



Our Positive Change Journey to 2030

LuxExperience

OUR POSITIVE CHANGE JOURNEY TO 2030

Our Positive Change Journey to 2030 starts here.

Driven by our intention to act responsibly as a global business, our Group's Sustainability Strategy, which applies for Mytheresa, NET-A-PORTER, MR PORTER and YOOX, integrates meaningful initiatives for our planet, for our people, for our products and customers, and for our ways of working. It is underpinned by a stakeholder engagement process conducted in 2025 and reviewed regularly, on the basis of which measurable targets are defined to track our impact and progress.

In the face of climate change, we are dedicated to improving our global impact. We focus our efforts on tracking and reducing greenhouse gas emissions and the environmental footprint of our operations, including digital infrastructures, shipments, and packaging.

Empowering talent is at the heart of our business. We ensure equitable and fair pay, equal access to career opportunities, and open dialogue to foster a safe and inclusive environment. Beyond our operations, we support talent within our communities and the creative ecosystems in which we operate and encourage employees to give back through dedicated social days.

We take responsibility for the products we create and ensure the brands we curate align with our values and Code of Conduct. We collaborate with suppliers and brand partners who uphold rigorous standards for ethical labor practices and responsible sourcing, fostering long-term partnerships built on continuous improvement. We also promote longer product lifecycles through circular solutions and provide customers with transparent information, aiming to enable informed and conscious purchasing decisions.

Through robust compliance, responsible technology use, and sustainable governance, we ensure our business grows in a transparent and accountable way. We act with integrity, proactively manage risks, and safeguard our operations.

As we move toward our 2030 milestones, we aim to create meaningful impact, deliver an exceptional customer experience, and drive continuous improvement across all that we do. Through the dedication of our people and the strength of our partnerships, we translate our intentions into concrete actions that drive measurable progress for our industry and the planet.

LuxExperience's Sustainability Strategy is our compass, guiding us to scale globally, while staying rooted in our values of transparency and accountability.

The Luxexperience Executive Committee

April 15th, 2026



01 FOR OUR PLANET

With respect to the planet, we are dedicated to limiting our global impact. We focus our efforts on tracking greenhouse gas emissions along with the environmental footprint of our operations, including digital infrastructures, shipments, and packaging.

OUR GOALS

OUR KPIs

WE TRACK OUR PROGRESS

- Strive to improve our environmental impact and measure relevant KPIs annually to support continuous improvement
 - Set greenhouse gas emissions targets for Scopes 1, 2 and 3
- Total GHG emissions by Scope, absolute and intensity-based (per order)
 - Total water withdrawn, total water consumed and the % of each in regions with High or Extremely High Baseline Water Stress
 - Amount of total operational waste and disposal methods (in metric tons), absolute and intensity-based (per order)
 - % of waste generated in our operations that is recycled

WE WORK TO MANAGE THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS

- Use close to 100% renewable electricity in our own operations
 - Limit the environmental impact of our IT operations while maintaining an excellent customer experience
 - Aim to strengthen our resilience by identifying climate-related risks and implementing adaptation measures
 - Finance internationally verified climate projects
- Total energy consumed, % grid electricity and % renewable electricity used in our own operations, absolute and intensity-based (per order)
 - Measures taken to limit the environmental impact of our IT operations, including data centers
 - # of measures implemented
 - # of projects financed
 - tCO₂e emissions avoided, reduced, or removed

WE ARE CONSIDERED ABOUT HOW WE SHIP

- Improve the footprint of our deliveries through efficiency measures and adoption of lower-emission solutions
 - Regularly review our packaging to improve its circularity and environmental footprint while maintaining an excellent customer experience
- Types of lower-emission delivery solutions implemented and associated level of usage
 - CO₂ emissions of order deliveries and potential returns, absolute and intensity-based (per order)
 - Total quantity of packaging, absolute and intensity-based (per order), with breakdown by material type and associated sustainability certifications

02 FOR OUR PEOPLE

Empowering talent is at the heart of our business. We ensure equitable and fair pay, equal access to career opportunities, and open dialogue to foster a safe and inclusive environment. Beyond our operations, we support talent within our communities and the creative ecosystem where we operate, and encourage employees to give back through dedicated social days.

