

MYTHERESA

THE FINEST EDIT IN LUXURY FASHION

Environment, Social and Governance

2022



THE MYTHERESA COMMITMENT

Planet, Talent, Product and **Policy** are the pillars that shape Mytheresa's framework to address Environment, Social and Governance (ESG) issues; four pillars that make a difference for our company, for the industry, and for the world.

Climate change is one of the defining challenges for **our planet**. We are fully committed to our corporate responsibility to improve our environmental impact as a global business in terms of greenhouse gas emissions, waste, the use of water and chemicals within our supply chain, and making the environmental performance of the brands sold on our platform transparent.

People are at the heart of our business. We drive a diverse, fair, inclusive and positive culture for **our talent**, partners, customers and the wider luxury industry.

We strive to be fully transparent about the ESG impact of our brands and **our products**. We work with our brand partners and experts to help drive transparency, and to support animal welfare, responsible sourcing and the circular economy.

We commit to the highest standards of corporate governance regarding data management, corporate behavior and legal compliance with **our policies**.

Sustainability is a journey, not an end state; it's about practices, not just goals. In a world where environmental, social and governmental concerns are becoming more urgent than ever, we want to grow our business in the most sustainable way. Each of the deeply intertwined four 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.

This is our vision and framework to achieve our bigger purpose.
This is the Mytheresa Commitment.

The Mytheresa Management Board



MYPLANET



MYTALENT



MYPRODUCT



MYPOLICY

01. MYPLANET



Climate change is one of the defining challenges of our time. We are fully committed to our corporate responsibility to improve our environmental impact as a global business in terms of greenhouse gas emissions, waste and the use of water and chemicals within our supply chain, and making the sustainability performance of the brands sold on our platform transparent.

OUR COMMITMENTS

Become climate-neutral for our own operations as well as all shipments, returns and packaging with the start of FY 2022 (July 2021)

- Become carbon-neutral in our own operations (Scope 1 and 2) as well as shipments, returns and packaging (part of Scope 3) starting with FY 2022 (starting July 2021)*
- Offset the non-avoidable GHG emissions with Gold Standard-certified project
- Use close to 90% of electricity in our own operations from renewable electricity sources by the end of FY 2022 (ending June 2022)

Become a zero-waste business by end of FY 2023 (ending June 2023)

- Ensure that 100% of Mytheresa's operational waste is reused, donated, recycled or composted by the end of FY 2023 (ending June 2023)
- Reduce waste from single-use plastics and report progress by the end of FY 2023 (ending June 2023)
- Develop a fully ecologically recyclable Mytheresa packaging and implement by the end of FY 2023 (ending June 2023)

OUR KPIs

- Total GHG footprint by Scope (Scope 1, 2 and partly 3) per order shipped and in total
- Total GHG footprint of product shipments per order shipped and in total
- Total energy consumed, % grid electricity, % renewable electricity used in our own operations (Scope 1 and 2) per order shipped and in total
- Total water withdrawn, total water consumed, % of each in regions with High or Extremely High Baseline Water Stress
- Description of strategies to reduce the environmental impact of product delivery
- Discussion of the integration of environmental considerations into strategic planning for data center needs

*Scope 1 and 2 emissions include vehicle fleet, cooling agents, heating, electricity, externally generated heat, and direct cooling. Scope 3 emissions include inbound and outbound logistics, flights and employee commuting, rental cars and private vehicles, upstream emissions of fuel, train trips, packaging materials, upstream emissions of heating / cooling and electricity, external data center, and waste treatment.

OUR COMMITMENTS

Integrate sustainability into the customer journey

- Inform customers about the GHG emissions created with their order and offer to participate in offsetting their order from January 2022 onwards
- Inform customers how to reuse and recycle our packaging

OUR KPIs

- % of customers offsetting their order

02. MYTALENT



People are at the heart of our business. We drive a diverse, fair, inclusive and positive culture for our people, partners, customers and the wider luxury industry.

OUR COMMITMENTS

Foster diversity and equal opportunities within our company

- Advocate women in leadership functions
- Commit to equal pay
- Strengthen equal opportunities within our business in terms of payment, performance evaluation and career opportunities
- Reflect Diversity & Inclusion in our values and implement an ongoing mandatory D&I training
- Leverage our Diversity & Inclusion committee for advice on diversity and inclusion matters
- Sponsor 10 talents from underrepresented backgrounds in their business career in our global office locations starting FY 2023 (July 2022)

Strive to be a great place to work and protect the well-being of our people

- Support our people with ongoing training to all staff each year
- Achieve and maintain an employee satisfaction rating above 75% measured in our regular employee satisfaction study

