

LuxExperience

INTERNATIONAL SLAVERY, FORCED LABOUR AND CHILD LABOUR STATEMENT OF LUXEXPERIENCE B.V.

July 24 – June 25

This statement is made by the LuxExperience Group pursuant to section 54 of the UK Modern Slavery Act 2015, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and constitutes LuxExperience's slavery, forced labour and child labour statement for the fiscal year ending June 30, 2025 (FY 25).

About us

LuxExperience is the leading digital, multi-brand luxury group and the online shopping destination for luxury enthusiasts worldwide. LuxExperience operates a portfolio of some of the most distinguished store brands in digital luxury and creates communities for luxury enthusiasts with unique digital and physical experiences. Mytheresa, NET-APORTER and MR PORTER, jointly comprising the luxury segments of LuxExperience, offer highly curated edits of the most prestigious luxury brands across the world, featuring womenswear, menswear, kidswear, fine jewelry & watches, and lifestyle products. YOOX and THE OUTNET, jointly comprising the off-price segment of LuxExperience, are the leading destinations for multi-brand off-season online luxury shopping. The NYSE listed group operates in key markets worldwide.

On April 23, 2025, LuxExperience (formerly MYT Netherlands Parent B.V.) successfully closed the acquisition of YOOX Net-A-Porter Group S.p.A. ("YNAP") (together with its subsidiaries, "YNAP Sub-Group"). Effective May 1, 2025, MYT Netherlands Parent B.V. (NYSE: MYTE) was renamed "LuxExperience B.V." and continues to be listed on the New York Stock Exchange (NYSE) with the trade name "LuxExperience" and a new ticker symbol of "LUXE".

During the reporting period covered by this statement (July 2024 – June 2025), YNAP maintained its own modern slavery statement covering April 2024 - March 2025. This statement is available [here](#). From July 2025 onwards, the YNAP Sub-Group will be included in LuxExperience's Statement.

Therefore, unless otherwise stated, this statement covers the business of Mytheresa only ("Mytheresa Sub-Group").

The Mytheresa Supply Chain

Mytheresa has 1,609 employees spread over six countries. 43.8% of our employees are working in our warehouse located in Germany, 39.8% in our offices and stores located in Germany, 7.1% in our office in Barcelona, Spain, 3.6% in our photo studio and office in Milan, Italy, 2.6% in our office in London, United-Kingdom, 2.1% in our office in New-York, USA, and 1.1% in our office in Shanghai, China.

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Mytheresa has no production activities. Products for sale on our platform are purchased directly from our trusted brand partners. We maintain long-term relationships with them with an average partnership duration of 10.9 years. We also have various suppliers that support the operation of our business, this includes but is not limited to shipping, packaging, technology and office management.

The Mytheresa Ambition

The Mytheresa Ambition, published in March 2022 and updated in October 2023, gathers our goals to address the Environmental, Social and Governance issues relevant to Mytheresa, in order to grow our business in the most sustainable way. Our 14 goals are grouped around 4 main pillars and have different time horizons, covering the period from fiscal year 2021 until the end of fiscal year 2026. Each of the four deeply intertwined pillars pave the way for our continuous profitable and responsible growth, as we build on our ongoing efforts to create a positive impact in our industry and on our planet. Our goals include, but are not limited to, the following:

- MYPlanet: Use close to 100% of electricity in our own operations from renewable electricity sources by the end of FY 26, financing climate action and integrating sustainability into the customer journey ;
- MYTalent: Fostering inclusion and ensuring equal opportunities within our company, striving to be a great place to work and protecting the well-being of our people ;
- MYProduct: Driving transparency with the definition of responsible sourcing requirements for our brand partners and assessment of our brand partners against these requirements ;
- MYPolicy: Aiming to work only with brands who comply with our Code of Conduct, being compliant with all legal and regulatory requirements including laws & regulations at local, national and international levels.

More information on our progress during the fiscal year 2025 can be found in the [Mytheresa Positive Change Report](#).

Governance and risk management

During the fiscal year 2022, our governance structure for all sustainability aspects was defined. A Sustainability Committee was established and, until the acquisition of YNAP, was composed of 5 members, meeting at least quarterly to address all sustainability aspects: Chief Executive Officer, Chief Commercial and Sustainability Officer, VP of Merchandise Planning and Sustainability Management, Lead Corporate Communications and Principal Sustainability Management.

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

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- 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 met ten times during the fiscal year 2025. A reporting to the Supervisory Board on sustainability is performed twice a year.

With regards to risk management, our governance is set out in our Group Risk management Policy, which was developed in accordance with the regulatory requirements for a US-listed company and was approved by our Management Board. This policy, updated in October 2024 also defines our risk management strategy, risk management organisation and risk management processes. Risks are reported to our Head of Group SOX Compliance and Risk Management twice a year, as part of the regular risk reporting, or ad-hoc for newly identified major risks and sudden material changes of already identified and assessed risks. Our risk inventory is approved by our Management Board and our Audit Committee, composed of 4 members of our Supervisory Board.

