

MYTHERESA

The Mytheresa Positive Change Report

ESG Ambition in Review

JULY 24 – JUNE 25



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About this report

This report for the fiscal year that ended on June 30, 2025 (FY 25), is prepared in alignment with the E-Commerce Standard of June 2023, issued by the Sustainability Accounting Standards Board (SASB). Any deviation from the SASB guidelines is transparently stated in the methodological notes. The report also goes beyond the information required by the E-Commerce Standard by including the efforts, mostly quantified, that were made in achieving the Mytheresa Ambition.

With the transaction closing on April 23, 2025, Mytheresa has acquired YOOX NET-A-PORTER Group S.p.A. ("YNAP"). As of May 1, 2025, MYT Netherlands Parent B.V. was renamed to LuxExperience B.V., with Mytheresa, NET-A-PORTER, and MR PORTER, jointly comprising the luxury segments of LuxExperience, together with YOOX and THE OUTNET, jointly comprising the off-price segment of LuxExperience.

As we transition into the new group structure of LuxExperience, a consolidated group report will be introduced in the next fiscal year. Therefore, this report focuses exclusively on Mytheresa (formerly referred to as MYT Netherlands Parent B.V.) and all of its subsidiaries. The report was completed on October 13th, 2025. Please send any questions or feedback on this report to sustainability@luxexperience.com.

Foreword by the Mytheresa Management Board

We are delighted to release Mytheresa's fourth Environment, Social and Governance (ESG) report covering fiscal year 2025 (FY 25), highlighting key aspects of our sustainability journey. The challenges are complex and constantly evolving, but we remain focused on the four pillars that shape the Mytheresa Ambition: **MYPLANET**, **MYTALENT**, **MYPRODUCT**, and **MYPOLICY**. With each of these pillars, we've set concrete, ambitious, and measurable goals, and we've made meaningful strides toward our objectives:

MEASURING AND LIMITING OUR IMPACT ON THE PLANET

For the first year, we worked extensively to calculate and incorporate the greenhouse gas emissions of purchased luxury goods in our corporate carbon footprint, ahead of the deadline set in our ambition, giving us better visibility into our main sources of carbon emissions. We also reached our goal of achieving 100% renewable electricity in our operations, one year ahead of our target. To further reduce our Scope 3 emissions associated with our international shipments, we continued financing the use of Sustainable Aviation Fuel as part of the five-year strategic partnership signed in FY 24 with DHL.

FOSTERING RESPONSIBLE SOURCING

To foster responsible sourcing, we implemented the Mytheresa Responsible Sourcing Guidance in FY 23 and continued to rely on this guidance during the fiscal year. As part of our journey to provide our customers with deeper insights into the sustainability practices behind the products and brand partners we feature, we have introduced a Responsible Sourcing Assessment of our brand partners. The results of the assessments are now shared with customers in the Product Journey section on our product pages.

FOSTERING RESPONSIBLE CONSUMPTION

After building our assessment methodology, we assessed several brand partners for potential collaboration to promote products created with a focus on sustainability. This led to the launch of our first Mindfully Created Capsule with Jimmy Choo. To help our customers care for their products in a more responsible way, we added a dedicated section to our website to help our customers extend the journey of their products. Finally, we successfully added additional information on the products, such as traceability information, as well as the outcome of our Responsible Sourcing Assessment, to our new Product Journey section.

ENSURING EQUAL OPPORTUNITIES AND FOSTERING INCLUSION

We continuously foster our positive workplace culture and equal opportunities within our company through fair and inclusive means. We drive our company culture through trainings, lectures and workshops focused on ensuring our employees have equal opportunities to grow and succeed. Our Inclusion activities tend to gravitate around a particular subject each year. This fiscal year, we focused on Connecting Generations, helping foster a culture of mutual learning and understanding across generations. We also continued to work towards equal opportunities without regard to gender by measuring the gender pay gap between men and women.

We are proud of the progress we have already made in transforming our goals into concrete actions, but we remain conscious of the challenges ahead. Recognizing that the ever-evolving external context will demand a systematic assessment and refining of our strategy and practices, we will be working on the definition and implementation of a Group Sustainability Strategy during FY 26 to continue our ESG initiatives across the LuxExperience Group. We will strive to consider our stakeholders when defining our strategy and continue to uphold the trust they place in us.

We encourage you to continue reading to discover the remarkable dedication of our teams over the past fiscal year in making ESG a fundamental aspect of our lives.

The Mytheresa Management Board



SECTION A.

ABOUT MYTHERESA

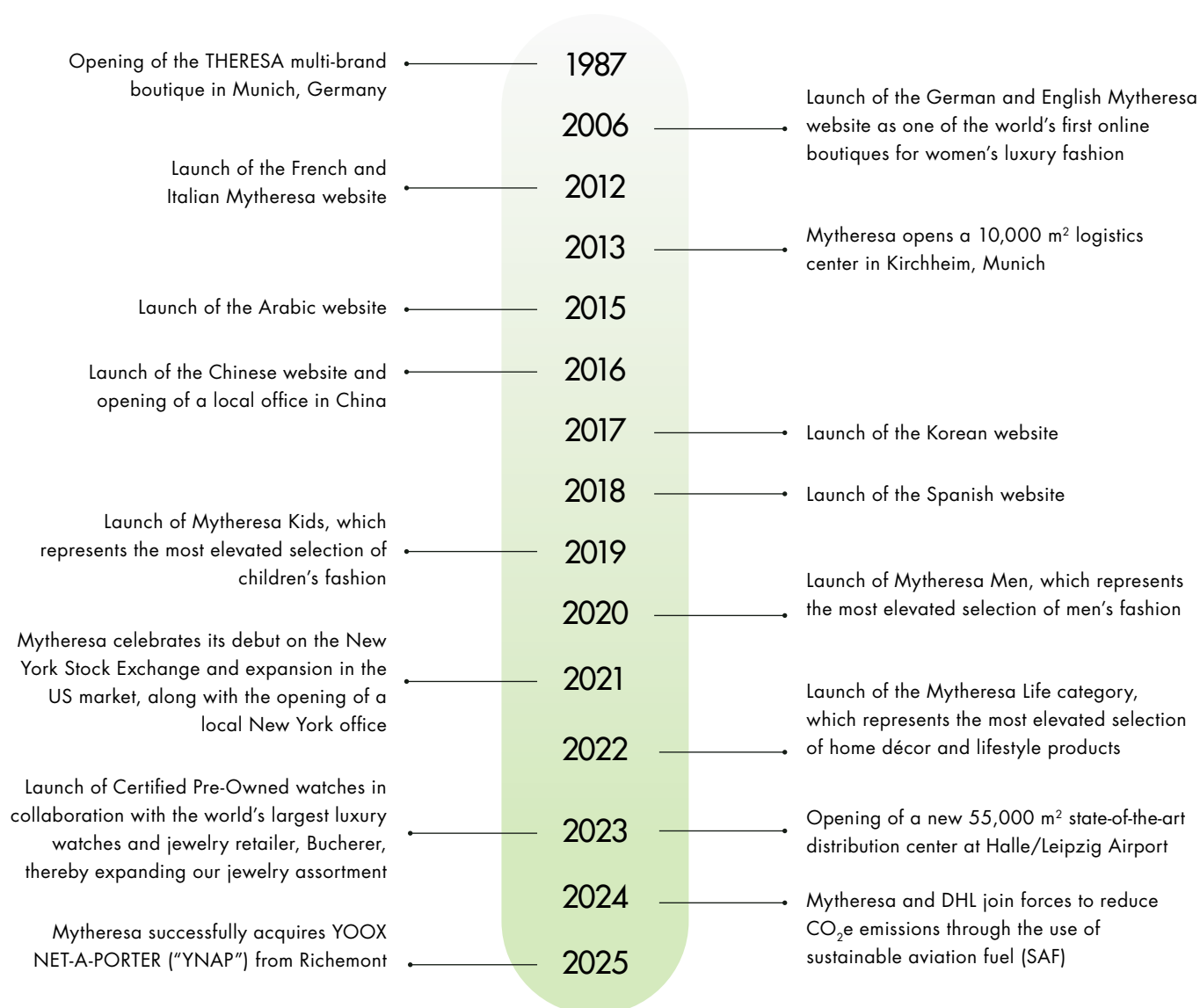
1. Our history

Mytheresa is a leading luxury multi-brand digital platform for the global luxury consumer, shipping to over 130 countries. We offer one of the finest edits in luxury, curated from up to 250 of the world's most coveted brands in womenswear, menswear, kidswear, lifestyle products, and fine jewelry.

Our story began over three decades ago with the opening of THERESA, in Munich, one of the first multi-brand luxury boutiques in Germany, followed by the launch of the digital platform, Mytheresa, in 2006.

Today, we provide a unique digital experience, based on a sharp focus on high-end luxury shoppers, exclusive product and content offerings, leading technology and analytical platforms, as well as high-quality service operations. We are more than just a luxury e-commerce platform. We build a community for luxury enthusiasts and create desirability with digital and physical experiences.

Our more than 30 years of market insights and long-standing relationships with the world's leading luxury brands, such as Bottega Veneta, Brunello Cucinelli, Dolce&Gabbana, Gucci, Loewe, Loro Piana, Moncler, Prada, Saint Laurent, The Row, Valentino, and many more, have established Mytheresa as a global leader in the luxury multi-brand digital sector.



Our success story is also reflected in our financial results: Mytheresa has consistently been profitable and is growing strongly. Our Gross Merchandise Value (GMV) transacted on our site has steadily increased from €97 million in 2014 to €988.5 million in FY 25. We grew by +8% in FY 25 and maintained consistent profitability with an Adjusted EBITDA of €44.6 million.

2. Our vision and strategy

Mytheresa represents the finest edit in luxury. As part of the newly formed group of LuxExperience, our vision is to be the number one luxury destination for inspiration, shopping, and experiences on a global scale, and to be the preferred platform for affluent consumers, luxury brands, and sector intermediaries.



To be the no.1 luxury destination for inspiration, shopping and experiences on a global scale, and the preferred platform for affluent consumers, luxury brands and sector intermediaries

To become the number one luxury destination and preferred platform for affluent consumers, our vision is pursued by our strategy to drive growth along four material pillars:

1. Customer Growth
2. Geographic Penetration
3. Category Expansion
4. Business Model Extension

1. Customer Growth

Our most important and, at the same time, reliable growth driver is to acquire new high-potential customers and transform existing customers into top customers. We strive for constant customer engagement through a variety of digital and physical channels. Our preferential treatment for top customers revolves around early access to products, priority in shipping, invitations to “money-can’t-buy” experiences, and dedicated personal shoppers. All of these efforts translate into high customer loyalty with close to 100% revenue retention after the second year of customer acquisition. The success in continuously expanding our top customer base is also visible in our numbers. In FY 25, our 3.8% top customers generated 42.6% of our total GMV, as compared to FY 24, with 3.7% top customers generating 39.2% of our total GMV.

2. Geographic Penetration

Located in the heart of Europe, our business on the continent remains a strong driver for growth. The continuous shift of consumers to online luxury shopping provides strong tailwinds. Today, we already ship to over 130 countries. Timely delivery to all shipping destinations is central to our commitment to customer satisfaction. Our state-of-the-art distribution center in Leipzig, which opened in October 2023, provides all necessary logistics infrastructures designed to handle global shipments efficiently, and with full dedication to sustainable business practices by exploring greener shipment options in partnership with DHL.

Moreover, it is our clear ambition to further increase our brand awareness, both inside and outside of Europe, and gain significant market share in key geographic regions. Having established offices and teams in China in 2016 and the United States in 2021, we are able to prioritize growth in these two key markets with successful localized digital and physical marketing. For example, we have had a successful series of exclusive pop-up stores in the East Hamptons in collaboration with Flamingo Estate and an après-ski pop-up in Aspen in collaboration with Bemelmans Bar.

3. Category Expansion

With womenswear being an important part of our heritage, we continue to see a strong growth trajectory in this category. Following the successful introduction of kidswear and menswear in 2019 and 2020, respectively, we have positioned ourselves as a fashion authority across all three categories.

As part of the continuous evolution of our business, we launched the Life category in May 2022, adding home décor and other lifestyle products to our offering. In continuation of our successful category expansion, in FY 23, we were happy to announce our exclusive partnership with Bucherer, the world’s largest luxury watches and jewelry retailer from Switzerland, adding a new category of Certified Pre-Owned watches to our luxury portfolio. In addition, we are continuously expanding our fine jewelry category. We aim to cater to our consumers for all their luxury needs. Led by this understanding, we continue to evaluate prospective category additions.

4. Business Model Extension

Complementing our traditional wholesale business, we introduced the Curated Platform Model (CPM) at the end of FY 21. This innovative approach to collaborating with major luxury brand partners and deepening existing relationships provides our partners with more control over their inventory. While this new model continues to grow, the wholesale model remains the most important part of our fashion business.

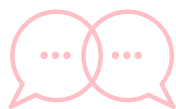
Our now fully built-out capabilities and IT infrastructures support the CPM operation, allowing us to further scale up the business. These capabilities also enable us to introduce additional operating models, such as drop shipping, as we enter new categories. We view the extension of our business model as an important driver for the expansion of our company.

The successful completion of our multi-year project to upgrade our complete e-commerce technology stack, including the successful migration of our websites, apps, content management system, merchandising, and product information systems to a new service-based and highly scalable platform in FY 23, has allowed us to improve speed, flexibility, personalization, regionalization, and cost of development.

We carefully evaluate our options and assess implications based on a detailed operational view, while remaining true to the Mytheresa vision and strategy. In addition, stakeholders such as customers, brand partners, and employees expect that we embed ESG considerations and transparency into our business with the objective of enabling Mytheresa to grow sustainably.

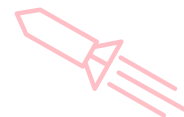
3. Our values

The fundamental principles that govern the daily operations of our teams are embodied by the eight Mytheresa values. Established in 2017, these values are well known to our teams and communicated to all new joiners as part of their onboarding process. Each of them contains several elements, some of which are presented below:



Be transparent and direct

- Share relevant and appropriate information openly and actively
- Be confident to stand up against all forms of discrimination
- Seek honest feedback



Make it happen

- Embrace change as a constant in digital luxury
- Drive the topline and growth of Mytheresa
- Act like an entrepreneur and get things done



Love our customers

- Exceed customer expectations
- Empower our customers to make informed and conscious decisions while shopping on Mytheresa
- Treat every customer as an individual



Be professional

- Be open to other people's perspectives
- Be mindful of resources, be it yours, others, financial, or the planet's
- Become an expert in what you do



Act with respect

- Respect everybody
- Respect the planet
- Keep to our company rules, such as our Code of Business Conduct and Ethics



Create a strong & inclusive team

- Be an advocate for equal opportunities & inclusion
- Take responsibility for your own developmental needs
- Enable your team to be successful



Work passionately

- Recognize the passion and success of others
- Promote an energizing and positive working environment
- Demonstrate a positive can-do mindset



Be creative in a smart way

- Focus on innovations that improve our business
- Encourage others to be creative
- Always challenge the status quo for the better

4. Our FY 25 in numbers



823,000

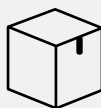
active customers, including more
than 392,000 first time buyers
(FY 24: 852,000)



Average order value of

€773

(FY 24: €703)



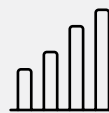
2.017 million

orders shipped during the year to more than 130 countries
(FY 24: 2.090 million)



1,609

employees in 9 locations
(FY 24: 1,911)



Adjusted EBITDA margin of

4.9%

(FY 24: 3.1%)



Gross Merchandise Value (GMV) of

€988.5 million

(FY 24: €913.6 million)



Net Promoter Score (NPS) of

83.6%

(FY 24: 75.3%)



SECTION B.

OUR SUSTAINABILITY JOURNEY

1. Our ambition

We view sustainability as a journey, not an end state, focusing on practices rather than just achieving goals. In a world where environmental, social, and governance concerns are becoming increasingly urgent, we aim to grow our business more sustainably. This vision, as well as our framework to achieve our bigger purpose, was defined and published by our Management Board and is embodied in the Mytheresa Ambition.

The [Mytheresa Ambition](#) encompasses how we plan to address the Environmental, Social, and Governance issues relevant to Mytheresa in order to grow our business in a more sustainable way.

The first version of the Mytheresa Ambition was published in March 2022 and included 15 goals and associated sub-categories. Those were grouped under 4 main pillars with different time horizons and covered the period from FY 21 until the end of FY 25. A second version of the Ambition was released in October 2023, with the inclusion of 12 new sub-categories and the extension of our timeframe to the end of FY 26. In the summer of 2025, we began the preparation work for a group-wide sustainability strategy for LuxExperience that will replace the current Mytheresa Ambition.

Each of the four deeply intertwined pillars paves the way for continuous profitable and responsible growth, as we build on our ongoing efforts to create a positive impact in our industry and on our planet.



MYPLANET



MYTALENT



MYPRODUCT



MYPOLICY

Our goals include sub-categories and defined metrics for tracking our efforts.

In [Part C](#) of this report, we are proud to present our goals in more detail, as well as the actions taken to accomplish them and the subsequent results of those actions.

2. Our material topics

Mytheresa's first materiality analysis¹ was performed during FY 23 to identify Mytheresa's material sustainability impact, risks, and opportunities (IROs), following the double materiality principle.

To carry out this analysis, the draft European Sustainability Reporting Standards (ESRS) 1 (General Requirements) and 2 (General Disclosures) of November 2022 were used as guidelines. For more information on the methodology used, please refer to the [FY 23 Positive Change Report](#).

In total, 10 material IROs were identified and organized around the four pillars of the Mytheresa Ambition. These 10 material topics were approved by our Sustainability Committee in June 2023.