OUR GOALS

OUR KPIs

WE FOSTER A WORKPLACE WHERE TALENT CAN THRIVE

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| <ul style="list-style-type: none"> • Support work-life integration through flexible work models | <ul style="list-style-type: none"> • # of hours of paid leave (such as vacation, sabbaticals, or parental leave) and as a % of paid work time • # of mobile office days, including from abroad, and as a % of paid work time • # of exceptional leave days granted |
| <ul style="list-style-type: none"> • Uphold our Health and Safety standards and commit to continuous improvement | <ul style="list-style-type: none"> • # of work accidents across the company and accident rate |
| <ul style="list-style-type: none"> • Support our people by offering ongoing training each year, including sustainability training to build awareness and empower change | <ul style="list-style-type: none"> • # of training hours and % of people trained |
| <ul style="list-style-type: none"> • Regularly measure employee satisfaction and act on insights to improve it | <ul style="list-style-type: none"> • Employee satisfaction rate • Voluntary and involuntary turnover rate |

WE BUILD ENGAGEMENT AND BELONGING

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| <ul style="list-style-type: none"> • Foster a safe, inclusive, and equitable workplace, free from human rights violations | <ul style="list-style-type: none"> • # of incidents of discrimination (including harassment) reported |
| <ul style="list-style-type: none"> • Advance inclusion and belonging each year through a dedicated focus topic | <ul style="list-style-type: none"> • # of initiatives organized • # of initiatives sponsored by a member of leadership |
| <ul style="list-style-type: none"> • Ensure fair and equitable pay and career opportunities across our workforce by upholding consistent, bias-free processes in compensation, performance evaluation, and advancement | <ul style="list-style-type: none"> • Adjusted gender pay gap • Total remuneration ratio |
| <ul style="list-style-type: none"> • Foster open and constructive dialogue with employees by leveraging the insights of Employee Resource Groups (ERGs), ensuring that a range of perspectives informs our decisions and initiatives | <ul style="list-style-type: none"> • # of people enrolled in ERGs • # of locations represented by ERG leaders • # of presentations of ERG leaders to the management |
| <ul style="list-style-type: none"> • Monitor representation and inclusion across all levels to promote equity and fairness | <ul style="list-style-type: none"> • # of nationalities • % of employees who hold a work visa • % of women among the employees and within leadership • Age and generations breakdown of our teams |

WE SUPPORT THE COMMUNITIES AND CREATIVE ECOSYSTEMS IN WHICH WE OPERATE

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| <ul style="list-style-type: none"> • Support talent development within our communities and industry through initiatives that nurture emerging professionals and creatives, strengthening our role as a responsible and engaged corporate citizen | <ul style="list-style-type: none"> • # of talents sponsored |
| <ul style="list-style-type: none"> • Allow 1 day per year of social work for each team member and inspire our people to engage with local communities, promoting these initiatives across all levels of the organization | <ul style="list-style-type: none"> • # of voluntary social workdays organized • # of employees engaged in a social workday |

03 FOR OUR PRODUCTS & CUSTOMERS

Creating and curating responsibly is at the heart of our operations, ensuring every product and brand meets our standards for environmental and social impact. We collaborate with brand partners and suppliers who uphold rigorous standards for ethical labor practices and responsible sourcing, fostering long-term partnerships built on continuous improvement. We also promote longer use of products through circular solutions and provide customers with transparent information, aiming to enable informed and conscious purchasing decisions.



OUR GOALS

OUR KPIs

WE CREATE RESPONSIBLY

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| <ul style="list-style-type: none"> Partner exclusively with private label suppliers that maintain rigorous standards for safe materials | <ul style="list-style-type: none"> % of private label Tier 1 suppliers that have undergone a recognized social audit in the past |
| <ul style="list-style-type: none"> Ensure private label Tier 1 suppliers undergo recognized social audits to verify compliance with ethical and labor standards, and work to extend these audits to suppliers at other tiers over time | <ul style="list-style-type: none"> Description of the main non-compliances observed in the private label supply chain and support for suppliers to implement corrective actions |
| <ul style="list-style-type: none"> Strive to uphold high standards of sustainability and circularity for our private label products | <ul style="list-style-type: none"> Breakdown of private label product materials by type and associated sustainability certifications |