OUR KPIs

- Share of women in leadership (Overall / Supervisory Board + Management Board + C-Level / Director + Head / Team Lead)
- Report on equal pay
- % of gender and racial / ethnic group representation* for (1) executives, (2) technical staff, and (3) all others
- % of technical employees who are H1B visa holders**
- # of talents sponsored

- Number of employees
- Employment contracts (temporary / fix) by gender and % part-time (by gender)
- Voluntary and Involuntary Turnover Rate (by gender)
- Number of nationalities
- # of training hours and % of people trained
- % employee engagement (also describe the methodology employed)

*Not possible due to German law

**Not applicable in Europe, adapted to EU working visa

OUR COMMITMENTS

- Implement Health & Safety guidelines in our logistic center and commit to continuous improvement
- Foster flexibility with appropriate mobile office and sabbatical policies
- Allow 1 day per year of social work for each team member and inspire our people by offering opportunities to engage with local communities starting FY 2023 (July 2022)

OUR KPIs

- # of work accidents across the company
- # of hours paid vacation / sabbaticals and in % of paid work time
- # of days mobile office and in % of paid work time
- # of voluntary social work days

03. MYPRODUCT



We strive to be fully transparent about the ESG impact of our brands and products. We work with our brand partners and experts to help drive transparency, and to support animal welfare, responsible sourcing and the circular economy. We empower our customers to make informed and conscious decisions about the products they choose.

OUR COMMITMENTS

Drive transparency

- Define responsible sourcing requirements for our brand partners selling on Mytheresa by the end of FY 2023 (ending June 2023)
- Transparent communication about the results of our requirements assessment on our website by the end of FY 2025 (ending in June 2025)

Commit to animal welfare and become fur-free

- Implement the Mytheresa Animal Welfare policy banning exotic skins from Spring / Summer 2021 onwards and fur from Spring / Summer 2022 onwards

Support circular economy by offering additional services to our customers starting June 2021

- Collaborate with a partner to encourage and promote our customers to participate in the circular economy through reselling

Inform and engage with our customers actively about the impact of the products they choose

- Inform customers on the product detail page (PDP) on how to reduce the amount of water and chemicals used
- Establish an information scheme on the sustainable impact of products on our website in collaboration with our brand partners by the end of FY 2025 (ending in June 2025)

OUR KPIs

- % of GMV generated with brand partners complying with our responsible sourcing requirements

- Value of items resold within the program offered

- # of PDPs with the additional environmental information (for example, reduction of water and chemical use)

OUR COMMITMENTS

Use our platform to inspire and engage with our customers on sustainability topics

- Collaborate with brand partners to create sustainable products that will be actively communicated across all Mytheresa channels

OUR KPIs

- # of campaigns focusing on sustainability topics

04. MYPOLICY



We commit to the highest standards of corporate governance regarding data management, corporate behavior and legal compliance. We monitor and manage our business risks actively.

OUR COMMITMENTS

Commit to work only with brands who comply with our Code of Conduct

- Implement our Code of Conduct, including Human Rights, which was published in January 2021

Maintain the highest standards of data protection

- Maintain the highest standards of data protection and privacy rights at all times
- Publish our data protection guidelines so that all users have access
- Address any data and privacy breaches within 48 hours and communicate to users affected

Effective cyber security and IT resilience

- Implement an effective cyber security and IT resilience framework in FY 2021
- Report updates on cyber security and IT resilience regularly to the supervisory board

Ensure effective corporate risk management behavior

- Execute a company-wide risk management system to ensure that risks are identified, assessed, and actively managed in accordance with company strategy
- Conduct mandatory trainings on compliance, data security, D&I and workplace safety amongst others

OUR KPIs

- % of GMV of brand partners complying with our Code of Conduct

- # of data security breaches, % involving personally identifiable information (PII), # of users affected
- Description of policies and practices relating to behavioral advertising and user privacy
- % of users whose customer information is collected for secondary purposes, % who have opted in

- Discussion of management approach to identify and address cyber security risks

- Discussion of management approval for identifying and managing risk

- # of mandatory trainings and # of people trained in compliance, data security, D&I and work safety amongst others

OUR COMMITMENTS

- Report on ESG as part of the Audit Committee on a yearly basis starting January 2022
- Be a good business partner who values and respects long-lasting partnerships

Be compliant with all legal and regulatory requirements including laws & regulations at local, national and international levels

- Adhere to a compliance system to prevent, detect and respond to compliance breaches
- Implement an effective Internal Control System for Financial Reporting according to SOX by the end of June 2022
- Respond to any reported cases through a whistleblowing mechanism within 24 hours

OUR KPIs

- Auditors ICS attestation on SOX compliance
- # of material whistleblowing cases solved

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