MYPLANET

- Mitigation of climate change
- Adaptation to climate change



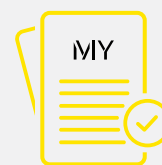
MYTALENT

- Working conditions and well-being of our teams
- Inclusion and equal opportunities within our teams



MYPRODUCT

- Responsible sourcing
- Responsible consumption
- Quality and transparent information for our stakeholders



MYPOLICY

- Corporate culture
- Corporate governance
- Responsible digital operations

In accordance with the Mytheresa Ambition, the results of the materiality analysis approved in FY 23 were reviewed by the Sustainability Committee in March 2025, following the Draft Guidance from EFRAG IG 1: *Materiality assessment implementation guidance*. No reason has been identified to reconsider the results of the 2023 assessment, mainly due to the absence of changes in our organizational or operational structure, or the absence of external factors leading to the emergence of new impacts, risks, or opportunities for the Mytheresa business. A materiality analysis, for the entire LuxExperience Group, will be carried out in the coming fiscal year.

Our sustainability progress is presented in [Section C](#), organized around our four pillars, 10 material topics, and our goals.



The results of our materiality analysis were reviewed in March 2025

¹The materiality analysis was performed in preparation for CSRD (EU Corporate Sustainability Reporting Directive) compliance purposes. For an explanation of "materiality" as used in this report, refer to [Notes to the Report](#).

3. Our sustainability governance

To accompany, monitor, and challenge our ongoing efforts, our governance structure for all sustainability aspects has been in force since the second quarter of FY 22. Before the acquisition of the YNAP Group, our Sustainability Committee was composed of five members:

- Chief Executive Officer
- Chief Commercial and Sustainability Officer
- VP of Merchandise Planning and Sustainability Management
- Principal Sustainability Management
- Lead Corporate Communications

In June 2025, the Sustainability Committee of LuxExperience was established and consists of eight members:

- Chief Business Officer of LuxExperience
- Head of Corporate Communications of LuxExperience
- Head of Sustainability of LuxExperience
- Chief Commercial Officer of Mytheresa
- Chief Executive Officer of NET-A-PORTER
- Chief Executive Officer of MR PORTER
- Chief Executive Officer of YOOX
- Managing Director of THE OUTNET

The Sustainability Committee meets at least quarterly to address all sustainability aspects, including new laws and regulations, and monitor the progress towards our sustainability goals. It met ten times during FY 25.

Other temporary members can be invited to the committee meetings to address certain topics on the agenda that they specialize in.

Sustainability falls under the responsibility of the Management Board, and the implementation is supervised by the Supervisory Board. The Supervisory Board provides oversight, evaluates progress and performance, maintains a sound and transparent system of checks and balances, and advises the Management Board, when appropriate. In particular, the Nomination, Governance, and Sustainability Committee oversees the steps taken by the Management Board to formulate a sustainability- and ESG strategy that is appropriate for the company. The focus is on long-term sustainable value creation in the best interests of all relevant stakeholders of the company.

In FY 25, two sustainability updates were presented to the Supervisory Board: in September 2024 on the achievements of FY 24 and our FY 24 Positive Change Report, and in February 2025 on the sustainability progress of the first months of the fiscal year.

More information on Mytheresa's Corporate Governance can be found in the [MYPolicy section](#)



2

sustainability updates
were made to the
Supervisory Board

4. Our highlights of the year

NOVEMBER 2024

Update of our **Partner Code of Conduct**, which was subsequently shared with our brand partners and non-brand suppliers

JUNE 2025

More than 50 brand partners were assessed as part of our **Responsible Sourcing Assessment**

JUNE 2025

All our operations in FY 25 were powered by **100% renewable electricity**, a year ahead of our target

OCTOBER 2024

Launch of our new packaging in an optimized size, showcasing the bespoke Mytheresa pattern, as a lower-impact alternative to our signature yellow-boxes for our customers.



MAY 2025

Creation of the LuxExperience Group



JUNE 2025

Launch of the **Product Journey** section on the Product Details Pages, providing our customers with deeper insights into the sustainability practices behind the products and brand partners we feature

JUNE 2025

Calculation of our corporate carbon footprint, including (for the first time) the CO₂ emissions associated with purchased luxury goods, along with other relevant categories, a year ahead of our goal

MARCH 2025

Information on the CO₂ emissions generated by order returns was added to our website to inform customers

APRIL 2025

Revamping of the Sustainability page on the Mytheresa website, to provide more transparent and clearer information to our customers

JUNE 2025

Publication of a section on how customers can **extend the product journey** on the After-Sale Service page of our website; and launch of the initiative to donate clothes to Dress for Success

APRIL 2025

Launch of our first Mindfully Created Exclusive Capsule with Jimmy Choo, representing a rigorous evaluation process that extends beyond mere aesthetics to encompass the ethical and responsible efforts of our brand partners





SECTION C.

OUR PROGRESS

Our progress

The following section of this report is structured around the 4 pillars of the Mytheresa Ambition, our 10 material topics, and key performance indicators (KPIs) for the fiscal year that ended on June 30, 2025 (FY 25)². In order to track our progress in comparison to the previous fiscal year, we have also provided the key performance indicators for the fiscal year that ended on June 30, 2024 (FY 24), and previous years when relevant.

The following symbols are used in the report:

-  The goal was fulfilled during the fiscal year
-  Progress has been made towards meeting the goal within the stipulated timeframe
-  The goal for FY 25 was not met during the fiscal year
-  The goal has to be achieved over the coming fiscal years and therefore no progress is reported

All the goals and sub-categories for which a deadline was set for FY 25 are highlighted in the remainder of this report, as well as those with a longer timeframe for which progress is to be noted during FY 25.



²Some SASB requirements, which are monitored but have not been identified as material, such as water consumption in our offices, have only been included in the SASB Content Index at the end of this report.

1. MYPLANET

Climate change is one of the defining challenges of our time and the fashion industry has a significant impact on it. We are dedicated to improving our impact on the planet and mitigating climate change, particularly in relation to greenhouse gas emissions, waste, and packaging, as well as our indirect impact within our upstream supply chain (see the MYProduct section for more details). To progress in this direction, we have established the following goals:

GOALS	FY 25
Measuring our carbon footprint yearly, as well as relevant KPIs	
Setting climate targets and implementing measures to achieve them	
Financing climate action	
Adapting to climate change by the end of FY 26	
Striving to be a zero-waste business	
Integrating sustainability into our customer's journey	

Having **measured our corporate carbon footprint** and assessed the key areas where our business has a high impact on the planet, we have defined reduction targets. The first target is to ensure that the majority of our electricity comes from renewable sources. As such, we ensured that all our office and warehouse spaces used renewable electricity in FY 25, with 100% of electricity in our own operations coming from **renewable sources**. This year, we went further by performing a full scope 3 assessment, including the CO₂e emissions associated with the purchased luxury goods sold on Mytheresa and other significant categories, such as their end of life.

Our second target for reduction is to **reduce the emissions** associated with shipments. During the past fiscal year, we continued financing the use of Sustainable Aviation Fuel, as part of the five-year strategic partnership signed in FY 24 with DHL.

Additionally, we are continuously working on **improving our packaging** with the launch of our redesigned signature packaging in FY 24 and our new packaging in October 24.

We acknowledge that there will always be some CO₂e emissions that we cannot avoid or reduce. We take responsibility for these emissions by financially supporting Gold Standard-certified **climate projects**. We will continue to look at further ways we can reduce our impact, in particular in our digital operations.

Finally, thanks to our first materiality analysis, the topic "adaptation to climate change" was identified as material to Mytheresa. For this reason, we plan to define our climate-related risks and opportunities. Based on the obtained results, we aim to develop the appropriate adaptation solutions to reduce these risks. This will be performed in the coming years for the entire LuxExperience Group.

Mitigation of climate change

MEASURING OUR CORPORATE CARBON FOOTPRINT

We generate direct emissions in our operations through the consumption of natural gas for heating in our buildings and the usage of cooling refrigerants for air conditioning in our locations.

We generate indirect emissions in our operations through our consumption of purchased electricity and natural gas. Indirect emissions in our upstream activities include emissions related to the production of fuels and energy purchased and consumed that are not included in scope 1 or scope 2, the purchase of our packaging and the transportation of it, the waste generated in our operations, our business travels, the commute of our teams, and the storage of our data in external datacenters. In this category, we also include emissions generated by the shipment of our customers' orders and potential returns of orders. We also generate indirect emissions associated with the purchase of products sold on our website, their transport to our warehouse, and their end of life.

Together with ClimatePartner, since FY 20, we have been calculating our corporate carbon footprint, meaning the greenhouse gas emissions related to our company. This calculation was based on the recognized standards of the Greenhouse Gas Protocol and the ISO. This includes all direct emissions (scope 1), indirect emissions from our operations (scope 2), as well as indirect emissions in our value chain (scope 3).

For the first time, in FY 25, we incorporated the emissions associated with the production of the luxury goods sold by Mytheresa, their transport to our warehouse, and their end of life in our carbon footprint. Additionally, we also included the capital expenses and the purchased services in our corporate carbon footprint calculation. We worked extensively to achieve this milestone ahead of the deadline stated in our goals.

To allow comparability between the emissions generated over the years, we will make a distinction, in this section and the following, between the categories calculated from FY 21 and FY 24 and the additional categories added in FY 25. For comparability reasons, in the graphs and KPIs representing a historic comparison, we have used the emission values calculated with our historical perimeter, excluding the new categories of emissions added in FY 25.

Based on our historical perimeter, our gross CO₂e emissions for FY 25 were 35,737.5 tCO₂e³, a decrease of 18% compared to FY 24. The CO₂ emissions per order shipped also decreased to a value of 18 kg CO₂e.

With the inclusion of new categories calculated this year, our gross CO₂e emissions for FY 25 have risen to 252,202.2 tCO₂e.

³Calculated using the market-based method. Location-based CO₂e emissions are 37,794 tCO₂e, 45,394 tCO₂e for FY 24, 47,748 tCO₂e for FY 23, 45,496 tCO₂e for FY 22.



35,738 tons of CO₂e
(FY 24: 43,717 tons)

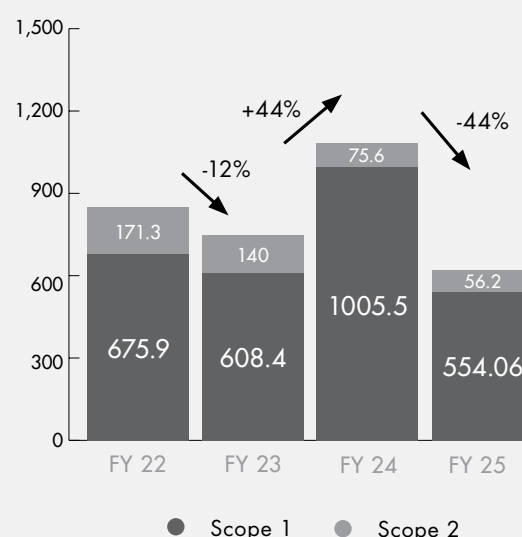


18 kg of CO₂e per
order shipped
(FY 24: 21 kg)

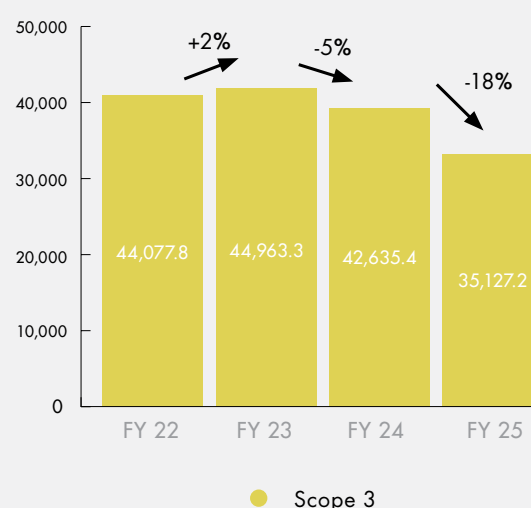
CO₂ emissions per order (kg CO₂e)



Scope 1 and 2 emissions (t CO₂e)



Scope 3 emissions (t CO₂e)



Breakdown of emissions in tons CO₂ equivalent

Scope	FY 22	FY 23	FY 24	FY 25	Variation (FY 24 - FY 25)
Total*	44,925.0	45,711.7	43,716.6	35,737.5	-18%
Scope 1*	675.9	608.4	1,005.5	554.1	-45%
Scope 2*	171.3	140.0	75.6	56.2	-26%
Scope 3*	44,077.8	44,963.3	42,635.4	35,127.2	-18%
Downstream & upstream transportation and distribution	37,144.9	37,571.1	36,306.1	27,087.5	-25%
Purchased goods and services	2,770.9	3,484.6	3,108.0	3,615.6	+16%
Business travel	1,038.2	1,435.0	1,501.4	2,586.2	+72%
Employee commuting	2,437.4	2,050.8	1,099.7	1,209.3	+10%
Fuel- and energy-related activities	232.6	313.6	454.1	344.9	-24%
Waste generated in operations	37.5	86.0	129.2	269.4	+108%
End-of-life treatment of sold products	22.3	22.3	36.9	14.4	-61%
Additional scope 3 categories	—	—	—	216,464.6	
Purchased luxury goods	—	—	—	192,601.0	
Purchased services	—	—	—	22,674.2	
Capital goods	—	—	—	702.8	
End-of-life treatment of sold products	—	—	—	483.3	
Use of sold products	—	—	—	3.15	

*The categories of emissions calculated for the first time in FY 25 are not included in these values.

Due to the operation of two warehouses in FY 24, as we transferred from our old warehouse in Heimstetten to our new one in Leipzig, our Scope 1 emissions increased. However, they have since decreased by 45% in FY 25, after we began solely operating the new warehouse in Leipzig. Our scope 2 emissions have also decreased by 26% thanks to the switch to 100% renewable electricity for all our offices.

Our scope 3 emissions, based on our historical perimeter, have decreased by 18%. This is mainly attributable to a decrease in the number of orders shipped during the year and the closure of our Heimstetten warehouse.

Our continued engagement with our shipping partners and the attention to their sustainability strategies enabled us to identify that 70% of the orders we send out (by weight) are delivered by a shipping partner with an approved net-zero science-based target.

Business travel emissions have been steadily increasing. At the beginning of the fiscal year, the new Business Travels Policy was communicated to all employees, highlighting relevant factors for more sustainable business travel, regarding both transportation and accommodation. For example, for destinations 4 hours away, train travel is the preferred option. When renting a car, only electric or hybrid cars should be booked. In the case of a standard car, premium fuels should not be used. In addition, the size of the car is also important to ensure lower emissions. For this reason, compact class cars are recommended for up to two passengers while intermediate or mid-sized class cars should be used for 3 people or more. When selecting hotels, the environmentally friendly option should be used.

Given the importance of our digital activities and the growing impact of the use of digital technologies, we have included the impact of the storage of our data in external data centers in our carbon footprint since FY 21. About 51% of our data is stored on our internal data centers at our headquarters, in our office in Milan, and in our warehouse in Leipzig, which are powered by green electricity. As we still outsource some of our data storage, we have liaised with some of our partners to identify options to reduce our carbon footprint. 76% of our external data-center partners have strategies to reduce the CO₂e emissions associated with data storage.

Since FY 23, we have also included the CO₂e emissions linked to customer visits to our website in our footprint.

As we expected, the CO₂e emissions associated with the luxury goods sold on our website account for about 76% of our full carbon footprint.

To go further, after we calculate the corporate carbon footprint of the LuxExperience Group, we should be ready to continue our goals and set CO₂e emission reduction targets on a group level for our scope 1, 2, and 3 emissions. Nevertheless, we have begun to implement measures to reduce our impact. These measures are described in the sections following.

USING RENEWABLE ELECTRICITY WITHIN OUR OPERATIONS AND IMPROVING OUR EFFICIENCY

At Mytheresa, energy in our daily operations is mainly consumed in our warehouses, offices, and stores. About 93% of our total energy consumption is used to power our warehouses and head office.

In FY 25, we consumed 32,914 GJ of energy, of which 31% was natural gas and 66% was renewable electricity. Due to the operation of two warehouses in FY 24, as we transferred from our old warehouse in Heimstetten to our new one in Leipzig, there was an increase in our energy consumption per order shipped. However, it has since decreased to 4.5 kWh per order (FY24: 5.1 kWh) in FY 25, after we began solely operating the new warehouse in Leipzig.

One year ahead of our target, we achieved our goal of 100% renewable electricity in our operations, as well as in common areas of our headquarters and warehouse (such as parking and external lighting). Reaching that goal was made possible by the purchase of renewable electricity certifications for our offices in Shanghai (I-REC), London (REGO), and New York (REC).

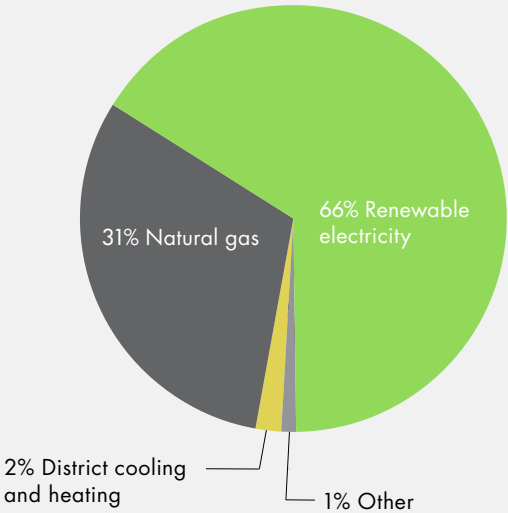
We also strive to improve the efficiency of our buildings. The building hosting our head office was awarded the BREEAM certification in February 2023. Our office in Barcelona has held the platinum level of the LEED certification since FY 23, and our warehouse in Leipzig is DGNB-Gold certified.

MITIGATING PART OF OUR IMPACT THROUGH GREENER IT OPERATIONS

This year, for the first time, we partnered with an external partner for the disposal and recycling of old electronic devices which have been stored on our premises for several years. We disposed of 1,033 devices, which included 526 laptops, 169 desktops, and other electronic devices and accessories. Through this service, the disposed devices will be recycled, refurbished, or disposed of responsibly.

