

Metzingen, 21st of February 2024

## COOPERATION WITH OEZAK

Dear Mayisha,

Thank you for your email from 16<sup>th</sup> of February 2024. We appreciate your interest in our supplier relationships and the social responsibility of HUGO BOSS. HUGO BOSS is committed to respecting human rights and fundamental freedoms as well as environmental protection along our entire value chain and expect this from our employees as well as from all business partners and third parties directly or indirectly related to HUGO BOSS.

We carry out human rights-related risks assessments for the entire value chain - from the production of raw materials to the manufacture of fabrics and apparel, including administration and transportation, through to the sale of the products to the customer. For this, we have set out clear standards as a basis, for example in our Human Rights Policy and - especially valid for the cooperation with our suppliers - in the binding Supplier Code of Conduct. The Code of Conduct is signed by all suppliers and based on internationally recognized standards such as the Core Conventions of the International Labour Organization (ILO) and the United Nations Universal Declaration of Human Rights. It includes, among others, the safeguarding of humane working conditions, the prohibition of child and forced labor as well as a fair compensation.

In addition to that, we also expect suppliers to ensure that our standards are adhered to in their supply chains. To check whether the production conditions of suppliers meet HUGO BOSS' high standards in terms of quality as well as social and environmental criteria we use a standardized admission process before entering into a partnership with them. After that, compliance is checked in audits and the suppliers fill out self-assessment questionnaires on an annual basis.

HUGO BOSS produces at the Oezak production site Kubrateks Malatya. We do not produce at Sanlıurfa.

The procedures for monitoring compliance with our social standards are also applied to our supplier Oezak:

- We last carried out a social compliance audit in the factory where we produce at the end of 2022. The audit result was "good".
- We are planning our next social compliance audit in the first half of 2024.

### HUGO BOSS AG

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Vorstand: Daniel Grieder, Vorsitzender und CEO  
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Registergericht: Amtsgericht Stuttgart Nr. HRB 360610

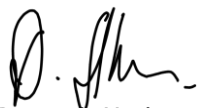
- Oezak regularly reports on compliance with the specified social standards using self-assessment questionnaires (SAQ). The result of the last assessment was satisfying.
- We are in constant and close cooperation with our supplier. As soon as we heard about the current allegations against Şanlıurfa, we got in touch with Oezak immediately in order to assess the adherence to the Supplier Code of Conduct of HUGO BOSS.

We ask for your understanding that we are not allowed to inspect all of a contractual partner's production sites without our own commission. Nevertheless, we see it as our duty to address and discuss potential violations of social standards with our suppliers. Accordingly, we have always fulfilled our obligations towards our supplier and their employees and will continue to do so in the future.

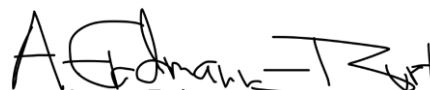
Please do not hesitate to contact us in case of further questions.

Yours sincerely,

**HUGO BOSS AG**



Dominik Heske  
Compliance and Human Rights Officer



Ann-Kristin Erdmann-Burt  
Head of Sustainable Supply Chain Management