

# HUGO BOSS

## Iris Epple-Righi

### Personal Information

Wohnort:	Munich, Germany
Nationality:	German
Occupation:	Management Consultant
Age:	59
Member of the Supervisory Board since:	2020
Elected until:	2025

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### Professional background and main activities

Iris Epple-Righi, born in 1965 in Fridingen, Germany studied business administration at the University of Tübingen, with a focus on marketing and tax. After completing her studies in 1989 with a degree in business administration, Iris Epple-Righi worked at E. Breuninger GmbH & Co until 2003, first as a buying agent, then as head of procurement and as a member of the management.

From 2003 onwards, she initially worked for the PVH Group as Senior Vice President Retail at Tommy Hilfiger, where she was responsible for the entire retail sector (both online and offline). From 2010 Iris Epple-Righi took over the entire product and supply chain responsibility. After a change within the PVH Group in 2013, she was responsible for Calvin Klein's European business for three years as President Calvin Klein Europe. Subsequently, Iris Epple-Righi took over the position of CEO of Escada until the successful sale of the company in November 2019. She left Escada in December 2019. Iris Epple-Righi was also a member of the Advisory Board of Horst-Brandstätter Holding from 2016 to 2019.

### Competence profile

- Internationality
- Manager of another company
- Expertise in branding, supply chain and/or sales
- Expertise on sustainability issues relevant to the company
- Expertise about the company itself

# HUGO BOSS

## other mandates

### in supervisory board:

- Sennheiser electronic SE & Co. KG, Wedemark, Germany

### in comparable supervisory bodies:

- Global-e Online Ltd., Petach-Tikwa, Israel<sup>3</sup>
- Bambuser AB, Stockholm, Sweden<sup>3</sup>

(1. = Chairman

2. = Deputy Chairman

3. = listed company)

In the opinion of the Supervisory Board, there are no personal or business relationships with HUGO BOSS AG or its Group companies, the executive bodies of HUGO BOSS AG, or any shareholder directly or indirectly holding more than 10% of the voting shares in HUGO BOSS AG that are decisive for the election decision by the Annual Shareholders' Meeting. Consequently, Iris Eppele-Righi is independent pursuant to Sec. C.6 of the GCGC.

## Andreas Kurali

### Personal Information

Residence:	Zug, Switzerland
Nationality:	German
Age:	59
Occupation:	Senior Finance Executive (freelance)

### Professional background and main activities

Andreas Kurali, born in 1965, studied business administration and Management at the University of Mannheim and York University in Toronto, Canada. He graduated in 1993 with a degree in business administration. He then began his professional career at Philip Morris GmbH in Munich, where he held various management positions, including Manager Planning and Fiscal Affairs, Financial Accounting & Reporting and Treasury and Tax.

In 2003, Andreas Kurali moved to Lausanne, where he served as Director of Finance and IT for the global duty-free business of Philip Morris International Inc. (PMI). Subsequently, in 2005, he took on the Mexico City based role of Chief Financial Officer (CFO) for the subsidiaries in Mexico, Peru, and Ecuador. From 2008 to 2012, he held the position of regional CFO for Latin America and Canada in New York City. In the following years, from 2012 to 2014, he worked as CFO for the Asia region at PMI, based in Hong Kong.

Between 2015 and 2021, Andreas Kurali served as Corporate Controller at PMI in Switzerland. In this central function, he was responsible for financial planning and the consolidation process, as well as external and internal reporting of the group. He maintained relationships with external auditors and oversaw financial performance management. From 2021 to 2024, he acted as Deputy Chief Financial Officer and Head of Financial Transformation, where he drove the establishment of the Global Business Solution Organization of Philip Morris International and led the transformation of the global finance function.

In addition to his operational responsibilities, Andreas Kurali was a member of the managing boards of various operating units of the PMI Group, including the Supervisory Board of Philip Morris Deutschland GmbH, a co-determined company, from 2014 to 2019.

Since July 2024, Andreas Kurali has been working as a freelance senior finance executive consultant.

### Competence Profile

- Expertise in the fields of accounting and auditing
- Internationality
- former manager of another company (listed, global group)
- Expertise in the sustainability topics relevant to the company

## Other mandates

none

In the opinion of the Supervisory Board, there are no personal or business relationships with HUGO BOSS AG or its Group companies, the executive bodies of HUGO BOSS AG, or any shareholder directly or indirectly holding more than 10% of the voting shares in HUGO BOSS AG that are decisive for the election decision by the Annual Shareholders' Meeting. Consequently, Andreas Kurali is independent pursuant to Sec. C.6 of the GCGC.