32,914 GJ of energy consumed

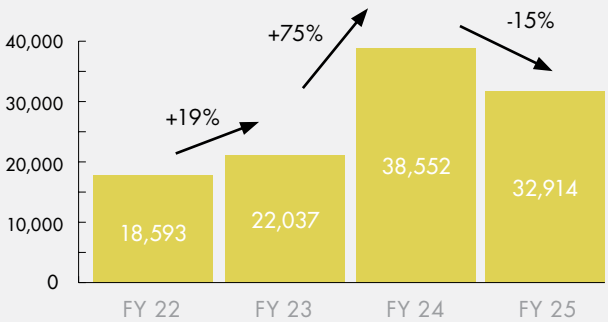
(FY 24: 38,552 GJ)



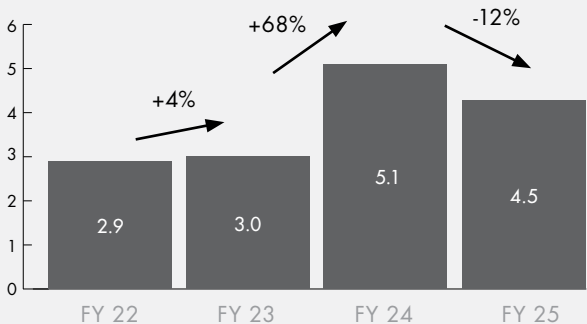
100%

of electricity from renewable sources (FY 24: 99%)

Total energy consumption (GJ)



Energy consumption per order shipped (kWh)



REDUCING THE WASTE WE GENERATE

Waste is a significant part of our impact on the planet. Within our operations, waste is mainly generated in our warehouse, upon reception and subsequent storage of the products from our luxury brand partners. Our main sources of waste are therefore the cardboard and paper we receive from our brand partners, as well as plastics used to protect the goods during storage in our warehouses.

We monitor the waste generated in our head office and warehouses. These locations represent 80% of our headcount. About 81% of monitored waste is generated within our warehouses. In the last fiscal year, we measured significantly higher quantities of generated waste, which can be explained by the improved waste tracking and monitoring in our warehouse in Leipzig, which allowed us to get a more precise overview of the waste we produce.

In our warehouse in Leipzig, we are continuously working on identifying the best solutions for the plastic materials we use and trying to only use products primarily made from post-consumer recycled plastics. We are aware that we still use plastic, even though it comes from recycled sources and is recycled, and we will continue to analyze whether more appropriate solutions could be used in our future operations.

During the fiscal year, 87% of our waste was recycled (FY 24: 81%). The increased ratio of recycled waste can mostly be attributed to improved monitoring of the waste streams within our Leipzig warehouse. We will continue to do our utmost to increase this percentage and reduce the absolute value of the waste we generate.

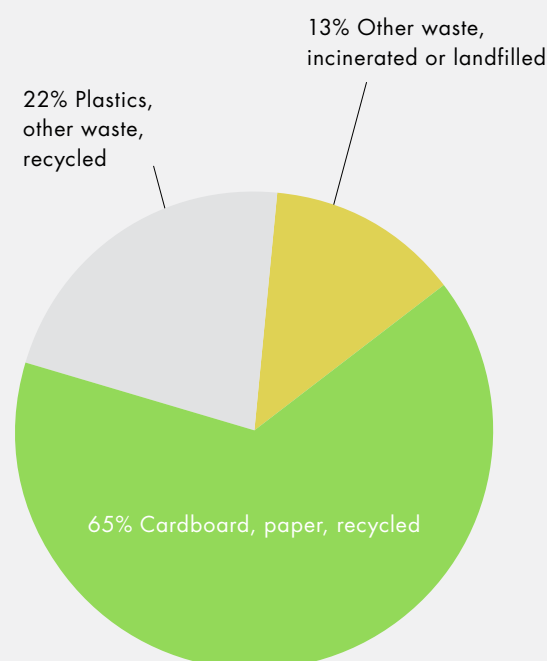


1,658 tons of waste generated by
our warehouse and head office
(FY 24: 1,147 tons)



0.82 kg of waste per order shipped
(FY 24: 0.55 kg)

Types of waste



87%

of our waste is recycled
(FY 24: 81%)

IMPROVING OUR PACKAGING

In addition to the waste generated within our operations, we are responsible for approximately 2,186 tons of packaging used to ship our customers' orders (FY 24: 1,775 tons). On average, each order contains about 0.98 kg of packaging (FY 24: 0.85 kg), of which 98% is cardboard and paper.

Our customers can choose between two types of packaging. One option is our emblematic yellow packaging, which provides the best customer experience. The other is an eco-packaging option that is produced less than 300 km away from our warehouse, from at least 84% recycled materials. This packaging reduces the weight and impact of shipments, as well as the quantity of waste.

To reduce our impact and ease the recycling of our packaging while maintaining the best customer experience, we started using new and improved emblematic yellow packaging. The roll-out of this packaging was finalized during FY 24.

In October 2024 we launched our new packaging branded with our Mytheresa pattern, an illustration that introduces the customer to the world of Mytheresa. The new eco-packaging, which comes in an optimized size for logistics, aims at providing a lower impact alternative without compromising the customer experience. Two integrated glue stripes allow the box to be sealed without additional tape, both for Mytheresa's shipping process and for easier customer returns, enabling a reduction in our usage of plastic tape.

“We believe that the way luxury products are presented plays a crucial role in how our customers feel about their shopping experience with us. Our new packaging has been carefully designed to ensure that each unboxing moment will bring joy and inspiration to our customers.”

Michael Kliger, Chief Executive Officer and Managing Director of LuxExperience and of mytheresa.com

Our eco-packaging, envelopes, Thank-You cards, invoices, returns & exchange forms, protection paper, and tags are all made from cardboard or paper. Our consumers still receive limited quantities of plastics, with our staple nylon thread used to attach the Mytheresa tags to the luxury goods. We will work to implement the most appropriate solution to reduce the quantities of plastic our customers receive.

Despite the increased use of our eco-packaging during the year, the quantity of packaging shipped to our customers also increased, with the inclusion of our signature ribbons in all orders, which were only restricted to our signature packaging in the past.

To ensure that the packaging elements shipped to our customers is properly sorted, a dedicated section was added to our website in June 2023, explaining the composition of all packaging elements and, their certification, if applicable, and providing our disposal recommendations.



Eco-packaging, on average 2 times lighter than our emblematic yellow packaging, was selected for

69%

of the orders

(FY 24: 65.5%)



The roll-out of our new and improved packaging was finalized during the FY



100% of our customers are informed on how to properly sort packaging received from Mytheresa



OFFERING BETTER SHIPPING OPTIONS

Our purpose is to provide customers with a luxury experience which includes fast and worldwide delivery. These deliveries contribute to 75.8% of our total calculated footprint, based on our historical perimeter (FY 24: 82.3%). On average, 13 kg of CO₂e is generated by the delivery of one order (FY 24: 17 kg).

To reduce the impact of these deliveries, our customers in Europe have the option of choosing between express and standard delivery. With our main shipping partner, which offers both standard and express options, we have observed that express deliveries generate over 2.1 times more emissions than standard deliveries. During the fiscal year, in European countries where both standard and express delivery options are possible, the standard option was chosen by our customers for 46% of the orders sent.

All our customers are also informed of the average impact of the delivery of their order, either in their order confirmation, if they have chosen our Support Climate Action Option, or in the Shipping section of our website. During the fiscal year, we also added information on our website to inform our customers that the return of their order doubles the CO₂e emissions associated with the delivery of their order.

To reduce the emissions from our shipments, we launched a 5-year partnership with DHL for the GoGreen Plus initiative. The deal aims to reduce CO₂e emissions through the use of sustainable aviation fuel (SAF) instead of conventional jet fuel. SAF is produced from alternative raw materials with a sustainable energy profile, such as used cooking oil, waste, and hydrogen, as opposed to carbon-intensive aviation fuels or kerosene, which are derived from crude oil.

Mytheresa is investing in the GoGreen Plus initiative for the entire 5-year period, constituting a long-term investment in sustainability. For the first half of our fiscal year, we have invested in 735 tons of SAF, which has been estimated to prevent the emission of 2,769 tCO₂e associated with shipments. Over the 2024 calendar year, we have invested in 1,471 tons of SAF, representing an emission reduction of 5,538 tCO₂e. The information for the second half of the fiscal year was not available at the time of preparation of this report, since the third-party audited certificate we receive with consumption volumes and associated savings is issued after the end of the calendar year.



27,087
tons of CO₂e generated by
the shipment
and returns of sold products
(FY 24: 36,306 tons)



13 kg CO₂e on average for
the delivery of one order
(FY 24: 17 kg)



100% of our customers are
informed about the GHG
emissions of their order
(FY 24: 100%)



Continuation of our
partnership with DHL, to
reduce CO₂e emissions
by using SAF instead of
conventional jet fuel

FINANCING CLIMATE ACTION

There will always be some emissions that we cannot avoid or reduce. We take responsibility for these emissions by contributing to mitigation beyond our value chain. According to the Science Based Targets initiative (SBTi), beyond value chain mitigation plays an important role, allowing companies to help accelerate the global net-zero transformation by enabling other economic and social actors to avoid, reduce, or remove greenhouse gas emissions. Given the urgency of the climate crisis, the SBTi recommends that all companies act to deliver beyond value chain mitigation as they transition to net-zero.

For this reason, during the year, we financed two Gold Standard-certified climate projects. The financed volume was equivalent to the CO₂e emissions we calculated based on our historical methodology, plus a 10% safety margin, i.e., 39,039.7 tCO₂e.



CLEAN ENERGY PRODUCTION IN TURKEY

This project in Istanbul, Turkey, captures methane emissions from the city's two largest landfill sites, Odayeri and Kömürcüoda, which together receive nearly 19,000 tons of waste daily. In the past, waste was left to decay without any collection or treatment, releasing large amounts of landfill gas containing around 50% methane, a potent greenhouse gas. As part of the project, the gas is collected and used to generate electricity, with a power of 48 MW, which is fed into the national grid and replaces fossil fuel-based power. Excess gas is safely burned through a process called "flaring", ensuring that harmful emissions are avoided while contributing to a cleaner energy supply for the city.

IMPROVED COOKSTOVES IN NIGERIA

This women-prompted project in Nigeria, aims at providing cleaner and more efficient cookstoves to the local communities in Abuja. Traditionally, they cook on open fires fueled by harvested wood and coal or kerosene. The smoke coming from the combustion proved to have a negative impact on women's health. In addition, using firewood, puts stress on local vegetation. Clean cookstoves not only allow for better indoor air quality and decreased respiratory diseases but also reduce the dependency on fossil fuels. They are made of a ceramic liner which increases combustion efficiency by retaining heat and are fueled using thermal energy.



Due to the fact that we have calculated our relevant greenhouse gas emissions, implemented reduction measures, financed climate projects, and aim to set CO₂ emissions reduction targets, we are a ClimatePartner-certified company. You can track our certification via the ClimatePartner-certified label and the corresponding [climate-ID page](#).

In addition, by selecting the option at checkout, our customers can decide if they would like to finance climate projects based on the amount of CO₂e emissions generated by the preparation, delivery, packaging, and potential return of their order. Only Gold Standard-certified climate projects, like the ones presented above, can be financed by our customers, and the cost associated with the delivery of one average order of 18 kg CO₂e is €0.25. During the fiscal year, our customers decided to finance climate projects for 8.5% of their orders (FY 24: 8.4%). This voluntary option is in addition to our goal of financing climate projects.

Customers in France, Poland, and the United Kingdom can also contribute to climate action by selecting to pay through Instant Bank Transfer at checkout. In FY 24, we partnered with Ivy GmbH, a company that not only provides fast and instant bank payments but, most importantly, also finances sustainability projects. In collaboration with Ivy GmbH, for every order processed through Instant Bank Transfer, Mytheresa donates €0,30 to Viva con Agua, a non-profit organization that aims to promote increased access to clean drinking water, sanitation, and hygiene in Uganda through the All4Wash project. This project, supported by the German Embassy, GIZ's Sports for Development, and GIZ Uganda, aims to provide 60 schools and surrounding communities with access to a better water supply, and corresponding sanitation and handwashing facilities.



2 climate projects were financed, preventing or removing 39,039.7 tCO₂e from the atmosphere



Our approach to measure and reduce our impact, and finance climate projects, allows us to be a ClimatePartner-certified company



8.5% of our customers also decided to finance climate projects (FY 24: 8.4%)

2. MYTALENT

People are at the heart of our business. We promote an inclusive, fair, and positive culture for our employees, teams, partners, customers, and the wider luxury industry.

To drive continuous progress within the MYTALENT pillar, we strive for the following:

GOALS	FY 25
Striving to be a great place to work and to protect the well-being of our people	
Fostering inclusion and equal opportunities within our company	

To ensure that we’re always a great place to work and to protect the well-being of our teams, we support our employees with **ongoing training** and aim to foster **work-life integration** with the appropriate policies and measures. We are dedicated to continuous improvement around **health and safety** in the workplace and cultivating a healthy environment for the mind and body. To continually monitor our progress, we conduct employee surveys to help us measure employee satisfaction.

To **foster equal opportunities and support inclusion**, we conduct trainings, lectures and workshops focused on ensuring our employees have equal opportunity to grow and succeed. This includes training during the onboarding of new team members. We also continue to work towards gender equality by committing to **equal pay** between men and women. Finally, we also leverage MYCOMMUNITY, our employee resource group, to foster a more **equitable, and inclusive workplace**.

Finally, to have an impact outside our own boundaries and to be **good corporate citizens**, we encourage our teams to take one day per year for social work within their local communities.

Being the best workplace for our people

At Mytheresa, we aim to provide our teams with a safe, inclusive, and constructive work environment. We offer ongoing training to our teams, strive to ensure a healthy work-life integration, promote health and safety, monitor our team’s satisfaction, and use the results obtained to continuously improve our practices.

THE MYTHERESA TEAMS

At the end of June 2025, Mytheresa had 1,609 employees representing 1,531.5 Full-Time Equivalents (FY 24: 1,816.6). This is a decrease in our headcount of 16% in comparison with FY 24, driven by the closure of our Heimstetten warehouse in August 2024.

In addition to our 1,609 employees, Mytheresa also had 70 interns at the end of June 2025, an increase of 32% in comparison with the 53 interns at the end of the previous fiscal year.

During the fiscal year, we had on average 3.7 apprentices in our head office, an increase from an average of 2.2 in FY 24.

For the third consecutive year, MYSHARES, our employee share-purchase program, was offered to our active teams with a seniority of more than 6 months. Through the Employee Stock Purchase Plan, employees had the opportunity to become shareholders of Mytheresa, with shares offered at a 25% discount rate.

Breakdown of teams by location

		FY 22	FY 23	FY 24	FY 25
GERMANY	Warehouse	546	666	1133	705
	Munich office	520	553	524	587
	Munich stores	39	42	40	42
	Berlin office	5	8	10	11
SPAIN	Barcelona office	63	83	96	114
ITALY	Milan office & photo studio	23	23	32	58
UK	London office	21	33	36	42
USA	New York office	21	26	29	33
CHINA	Shanghai office	0	13	11	17
		1,238	1,456	1,911	1,609

Contract breakdown by gender

	FY 22	FY 23	FY 24	FY 25		
	Total (%)	Total (%)	Total (%)	Female	Male	Total (%)
Permanent contract	79%	82%	61%	643	308	59%
Temporary contract	21%	18%	39%	283	375	41%
Full-time contract	94%	95%	95%	835	675	94%
Part-time contract	6%	5%	5%	8	91	6%

TRAINING AND DEVELOPMENT

Trainings are provided to all teams, including new joiners and temporary employees. For this reason, during FY 25, more than 1,600 people received training, about 100% of our teams, based on the headcount at the end of the fiscal year. More than 15,000 hours of training, lectures, and workshops were provided to our teams. In addition to these training hours, our teams receive regular on-the-job training.

The strong increase in the number of training hours is partly explained by the rollout of a 3-hour monthly leadership training and the introduction of a 4-day onboarding program for new starters.

More than 100 Mytheresa people managers participated in the reintroduction of the leadership training for managers. From team leads to directors, our people managers are invited to have ongoing, guided discussions on leadership topics during monthly 3-hour sessions.

The new onboarding program was rolled out in October and continued with additional groups in January and May. During the 4-day onboarding, new joiners from all locations in Europe and the US travelled to Germany and visited our warehouse in Leipzig to witness how the operational and logistical part of Mytheresa works. They then spent 2 days in Munich, where they explored the work of different teams such as Personal Shopping, Customer Care, and Customer Experience. Sustainability was also included as a topic in the onboarding of new joiners to introduce them to Mytheresa's sustainability strategy and the complex sustainability challenges we face as a company. We aim to embed sustainability aspects into each operation by raising new starters' awareness about them from their first days at the company. The participants also had the chance to visit our stores, where the store manager guided them through the story of Mytheresa and how it evolved into an e-commerce company, while showing them the womenswear and menswear collections on display.

Our teams have access to LinkedIn Learning, an award-winning industry leader in on-demand training, with a digital library of over 21,000 courses in more than 20 languages. During the fiscal year, more than 700 employees signed up for trainings covering a wide range of technical, business, and creative topics.

To foster continuous development, people managers are encouraged to provide personalized training recommendations by creating ad-hoc LinkedIn Learning journeys for their teams. Those include Customer Care-focused training as well as soft-skills courses such as presentation and communication improvement.

Given the wide variety of cultures, nationalities, and languages spoken by our teams, and to facilitate communication between all, we offer language lessons in German, Spanish, English, and French to all our permanent employees through a partnership with Lingoda. More than 200 employees enrolled in language courses throughout the fiscal year. FY 25 also marked the introduction of an Italian course in the language lessons offered.

