

Information on Managing Board compensation

Preparation of a compensation report / resolution proposal to the Annual Shareholders' Meeting

So far HUGO BOSS AG has presented the compensation of the Managing Board for resolution to the Annual Shareholders' Meeting on a voluntary basis on a regular cycle of every four years. The resolution was last passed by the Annual Shareholders' Meeting back in 2016.

HUGO BOSS AG has decided to skip the regular cycle by one year in 2020 for the following reasons:

- As stated in the invitation to the Annual Shareholders' Meeting, this year the shareholders are voting on the resolution of the election of shareholder representatives to the Supervisory Board.
- In addition, the employees of HUGO BOSS AG are voting for their representatives to the Supervisory Board in March 2020. As a result, the entire Supervisory Board will be elected for the next five years.
- This will result in several changes of shareholder as well as employee representatives on the Supervisory Board.
- As a consequence, the Supervisory Board is of the opinion that instead of the outgoing Supervisory Board, it should be the new board that will decide on the future compensation structure of the Managing Board and make changes if appropriate.
- Accordingly, it is planned that the Supervisory Board presents a compensation report to the Annual Shareholders' Meeting in 2021 where the shareholders will resolve upon the compensation structure of the Managing Board.

Investor Relations contact

**Christian
Stöhr**

Head of
Investor Relations

E-mail: Christian_Stoehr@hugoboss.com

Phone: +49 (0)7123 94-80903

Frank Böhme

Senior Investor
Relations Manager

E-mail: Frank_Boehme@hugoboss.com

Phone: +49 (0)7123 94-80903

H U G O B O S S