## Luca Marzotto

### Personal Information

Wohnort:	Venice, Italy
Nationalität:	Italian
Alter:	54
Supervisory Board since:	2010
Elected until:	2025

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### Professional background and main activities

Luca Marzotto was born in 1971 in Rome, Italy. After completing his studies in Law, he began his career at the Marzotto Group in 1995. After working in sales in the textile business of the Marzotto Group in Asia, in 1998 he was appointed Chairman of the Executive Board of Guabello SpA, a subsidiary of the Marzotto Group which specializes in the production of high-quality cashmere. He then held various management positions for the Marzotto Group in Asia. After gaining over two years of experience as Director of Marlboro Classics, Luca Marzotto has acted as Chief Executive Officer of the Board of the industrial company Zignago Holding SpA, Fossalta di Portogruaro, since 2005.

### Competence Profile

- Expertise in the fields of accounting and auditing
- Internationality
- Manager of another company
- Expertise in branding, supply chain and/or sales
- Expertise in sustainability topics relevant to the company
- Expertise about the company itself

# HUGO BOSS

## Other mandates

Luca Marzotto does not hold any other mandates in German supervisory boards.

Mandates in non-German business enterprises:

### **Mandates within in the Zignago Group:**

#### executive function

- Ca' Del Bosco S.r.l., Erbusco, Italy<sup>2</sup>
- Ca' Del Bosco Hospitality S.r.l., Erbusco, Italy<sup>2</sup>
- SM Tenimenti Pile e Lamole e Vistarenni e San Disdagio S.r.l. Soc. Agricola; Greve in Chianti, Italy<sup>1</sup>
- Zignago Holding S.p.A., Fossalta Di Portogruaro, Italy<sup>1</sup>
- Zignago Power S.r.l., Fossalta Di Portogruaro, Italy<sup>1</sup>
- Zignago Servizi S.r.l., Fossalta Di Portogruaro, Italy<sup>1</sup>

#### non-executive function

- Multitecno S.r.l., Fossalta Di Portogruaro, Italy
- Vetri Speciali S.p.A., Trento, Italy
- Zignago Vetro S.p.A., Fossalta Di Portogruaro, Italy<sup>3</sup>
- Santa Margherita S.p.A., Fossalta Di Portogruaro, Italy

### **Mandates within the Santex Rimar Group:**

#### non-executive function

- Isotex Engineering S.r.l., Trissino, Italy
- Santex Rimar Group S.r.l., Trissino, Italy
- Smit S.r.l., Trissino, Italy
- Sperotto Rimar S.r.l., Trissino, Italy

### **Further mandates:**

#### executive function

- Lumar S.r.l., Vicenza, Italy<sup>1</sup>
- Lumar Real Estate S.r.l., Vicenza, Italy<sup>1</sup>
- SI S.r.l., Rome, Italy<sup>1</sup>
- MySecretCase S.r.l., Milano, Italy<sup>1</sup>
- MYSC SRL, Vicenza, Italy<sup>1</sup>

#### non-executive function

- Forte Forte S.r.l., Sarcedo, Italy
- Techwald Next S.p.A., Turin, Italy
- Serliana S.r.l., Milano, Italy
- ITACA EQUITY Holding S.p.A., Milano, Italy
- Florence S.r.l., Milano, Italy

(1. = Chairman

2. = Deputy Chairman

3. = listed company)

Luca Marzotto is Chief Executive Officer of the Board at Zignago Holding S.p.A., Fossalta di Portogruaro, Italy. According to a voting rights notification dated 14 February 2020 Zignago Holding S.p.A. and PFC S.r.l. hold 15.45% of the voting rights in HUGO BOSS AG. Both Zignago Holding S.p.A. and PFC S.r.l. are controlled by several members of the Marzotto family.

# HUGO BOSS

## Michael Murray

### Personal Information

Residence:	London, United Kingdom
Nationality:	British
Age:	35
Occupation:	CEO of Frasers Group plc, London, UK

### Professional background and main activities

Michael Murray, born in 1989, studied from 2008 to 2011 Investment & Finance Real Estate at the University of Reading. During this period, he also initiated a self-employed venture in the hospitality and property development sectors, which he continued until 2015. In 2015, he assumed the role of Director at MM Prop Consultancy, a firm specializing in property consultancy, development, and investment. Since 2022, he has been serving as the CEO of Frasers Group, initiating the Group's Elevation Strategy to further establish itself as a strategic partner of choice to brands across Sports, Premium and Luxury. This strategic initiative has since diversified the Group from a predominantly retail-focused business into the realms of property and financial services. Furthermore, he has developed and executed the mergers and acquisitions strategy, as well as spearheaded international expansion across Europe, Asia, Middle East, Africa, and Australia.