Every team can host or attend our monthly Lunch and Learn sessions, an informal training of 30 minutes led by our teams. 12 Lunch and



≈ 100%

of our teams were trained

(FY 24: 94%)

More than

15,000 hours

of training provided

(FY 24: 9,600)

Learn sessions were organized during the year, attracting almost 500 participants. Various topics were covered, such as presentations about Marketing Intelligence and Growth, Production Support for website content, and Digital Merchandising processes.

The development of our teams is also bolstered by our performance review process. The performance reviews take place at least once a year, and up to twice a year. Performance review guidelines are provided to people managers to support them in this process and ensure a consistent process within all departments. These reviews form the basis for discussions on salary increases and promotions.

WORK-LIFE INTEGRATION

To foster flexibility, eligible employees (54% of our teams) can take mobile office days up to 40% a week. The increase with respect to the previous fiscal year (FY 24: 39%) is explained by the fact that two logistic centers were operating in FY 24, and therefore, more people were not eligible to take mobile office days compared to this year. About 48% of our teams have the possibility to take up to 10 mobile office abroad days per year. Flexible working hours are also available to our eligible employees to help them integrate their professional and personal lives. Contractually, our full-time employees work 37.5 to 40 hours per week. In the logistics centers, accrued overtime can be taken in compensatory time off or converted into pay. All our employees have access to 28 to 32 days of paid vacation, depending on their employment duration at Mytheresa.

We also offer the possibility to our teams in all locations to take sabbatical leave of up to 3 months.

Extended maternity leave is offered to our employees, following their specific country's regulations. In Germany, pregnant parents (57% of our headcount in the country) have access to 6 weeks of maternity leave before giving birth and 8 weeks afterwards, which means they are allowed 3.5 months of maternity leave in total. During this period, they receive 100% of their salary, which is paid together by Mytheresa and their health insurance, in accordance with German laws. In addition, parents (regardless of gender) can take up to 36 months of parental leave, of which 12 to 14 months can be paid with an income from the government of up to 1,800 euros per month. These 36 months can be distributed between both parents or taken by one parent. Parental leave is also possible in the case of adoption.

The applicable national laws are also followed for teams in Italy, Spain, China, and the US.

In the UK, our Mytheresa Family Friendly Policy stipulates that our teams have the right to take 52 weeks of maternity leave, divided into the ordinary maternity leave of 26 weeks and additional maternity leave of a further 26 weeks. During the first 14 weeks, our teams in the UK receive 100% of their salary, which is composed of the statutory maternity pay and the Mytheresa maternity benefit. The Mytheresa maternity benefit is extended from the 15th to the 32nd week at 50% of the total pay. These benefits are also available in the event of adoption.

Our teams also have access to up to 5 days of paid special leave of absence to take care of their children in case of sickness.



45,907

days of mobile office taken
i.e. 12% of days worked were
mobile
(FY 24: 40,313 i.e. 9%)

3,035

days of mobile office
abroad taken
(FY 24: 2,648)

717

days of sabbatical taken,
i.e. 0.2% of paid work time
(FY 24: 327, i.e. 0.1%)

45,148

days of paid vacation,
i.e. 12% of paid work time
(FY 24: 54,698 i.e. 12%)

Since March 2022, our German teams have had access to the PME Familienservice to support them in integrating their work and family lives. This benefit supports our colleagues in their search for a suitable childcare facility and also provides a back-up childcare facility in instances when their regular facility has closed. It also provides vacation care for children, as well as a 24-hour service portal with useful information, recommendations, and 24-hour counseling support via telephone. The PME Familienservice also offers free childcare services during the Advent season to allow parents to have sufficient time for the December holiday preparations. Starting July 1, 2025, this offer was replaced by a new provider, HeyCare, offering similar services.

In November, a third edition of the Mytheresa Kids Day was organized at our head office to support alignment between family and work life. 30 children participated in various activities throughout the day, including foosball tournaments, board games, painting, and handicrafts. Several members of our leadership team, such as our Chief People Officer and our Vice President of Digital Merchandising, prepared lunch for the kids and their parents, while, for example, our Vice President of Performance Marketing played with the kids during the foosball tournament.

With the aim to further support parents at Mytheresa, the Parental Leavers Networking initiative was launched in September 2023 and took place 3 times during FY 25 with the participation of nearly 20 parents. Each session focused on a different theme with the goal of allowing parents to share their experiences with childcare and their lives as working parents, as well as maintain a connection with colleagues.

TEAMS HEALTH, SAFETY, AND WELL-BEING

44% of our teams work in our logistics center, which can be prone to more accidents than our offices. To improve the health and safety of our employees, as well as third parties within our warehouse, we formalized the Health & Safety guidelines for our Leipzig warehouse last fiscal year. The guidelines, approved in June 2024, include, but are not limited to, Health & Safety responsibilities, our risk assessment, our alarm plan, the correct protocol to follow in case of accidents, and how to report them to our human resources department. To ensure that all new joiners are informed of our guidelines, they are referenced in a handbook that all new joiners are required to read and sign before working in our warehouse.

During the fiscal year, our teams working in the stores received training in health and safety. In total, 42 employees were trained. In addition, 14 employees received first-aid training.

Our teams were offered a flu shot in October 2024, and this offer was taken by 50 employees.

To further support mental well-being, Mytheresa introduced the 7Mind app in January 2025 as a free resource for all employees. Recognizing that mental health is just as important as physical health, 7Mind provides a wide variety of guided meditations, mindfulness courses, and podcasts designed to help reduce stress, increase focus, and boost creativity throughout the workday and beyond. With this easy-to-use app, employees can access mindfulness practices anytime and

anywhere. By integrating mindfulness into daily life, 7Mind helps our team members foster resilience, balance, and overall well-being.

We constantly monitor health and safety incidents, and a total of 23 work-related accidents were recorded during the year. Of these accidents, 9 were on the way to work, and the remaining happened in our warehouse while handling products. The accident rate (based on a rate of 200,000 working hours) is 1.76, increasing from the previous fiscal year (FY 24: 1.57)⁴.

THE MYTHERESA SOCIAL DAYS

At Mytheresa, we believe it is important to give back and engage in projects within the communities in which we operate. For this reason, we allow 1 day of social work per person, per year. Employees can organize a Social Day for the association they wish to support.

During the past year, 4 social days were organized, in which 41 employees participated. Among the projects carried out, the teams have, for example, helped the Münchner Tafel e.V., an organization that has been supporting people in need across 30 distribution sites in Munich since 1994, providing food such as fruits, vegetables, bread, and more – all made possible by the dedication of over 900 volunteers.

MONITORING TEAM SATISFACTION

To monitor the satisfaction of our teams, as well as the impact of the measures we take to improve their well-being, we rely on regular employee satisfaction surveys and track our voluntary and involuntary turnover rates.

The satisfaction of our teams was measured between May 27th, 2025, and June 10th, 2025, in the form of a pulse survey. Due to the significant changes associated with the acquisition of YNAP and the creation of the LuxExperience Group, the resulting satisfaction rate was below our target of 75%.



23 work accidents,
i.e. an accident rate of
1.76 (based on a rate of
200,000 working hours)
(FY 24: 24 accidents,
rate of 1.57)



41
employees engaged
in a Social Day
(FY 24: 57)



Employee satisfaction
below our target of 75%
(FY 24: 71%)

	FY 22	FY 23	FY 24	FY 25		
	Total	Total	Total	Female	Male	Total
Voluntary turnover rate	19%	27%	23%	32%	36%	34%
Involuntary turnover rate	3%	3%	26%	125%	106%	114%

The increase in the involuntary turnover rate is explained by the closure of our warehouse in Heimstetten last August. On that occasion, employees received the offer to be transferred to our new warehouse in Leipzig or receive a compensation package.

In the next fiscal year, we will continue to work tirelessly to increase our team satisfaction in the context of the new LuxExperience Group, and to be an optimal workplace.

⁴Figures for previous year have been restated following improved data availability.

Ensuring equal opportunities and fostering inclusion

Mytheresa is an equal-opportunity employer, and we do not permit any form of discrimination, harassment, or bullying. It is extremely important for us that equal opportunities are offered to all employees in terms of payment, performance evaluation, and career opportunities.

FOSTERING EQUITY AND INCLUSION

Equal employment opportunity and inclusion are integral parts of our culture. We aim to take a stance against discrimination inside and outside our company. We are continuously fostering equal opportunities within our company through an inclusive, fair, and positive culture.

If situations of discrimination or difficulties related to inclusion arise, all our employees have the possibility to report them to our Talent Development & Belonging Lead or anonymously through our whistleblowing system. All reported events are evaluated for investigation, and for situations that are not reported anonymously, coaching and remediation meetings are organized. During the fiscal year, reported cases were analyzed, and appropriate remediation measures were taken.

In addition, from September 2023, our Talent Development & Belonging Lead is available on demand for consultation hours to help employees with discrimination cases, questions, or requests related to inclusion and employees' well-being.

To engage all our teams in our ambition, a training on inclusion of 90 minutes was rolled out in FY 24 to all current employees and is now included in the onboarding of new joiners. The purpose of this training is to ensure that our teams are aware of issues regarding inclusion and related topics, such as unconscious bias, privilege, or discrimination. In FY 25, more than 800 new joiners attended this training as part of their onboarding. In addition, a new training on this topic was developed during the fiscal year, with the aim of inviting our teams to attend it bi-yearly. This training will be rolled out to the LuxExperience teams in the next fiscal year.

During this fiscal year, we rolled out our restructured leadership training courses and included Sustainability, as well as Belonging & Inclusion, in these training courses. The new leadership training courses were launched at the beginning of FY 25, and the leaders involved were invited to a 1-hour training session to learn more about our sustainability strategy and challenges, as well as our measures to promote Belonging & Inclusion.

Finally, an ad-hoc Inclusion training was offered to people managers working in our logistics center, with 75 participants in attendance. To tailor the learning experience on belonging and inclusion topics, each year our activities center on a particular subject. During this fiscal year, the focus topic was "Connecting Generations".



Our training on inclusion and related topics for new joiners was attended by more than

800
participants



A training on inclusion and related topics was developed for all teams



Sustainability and Inclusion are now included in our leadership trainings

CONNECTING GENERATIONS

To foster greater understanding between different age groups within our teams, Mytheresa dedicated this fiscal year to the topic “Connecting Generations”, intending to inspire our teams to unite around shared values and ideas, fostering a culture of mutual learning across generations.

Employees were invited to explore iconic fashion pieces from the 1960s to the 1990s, encouraging them to reflect on the evolution of fashion through the generations. Additionally, a digital keynote by Prof. Dr. Marion Kiechle provided practical insights into healthy aging. Weekly generational quizzes further promoted interaction and dialogue.

In addition, during the last fiscal year, Mytheresa introduced the “My Point of View” series, intending to deepen intergenerational understanding through open dialogue. This monthly series invites two employees from different generations to share their perspectives on different topics.

A reverse mentoring program was also launched and paired employees from different generations. As part of this initiative, the participating pairs had the chance to learn from a colleague of a different generation about different professional-related topics.

In FY 26, the focus topic for the Group will be Ethnic and Cultural Inclusion to celebrate the unique traditions, values, and communication patterns that stem from our teams.

OUR DIVERSITY, EQUITY & INCLUSION COMMITTEE

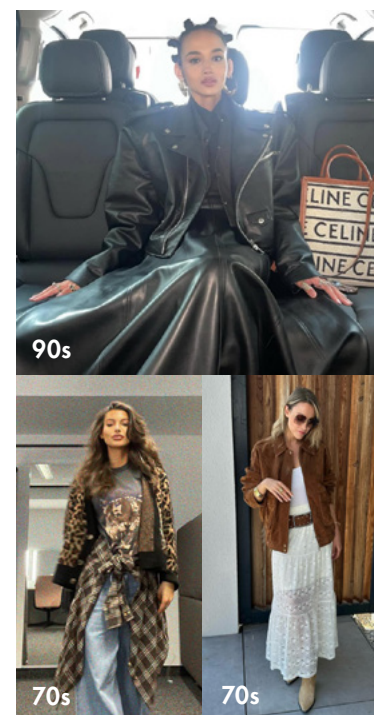
The Mytheresa Diversity, Equity & Inclusion Committee was established in December 2020, and we have relied on its invaluable advice on equal opportunity, engagement and inclusion matters ever since. It is composed of Mytheresa employees from different offices, backgrounds, and employment tenures.

The committee acts as equal opportunity, engagement and inclusion ambassadors within Mytheresa and helps embed and strengthen such dimensions within the company culture across all locations.

The committee advises the Management Board on equal opportunity, engagement and inclusion topics, suggests objectives, and implements new ideas, and is led by our Chief Business Officer. The committee aims to meet every two weeks and is joined by our Chief Business Officer once a month. In addition, our Chief People Officer can participate in the committee meetings to provide insights and guidance to make sure that actions are aligned with the company’s strategy.

This fiscal year marked changes in the composition of the committee. 4 new members joined the committee, and 2 of them work in our warehouse, bringing more diverse perspectives.

During the fiscal year, 5 topics were identified and assigned to the different members of the committee so that they could focus on tackling relevant issues and leverage the help of the MYCommunity group. The 5 topics include: ethnicity, community engagement, mental health and well-being, gender, and care responsibilities. The committee aims to present its projects and action plan to the Management Board annually. Due to the significant changes associated with the creation of the LuxExperience Group, the presentation to the Management Board was postponed to July 2025.



The committee is composed of 57% women and 43% men.

The members represent 5 different nationalities and are spread across 4 locations.

57% of the members are in leadership positions



The committee did not meet with the Management Board during the year

Despite the restructuring, the committee organised a keynote on the focus topic “Connecting Generations”, which drew more than 40 attendees.

In addition, to nurture team bonding experiences, the committee installed a photobooth in our office in Munich and our warehouse during the holiday season.

Finally, thanks to the Committee’s initiative and in partnership with the Goethe Institute, Mytheresa has joined the Horizonte Projekt, which connects German companies with experienced professionals from Iraq, Jordan, and Lebanon, to help them build new networks and gain insights into the German market and culture. Through this distinctive initiative that fosters international collaboration and cultural exchange, bridging cultural gaps, promoting cross-border learning, and creating lasting connections among individuals and organizations, we welcomed one young professional in the Shop Experience Department, where he could explore our app experiences, focusing on communication and App Store Optimization. He also took a deep dive into customer behavior, kindly guided by the Business & Web Analytics Team.

THE MYCOMMUNITY

The Diversity, Equity & Inclusion Committee launched the MYCommunity in February 2022, an employee resource group composed of more than 100 members, which supports the committee in promoting equal opportunities and inclusion at Mytheresa.

To bring employees from different cultural backgrounds and departments together, the MYCommunity launched an internal cooking event, “Culture Kitchen”, in October 2022. Since then, on a monthly basis, one employee cooks a dish from their home country, alongside a dozen participants, enabling employees to learn from another culture and make new connections within Mytheresa. During the fiscal year, 6 events were organized, representing different cultures, ranging from Chinese, Indian, and American, and uniting more than 90 people in the kitchen.

A monthly Mindfulness-Hack session is held by the MYCommunity regularly to dedicate 15 minutes of the day to mindfulness methods proposed by members of the Community. 7 sessions were organized during the year and included meditation sessions, breathing exercises, as well as an extended session dedicated to providing tips on how to prevent skin cancer and the daily use of sun protection.

In order to support parents and create connections between them, the MYCommunity organized a Parents’ Breakfast, bringing together parents to share their experiences over coffee.

Finally, the MYCommunity launched the MYBuddy program, a cross-departmental



system to ensure that our new colleagues feel welcome right from the start and to help them navigate their first days. Since the launch of the program in February 2025, 14 pairs of buddies have been created.

MYCHANCE: SUPPORTING TALENTS FROM THE COMMUNITIES WHERE WE OPERATE

Mytheresa believes that everyone should have fair access to opportunities for developing their skills and advancing their careers. Through the MYChance program, we partner with community organisations that reflect our workforce to offer short, structured internships providing practical workplace experience.

In the fiscal year, we collaborated for instance with Avanta to host a six-week internship program for eight participants, and with Artists for Kids to offer a one-week internship for five students. Participants gained experience across Performance Marketing, Accounting, Employee Engagement, Customer Care, Buying, Management Assistance, and Sustainability. In total, 14 participants took part in the MYChance program.



14

participants in the
MYChance program
(FY 24: 18)

“With the MYChance Program, I began my journey at Mytheresa in the Personal Shopping department, learning the importance of client service and detail. That experience paved the way to a permanent role within the Customs team, where I now help ensure smooth operations behind the scenes. It’s been an unexpected but amazing transition.”

Gabriela-Lavinia Faur

Junior Customs Administrator, LuxExperience

WOMEN IN LEADERSHIP FUNCTIONS

At the end of FY 25, 57% of the leadership roles were filled by women, in line with the 58% representation of women across our workforce. The slight decreases from the prior year’s figures can be explained by the restructuring of our teams and leadership roles, which followed the acquisition of the YOOX, NET-A-PORTER, MR PORTER, and THE OUTNET store brands.

Our 8-member Supervisory Board was composed of 50% women at the end of June 2025, while the Management Board of Mytheresa is now composed of 5 members, including 1 woman.

During this fiscal year, we continued our efforts to raise awareness of historical barriers for women, supporting initiatives in the month of October for Breast Cancer Awareness Month and offering a keynote by Dr. Irène Kilubi, author and founder of JointGenerations, on the topic of mitigating age bias during World Women’s Day.

Finally, to promote the overcoming of gender biases and to connect generations, Mytheresa held the second Girls’ & Boys Day in April at our headquarters. The initiative takes place throughout Germany, allowing students to broaden their career horizons by exploring gender-atypical professions and experiencing everyday working life. During the day, 7 children had the chance to learn about our company culture and explore a field of interest, including the daily challenges and responsibilities in Project Management, Email Marketing, Human Resources, and Performance Marketing.

