comply with child- or forced-labor legislation can result in severe human-rights violations, business interruption, liability exposures, and reputational risks.	Upstream
S4 – Consumers and end-users	Information-related impacts for consumers/end-users	Negative impact	Violations of data protection rights of customers and business partners, for example due to insufficient processes or increasing digital connectivity, can result in data breaches, loss of trust, and reputational harm.	Downstream
S4 – Consumers and end-users	Information-related impacts for consumers/end-users	Risk	Failure to safeguard consumer privacy, provide accurate information, or prevent harmful product use may undermine consumer trust, regulatory compliance, and brand integrity.	Downstream
G1 – Business conduct	Corporate culture	Negative impact	Weak corporate culture, insufficient governance, or unclear ethical standards may impair employee behavior, stakeholder trust, and internal controls.	Own operations
G1 – Business conduct	Whistleblower protection	Negative impact	Inadequate protection for whistle-blowers in the value chain can limit visibility of misconduct, reduce corrective action, and damage the organization's ability to address and resolve systemic issues.	Upstream, own operations, downstream
G1 – Business conduct	Animal welfare	Negative impact	Insufficient controls over use of animal-derived materials may expose the business to animal-welfare concerns, supplier-chain disruption, and reputational risk.	Upstream
G1 – Business conduct	Supplier relationship management/ payment practices	Negative impact	Irresponsible purchasing and payment practices, such as unclear terms, short lead times, or abrupt order changes, can strain supplier cash flows, reduce trust, and create financial instability in the supply chain.	Upstream

## Overview of ESRS disclosure requirements

The following table provides an overview of all ESRS disclosure requirements and their respective application status within this combined non-financial statement, differentiated into applied, partially applied, material but not applied, and not material requirements.

### ESRS DISCLOSURE REQUIREMENTS

Disclosure requirement	Application status	Paragraph	Disclosure requirement	Application status	Paragraph
ESRS 2 BP-1	partially applied	About this combined non-financial statement	ESRS E1-7	not applied	
ESRS 2 BP-2	partially applied	About this combined non-financial statement	ESRS E1-8	not applied	
ESRS 2 GOV-1	partially applied	Governance, Corporate Governance and the Corporate Governance Statement	ESRS E1-9	not applied	
ESRS 2 GOV-2	not applied		ESRS E2 IRO-1	not applied	
ESRS 2 GOV-3	not applied		ESRS E2-1	partially applied	Policies related to pollution
ESRS 2 GOV-4	not applied		ESRS E2-2	partially applied	Actions related to pollution
ESRS 2 GOV-5	not applied		ESRS E2-3	partially applied	Targets related to pollution
ESRS 2 SBM-1	partially applied	Business model, strategy, and value chain, Business Activities and Group Structure, Group Strategy	ESRS E2-4	not applied	
ESRS 2 SBM-2	partially applied	Interests and views of stakeholders	ESRS E2-5	not applied	
ESRS 2 SBM-3	partially applied	Double materiality assessment, Additional disclosures on the Combined Non-financial Statement	ESRS E2-6	not applied	
ESRS 2 IRO-1	applied	Double materiality assessment	ESRS E3 IRO-1	not applied	
ESRS 2 IRO-2	partially applied	Double materiality assessment, Additional disclosures on the Combined Non-financial Statement	ESRS E3-1	partially applied	Policies related to water resources
ESRS E1 GOV-3	not applied		ESRS E3-2	partially applied	Actions related to water resources
ESRS E1-1	partially applied	Transition plan for climate change	ESRS E3-3	not applied	
ESRS E1 SBM-3	not applied		ESRS E3-4	not material	
ESRS E1 IRO-1	not applied		ESRS E3-5	not applied	
ESRS E1-2	partially applied	Policies related to climate change	ESRS E4 SBM-3	not applied	
ESRS E1-3	partially applied	Actions related to climate change	ESRS E4 IRO-1	not applied	
ESRS E1-4	partially applied	Targets related to climate change	ESRS E4-1	"quick fix" applied	
ESRS E1-5	partially applied	Energy consumption and mix	ESRS E4-2	"quick fix" applied	Policies related to biodiversity and ecosystems
ESRS E1-6	partially applied	Greenhouse gas emissions	ESRS E4-3	"quick fix" applied	Actions in relation to biodiversity and ecosystems

