

DIVERSITY POLICY
OF
LUXEXPERIENCE B.V.

1. General

- 1.1 This diversity policy (the "**Policy**") is established for LuxExperience B.V. ("**Company**") pursuant to best practice provision 2.1.5 of the Dutch Corporate Governance Code. The Policy applies to the board of managing directors of the Company ("**Management Board**") and the supervisory board of the Company ("**Supervisory Board**").
- 1.2 The Company recognises the importance of diversity within the composition of the Management Board and the Supervisory Board. The Company believes that a diverse composition contributes to balanced decision-making and a proper functioning of the Management Board and the Supervisory Board.

2. Diversity aspects

- 2.1 Considering the Company's size, the market in which the Company operates and the diversity of its customer base, a great mix of skills and experience of the Management Board and the Supervisory Board is of significant importance for the functioning of the Company and its business. Therefore, there will be an emphasis based on merit when nominating candidates for the Management Board and the Supervisory Board. However, within the aforementioned scope, the following diversity aspects, amongst others, have been identified as relevant to the Company (in no particular order):
- a. nationality/race/ethnicity;
 - b. gender;
 - c. age;
 - d. education; and
 - e. work experience.
- 2.2 Furthermore, pursuant to the Company's code of conduct, the Management Board and Supervisory Board emphasize and insist on equal opportunity and do not accept any form of discrimination or harassment.

3. Diversity target

The following target relating to the diversity aspect relevant to the Company has been identified to improve the diversity within the Management Board and Supervisory Board:

Maintaining a gender representation within the Management Board and Supervisory Board such that by the end of the fiscal year 2026 the Management Board and the Supervisory Board jointly will at least have one third female members with relevant expertise and knowledge of digital, high-growth or international businesses

4. Implementation

In order to ensure the implementation of the diversity aspects referred to in paragraph 2, the Nominations, Sustainability and Governance Committee shall consider the diversity aspects when evaluating nominees for each the Management Board and the Supervisory Board.

5. Review

The Management Board, Supervisory Board and the Nominations, Sustainability and Governance Committee shall assess this Policy regularly as deemed necessary, and the Supervisory Board shall update this Policy when necessary. In any event, the Nominations, Sustainability and Governance Committee shall include a review of the implementation of the Policy each year in the Nominations, Sustainability and Governance Committee report.