“ I am supporting the Girls & Boys Day, because I firmly believe that there should be no distinction between girls and boys - both are equally capable of achieving anything, pursuing any career, and becoming whoever they aspire to be. ”

Agnes Bidzinski
Director E-Mail Marketing, LuxExperience



Women employed at Mytheresa

	FY 22	FY 23	FY 24	FY 25 ⁵	
	% of women	% of women	% of women	% of women	Total
Boards and C-level, VPs, Directors and Heads	58%	51%	52%	59%	117
Team Leads & Leads	54%	67%	68%	55%	139
Total leadership	57%	58%	59%	57%	256
Teams, excluding leadership	64%	63%	55%	58%	1,353
Total Mytheresa	63%	62%	55%	58%	1,609

⁵In FY 25, the supervisory board members are not included in the calculation. Only members of the management board for mytheresa.com and Mytheresa employees are included

STRIVING FOR EQUAL PAY

At the end of FY 25, we performed our fourth equal pay analysis by exploring the unadjusted and adjusted gender pay gap between men and women overall, and by field of profession. The objectives of this analysis were to identify the current state of the situation and to reflect on the appropriate measures in case of any gap.

This analysis highlighted an adjusted gender pay gap of 3.35% between women and men (FY 24: 2.44%). As we observe an increase with respect to last year's gender pay gap, we will continue to analyze it in detail to identify the range and reasons why a pay gap can be tolerated, such as different locations or working time constraints, and implement appropriate actions to minimize the non-tolerable pay gaps.

ASSESSING THE DIVERSE BACKGROUNDS OF OUR TEAMS

Our international activity and our attractiveness allow us to have teams composed of multiple nationalities. At the end of June 2025, our employees represented a total of 97 nationalities, a decrease of 9% compared to the 107 nationalities at the end of June 2024. The most represented nationalities among our employees are German (20%), Italian (12%), and Venezuelan (6%). We also provide jobs for employees who require a work permit to work in our locations.

The average age of our teams at the end of June was 34.75 years (FY 24: 35.09). The age and generations breakdown of our team can be found on the next page.

As part of our ongoing goal to fostering a fair and inclusive workplace, Mytheresa conducted an inclusion survey from February 10 to 23, 2025. The survey was made available through our internal social network, MYT Connect, for office-based teams and in paper format for our warehouse colleagues to ensure accessibility across all functions.

Results indicate significant progress in several key areas. In FY 25, 44% of employees identified themselves as belonging to a discriminated group,



To commit to equal pay, a fourth equal pay analysis was performed, and highlighted that our adjusted gender pay gap is

3.35%

(FY 24: 2.44%)

97

Nationalities represented on our teams as of June 30, 2025

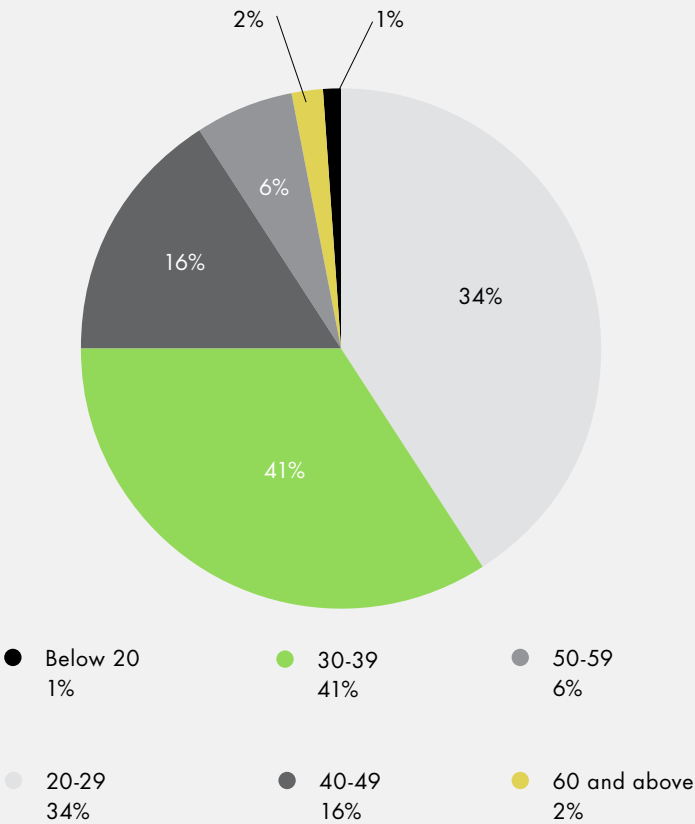
(FY 24: 107)

reflecting a 47% increase from FY 23. At the same time, the proportion of employees who reported experiencing discrimination decreased by 44%, and those who witnessed discrimination fell by 59%.

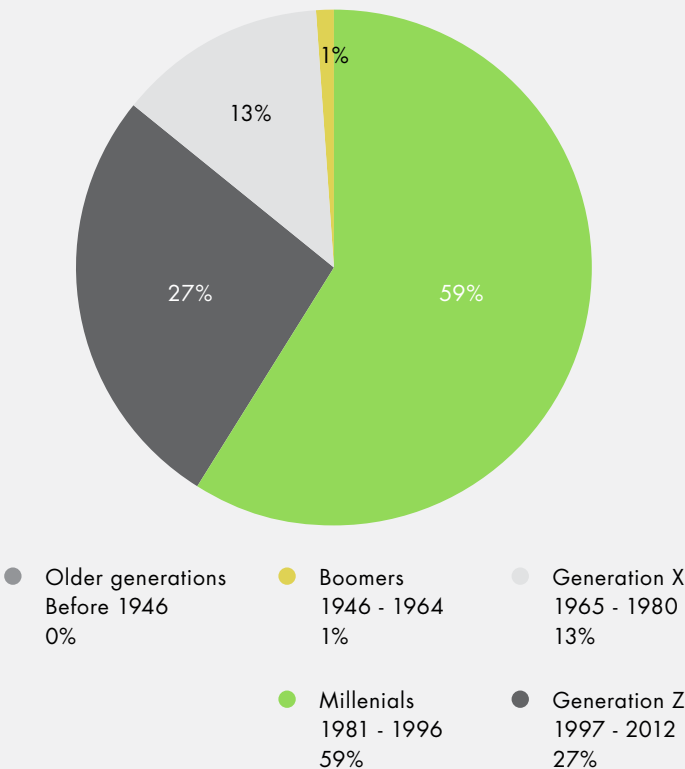
In addition, confidence in Mytheresa’s responsiveness to discrimination has strengthened. 90% of respondents now trust that the company will take action when notified of a discriminatory incident, marking a 15% increase compared to the previous survey. However, the percentage of employees who know where to seek help in such cases declined by 14%, highlighting an important area for improvement.

We will use these findings to enhance our approach and continue building a strong culture of inclusion. These efforts are particularly relevant in light of the formation of the LuxExperience Group in April 2025, which brings new opportunities to scale our initiatives across the organization.

Age breakdown of our teams



Generations breakdown of our teams



3. MYPRODUCT

At Mytheresa, we believe it is our duty to source our luxury goods responsibly, to promote responsible consumption, and to provide our customers with clear and transparent information about the products we sell, helping them make informed and conscious decisions before making a purchase.

To achieve our ambition, our goals are the following:

GOALS	FY 25
Sourcing responsibly	
Supporting responsible consumption	
Providing our customers with clear and transparent information about the products they choose	

As part of our goal to **source responsibly**, we implemented, amongst many other actions, the Mytheresa **Animal Welfare Policy**, banning exotic skins from Spring / Summer 2021 onwards, fur from Spring / Summer 2022 onwards, and leather or skin coming from purposely aborted animals or angora since the end of 2024.

We have also defined the Mytheresa **Responsible Sourcing Guidance** in FY 23 to encourage our brand partners to evolve towards products and production practices that are more respectful of the planet, people, and our customers. We are now using this guidance as an assessment framework for our Mindfully Created Capsules.

To **foster responsible consumption**, we continued the **Certified Pre-Owned** luxury watches initiative in partnership with Bucherer. We also launched the first and exclusive **Mindfully Created Capsule**, the product of a rigorous evaluation process that extends beyond mere aesthetics to encompass the ethical and responsible efforts of our brand partners.

To encourage customers to support the circular economy, **our resale service**, in collaboration with Vestiaire Collective, is available to all customers in 30 countries.

In the previous fiscal year, we published a set of guidelines on the after-sale section of our website to help customers take better care of the items purchased from Mytheresa and reduce their energy- and chemical use. Continuing this effort, this year, we added a dedicated section on our website to help our customers extend the journey of their products.

With the launch of the Product Journey section on our product detail page in June 2025, we now aim to provide **quality and transparent information** to our customers about the products we offer and the brands behind these products, to allow them to make more informed consumer decisions.

Sourcing responsibly

CURATING PRODUCTS FROM INTERNATIONAL LUXURY BRANDS

Offering our customers a well-curated selection of products from international luxury brands is an integral part of our DNA. Our expert buying team has a simple mission: to bring the finest curation of luxury products directly to our customers' doorsteps.

All products presented on our website have followed a rigorous selection process, and quality is an integral part of this process. In compliance with our sustainability goals, our focus on providing high-quality products ensures longer-lasting items and fewer returns due to quality issues. Upon receipt of all goods within our warehouse, the quality of each product is evaluated. During the fiscal year, only 3.0% of our returns were linked with quality issues (FY 24: 3.9%).

In addition, in the case of customer returns, we have developed an authenticity verification process to ensure that any counterfeits received via returns are detected before they are resold. Our returns and shipping teams are responsible for analyzing the products to detect potential counterfeits, and for this reason, 70 employees from these teams received regular training from our authenticity coordinator during this fiscal year. In case of doubts, our in-house expert is available to evaluate the products and take the necessary measures. Several of our brand partners already use RFID or NFC tags, which help to ease this authentication process.

All our customers have access to our after-sale service. If they notice a manufacturing fault or production defect, our after-sale service will help them find the best solution for any possible issue with their luxury piece. This department would also be in charge, if needed, of product recalls. During the past fiscal year, no product recalls for quality issues were necessary.

We continually monitor our customers' satisfaction and improve our processes based on their feedback. During FY 25, we achieved an average Net Promoter Score (NPS) of 83.6% (FY 24: 75.2%).

VALUING LONG-LASTING RELATIONSHIPS

We strive to be a good business partner and to value and respect long-lasting partnerships. Our value proposition to our brand partners includes offering online visibility to highly coveted global luxury customers, creating exclusive experiences and collections, and producing 100% proprietary content in-house across different media formats on behalf of, and in partnership with, our brand partners. In addition, our focus on the most valuable luxury customers and our ability to deliver a superior service experience highlight our goal to maintaining brand integrity for our brand partners. Finally, we have developed significant data capabilities and insights across our platform and regularly provide our brand partners with detailed aggregated data, analysis, and customer insights on metrics such as product performance, spending trend patterns, brand affinity, product adjacencies, subcategory penetrations, and geographic reach.

We are proud to have an average partnership duration with our brand partners of 10.9 years (FY 24: 9.7). 53.8% of our revenue comes from brand partners we've been working with for over 10 years.

As mentioned in the [MYPolicy](#) section, our brand partners receive our Partner Code of Conduct.



Average of

10.9 years

duration of the partnership
with our brand partners
(FY 24: 9.7)

ANIMAL WELFARE

Animal welfare is an important concern for us, our customers, our partners, and our teams. For this reason, we have collaborated with the Humane Society of the United States and followed the guidelines of the Fur Free Retailer program. This is an international coalition of more than 50 leading animal welfare and environmental protection organizations supported by the Fur Free Alliance.

We used these collaborations to define our Animal Welfare goals and inform our [Animal Welfare Policy](#). In this policy, published in August 2021, we decided to, from Spring / Summer 2022 onwards, eliminate the sale of products made from animals that were raised solely for the use of their fur, or those made with fur from wild animals. We also formalized our decision to, from the Spring / Summer 2021 buy onwards, remove all exotic skins from species, including but not limited to python, lizard, alligator, crocodile, ostrich, shark, kangaroo, and stingray.

At the end of December 2022, 0.0% of the products listed on our website contained exotic skins and furs as defined in our policy, enabling us to officially join the Fur Free Retailer Program.

Starting January 2023, we also decided to restrict our procurement of products containing angora and rabbit hair. We therefore aimed to stop buying these products from Spring / Summer 2024 onwards, phasing out the existing and pending inventory of all seasons by the end of 2024. Our Animal Welfare Policy was updated accordingly and approved in August 2023 by the Humane Society of the United States.

In April 2024, the policy was further enlarged, and Mytheresa pledged not to sell products made from the skin of purposely aborted animals.

To support our efforts to comply with our policy, a dedicated process was followed during the fiscal year. Twice a year, all teams linked with the sourcing, merchandising, and handling of our luxury goods are trained on our policy. In addition, regular checks of all our inventory are performed by the sustainability department to ensure that no product that goes against our guidelines is purchased by our buyers and sold on our website. If an anomaly is observed, remediation measures are implemented immediately. During the fiscal year, 6 checks of our inventory were performed, in addition to several ad-hoc controls upon reception of the goods in our warehouse, and before uploading the products to our website.

A revised Animal Welfare Policy, applicable to the entire LuxExperience Group, will be published in the first months of FY 26.

CERTIFIED PRE-OWNED WATCHES

In FY 23, Mytheresa launched Certified Pre-Owned (CPO) watches in partnership with Bucherer. Since this launch, we have offered our high-end customers in the European Union, Switzerland, and the United Kingdom an opportunity to purchase pre-owned luxury watches from renowned brands such as Audemars Piguet or Cartier.

Each watch is selected by Bucherer, checked, refurbished if needed, and authenticated by its certified watchmaker. The CPO watches come with an international two-year warranty. These watches combine long-lasting excellence with historical craftsmanship and encourage a more circular consumption among our customers.



0

products with fur,
exotic skins, or angora
on our website

THE MYTHERESA RESPONSIBLE SOURCING ASSESSMENT

FY 25 marks the first year of public assessment of our brand partners, aimed at evaluating the sustainability practices of the companies behind the products sold on our website.

Our methodology combines external certifications, independent sustainability ratings, and direct disclosures to assess performance at the company level. Our methodology relies on the following elements:

- **B Corp™ Certification:** Certified B Corporations™ are a new kind of business that balance purpose and profit. They are legally required to consider the impact of their decisions on their workers, customers, suppliers, community, and the environment. This is a community of leaders that demonstrates high social and environmental performance, driving a global movement of people using business as a force for good.
- **EcoVadis Sustainability Ratings:** EcoVadis is a leading global provider of business sustainability ratings. Our brand partners are invited to perform an EcoVadis rating assessment. We only consider assessments completed within the last two years, including those conducted at the Group level. Ratings are determined by EcoVadis experts who review the submitted answers and supporting documents. For more information on our work with EcoVadis and the EcoVadis methodology, please refer to the [MYPolicy section](#). If a brand partner does not participate in the EcoVadis assessment, we may consider alternative, credible sustainability ratings where available.
- **Transparency of sustainability disclosures,** which we evaluate based on the sustainability information shared with us by our brand partners during the fiscal year.

A scoring system, based on the methodology presented above, was built on a scale from 0 to 100. This score is used to populate the Product Journey section, presented in the following pages of this report.

SUSTAINABILITY BRAND TALKS

Over the last fiscal year, we had increasing opportunities to engage and collaborate with our brand partners. Through these interactions, our Sustainability Team gained valuable insights into how our brand partners' sustainability practices are embedded into their products and supply chains. Building on this knowledge and these connections, we organized our first company-wide Brand Talk with the Sustainability Team of one of our brand partners.

The event was held as an online seminar and open to all Mytheresa, NET-A-PORTER, and MR PORTER teams. It attracted more than 140 participants, who gained a deeper understanding of our brand partner's overarching sustainability strategy, along with their efforts in improving product- and supply-chain transparency. Encouraged by the success of this initiative, our team aims to expand the Brand Talk initiative, engaging more partners, and raising awareness internally about the sustainability efforts shaping the luxury fashion industry.



53 brand partners, representing 40% of our GMV, were assessed as part of our Responsible Sourcing Program during the fiscal year

Supporting responsible consumption

OUR RESALE SERVICE IN PARTNERSHIP WITH VESTIAIRE COLLECTIVE

In June 2021, Mytheresa entered an innovative partnership with Vestiaire Collective, the leading global platform for pre-loved luxury and designer fashion. Our partnership with the B Corp™ fashion resale platform aims to drive the fashion industry’s shift towards more sustainable practices by introducing a resale service dedicated to Mytheresa’s high-end luxury customers.

Since May 2024, the service has been accessible to all customers in Europe, the UK, and the US, for the resale of ready-to-wear, accessories, and shoes from 50 brands, further promoting circularity in the luxury sector.



During the past fiscal year, the total buyback value of items listed on the Vestiaire Collective platform was €5,381,403, an increase of 39% compared to FY 24 (FY 24: €3,884,199). This significant increase is a result of the service being extended to all customer groups in June 2024, having previously been limited to Top Customers. 26% of customers enrolled in the program used it at least twice (FY 24: 32%) and on average submitted new items to Vestiaire Collective every 45 days (FY 24: 46 days).

In addition, the Mytheresa x Vestiaire Collective seller profile is accessible to all and allows buyers to purchase the pre-owned luxury goods listed by Mytheresa’s high-end luxury customers. The Mytheresa x Vestiaire Collective seller profile is followed by over 69,266 potential buyers, a 40% increase compared to the previous fiscal year (FY 24: 49,600), showing the high popularity of products from Mytheresa customers.



EXTENDING THE JOURNEY OF THE PRODUCTS

To promote responsible consumption beyond the initial use of newly purchased goods, we developed customer guidance during the fiscal year on how to extend the life of items through resale or donation, as well as how to dispose of them responsibly when no other options are possible.

For products that remain in excellent condition, we promote resale through our established partnership with Vestiaire Collective.

When resale is not the preferred option, we strongly encourage donation as a meaningful and impactful way to extend the life of a product. Donating gently used clothing helps reduce waste and supports communities in need by providing them with access to quality apparel.

