Declaration of the Managing Board and Supervisory Board of HUGO BOSS AG pursuant to section 161 AktG (German Stock Corporation Act)

HUGO BOSS AG, Metzingen, Securities ID A1PHFF, International Securities ID DE000A1PHFF7

The Managing Board and Supervisory Board of HUGO BOSS AG herewith declare pursuant to section 161 para. 1 sentence 1 AktG (German Stock Corporation Act) that since the Compliance Declaration of December 2025, the recommendations of the Government Commission "German Corporate Governance Code" in the version of April 28, 2022 – published in the Federal Gazette on June 27, 2022 – ("GCGC 2022") have been and will be complied with except for:

- Deviating from the recommendation in C.10 GCGC 2022, the Chair of the Supervisory Board of HUGO BOSS AG is not independent from the Company within the meaning of recommendation C.7 GCGC 2022. On 15 September 2026, Mr Michael Murray succeeded Mr Stephan Sturm as Chair of the Supervisory Board. Mr Murray is the CEO of Frasers Group plc. Frasers Group plc is the Company's largest shareholder and, as at the date of this Declaration, holds 49.41% of the voting rights in HUGO BOSS AG. Furthermore, Frasers Group plc is an important wholesale partner of HUGO BOSS AG with which the Company maintains material business relationships. In view of the level of Frasers Group plc's shareholding in HUGO BOSS AG, the Supervisory Board and the Managing Board consider it appropriate for the largest shareholder to provide the Chair of the Supervisory Board.

- Deviating from the recommendation G.12 GCGC 2022, in connection with Mr Daniel Grieder's and Mr Oliver Timm's departure from the Managing Board, a final settlement of the outstanding short-term and long-term variable remuneration components and their early payment by way of a lump-sum payment was agreed. The Supervisory Board considers the deviation in these specific cases to be in the best interests of HUGO BOSS AG, as the arrangements allow for a timely and final settlement of all claims arising from the service agreements.

Metzingen, November 2026