

Physical Climate Risk Mitigation & Adaptation Plan

Strengthening resilience at key sites, protect employees and operations from climate-related disruptions, support business continuity, and integrate climate risks into strategic decision-making and risk management processes.

Contents

1. Executive Summary	2
2. Purpose of the Mitigation Plan.....	2
3. Site Scope and Risk Context	2
4. Adaptation Methodology: Context-Specific Planning	3
5. Physical Climate Risk Register.....	3
6. Site-Specific Mitigation and Adaptation Plans	4
6.2 Savannah Warehouse, USA	5
6.3 Wendlingen Warehouse, Germany.....	5
6.4 Filderstadt Warehouse, Germany.....	6
6.5 HUGO BOSS Textile Industry Ltd. (Turkey - Izmir)	6
6.6 HUGO BOSS Shoes & Acc. Italia S.p.A. (Italy - Morrovalle).....	7
7. Implementation Roadmap.....	7
8. Metrics and Control Evidence	8

1. Executive Summary

This Physical Climate Risk Mitigation & Adaptation Plan has been developed to support HUGO BOSS in strengthening the resilience of its operations against the increasing impacts of climate change. The plan is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and builds upon the findings of the 2025 Climate- and Nature-related Disclosures Report.

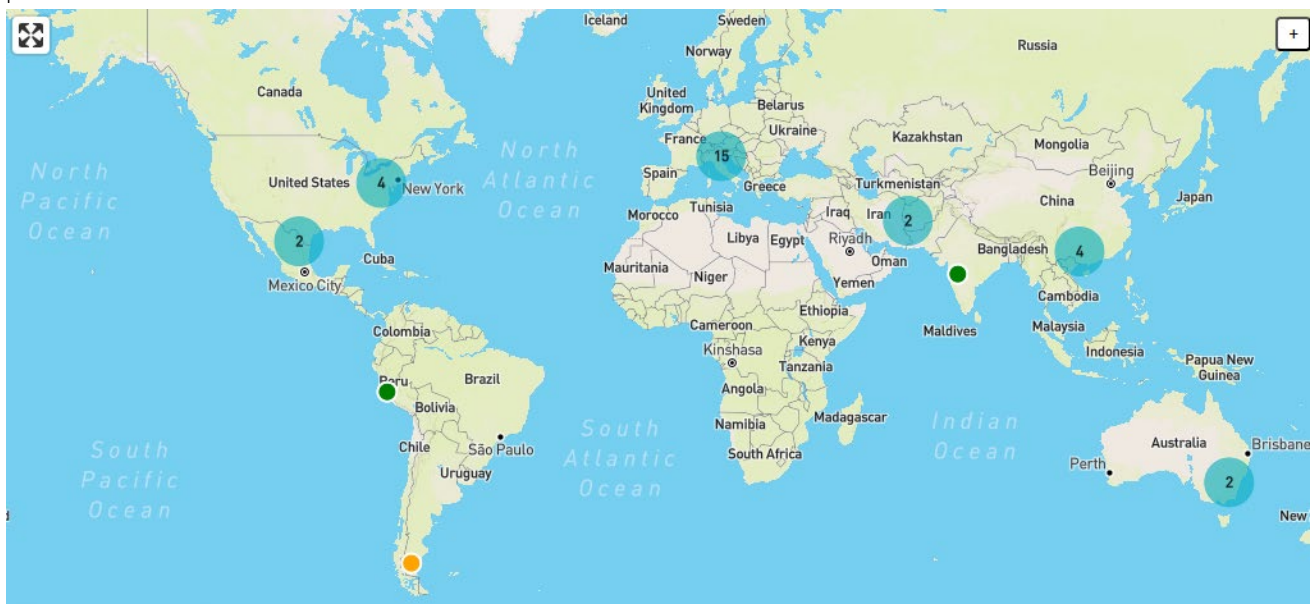
2. Purpose of the Mitigation Plan

The mitigation plan transforms climate risk assessment into a practical management system that helps protect people, assets, operations, and financial performance across the HUGO BOSS network of headquarters, warehouses, and production sites. With this mitigation plan HUGO BOSS aims to reduce physical climate risk exposure, improve operational and supply-chain continuity and to con protect long-term enterprise value.