In several countries, we support Dress for Success, an international non-profit organization whose mission is to help unemployed women with the resources they need in their journeys toward economic mobility. Dress for Success operates through a global network of affiliates, offering personalized services for women, such as providing them with professional clothing and essential career development tools to boost their confidence and improve their chances of securing meaningful employment. To make donations easy and convenient, we encourage our customers to send their donations to the nearest Dress for Success affiliate in their area.

“At Dress for Success, we’re proud to partner with Mytheresa to advance sustainability and women’s economic mobility. By encouraging customers to donate high-quality clothing to our affiliates, Mytheresa helps extend the life of each garment while ensuring women have access to work attire that helps them feel strong, capable, and ready to succeed.”

Arlene Lozano

Chief Affiliate Impact Officer, Dress for Success

If neither resale nor donation is suitable, we encourage responsible textile disposal as the final step in a product’s journey. While Mytheresa does not collect or process textile waste, we aim to offer guidance to our customers by promoting proper textile disposal practices.

Correct sorting of used textiles is essential to ensure they can potentially be recycled and prevent them from entering landfills or incineration streams. According to the European Environment Agency, only about 15% of textile waste in the European Union was collected separately for reuse or recycling in 2022⁶. Customers can support circular practices by following local municipal guidelines and separating clean, dry textiles from general waste. Understanding that recycling infrastructure varies by region, we strive to provide tailored support where possible. In selected regions, we also offer recommendations for local textile recycling partners.



Customers are informed about how to properly handle the products at the end of their lifecycle

⁶Circularity of the EU Textiles value chain in Numbers, EEA Briefing 03/2025.

This customer guidance was made available in the [After-Sale](#) section of the Mytheresa website in June 2025. We included in this same section our General Care Instructions for textile products, designed in FY 24 to help our customers reduce the amount of water, detergent, or energy used during the use-phase of the products. Through these efforts, we aim to support our customers in making informed choices that extend the use phase of their purchases and contribute to a more circular fashion system.

MINDFULLY CREATED CAPSULE

This fiscal year marks the first publicly visible milestone in our ongoing goal to collaborate with brand partners on the creation of more sustainable products — work that began in previous years.

Our Responsible Sourcing Guidance, developed in FY 23, is used to identify brands with a high potential for more sustainable capsules. This document sets out the most relevant sustainability matters that we believe a brand partner should consider when trying to source and produce more responsibly, and is organized around the four pillars of the Mytheresa Ambition. Topics covered in this guidance are presented on four levels, with level 1 representing compliance with applicable laws, the Partner Code of Conduct of Mytheresa or standard industry practices and level 4 representing innovative practices, either linked to official government strategies (such as the EU strategy for sustainable and circular textiles) or practices already observed in some companies actively pursuing a more sustainable luxury industry.

To facilitate the use of the guidelines, an internal assessment file was developed, and 27 brand partners, representing 9% of our GMV, were assessed in FY 25 based on publicly available information. In total, since the launch of our assessment guidelines, 83 brand partners were assessed, representing 58% of our GMV. Additionally, 9 other brand partners were assessed in the first month of FY 26.

To be considered for a Mindfully Created Capsule, a brand partner must achieve a minimum total score based on this first assessment, which is linked to the pillars MYPlanet, MYTalent, and MYPolicy. If the minimum score is achieved, our buying team can engage with the brand partner to identify the feasibility of developing such a capsule.

If the brand partners agree to develop a Mindfully Created Capsule, with the aim to include sustainability features at the product level, each product proposed for the capsule undergoes a detailed product-level evaluation. This assessment draws on detailed product-level data provided by the brand partner and considers criteria within the MYProduct pillar, as well as any applicable standards from the other three pillars. Only qualifying products can be included in the final Mindfully Created Capsule.

Jimmy Choo was the first brand to successfully pass this evaluation process, which led to the launch of our first Mindfully Created Capsule in collaboration with the brand in April 2025. The exclusive collection featured 14 pairs of shoes and 6 bags, each developed with a focus on material traceability and thoughtful design.

With the methodology now clearly defined and successfully applied to the first Mindfully Created Capsule, we will build on this success by engaging with more brands to launch additional capsules in the coming years.



Launch of our first Mindfully Created Capsule

Providing quality and transparent information

Our customers have access to style details about our products, from the composition of the items to detailed size and fit information. To deliver the best customer experience and provide further information about our products, our Customer Care Department is available six to seven days a week, with coverage varying by language across our eight supported languages.

Our ambition is to share more information with our customers and to engage them more around sustainability matters. Several of our brand partners are working towards more sustainable practices and products, and we would like to convey this information to our customers in a transparent and structured manner.

In alignment with our ambition, we have developed the Product Journey section during the fiscal year, with the aim of providing information to our customers about the products they choose and the company behind them.

We began collecting the product information required by the French Anti-Waste Law for a Circular Economy (AGEC) in FY 24. During the current fiscal year, we expanded this collection to include additional brands and, where feasible, began requesting further information.

During the fiscal year, we reached out to 45 brand partners to collect this information and implemented an updated process on January 25, with the aim of collecting and reviewing this data every quarter. This process enables us to have access to information about various aspects regarding the product, such as its traceability from 5 countries of operation, the percentage of recycled content it contains, and the percentage of synthetic fibers it is made up of. Information on more than 7,000 products was analyzed during the fiscal year.

Information about the company behind the product is directly linked to the outcome of our Responsible Sourcing Assessment. From the score obtained (from 0 to 100), we have set a minimum threshold calculated based on a benchmark of assessed brand partners. Brand partners who meet this threshold are classified into three categories: Committed, High Performer, and Leader. Only B Corp™ certified companies are eligible to be assessed as 'Leaders', and all B Corp™ certified companies receive this designation. This tiered recognition system forms a key part of our broader transparency efforts and enables our customers to better understand the sustainability performance of the brands they support.

Naturally, this year also marks the significant development of our infrastructure in order to make the collected information visible to our customers. This information, initially stored in our ERP, is now transferred to the relevant interfaces in order to have it translated into all the languages supported by our website and displayed on the Product Pages. Since June 2025, the results of this extensive work have been visible to our customers across all channels, directly on the Product Detail Page (PDP) within the Product Journey section of our website.



Since June 25, the Product Journey section offers additional information on the product and the company behind it

PRODUCT DETAILS

SIZE & FIT

DELIVERY & FREE RETURNS

PRODUCT JOURNEY

Traceability

- Country of confection: Brazil
- Country of assembly: Brazil
- Country of finishing: Brazil
- Country of manufacturing: Brazil

Materials

- Product with at least 21% recycled content

Brand Recognition

The company behind this brand is a Certified B Corp™ and recognized as a Leader in our Responsible Sourcing Assessment

For details on the elements provided above, please visit our sustainability page

At the end of the fiscal year, the Product Journey section was added for 12 brand partners representing 10% of our GMV, and we kept on adding information for additional brand partners after the end of the fiscal year.

“ We are proud to now offer product journey information on our product pages, giving our customers greater transparency and helping them make more informed, sustainability-minded choices. This marks an important step forward, but our work is not done. We aim to expand this coverage across many more of our products, so that our customers can continue to engage with us on the journey toward a more sustainable future. ”

Richard Johnson

Chief Business Officer, LuxExperience

4. MYPOLICY

Our core values and culture underpin everything we do at Mytheresa. As such, we strive to achieve the highest standards of corporate governance, digital and data protection, corporate behavior, and legal compliance, and we monitor and manage our business risks actively. Our **MYPOLICY** goals are the following:

GOALS	FY 25
Fostering an effective corporate culture	
Maintaining responsible digital operations	
Striving to achieve the highest standards of corporate governance	

Through our high standards for **effective corporate culture**, we commit to working only with brand partners that comply with our Code of Conduct. During the fiscal year, our Partner Code of Conduct was reviewed, updated, and sent to all brand partners as well as other key suppliers.

The implementation of a company-wide **risk management and internal control system** aims to ensure that risks are identified, assessed, and actively managed, and that the appropriate controls will efficiently mitigate risks. In addition, the rollout of **mandatory trainings** on our Code of Business Conduct and Ethics and on compliance is key to ensuring that our teams are aware and aligned with our corporate culture. **Monitoring compliance regularly** through internal audits, our whistleblowing system, and keeping **long-lasting relationships** with our business partners is also key to our corporate culture.

Finally, in an effort to remain **compliant with all applicable legislation**, we prepare ourselves sufficiently ahead of the coming legislation’s application date. In order to ensure **responsible digital operations**, we aim to adhere to our **cybersecurity and IT resilience framework** addressed in our various policies, including the newly published Cybersecurity Risk Management, Strategy, Governance and Incident Disclosure Policy. We aim to always maintain the highest standards of data protection and privacy. In addition, we **closely monitor our cybersecurity and data security incidents** and aim to initiate a response to any data or privacy incidents within 48 hours of discovery, including assessment, containment, and - where required - timely communication to affected users and authorities. We also aim for a responsible use of Artificial Intelligence tools and have therefore implemented our AI Policy in order to maintain the appropriate standards for its usage.

Reinforcing an effective corporate culture

Honest, lawful, and ethical conduct, combined with our passion and respect for the world of luxury, form the foundation for the strong and successful relationships we strive to build and maintain with our customers, business partners, and shareholders.

Reinforcing an effective corporate culture means upholding our values, respecting laws and regulations, and maintaining an appropriate compliance and risk management system, as well as an internal control system for financial reporting in accordance with the U.S. Sarbanes-Oxley Act (SOX).

GOVERNANCE WITHIN OUR CORPORATE CULTURE

Our Compliance Officer, our Head of Group SOX Compliance & Risk Management, and our 31 internal control owners, as well as 13 risk owners, strive to ensure that an effective corporate culture is implemented at Mytheresa, alongside our internal audit department.

The roles and responsibilities of our risk management and internal control system are based on the Three Lines Model. On the first line, 31 control owners and 13 risk owners have been identified and are responsible for managing the risks and controls in their respective areas. On the second line, our Head of Group SOX Compliance & Risk Management oversees developing, implementing, and continuously improving our internal control and risk management system. On the third line, our internal audit department provides independent and objective assurance as well as advice on the adequacy and effectiveness of our processes and controls.

Regular as well as ad-hoc reporting is performed by our internal audit department. The regular reporting includes a quarterly update to our Management Board and the Audit Committee. In addition, our internal audit department reports to the Supervisory Board on an annual basis. The last annual report on internal audits occurred in October 2024. Compliance with laws and regulations and the effectiveness of our internal risk management and control system are under the supervision of our Supervisory Board. The audit committee undertakes preparatory work for the Supervisory Board regarding the monitoring of the effectiveness of Mytheresa's internal risk management and control system by the Supervisory Board.

This reporting structure aims to ensure that the Head of Internal Audit regularly informs the Management Board and the Audit Committee regarding the conformance of the internal audit department's activities under the Code of Ethics and the International Standards for Professional Practice of Internal Auditing.

Our compliance system was implemented during FY 21 to detect and respond to compliance incidents. This compliance system relies on several policies, such as our Code of Conduct, our Whistleblowing Policy, our Insider Trading Policy, and our Competition Compliance Policy.

In FY 25, the Business Partner Privacy Policy was prepared and outlines the compliance processes of the company with GDPR when processing, transmitting, and storing the personal data shared by our business partners.

To ensure that all our teams can easily access our latest policies and procedures as well as stay informed about compliance, the dedicated Compliance Page, in our internal social network, MYT Connect, was updated in November 2024. The



Our compliance system, implemented during fiscal year 2021, is updated regularly

decision to provide employees with an easy-to-navigate page for policies and compliance reflects our proactive approach to these topics and our dedication to building a culture that values and integrates continuous improvement.

During the last months of the fiscal year, efforts were dedicated to defining and constructing a wider governance structure for the entire LuxExperience Group.

OUR CODE OF CONDUCT

In January 2021, we published our Code of Business Conduct and Ethics (hereinafter: Code of Conduct). This Code of Conduct applies to all our teams, as well as members of our Management and Supervisory Board. It includes 22 expectations, such as respecting international standards of fundamental human rights, striving for non-discrimination, fostering inclusion, preventing insider trading, handling conflicts of interest, and prohibiting corrupt practices.

In FY 23, we developed the Partner Code of Conduct of Mytheresa, which brings together the requirements of Mytheresa towards all its brand and business partners. This Code of Conduct is based on international standards such as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles for Business and Human Rights.

In November 2024, our Partner Code of Conduct was reviewed and updated. To follow the latest industry development and clarify some specific points discussed with our suppliers, the following points were added:

- prohibition of illegal, clandestine, and undeclared employment
- the assertion that sexual and psychological harassment, as well as deductions from wages for disciplinary measures, are viewed as disrespectful working conditions
- the urging of all partners, including digital ones, to reduce their impact on the environment and the use of resources
- the right to data protection for data processed through AI
- the requirement to respect trade restrictions, international standards, and the confidentiality of business information

The updated version of the Partner Code of Conduct was sent to brand partners together with our Privacy Policy & Policy Statement on our human rights strategy in order to inform them of our standards. In total, 94% of our suppliers have received Mytheresa's Partner Code of Conduct in the last 2 years (FY 24: 91%).

After the purchase of the YNAP group, the legal and sustainability teams of Mytheresa and YNAP started working on a Code of Conduct applicable to all employees of the Group. We took this opportunity to combine, in one single document, the requirements, not only regarding our employees and management, but also our business partners. This Group CoC will be approved and sent to our suppliers in the next fiscal year.

OUR RISK MANAGEMENT SYSTEM

We aim to foster an effective risk management culture to establish the fundamental attitude and required behavior in dealing with risks. We pay special attention to compliance risks and risks that threaten the safety or well-being of our teams and third parties.



94%

of our suppliers (in procurement volume) received Mytheresa's Partner Code of Conduct in the last 2 years
(FY 24: 91%)

Our Group Risk Management policy was developed in July 2021 to set rules and guidance regarding the management of risks that our company encounters in its strategic decisions and business operations. This policy defines our risk management strategy, risk management organization, and risk management processes. This policy was updated in October 2024. The new version includes an updated threshold for impact rating and a list of applicable and updated governance documents.

During FY 25, the frequency of the risk assessments by the 13 risk owners, coordinated by our Head of Group SOX Compliance and Risk Management, remained twice a year, with an annual risk reporting to the Audit Committee planned for October / November 2025. Risks can also be reported on an ad-hoc basis for newly identified major risks and sudden material changes of already identified and assessed risks. In FY 25, the risk inventory was reviewed and updated in May 2025. At the end of FY 25, our Risk Management System encompassed 20 risks.

In October 2024, the review of our Group Risk Management Policy and our risk inventory was performed, followed by an update to the Supervisory Board. The Audit Committee was then informed about the latest risk report.

OUR INTERNAL CONTROL SYSTEM

Our Internal Control System Policy, approved in July 2022, sets rules and guidance for the establishment and implementation of the Internal Control System for Financial Reporting according to the U.S. Sarbanes-Oxley Act.

Since April 2021, an Internal Control System, which is based on the Committee of Sponsoring Organizations of the Treadway Commission (COSO) 2013 framework, has been implemented at Mytheresa. We were supported by the consulting company Rysqer in the design and implementation of the Internal Control System, and we currently use the Governance, Risk Management and Compliance (GRC) tool from Rysqer to perform and document our controls, including the associated evidence. Furthermore, the internal audit department performs the internal testing of the design and implementation, as well as the operating effectiveness of controls within the tool.

At the end of FY 25, our Internal Control System was composed of about 214 controls, covering four levels: Entity-Level Controls, Process-Level Controls, IT General Controls (ITGC), and IT Application Controls (ITAC).

Due to the acquisition of YNAP in April 2025, the LuxExperience Group has to comply with SOX 404(b) as of FY 25. A statement of SOX compliance for the former Mytheresa entities is being provided, and a one-year transition period for SOX compliance for the acquired entities is being used. The full statement of SOX compliance for the LuxExperience Group as a whole will be included in the FY 26 statement.

PROPAGATING OUR CULTURE THROUGH TRAINING

To ensure that our teams follow our corporate culture, five mandatory e-learning modules, covering compliance, data protection, information security, inclusion, and occupational health and safety, have been developed and rolled out since 2020. They are now held regularly and are part of the onboarding process of our new joiners.



Our Group Risk Management Policy was updated during the fiscal year



Our Internal Control System of about 214 controls was updated during the fiscal year

To instill our Code of Conduct and compliance policies within our organization, compulsory training on our Code of Business Conduct and Ethics is included in the onboarding process of new joiners and completes the list of mandatory training modules. During the fiscal year, this training was rolled out to all teams with the participation of 1,009 employees in our offices and stores. Our warehouse employees received this training at the beginning of FY 26.

In FY 25, 973 employees completed the learning modules on compliance in the form of compulsory e-learning. In our warehouse, 559 employees were trained in data protection during the fiscal year.

Moreover, our Entity- and Process-Level Control Owners, as well as our IT General Control Owners, are trained yearly on our internal control and SOX environment. The one-and-a-half-hour training included an update on the annual risk report, testing procedures and results, an error and recommendation review, as well as a presentation on effectively designed controls and an overview of our controls. The goal of this training was to present the responsibilities of control owners and explain why SOX audits are organized, as well as the SOX audit process. In total, all control owners participated in the training.

MONITORING COMPLIANCE THROUGH OUR INTERNAL AUDITS

In an ongoing process, the Internal Audit Department reviews all policies of Mytheresa and the associated processes. Recommendations identified during the review phase are shared with the relevant departments to ensure their implementation. Furthermore, regulatory news and requirements are monitored by the Internal Audit Department and tested accordingly.

The quarterly audits of our Internal Control System, performed by our Internal Audit Department, help to identify potential gaps and weaknesses and provide measures and recommendations for improvement. In the case of recommendations or issues identified, remediation measures, including remediation deadlines, are set. For FY 25, four reports were delivered to the Audit Committee on the results of these audits, including, in the case of identified control deficiencies, recommendations and remediation measures. In November 2025, a full report will be provided to the Supervisory Board and Audit Committee on the results of the four audits of the fiscal year.