The Group sustainability team is supporting with the identification and management of human rights-related topics, including modern slavery, forced labour and child labour.

Policies

Honest, lawful and ethical conduct, together with our love for luxury fashion, forms the basis for the strong and successful relationships we seek to build and maintain with our customers, business partners and shareholders. The Mytheresa Group Code of Business Conduct and Ethics (hereinafter: Code of Conduct) reflects the principles that form our core values and corporate culture. We are dedicated to observing these principles, which include respect for fundamental human rights, freedom from forced labour and all forms of modern slavery, and the prohibition of child labour, in all aspects of our business operations without exception. This Code of Conduct has been widely communicated to our teams and is part of the employee onboarding process.

The Partner Code of Conduct of Mytheresa 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 Organisation's Declaration on Fundamental Principles and Rights at work or the United Nations Guiding Principles for Business and Human Rights and clearly states that no child labour, forced or compulsory labour, in any form, including modern slavery, forced prison labour and human trafficking

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should be tolerated. We expect our suppliers and business partner to comply with our Partner Code of Conduct, as well as all legal requirements. This Code of Conduct was reviewed and updated in November 2024, to follow the latest industry development and clarify some specific points discussed with our suppliers.

Following the acquisition of YNAP, the LuxExperience Code of Conduct—applicable to all employees across the Group—was developed, replacing the two previously mentioned documents. Finalized in October 2025, this Code of Conduct brings together the requirements for employees, management, and business partners, and will be shared with suppliers during FY 26.

The Mytheresa Responsible Sourcing Guidance sets out the most relevant sustainability matters, that we believe a brand partner should consider when trying to source and produce more responsibly. Human rights in the supply chain are an integral part of this document. When possible and to encourage continuous improvement, topics covered in this guidance are presented on four levels, with level 1 representing compliance with applicable laws, our Code of Conduct or standard industry practices and level 4 representing innovative practices or practices already observed in some companies actively pursuing a more sustainable luxury industry. In this way, a brand partner that considers it has implemented the practices associated with one level can then work towards implementing the practices of the next level in order to further evolve into more responsible practices.

Our Whistleblowing Policy deals with all types of concerns regarding suspected or alleged violations to our Code of Conduct or to our legal requirements. Our employees are responsible for reporting any kind of suspected or actual violation of our Code of Conduct or any applicable law immediately by informing their responsible Manager or through our anonymous whistleblower system which is available via our internal social network, or via post to: LuxExperience Compliance Department, Einsteinring 9, 85609 Aschheim, Germany. The post address should also be used by external stakeholders who wish to report something. The Group will promptly initiate an investigation to gather the relevant facts and take the appropriate measures. As stated within the policy and our Code of Conduct, no retaliation will be taken against whistleblowers.

A Procurement Policy was developed in the previous fiscal year 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 them.

Our policies and guidance are accessible to all team members through our internal social network. These documents will be progressively updated to reflect the ambitions and measures being implemented across the LuxExperience Group.

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Due Diligence Processes

From January 2023 onwards, the Mytheresa Partner Code of Conduct has been systematically sent to all our brand partners with our order confirmations. This process aims to ensure that our brand partners are aware of our standards. In addition, we reach out regularly to our main non-brand business partners to share this Code of Conduct, at least every two years, with them. We further tried to integrate it into as many contracts as possible. In total, 94% of our suppliers (in procurement volume) have received the Partner Code of Conduct of Mytheresa in the last two years.

To perform due diligence within our Supply Chain, we partnered with EcoVadis in FY 24. EcoVadis is the world's largest and most trusted provider of business sustainability ratings. 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 labour and human rights 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.

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 labour 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 FY 25, 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,

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Labour 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.

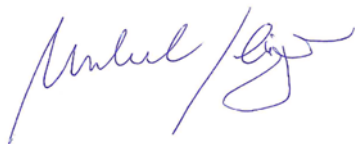
Over the course of the year, we have invited several direct suppliers to perform an EcoVadis rating assessment or requested access to already existing EcoVadis rating assessments. At the end of the fiscal year, 22% of our suppliers (in procurement volume) had a valid EcoVadis scorecard. We aim to increase 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 any indication of critical human-rights or environmental-related risks, we may share a corrective action plan with them through the EcoVadis platform and may engage with them to ensure that the corrective action plan is implemented within the defined timeframe.

To ensure 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.

Looking ahead, LuxExperience will work on implementing a robust and consistent approach to prevent and detect potential emerging risks of child labour, slavery or human trafficking in our supply chain, with a particular focus on our private label suppliers and other direct suppliers.

The LuxExperience International Slavery, Forced Labour and Child Labour Statement for the fiscal year 2025 was approved in November 2025 by the Management Board of LuxExperience B.V.

A handwritten signature in blue ink, appearing to read 'Michael Kliger', is positioned above the name of the CEO.

Michael Kliger, CEO LuxExperience