3. Site Scope and Risk Context

The physical climate risk analysis covers all locations owned by HUGO BOSS, including the Headquarters, production sites and warehouses. Based on this analysis the mitigation plan at hand covers the most relevant 5 locations on top of the headquarters. Additional local actions plans are available but are not part of this document to prioritize from a group perspective. On top of the locations owned by HUGO BOSS, points of sale and suppliers of Tier 1 to 4 are also analyzed by the Climate Risk Assessment tool but are not part of this mitigation plan.

Worldwide coverage of the most important locations of assets owned by HUGO BOSS and external business partners:



The following table provides an overview of the locations within the scope of this mitigation plan:

Site	Asset classification	Primary planning focus
Metzingen, Germany	Headquarters & Warehouses	People protection, heat resilience, critical office operations, crisis coordination and business continuity.
Savannah, USA	Warehouse.	Logistics continuity, heat management, drainage/flood-response readiness and protection of operational assets.
Wendlingen, Germany	Warehouse	Logistics continuity, heat management, drainage/flood-response readiness and protection of operational assets.
Filderstadt, Germany	Warehouse	Logistics continuity, heat management, drainage/flood-response readiness and protection of operational assets.
HUGO BOSS Textile Industry Ltd. (Turkey - Izmir)	Production site	Worker heat protection, production continuity, utility resilience, water stress awareness and emergency preparedness.
HUGO BOSS Shoes & Acc. Italia S.p.A. (Italy - Morrovalle)	Production site	Worker heat protection, production continuity, severe-weather readiness and facility resilience.

4. Adaptation Methodology: Context-Specific Planning

Adaptation anticipates adverse climate effects and takes appropriate action to prevent or minimize damage, while considering resilience-related opportunities. Physical climate risk responses are location- and context-specific and consider asset type, operational role, local exposure, infrastructure, implementation capacity and dependencies. The plan integrates physical and non-physical measures to reduce material risks identified through climate risk assessment on a best-effort basis.

5. Physical Climate Risk Register

Risk driver	Potential impact	Physical measures	Non-physical measures	Priority
Temperature extremes	Higher HVAC demand, employee wellbeing impacts, productivity loss and possible operational disruption.	HVAC optimization, shading, insulation, ventilation, cool rest areas.	Heat-health protocol, thresholds, flexible work/shift rules, and awareness training.	High

Flooding / intense rainfall	Access disruption, asset damage and temporary interruption.	Drainage review, flood barriers/sensors where relevant, critical asset elevation.	Flood response procedure, emergency drills, insurance review.	Medium
Severe weather / storms	Site access restrictions, transport disruption, safety incidents and building damage.	Roof/façade checks, backup power, securing outdoor assets.	BCP scenario testing, crisis communication, alternate routing/workplace procedures.	Medium
Drought / water stress	Indirect operational or supply-chain stress; potential utility constraints.	Water-efficiency review and monitoring for relevant processes.	Water stress triggers, utility escalation and conservation protocols.	Medium

6. Site-Specific Mitigation and Adaptation Plans

6.1 Metzingen Headquarters, Germany

Focus area	Action	Accountable function	Timing	Monitoring metric
Heat resilience	Set indoor comfort baseline; define heat thresholds; optimize HVAC; evaluate shading, insulation and greening.	Facility Management; H&S	0-2 years	Indoor exceedance days; HVAC energy intensity; heat incidents.
Business continuity	Update HQ BCP for heat and severe weather; define remote/hybrid work triggers; test crisis communications.	BCM; Site Lead	0-2 years	BCP test completion; lessons learned closed.
Infrastructure planning	Apply climate resilience screen to refurbishment and capex decisions.	Facility Management; Finance; Risk	3-5 years	Capex files with climate screen.

6.2 Savannah Warehouse, USA

Focus area	Action	Accountable function	Timing	Monitoring metric
Logistics continuity	Update warehouse BCP for heat, flooding and severe weather; define transport rerouting triggers.	Warehouse Lead; Logistics; BCM	0-2 years	Delivery disruption incidents; BCP test completion.
Heat and worker safety	Review indoor heat exposure, ventilation, rest areas and shift guidance.	Warehouse Lead; H&S	0-2 years	Heat incident rate; thermal comfort observations.
Flood readiness	Inspect drainage and critical stock/equipment placement; conduct flood-response drill.	Facility Management; Warehouse Lead	3-5 years	Inspection completion; drill actions closed.