The Audit Committee approved the internal audit plan for fiscal years 2024 to 2025 in February 2024, which was subsequently approved by the Supervisory Board. For FY 26 and onwards, an updated audit plan will be established in the first quarter of FY 26.

MONITORING COMPLIANCE THROUGH OUR WHISTLEBLOWING PROCEDURES

Our [Whistleblowing Group Policy](#) and processes were defined in January 2021 and are reviewed on a regular basis. These allow all our employees and partners to raise concerns about known or suspected violations of our Code of Conduct, as well as suspected violations of law or fraudulent activities. The policy clearly states that any form of reprisal, discrimination, or any other form of retaliation against a person reporting a concern in good faith is prohibited.

Mytheresa offers whistleblowers both internal and external reporting channels. These channels are designed to ensure confidentiality of identity, and concerns from either system will be handled equally.

Externally, stakeholders can submit notifications or allegations regarding potential misconduct by mail to the Mytheresa Compliance Department, anonymously if they prefer.



Our Code of Conduct training is included in mandatory training modules



1,009 employees were trained on our Code of Conduct



Quarterly audits of our Internal Control System were performed by our Internal Audit Department

Internally, employees can report concerns of violation of our Code of Conduct within our internal social network, MYT Connect, which constitutes a straightforward way to communicate, through the “Report something” function within the help section. If they prefer, they can also anonymously submit notifications or allegations of potential misconduct. Our employees also have the possibility to report any concerns they might have to their direct supervisor or another member of the line management, the Human Resources Department, or the Compliance Officer.

The whistleblowing system falls under the responsibility of our Chief People Officer and our Compliance Officer. They are responsible for receiving the cases, analyzing them, and, if necessary, transferring them to the most appropriate person to handle the case, as well as ensuring that the case is investigated, managed, and closed in a timely manner.

20 cases were reported through our system during the fiscal year. 100% of them have been received, analyzed, and transferred to the team in charge of the implementation of remediation measures within 24 hours. 100% of these cases were resolved during the fiscal year.

None of the reported cases were related to material compliance issues, and they were mostly focused on Human Resources topics. Of all reported cases, none were identified as material, but appropriate remedial actions were systematically taken.

ADVANCING RESPONSIBLE BUSINESS CONDUCT ACROSS OUR SUPPLY CHAIN

Despite the constantly evolving regulatory context, we continue to aim to uphold robust standards in our supply chain.

The first steps we took to advance responsible business conduct across our supply chain were to develop our Partner Code of Conduct and appoint a Human Rights Officer in FY 23.

In FY 24, we published our Policy Statement on our Human Rights Strategy and established our procurement policy to support individuals involved in the procurement process. This document gives an overview of the processes to be followed to prevent or minimize human rights or environment-related risks in our supply chain, during the selection process of suppliers and during the course of the business relationship with suppliers. This policy is available to all teams on the Compliance Page of our internal social network, MYT Connect.

To perform due diligence within our Supply Chain, we partnered with EcoVadis in FY 24. In particular, we are using the EcoVadis Sustainability Intelligence Suite, enabling us to use a two-step approach to assess these risks.

The first step of the abstract risk analysis is performed through the EcoVadis IQ Plus platform. The majority of our direct suppliers, with the goal of covering more than 80% of our spend, are recorded within this platform, as well as associated spend and criticality. The spend and criticality of our suppliers are defined on a scale from 1 to 6, to differentiate suppliers that are critical for our business from the other suppliers. For each supplier, an abstract risk analysis is performed by EcoVadis IQ Plus, based on the labor and human risk at the industry and country level, the environmental risk at the industry and country level, as well as the spend level, and criticality to Mytheresa.



100%

of reported cases through
our whistleblowing
mechanism were processed
within 24 hours
(FY 24: 100%)



0

material whistleblowing cases
were reported during the year
(FY 24: 0)

During the fiscal year, we have updated the list of direct suppliers monitored on the EcoVadis IQ Plus platform to cover $\approx$ 85% of our procurement volume. With this abstract risk analysis, we are able to have a first assessment of the potential risks at the supplier level and to prioritize suppliers based on the risk level, the criticality of the supplier, and the spend level. Abstract risks are assessed on a 6-step scale from very low to very high. For both environmental risks and labor and human rights risks, the assessment concluded that all our suppliers recorded on the EcoVadis IQ Plus platform have a risk between very low and high. Going deeper into the analysis, we were able to observe that the priority risks for our suppliers are health and safety, followed by discrimination and harassment, and working conditions.

Results of the abstract risk analysis are communicated at least once a year to the Sustainability Committee. During this fiscal year, the result of our abstract risk analysis was shared with the new LuxExperience Sustainability Committee in June.

The second step is a concrete risk analysis, building on the abstract risk analysis. This is performed through the EcoVadis Ratings platform and applies to suppliers prioritized based on the abstract risk analysis. The suppliers are invited to answer a questionnaire prepared by EcoVadis, tailored to their industry, countries of operation, and size. The questionnaire is based on the four pillars of the EcoVadis methodology: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The answers to these questionnaires, as well as the respective supporting documents, are reviewed by EcoVadis sustainability experts. This assessment allows us to have a much more precise risk analysis, as it considers the practices of our suppliers.

Over the course of the year, we have invited several direct suppliers to perform an EcoVadis rating assessment or requested access to already existing EcoVadis rating assessments. At the end of the fiscal year, 22% of our suppliers (in procurement volume) had a valid EcoVadis scorecard. We aim to increase this percentage by involving more suppliers in this assessment, in particular those assessed during our abstract risk analysis with a higher risk.

For suppliers engaged in the second step of our risk analysis, if we see indication of critical human-rights or environmental-related risks, we can share a corrective action plan with them through the EcoVadis platform and engage with them to ensure that the corrective action plan is implemented within the defined timeframe.

To enable continuous monitoring of our supply-chain risks, the IQ Plus platform also provides us with Live News of our suppliers. This tool, accompanied by regular monitoring of sustainability news, enables us to assess if additional investigations are needed, both for direct and indirect suppliers.

The policies and processes implemented since FY 23 are currently guided by the German Supply Chain Due Diligence Act (LksG). They will be regularly reviewed to ensure not only their effectiveness but also to prepare us for the European version of this legislation, the CSDDD, which should be applicable to us in a few years.

In addition, to ensure that our brand partners are aware of the legal obligations applicable to the products sold on our website, we built a guidance document gathering this information and started to share it with brands. We shared the document mostly with smaller brands to also foster knowledge sharing within our supply chain.

In order to enhance the robustness of our reporting process, we have started a collaboration with Rysqer. Their Governance, Risk and Compliance (GRC) Tool is already used for Internal Audits, and we have started the integration of sustainability information. Throughout the fiscal year, we have collaborated on developing a Sustainability Reporting section on the platform where we will record all the relevant indicators and associated evidence for sustainability reporting and performance monitoring. This will allow us to have a more robust and enhanced way of tracking data as well as preparing for our future CSRD reporting obligations.

BEING A GOOD CORPORATE CITIZEN

For several years now, we have been organizing fundraisers and making donations to support local charities. Some of these donations are made with the support of our teams. For instance, in December 2024, we organized a raffle, in which the raised amount was doubled by Mytheresa and given to “Frauenhilfe München”, an organization providing women affected by domestic violence with shelter and advice, and offering accommodation to refugee women.

During the year, we also donated to other organizations, including but not limited to, the American Cancer Foundation and the Creekside School, a school for students severely impacted by autism.

Ensuring responsible digital operations

At Mytheresa, most of our business is based on digital infrastructures. For us, having responsible digital operations means ensuring that we have a robust cybersecurity system, strong IT resilience, and respectful use of AI. In addition, we strive to protect the privacy of those who entrust us with their data, in particular our customers, employees, and business partners.

GOVERNANCE OF OUR DIGITAL OPERATIONS

Our technology team of more than 100 people is managed by our Chief Technology Officer (CTO) at the group level. This team is not only in charge of ensuring responsible digital operation, but also of developing, implementing, and improving our website, our app, and systems such as our ERP across the LuxExperience Group.

To protect the data entrusted to us, we rely on the support of our Data Protection Officer.

In addition, our IT Compliance Officer works closely with the Internal Audit and SOX Compliance Department. The role of the IT Compliance Officer is to carry out SOX controls for general IT and applications, contributing to having appropriate IT risk controls.

Our Audit Committee, composed of four members from our Supervisory Board, monitors the application of information and communication technology by Mytheresa in relation to cybersecurity and data privacy. The Audit Committee receives regular updates on data protection, privacy, and cybersecurity at least once per fiscal year.

The Supervisory Board received two updates on cybersecurity, one of which was a technology update in February and May 2025.

FY 25 marked the start of the rollout of a comprehensive IT system for the LuxExperience Group, which will be fully adopted within the upcoming years.

COMPLYING WITH THE APPROPRIATE CYBERSECURITY PROCESSES

Our Cybersecurity and IT Resilience Framework, applicable since July 2021, follows the National Institute of Standards and Technology (NIST) standard. Our critical infrastructure and critical applications subject to potential cybersecurity risks were identified, and the response framework was defined for each critical system. This framework has four steps: Protect, Detect, Respond, Recover, and subsequently update the Supervisory Board.

In addition, our teams have access to our policy on passwords, applicable since May 2022, and our Acceptable Use Policy, applicable since April 2023, which sets out rules and guidelines for the use of the information systems and other information assets.

In FY 25, the Cybersecurity Risk Management, Strategy, Governance, and Incident Disclosure Policy was developed. The policy describes the Supervisory Board's oversight of risks from cybersecurity threats, management's role in assessing and managing the company's risks from cybersecurity threats, and the processes by which the Supervisory Board is informed about and monitors the prevention, detection, mitigation, and remediation of cybersecurity incidents. The objective of this group policy is to set rules and guidance



In FY 25, 2 reports on our digital operations were delivered to the Supervisory Board



The Cybersecurity and IT Resilience Framework was strictly followed during FY 25

regarding the management of incidents that the company encounters in its strategic decisions and business operations. By utilizing a standardized approach and defining clear roles and responsibilities, Mytheresa aims to ensure an effective and efficient cybersecurity risk management, strategy, governance, and incident response process.

In case of a severe incident, we follow our Cybersecurity Incident Framework, which includes an escalation procedure, depending on the level of criticality, to the CTO and CEO, as well as all affected parties, including our customers if needed.

To continue improving our IT resilience, we assess our processes and procedures on an ongoing basis. Regular security patches, penetration tests, and scheduled tests on our recovery and restore processes are integrated as part of our security policies. Monitoring and alerting processes for the entire infrastructure on the main operational topics are constantly reviewed, adjusted, and optimized.

The focus for the upcoming fiscal year will be to integrate IT processes, already defined for Mytheresa in previous years, for the LuxExperience Group.

RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE

During FY 24, our IT Risk and Compliance Manager prepared the Artificial Intelligence Use Policy, which outlines guidelines for ethical, responsible, and effective use of artificial intelligence technologies. The policy was finalized and published during FY 25.

The AI Use Policy serves as a guiding framework to support the safe and thoughtful adoption of artificial intelligence across the company. It was created to encourage the responsible use of AI, making sure it aligns with ethical standards and respects individual privacy. The policy helps safeguard sensitive business and personal data, especially when using advanced tools that process or generate information.

It also outlines the importance of human oversight to catch mistakes or biases in AI-generated outputs, ensuring that decisions are not left solely to machines. Clear roles and approval procedures are established so that only qualified individuals handle AI systems. Security measures, such as controlled access and regular evaluations, are emphasized to prevent misuse. Overall, this policy aims to ensure that AI is used in a way that supports Mytheresa's goals while maintaining trust, compliance, and accountability. FY 25 marked the deployment of AI in our company and processes. According to our AI policy, all uses of new AI systems must be approved by the Head of IT Services before their use to aims to ensure such AI systems are safe. In case of incidents, AI users should inform the IT department or report the case through the Whistleblowing procedure.

USE OF PERSONAL DATA

At Mytheresa, we collect and store personal information provided by our customers. This personal data can include names, genders, email addresses, countries, languages, and the details of transactions. Some of our third-party service providers, such as identity verification and payment processing providers or shipping partners, have access to our customers' personal data.

The personal information of our customers is primarily used for transactional content. It should, however, be noted that the email addresses of our customers can be used for behavioral advertising, such as newsletters. This advertising is only sent to customers who have directly opted in on our website. In some regions, a double opt-in is necessary to receive our newsletters. Confirmation of the sign-up is stored within our systems. We also send emails to our customers related to items left in their shopping cart or wish list. Our privacy policy for users can be found on the Mytheresa website and is regularly updated. The policy was updated during the past year.

Our email database is cleaned up on a regular basis to remove, for instance, subscriptions with invalid or old email addresses. 84.8% of the profiles stored in our database receive newsletters, and 100% of those who receive them have opted in.

In addition, other personally identifiable information of our platforms' users, such as email hash or IP addresses, is collected upon opt-in for marketing purposes and analytical purposes to optimize our own marketing communication and analyze our traffic. Our partners and a detailed explanation can be found within our privacy policy for users.

We also store the personal data of our employees, and our data privacy policy is accessible to all our teams.

PROTECTION OF PERSONAL DATA

To protect sensitive information, we rely on a variety of security measures, including encryption and authentication technology licensed from third parties. To limit fraudulent actions, we do not store complete credit card details in our systems.

In accordance with international compliance standards (such as ISO 27001 or GDPR), we have implemented controls to promote the "need to know" principle for "write" and "delete" access to personal data. Personal data is stored only as long as needed, either for business reasons or to fulfill our retention obligations.

Finally, employment contracts of new employees include clauses on the General Data Protection Regulation (GDPR) and confidentiality, which are signed by our employees before joining Mytheresa. All employees are trained on data protection as part of their onboarding process, as well as regularly during their employment at Mytheresa.

In case of a data security incident, there is an established escalation procedure, and our Compliance Officer would be directly informed by the team that detected the incident. Remediation measures are immediately taken, and incidents are reported to the authorities, complying with all legal requirements.

During FY 25, we did not identify the need to develop new processes beyond those already listed above.

MONITORING OF CYBERSECURITY AND DATA SECURITY INCIDENTS

Cybersecurity and data security incidents are continuously monitored, not only to get them resolved as swiftly as possible but also to adjust our procedures. During the fiscal year, we didn't experience any severe cybersecurity incidents, i.e., any incident that might have had an impact on our operations.

In the same way, we were not subject to any internal or external severe data security incidents.



The Users' Privacy Policy is available on our website

The Employee Privacy Policy is accessible to all our employees



Information is collected for newsletter purposes

for **84.8%**
of our users
(FY 24: 77%)

100%
of them have opted in
(FY 24: 100%)



0

severe cybersecurity incidents were observed in FY 25
(FY 24: 0)

0

internal or external severe data security incidents were observed in FY 25
(FY 24: 0)

Having the appropriate corporate governance

The governance structure evolved during the fiscal year, in view of the increased size and scope of the LuxExperience Group after the closing of the transaction with Richemont for the acquisition of YNAP. The company was renamed to LuxExperience B.V. and an executive committee has been established at LuxExperience B.V. (the "Executive Committee") to support the Management Board of the company in the fulfilment of its managerial duties without delegation of authority to the Executive Committee.

The Executive Committee comprises the members of the Management Board and certain key senior managers within the LuxExperience Group. The rights and obligations of the Management Board under Dutch law, the Articles of Association of the Company, and the Dutch Corporate Governance Code, remain in full force and effect with respect to the Management Board exclusively in such capacity.

At the end of the fiscal year, the Management Board of LuxExperience B.V. was composed of two members:

- Michael Kliger, Chief Executive Officer and Managing Director of LuxExperience and of mytheresa.com GmbH
- Dr. Martin Beer, Chief Financial Officer and Managing Director of LuxExperience and of mytheresa.com GmbH

The Executive Committee of LuxExperience B.V. is composed of nine members:

- Michael Kliger, Chief Executive Officer and Managing Director of LuxExperience and of mytheresa.com GmbH
- Dr. Martin Beer, Chief Financial Officer and Managing Director of LuxExperience and of mytheresa.com GmbH
- Toby Bateman, Chief Executive Officer of MR PORTER
- Philipp Barthold, Chief Technology Officer of LuxExperience
- Sebastian Dietzmann, Chief Operating Officer of LuxExperience
- Richard Johnson, Chief Business Officer of LuxExperience
- Heather Kaminetsky, Chief Executive Officer of NET-A-PORTER
- Björn Kastl, Chief People Officer of LuxExperience
- Gareth Locke, Chief Data & Analytics Officer of LuxExperience

The Rules of Procedure of the Management Board can be found on the Governance Section of our [Investor Relations](#) page.

Within the LuxExperience Group, the operating model of Mytheresa has changed slightly in view of the expansion of the Group. The Mytheresa CEO is a member of the Executive Committee and reports to the CEO of LuxExperience B.V. The backend infrastructure at Mytheresa, such as finance, operations, technology, and data, is now part of the functions at the LuxExperience Group level. The heads of these functions at the Group level are all part of the Executive Committee.

The Supervisory Board of LuxExperience B.V. is composed of eight members, most of them appointed between September 2020 and July 2021 and reappointed in 2024. One of the members was appointed in April 2025, following the closing of the acquisition of the YNAP Group. Five members of the Supervisory Board are considered independent directors in accordance with the Dutch Corporate Governance Code. The Supervisory Board has set up and appointed three committees: the Nominations, Governance and Sustainability Committee, the Compensation Committee, and the Audit Committee.