### Competence Profile

- Internationality
- Expertise in branding, supply chain and/or sales
- Current manager of another company
- Expertise about the company itself
- Expertise in the sustainability topics relevant to the company

### Other mandates

#### Executive Function

- Frasers Group plc, London, UK<sup>1,3</sup>

(1. = Chairman

2. = Deputy Chairman

3. = listed company)

Michael Murray is Chief Executive Officer of Frasers Group plc. According to the voting rights notification dated 14 March 2025, Frasers Group plc holds 19.25% of the voting rights in HUGO BOSS AG, with a further 20.60% of the voting rights held through financial instruments.

# HUGO BOSS

## Christina Rosenberg

### Persönliche Daten

Residence:	Münsing – St. Heinrich, Germany
Nationality:	German
Occupation:	Management consultant
Age:	55
Member of the Supervisory Board since:	2020
Elected until:	2025

### Professional background and main activities

Christina Rosenberg, born in Augsburg, Germany in 1969, studied business administration at the University of Augsburg with a focus on marketing and production & logistics after her training as a dressmaker. After graduating in 1996 with a degree in business administration, Christina Rosenberg began her professional career as a controller for the southern part of Germany at Hennes & Mauritz ("H&M") in Munich. Until 2000, she was responsible at H&M, among other things, for the development of Retail Operations in France as a new sales market as well as for merchandise and purchases for women's clothing and accessories in Germany. After working as a senior consultant with a focus on retail at Kienbaum Executive Search for two years, Christina Rosenberg became Sales Manager of Hermès GmbH in 2003. In 2005, she became Managing Director of Hermès with sole representative authority. In this position she was responsible for consistent brand management and all areas of sales, finance, personnel and communication. With the very early establishment of the German online business, Christina Rosenberg already launched the Omnichannel strategy of Hermès GmbH in 2007. Until her departure in 2018, she was responsible for the business in Germany as well as Austria and the Czech Republic.

After training as a change management consultant and systemic coach, Christina Rosenberg founded the management consultancy innotail in 2018, where she still works as a consultant today with a focus on brand and change management. She also supports start-ups as a business angel with a focus on brand building and sustainability.

### Competence Profile

- Internationality
- Manager of another company
- Expertise in branding, supply chain and/or sales
- Expertise in the sustainability topics relevant to the company
- Expertise about the company itself



# HUGO BOSS

## Other mandates

in supervisory boards:

- Villeroy & Boch AG, Mettlach, Germany

in comparable supervisory bodies:

- Josef Tretter GmbH & Co. KG, Munich, Germany (member of the advisory board)

(1. = Chairman

2. = Deputy Chairman

3. = listed company)

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# HUGO BOSS

## Stephan Sturm

### Personal Information

Residence:	Hofheim, Germany
Nationality:	German
Age:	61
Occupation:	Chairman of the Board of the Heinz Hermann Thiele Family Foundation, Munich, Germany

### Professional background and main activities

Stephan Sturm, born in Worms in 1963, studied economics and business administration at the University of Mannheim and graduated with a degree in business administration.

He began his career in 1989 as a management consultant at McKinsey. After moving into management consulting, he held various management positions in investment banking between 1991 and 2004.

In 2005, Stephan Sturm was appointed Chief Financial Officer (CFO) of Fresenius. In addition to his role as CFO, he held the position of Labour Relations Director from 2005 to 2007. In 2016, he was named Chief Executive Officer (CEO) of Fresenius, a position he holds until 2022. In this role, Stephan Sturm also served as Chairman of the Supervisory Board of Fresenius Medical Care Management AG.

Between 2015 and 2021, Stephan Sturm was a member of the Supervisory Board of Deutsche Lufthansa, most recently as Chairman of the Audit Committee.

Since 2023, Stephan Sturm has been Chairman of the Board of the Heinz Hermann Thiele Family Foundation. As the foundation controls the majority of shares in Knorr-Bremse AG in Munich, he has now been designated as member of the Supervisory Board of Knorr-Bremse AG.

### Competence Profile

- Expertise in the fields of accounting and auditing
- Internationality
- Manager of another company (listed, global group)
- Expertise in sustainability topics relevant to the company

# HUGO BOSS

## other mandates

in supervisory boards:

- CRX Markets AG, Munich, Germany<sup>2</sup>
- Proposed for election as a member of the supervisory board of Knorr-Bremse AG, Munich, Germany<sup>3</sup>, by its annual general meeting on 30 April 2025.

executive function:

- Heinz Hermann Thiele Family Foundation, Munich, Germany

(1. = Chairman

2. = Deputy Chairman

3. = listed company)

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