6.3 Wendlingen Warehouse, Germany

Focus area	Action	Accountable function	Timing	Monitoring metric
Logistics continuity	Update warehouse BCP for heat, flooding and severe weather; define transport rerouting triggers.	Warehouse Lead; Logistics; BCM	0-2 years	Delivery disruption incidents; BCP test completion.
Heat and worker safety	Review indoor heat exposure, ventilation, rest areas and shift guidance.	Warehouse Lead; H&S	0-2 years	Heat incident rate; thermal comfort observations.
Flood readiness	Inspect drainage and critical stock/equipment placement; conduct flood-response drill.	Facility Management; Warehouse Lead	3-5 years	Inspection completion; drill actions closed.

6.4 Filderstadt Warehouse, Germany

Focus area	Action	Accountable function	Timing	Monitoring metric
Logistics continuity	Update warehouse BCP for heat, flooding and severe weather; define transport rerouting triggers.	Warehouse Lead; Logistics; BCM	0-2 years	Delivery disruption incidents; BCP test completion.
Heat and worker safety	Review indoor heat exposure, ventilation, rest areas and shift guidance.	Warehouse Lead; H&S	0-2 years	Heat incident rate; thermal comfort observations.
Flood readiness	Inspect drainage and critical stock/equipment placement; conduct flood-response drill.	Facility Management; Warehouse Lead	3-5 years	Inspection completion; drill actions closed.

6.5 HUGO BOSS Textile Industry Ltd. (Turkey - Izmir)

Focus area	Action	Accountable function	Timing	Monitoring metric
Worker heat protection	Set heat-stress protocol for production areas; evaluate cooling, ventilation, hydration and rest arrangements.	Production Site Lead; H&S	0-2 years	Heat incidents; indoor temperature exceedances; training completion.
Process and utility continuity	Identify critical utilities and production dependencies; define contingency procedures for heat, water stress or severe-weather events.	Production; Facility Engineering; BCM	0-2 years	Critical dependency map; BCP test results.
Water and drought awareness	Monitor water-related constraints and define conservation or escalation measures for relevant processes.	Production; Sustainability; Risk	3-5 years	Water-use intensity where available; escalation events.

6.6 HUGO BOSS Shoes & Acc. Italia S.p.A. (Italy - Morrovalle)

Focus area	Action	Accountable function	Timing	Monitoring metric
Worker heat protection	Set heat-stress protocol for production areas; evaluate cooling, ventilation, hydration and rest arrangements.	Production Site Lead; H&S	0-2 years	Heat incidents; indoor temperature exceedances; training completion.
Facility resilience	Review roof, façade, drainage and critical equipment protection for heat and severe-weather conditions.	Facility Engineering	0-2 years	Inspection completion; remediation progress.
Production continuity	Update continuity plan for climate-related access, utility or production interruptions.	Production; BCM	3-5 years	BCP exercise completion; action closure rate.

7. Implementation Roadmap

Phase	Timing	Milestones	Evidence
Phase 1 - Baseline and governance	0-2 years	Confirm site profiles; validate climate exposures; update BCPs; issue heat-health protocols; establish KPI dashboard.	Site validation notes; approved protocols; training and BCP evidence.
Phase 2 - Control strengthening	3-5 years	Implement prioritized HVAC, drainage, asset protection, utility resilience and physical improvement actions.	Capex approvals; completion certificates; inspection reports.
Phase 3 - Strategic resilience	5+ years	Refresh scenario analysis; reassess facilities and production resilience; embed climate criteria in long-term planning.	Updated risk assessment; strategy refresh; committee reporting.

8. Metrics and Control Evidence

Metric category	Recommended metric	Target direction	Frequency
People protection	Heat-related incidents, training completion, thermal comfort observations.	Reduce incidents; complete training for relevant roles.	Quarterly
Operational continuity	BCP tests completed, lessons learned closed, recovery arrangements verified.	Complete annual tests and close corrective actions.	Semi-annually / annually
Facility resilience	Open remediation actions, inspections completed, critical asset protection status.	Close high-priority actions and complete annual inspections.	Quarterly