WE CURATE RESPONSIBLY

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| <ul style="list-style-type: none"> Work only with brands that comply with the LuxExperience Code of Conduct | <ul style="list-style-type: none"> % of GMV of brand partners complying with our Code of Conduct |
| <ul style="list-style-type: none"> Implement the LuxExperience Animal Welfare Policy in our operations | |
| <ul style="list-style-type: none"> Assess our main brand partners, at least every two years, as part of our responsible sourcing program and foster continuous improvement | <ul style="list-style-type: none"> % of suppliers assessed as part of our responsible sourcing program, calculated based on GMV |
| <ul style="list-style-type: none"> Be a good business partner who values and respects long-lasting partnerships | <ul style="list-style-type: none"> Average duration of partnership with our brand partners |
| <ul style="list-style-type: none"> Collaborate with brand partners to design and promote products with improved environmental and/or social performance | <ul style="list-style-type: none"> # of capsule collections developed with improved environmental and/or social performance |

WE SUPPORT LONGER USE OF OUR PRODUCTS

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| <ul style="list-style-type: none"> Encourage and promote our customers to participate in the circular economy through relevant circular solutions | <ul style="list-style-type: none"> Value of items resold within the program(s) offered |
| | <ul style="list-style-type: none"> # of store brands providing care and repair instructions |
| | <ul style="list-style-type: none"> # of store brands providing end-of-life handling instructions |

WE ARE TRANSPARENT

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| <ul style="list-style-type: none"> Inform customers about the environmental impact of their online shopping on our platforms and empower them to reduce it | <ul style="list-style-type: none"> # of store brands informing customers about the footprint of their deliveries and returns |
| <ul style="list-style-type: none"> Gather and communicate to customers additional information about the sustainability impact of our brand partner's products, and strive to continuously increase transparency to help customers make informed purchasing decisions | <ul style="list-style-type: none"> # of products with sustainability information |
| <ul style="list-style-type: none"> Provide transparent information on our private label products, and strive to continuously increase transparency to help customers make informed purchasing decisions | <ul style="list-style-type: none"> % of private label products with transparent information |

04 FOR OUR WAYS OF WORKING

Acting with integrity and maintaining attentive oversight of our operations is the foundation of our business. Through robust compliance, responsible technology use, and sustainable governance, we ensure our business grows in a transparent and accountable way.

OUR GOALS

OUR KPIs

WE ACT WITH INTEGRITY

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| <ul style="list-style-type: none"> Update our compliance system regularly to prevent, detect and respond to compliance breaches | |
| <ul style="list-style-type: none"> Update our risk inventory yearly, including all policies, to ensure that risks are identified, assessed, and actively managed in accordance with company strategy | <ul style="list-style-type: none"> # of risks included in our management system |
| <ul style="list-style-type: none"> Conduct mandatory trainings on our compliance system's policies | <ul style="list-style-type: none"> # of mandatory trainings and # of people trained |
| <ul style="list-style-type: none"> Audit our Internal Control System quarterly for Financial Reporting according to SOX | <ul style="list-style-type: none"> # of internal controls # of audits of the internal control system |
| <ul style="list-style-type: none"> Ensure all cases reported through our whistleblowing system are received, analyzed, and transferred to the responsible team within 24 hours | <ul style="list-style-type: none"> % of material whistleblowing cases solved |

WE SAFEGUARD OUR DIGITAL OPERATIONS

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| <ul style="list-style-type: none"> Follow the LuxExperience cybersecurity and IT resilience framework | <ul style="list-style-type: none"> Description of measures taken to identify and address cybersecurity risks # of severe cybersecurity incidents observed |
| <ul style="list-style-type: none"> Strive to uphold high standards of data protection and privacy rights at all times | <ul style="list-style-type: none"> % of users whose customer information is collected for secondary purposes and % who have opted in |
| <ul style="list-style-type: none"> Address any severe data and privacy breaches within 72 hours and communicate to users affected | <ul style="list-style-type: none"> # of severe data security incidents, % involving personally identifiable information and # of users affected |
| <ul style="list-style-type: none"> Regularly update our data protection guidelines | <ul style="list-style-type: none"> Description of policies and practices relating to targeted advertising and user privacy |
| <ul style="list-style-type: none"> Ensure AI is used ethically, transparently, and responsibly across the organization, building on our existing AI policy | |

WE UPHOLD SUSTAINABLE GOVERNANCE

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| <ul style="list-style-type: none"> Ensure regular reporting to the Supervisory Board on strategic initiatives and performance in Sustainability, Engagement & Belonging, and Digital Operations | <ul style="list-style-type: none"> # of Supervisory Board updates on Sustainability, Engagement & Belonging, and Digital Operations |
| <ul style="list-style-type: none"> Review our materiality assessment annually and conduct a full new assessment at least every three years, or earlier if significant internal or external changes occur | |

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