The Rules of Procedures of the Supervisory Board were amended and restated during FY 25, following the closing of the acquisition of the YNAP Group. The responsibilities of the Compensation Committee include making recommendations on the Remuneration Policy, monitoring its implementation, and presenting an evaluation of the Management Board's performance against the performance targets. The responsibilities of the Nominations, Governance and Sustainability Committee include reviewing the size and composition of the Management Board and Supervisory Board, overseeing the corporate governance structure of the company, as well as reviewing and discussing the company's ESG strategy. Our Supervisory Board profile as well as the Rules of Procedures of the Supervisory Board, can also be found on the Governance Section of our [Investor Relations](#) page.

In FY 25, the Supervisory Board held nine meetings. Three of those meetings had a (virtual) attendance of 100%, while six of them had a (virtual) attendance of 85%.

The Supervisory Board undertakes an annual evaluation of its own effectiveness and performance, of its committees and individual members, and of the Management Board and its individual members. In May 2025, the evaluation process was conducted internally and supported by the company secretary. The results of the board evaluation were discussed in the Nominations, Governance and Sustainability Committee and subsequently presented to the Supervisory Board and the Management Board. The outcome of the evaluation confirmed that the Management Board, the Supervisory Board, and the committees continue to operate effectively and that all our directors continue to demonstrate commitment to their roles. More information about governance related to sustainability, corporate culture, and responsible digital operations can be found in the dedicated sections of this report. More information on our remuneration policy, short-term incentive plan, and long-term incentive plan can be found in our Annual and Transition Report.



SECTION D.

APPENDIX

SASB content index

SASB Code	Accounting metric	Description and reference
Activity Metric		
GC-EC-000.A	Entity-defined measure of user activity	Our GMV for FY 25 is € 988.50 million. We had 823,000.00 active customers LTM.
CG-EC-000.B	Data processing capacity, percentage outsourced	Our data processing capacity is estimated at about 855.8 TB. 439.7 TB of this capacity is in-house at our headquarters, photo studio, and warehouse. About 49% of the capacity is outsourced.
CG-EC-000.C	Number of shipments	2,017,000.00 orders were shipped during the fiscal year.
Hardware, Infrastructure, Energy & Water Management		
CG-EC-130a.1	• Total energy consumed • Percentage of grid electricity • Percentage renewable	In FY 25, the total energy consumption was 32,914 GJ, of which 66% was grid electricity. 100% of this electricity was renewable. As a result, 66% of our total energy consumption was from renewable energy sources (electricity). Additional information can be found in the section Using renewable electricity within our operations and improving our efficiency .
CG-EC-130a.2	• Total water withdrawn • Total water consumed • Percentage in regions with high or extremely high baseline water stress	In FY 25, the total water withdrawn was 15,174 m ³ , of which 71% came from regions with high or extremely high baseline water stress. Our facilities in London, Barcelona, Berlin, Leipzig, and Shanghai are in regions with high or extremely high baseline water stress, according to the Aqueduct Water Risk Atlas from the World Resources Institute. Water is withdrawn from the municipal network. The majority of withdrawn water is released within the sewage systems and only a non-significant percentage is consumed, mainly for drinking purposes. 0% of the water is incorporated in production.
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	About 51% of our data is stored in our headquarters, photo studio, and warehouse, which are powered by renewable electricity. 76% of externally stored data, based on procurement volume, is stored with providers who have implemented strategies to reduce the impact of storage, such as powering operations with renewable electricity. We will continue to inquire about the remaining percentage and hope they will work to implement appropriate measures. Additional information can be found in the section Mitigation of climate change .

Data Privacy and Advertising Standards

CG-EC-220a.1	Number of users whose information is used for secondary purposes	In FY 25, we used customer information for secondary purposes to send regular newsletters to 84.8% of our database. Customer data is not used for other secondary purposes and is sent to affiliates only for business purposes. Additional information can be found in the section Use of personal data . To protect our business and customers, we have chosen not to disclose the exact number of users this year. We continue to manage all personal information used for secondary purposes responsibly and securely, in line with SASB standards.
CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	We aim to maintain the highest standards of data protection and privacy. Our users' privacy policy and employee privacy policy list the measures that we apply, such as encryption and authentication technology, and data protection trainings. In addition, we have implemented controls to ensure the "need to know" principle for "write" and "delete" access to personal data and this data is stored only as long as needed. Additional information can be found in the section Protection of personal data .

Data Security

CG-EC-230a.1	Description of approach to identifying and addressing data security risks	Our approach is defined within our cybersecurity framework, which follows the NIST standards. Critical infrastructure and applications were identified, and a roadmap was defined for each critical system. We are audited by third parties and continuously reinforce our resilience. Additional information can be found in the section Complying with the appropriate cybersecurity processes .
CG-EC-230a.2	• Number of data breaches • Percentage involving personally identifiable information (PII) • Number of users affected	In FY 25, no severe internal or external data breaches were observed. Therefore, no users were affected, and no personally identifiable information was breached. Additional information can be found in the section Monitoring of cybersecurity and data security incidents .

Employee, Recruitment, Inclusion & Performance

CG-EC-330a.1	Employee engagement	Employee engagement is measured with the help of our employee satisfaction rate, and we have set the objective to reach a satisfaction rate of 75%. For FY 25, our employee satisfaction rate was measured in the form of a pulse survey and the results obtained were lower than our target (64%). A description of the methodology employed can be found in the Methodological notes section .
CG-EC-330a.2	• Voluntary turnover rate • Involuntary turnover rate	For FY 25, the voluntary turnover rate was 34% and the involuntary turnover was 114%. Additional information can be found in the section Monitoring team satisfaction .

CG-EC-330a.3	Percentage of gender and racial/ethnic group representation for: • Management • Technical staff • All other employees	At the end of June 25, our headcount included 57% women and 43% men at the management level, and 58% women and 42% men at the team level. We don't have any technical staff according to the SASB definition. For all populations combined, the share of women is 58% and our share of men is 42%. The ethnic group representation of employees is not monitored due to German legislation. Additional information, especially on our policies and programs to foster equitable employee representation, can be found in the sections Fostering equity and inclusion and Women in leadership functions.
CG-EC-330a.4	Percentage of technical employees who are H-1B visa holders	None of our 33 employees in the U.S. can be categorized as technical employees. In Europe, 156 employees had a working visa.
Product Packaging and Distribution		
CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipment	In FY 25, the total GHG emissions of our product shipments and returns were 27,087.5 metric tons of CO ₂ e, i.e. 13 kg of CO ₂ e per order. Additional information can be found in the section Offering better shipping options .
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	Our customers can choose the eco-packaging option, which is on average 2 times lighter than our emblematic yellow packaging, and is sourced and produced less than 300 km away from our warehouse with a minimum of 84% recycled materials. This option therefore has a lower impact. During FY 25, 69% of orders were shipped with this option. In Europe, customers can also choose between standard and express delivery. Express shipping currently generates over 2.1 times more emissions than standard delivery. For orders shipped in European countries where the two options exist, the standard option was chosen for 46% of the orders. Our customers can also decide to finance Gold Standard-certified climate projects, up to the amount of CO₂e emissions generated by the preparation, delivery, packaging and potential return of their order. Our customers decided to finance climate projects for 8.5% of the orders. This voluntary option is in addition to our goal of financing Gold Standard-certified climate projects. Additional information can be found in the sections Offering better shipping options and Financing climate action.

Methodological notes

About Mytheresa	
Active Customers	Unique customer account from which an online purchase was made across our sites at least once in the preceding twelve-month period.
Total order shipped	Operating metric used by management, which is calculated as the total number of online customer orders shipped to our customers during the twelve months ending on the last day of the period presented.
Average order value (AOV) LTM	Operating metric used by management, which is calculated as our total gross sales from online orders shipped from our sites during the twelve months ended on the last day of the period presented, divided by the total online orders shipped during the same twelve-month period.
GMV	GMV is an operative measure and means the total Euro value of orders processed, including the value of orders processed on behalf of others for which we earn a commission. GMV is inclusive of product value, shipping and duty. It is net of returns, value-added taxes, and cancellations. GMV does not represent revenue earned by us. We use GMV as an indicator for the usage of our platform that is not influenced by the mix of direct sales and commission sales.
Adjusted EBITDA margin	Calculated as a percentage of net sales.
MYPLANET	
All MYPLANET metrics	Wherever possible, primary data has been used for all environmental information included in this report. Where data was not available, estimates were made based on default values provided by ClimatePartner GmbH. The estimates mainly concern the consumption of our London, New York, and Shanghai offices, representing 6% of our headcount (estimated based on surface area and number of employees).
Our operations	Our operations encompass all facilities where Mytheresa carries out its business activities and employs staff, including owned, leased, and shared offices, photo studio, and warehouse within our Scope 1 and 2 emissions boundary.
Corporate Carbon Footprint	ClimatePartner GmbH has calculated the Corporate Carbon Footprint for mytheresa.com GmbH for July 2024 - June 2025 based on the standards defined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). The corporate carbon footprint includes all our offices and employees. The following emissions sources are included: direct emissions from facilities, direct emissions from vehicles, purchased electricity, heating, steam and cooling, purchased packaging materials, electronic devices, external data center, consumables, office paper, water, upstream emissions from heat, electricity, vehicle fleet, inbound logistics for packaging and consumables, operational waste, business travels, downstream transportation and distribution, end-of-life treatment of packaging, employee commuting, purchased products from the brands, associated inbound logistics and end-of-life, purchased services and capital expenditures. To calculate the emissions related to employee commuting, a survey was prepared and sent to all employees. The participation rate was 54%. For categories such as emissions related to CAPEX expenditures, business travels and purchased services, a spent based approach was used for estimation.
Percentage of orders sent with the standard option	For European countries where standard and express delivery options are offered to our customers, the number of orders sent with the standard option is divided by the total number of orders sent.

Difference of CO ₂ e emissions between the standard and express options	For our main shipping partner and for the countries where the standard and express options are offered, the total CO ₂ e emissions of the shipments divided by the total weight of the shipments were compared for the standard and express options.
% of orders sent by shipping partners with a science-based target	Weight of the orders shipped by shipping partners with a near-term 1.5°C target, which was approved by the Science-Based Targets initiative divided by the total weight of all orders.
% of orders shipped with the eco-packaging	The number of orders shipped with the eco-packaging is divided by the total number of orders.
MYTALENT	
Number of nationalities	The number of nationalities is calculated based on the headcount. In the case of double nationalities, it is only counted if one of the nationalities is not already represented within our headcount.
Adjusted gender pay gap	For all our employees, including apprentices, interns, working students, and temporary workers, the hourly wage (without bonuses or allowances) per employee was calculated as of 30.06.2025. Employees were gathered in 8 clusters based on team tasks. Within the 8 clusters, an extra cluster was built for the top leadership (managing directors, chief level, and vice presidents). All other levels have been included in the clusters. The average wage within each cluster was calculated, as well as the gender pay gap. The overall gender pay gap was calculated by weighing each cluster pay gap with the headcount of the cluster, in relation to the companywide headcount. Location, level, length of service, or entity within Mytheresa were not considered in the analysis. Long-term absences were excluded from the analysis.
Number of work accidents	In Germany, the number of accidents reported to the trade association (Berufsgenossenschaft). It includes all accidents at work or on the way to work leading to the incapacity to work for more than 3 days. It also includes serious accidents, which are reported immediately to the insurance company. In the other countries, the number of work accidents reported to the insurance companies or health & safety providers.
Incident rate	The number of work accidents multiplied by 200,000 and divided by the working hours. Working hours are calculated based on the FTEs at the end of June, multiplied by the number of working days of the year, excluding bank holidays, and the number of working hours per day. Paid vacation days are not included in the working hours.
Share of our headcount trained and number of training hours	The share of our headcount trained was calculated by adding the number of unique employees who followed the compulsory Code of Conduct, Data Protection and Compliance training and dividing the sum by the number of employees in FY 25. Total training hours include Compulsory E-learning on our Code of Conduct, Data Protection and Compliance, onboarding of new joiners, advanced leadership program, training for the customer care department, SOX Trainings, Health and Safety Trainings, and other voluntary trainings.
Paid work time	The number of FTEs at the end of June multiplied by the number of working days of the year, excluding bank holidays.
Inclusion survey	For each question, our teams answer on a scale from 1 to 5. The percentages mentioned in this report are calculated based on the percentage of respondents having selected the top 2 ratings (I agree and I strongly agree). The participation rate of the Inclusion survey was 22%.

Employee Satisfaction	Regular employee satisfaction surveys are performed and this year included the following questions: • Overall, I am satisfied with my place of work (question asked in the previous fiscal years: Overall, I am satisfied with Mytheresa as a great place to work) • I know and understand the company strategy and the vision for the integration (question asked in the previous fiscal years: I know and understand the corporate goals / corporate strategy) • I feel that I am part of a team For each question, our teams answer on a scale from 1 to 10. The average satisfaction rate is calculated based on the percentage of teams having answered 7,8,9, or 10 to each of the 3 questions and the number of employees having answered each question. For the surveys of the year, the participation rate was 33%. The methodology evolved from the previous fiscal year. The questions were slightly adjusted, and the scale used to be from 1 to 5. The satisfaction rate was therefore calculated based on the percentage of teams having answered 4 or 5.
Turnover rates	Turnover rates were calculated based on the number of voluntary (employee-initiated) or involuntary (Mytheresa-initiated) departures divided by the number of employees at the end of the reporting period.

MYPRODUCT

Percentage of returns for quality reasons	Number of returns for which customers indicated that the return was related to poor quality, divided by the total number of returns in the fiscal year.
Share of products with fur and exotic skins	The number of products with fur and exotic skins in our stock at the end of the fiscal year divided by the total number of products in stock.
Buyback value	Price defined by Vestiaire Collective for the buyback of the product submitted by our customer.
Share of customers enrolled in the Vestiaire Collective program and using it regularly	Number of customers who received more than three vouchers (store credit) through the program, with at least a one-week gap between two vouchers, divided by the number of customers who received vouchers.
Average frequency of product submission	Average time between the reception of vouchers for the customers enrolled in the program and using them regularly (as per the definition in the sentence above).

MYPOLICY

Share of suppliers that have received our Partner Code of Conduct	Expenses, recorded in our accounting software, with suppliers that have received our Partner Code of Conduct in the last two years, are divided by our entire expense volume, excluding non-supplier payments such as intercompany payments, taxes, or payments to employees. The Partner Code of Conduct is sent to all brand partners with the order confirmations.
Average partnership duration	For each brand partner, the duration between the first booking of an order by our Incoming Goods Teams and June 30, 2025, was calculated. The average duration was weighted by the FY 25 net revenues for each brand.
Share of brand partner we've been working with for over 10 years	Net revenue from brand partners with a duration between the first booking of an order by our Incoming Goods Teams and June 30, 2025, above 10 years divided by the total net revenue.

Share of users for whom information is collected for secondary reasons	The number of users within our database receiving our newsletters is divided by the total number of users in our database.
Share of users who have opted-in	The number of users within our database who have subscribed to our newsletter is divided by the number of users receiving our newsletters.
SASB content index	
Data processing capacity and percentage outsourced	Precise data is available for our headquarter, photo studio, and warehouse where we have a data storage capacity of 439.7 TB. For our main external partner, the storage capacity is constantly expanding. In July 2025, the capacity allocated to us was 220.12 TB. Finally, we estimate the data stored externally by our other partners to be approximately 35 TB, based on our expenditures.
Water consumption	Primary data was used for our offices in Aschheim and Barcelona, and our warehouses in Leipzig, representing 87% of our teams. For other offices, water consumption was estimated based on the number of employees (15 m³ / employee). Due to the late receipt of some invoices, the consumption for the other sites has been estimated for some months, using the data of the other months available.

Notes to the report

This report may contain, or incorporate by reference, public information or information provided by third parties not separately reviewed, approved, or endorsed by us, and no representation, warranty, or undertaking is made by us as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report may be based on a variety of standards, frameworks, and considerations and is not an indication that the subject or information is material to our business, strategy, outlook, operating results, or financial condition or to its stakeholders, nor material as it relates to our impact on other parties or sustainability matters.

This report is provided voluntarily and does not cover all information about our business. References in this report to “material” or “materiality” should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of the U.S. securities, or any other, laws or requirements. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities, or other, laws and regulations.

This report contains “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995, as amended, including statements regarding our environmental goals or targets, commitments and strategies, and related business and other stakeholder impacts. You can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. These statements may include words such “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “ongoing,” “plan,” “potential,” “predict,” “project,” “should,” “will,” “would,” “aim,” “strive,” “goal,” or the negative of these terms or other comparable terminology, although not all forward-looking statements contain these words. The forward-looking statements contained in this report involve risks, uncertainties (many of which are beyond our control) assumptions, and other factors that may cause our actual results, performance or achievements to differ materially from the performance anticipated in the forward-looking statements. We believe these factors include, but are not limited to: any failure to meet stated environmental or sustainability targets, goals, and commitments, and execute our strategies in the time frame expected or at all; global sociodemographic, political, and economic trends, changing government regulations or policies, technological innovations, climate-related conditions or weather events; and our ability to gather and verify data regarding environmental impacts, the compliance of various third parties, including our suppliers, with our policies and procedures, or their commitments to us. Should one or more of these risks or uncertainties materialize, or should any of these assumptions prove incorrect, our actual business and performance may vary in material respects from the performance projected in these forward-looking statements. Further, sustainability and climate data, models and methodologies are often rapidly evolving and are not of the same accuracy as those available in the context of other financial information. There may also be challenges in relation to availability of sustainability and climate-related data and potential inconsistencies. This means that sustainability and climate-related forward-looking statements can be subject to more uncertainty than other types of statements and therefore our actual results and developments could differ from those expressed or implied in the sustainability and climate-related forward-looking statements in this document. You should refer to our filings with the U.S. Securities and Exchange Commission, including in the “Risk Factors” section of our Annual Reports, for a discussion of other important factors that may cause our actual results, performance or achievements to differ materially from those expressed or implied by our forward-looking statements. We undertake no obligation to update any forward-looking statements made in this report to reflect events or circumstances after the date of this report or to reflect new information or the occurrence of unanticipated events, except as required by law.