Disclosure requirement	Application status	Paragraph	Disclosure requirement	Application status	Paragraph
ESRS E4-4	"quick fix" applied	Targets related to biodiversity and ecosystems	ESRS S2 SBM-2	not applied	
ESRS E4-5	"quick fix" applied		ESRS S2 SBM-3	not applied	
ESRS E4-6	"quick fix" applied		ESRS S2-1	"quick fix" applied	Policies related to workers in the value chain
ESRS E5 IRO-1	not applied		ESRS S2-2	"quick fix" applied	
ESRS E5-1	partially applied	Policies related to resource use and circular economy	ESRS S2-3	"quick fix" applied	
ESRS E5-2	partially applied	Actions related to resource use and circular economy	ESRS S2-4	"quick fix" applied	Actions related to workers in the value chain
ESRS E5-3	partially applied	Targets related to resource use and circular economy	ESRS S2-5	"quick fix" applied	Targets related to workers in the value chain
ESRS E5-4	partially applied	Resource inflows	ESRS S3 SBM-2	not material	
ESRS E5-5	not applied		ESRS S3 SBM-3	not material	
ESRS E5-6	not applied		ESRS S3-1	not material	
ESRS S1 SBM-2	not applied		ESRS S3-2	not material	
ESRS S1 SBM-3	not applied		ESRS S3-3	not material	
ESRS S1-1	partially applied	Policies related to own workforce	ESRS S3-4	not material	
ESRS S1-2	partially applied	Engagement with own workforce	ESRS S3-5	not material	
ESRS S1-3	partially applied	Grievance mechanisms and remediation processes	ESRS S4 SBM-2	not applied	
ESRS S1-4	partially applied	Targets and actions related to own workforce	ESRS S4 SBM-3	not applied	
ESRS S1-5	partially applied	Targets and actions related to own workforce	ESRS S4-1	"quick fix" applied	Policies related to consumers and end-users
ESRS S1-6	partially applied	Characteristics of our workforce	ESRS S4-2	"quick fix" applied	
ESRS S1-7	not applied		ESRS S4-3	"quick fix" applied	
ESRS S1-8	partially applied	Freedom of association and collective bargaining	ESRS S4-4	"quick fix" applied	Actions related to consumers and end-users
ESRS S1-9	partially applied	Diversity, equity, and inclusion (DE&I)	ESRS S4-5	"quick fix" applied	Targets related to consumers and end-users
ESRS S1-10	partially applied	Adequate wages	ESRS G1 GOV-1	not applied	
ESRS S1-11	not material		ESRS G1-1	partially applied	Business conduct
ESRS S1-12	not applied		ESRS G1-2	partially applied	Management of relationships with suppliers
ESRS S1-13	not applied		ESRS G1-3	partially applied	Prevention and detection of corruption and bribery
ESRS S1-14	not material		ESRS G1-4	partially applied	Targets related to the prevention and detection of corruption and bribery
ESRS S1-15	not applied		ESRS G1-5	not material	
ESRS S1-16	not applied		ESRS G1-6	partially applied	Payment practices
ESRS S1-17	partially applied	Targets related to measures against violence and harassment			

## Additional ESG data points below materiality thresholds

The following table provides information on additional ESG data points below our DMA's materiality thresholds.

### ADDITIONAL ESG DATA POINTS

	2025	2024
<b>Environment</b>		
Total waste disposed (in metric tons) <sup>1</sup>	7,656	7,870
Total net freshwater consumption (in cubic meters) <sup>1</sup>	44,946	58,180
<b>Social</b>		
Employee Lost-Time Injury Frequency Rate (LTIFR) <sup>2</sup>	7.1	9.6
Contractors Lost-Time Injury Frequency Rate (LTIFR) <sup>2,3,4</sup>	7.2	4.7
Number of work-related fatalities for employees	0	0
Number of work-related fatalities for contractors <sup>3</sup>	0	0

**1** Own operations.

**2** The Lost Time Injury Frequency Rate (LTIFR) measures the number of work-related injuries that prevent employees or third-party contractors from returning to work on their next scheduled workday. It is calculated as the number of these injuries per one million hours worked.

**3** The metric is collected across all entities in scope, covering 89% of the Group's total FTEs.

**4** Due to corrections and improvement of data quality, last year's figures have been adjusted retrospectively.

## Additional disclosures on the EU Taxonomy

The following tables, disclosed in accordance with Annex I, Annex II, and Annex V of the Delegated Regulation on Article 8 of the EU Taxonomy, provide information on the taxonomy-eligible and taxonomy-aligned proportions of sales, CapEx, and OpEx.

### EU TAXONOMY – DISCLOSURE REGARDING TURNOVER FOR FISCAL YEAR 2025

Financial year 2025	2025		Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safe-guards <sup>3</sup>	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover, 2024	Category enabling activity <sup>4</sup>	Category transitional activity <sup>5</sup>
	Code <sup>1</sup>	Turn-over EUR million	Pro-portion of Turn-over <sup>2</sup> %	Climate Change Mitigation	Climate Change Adap-tation	Water	Pollution	Circular economy	Bio-diversity	Climate Change Mitigation	Climate Change Adap-tation	Water	Pollution	Circular Economy				
<b>Economic Activities</b>				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
<b>A. Taxonomy-eligible activities</b>																		
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0													0		
Of which enabling <sup>4</sup>		0	0													0		
Of which transitional <sup>5</sup>		0	0													0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0													0		
<b>A. Turnover of Taxonomy-eligible activities (A.1 + A.2)</b>		0	0													0		
<b>B. Taxonomy-non-eligible activities</b>																		
Turnover of Taxonomy-non-eligible activities		4,270	100															
<b>Total</b>		<b>4,270</b>	<b>100</b>															

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

1 Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective.

2 No taxonomy-eligible or -aligned sales in fiscal year 2025, as no binding taxonomy criteria are yet available for the core business of HUGO BOSS.

3 Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

4 According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

5 According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.

**EU TAXONOMY – DISCLOSURE REGARDING CAPEX FOR FISCAL YEAR 2025**

Financial year 2025	2025			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum safe-guards <sup>3</sup>	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) CapEx, 2024	Category enabling activity <sup>4</sup>	Category transitional activity <sup>5</sup>
	Code <sup>1</sup>	CapEx <sup>2</sup>	Proportion of CapEx <sup>2</sup>	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Bio-diversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Bio-diversity				
Economic Activities		EUR million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0														0		
Of which enabling <sup>4</sup>		0	0														0		
Of which transitional <sup>5</sup>		0	0														0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Construction of new buildings	CCM 7.1	27	7	EL	N/EL	N/EL	N/EL	N/EL	N/EL								2		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		27	7														2		
<b>A. CapEx of Taxonomy-eligible activities (A.1+A.2)</b>		27	7														2		
<b>B. Taxonomy-non-eligible activities</b>																			
CapEx of Taxonomy-non-eligible activities		358	93																
<b>Total</b>		<b>385</b>	<b>100</b>																

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

<sup>1</sup> Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective ("CCM 7.1" = Climate Change Mitigation, Construction of new buildings").

<sup>2</sup> Capital expenditure (CapEx) to be considered under the Taxonomy Regulation comprise additions to property, plant and equipment and intangible assets, including additions to rights of use assets of long-term leases.

<sup>3</sup> Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

<sup>4</sup> According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

<sup>5</sup> According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.

EU TAXONOMY – DISCLOSURE REGARDING OPEX FOR FISCAL YEAR 2025

Financial year 2025	2025			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum safe-guards <sup>3</sup>	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, 2024	Category enabling activity <sup>4</sup>	Category transitional activity <sup>5</sup>
	Code <sup>1</sup>	OpEx	Proportion of OpEx <sup>2</sup>	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Bio-diversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Bio-diversity				
Economic Activities		EUR million	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	%	E	T
<b>A. Taxonomy-eligible activities</b>																			
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0														0		
Of which enabling <sup>4</sup>		0	0														0		
Of which transitional <sup>5</sup>		0	0														0		
<b>A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
<b>A. OpEx of Taxonomy-eligible activities (A.1+A.2)</b>		0	0														0		
<b>B. Taxonomy-non-eligible activities</b>																			
OpEx of Taxonomy-non-eligible activities		122	100																
<b>Total</b>		<b>122</b>	<b>100</b>																

"Y" = "Yes," taxonomy-eligible and taxonomy-aligned activity with the relevant environmental objective; "N" = "No," taxonomy-eligible but not taxonomy-aligned activity with the relevant environmental objective; "EL" = "Eligible," taxonomy-eligible activity for the relevant objective; "N/EL" = "Not eligible," taxonomy-non-eligible activity for the relevant environmental objective.

1 Abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective.

2 In accordance with the specifications set out in Annex I of the delegated acts on Article 8 of the EU Taxonomy, HUGO BOSS will, as in the previous year, refrain from presenting its taxonomy-eligible and -aligned operating expenses (OpEx) for fiscal year 2025 due to immateriality.

3 Compliance with the social minimum safeguards specified by the Taxonomy Regulation.

4 According to the Taxonomy Regulation, activities that directly enable other activities to make a significant contribution to one or more of the environmental targets.

5 According to the Taxonomy Regulation, activities that support the transition to a climate-neutral economy.