

MYTHERESA  
THE FINEST EDIT IN LUXURY

# Environment, Social and Governance

2023



# THE MYTHERESA COMMITMENT

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**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 and waste, as we effortlessly bring our customers in this journey, empowering them with the knowledge and resources they need to make sustainable choices, and together, create a meaningful impact on our planet's future.

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, promoting a culture of responsible consumption throughout our value chain.

We commit to the highest standards across our corporate culture, corporate governance and digital operations, including data management, corporate conduct and unwavering 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 governance 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  
October 5, 2023



**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.

## OUR COMMITMENTS

### Measure our carbon footprint yearly as well as relevant KPIs

- Measure the greenhouse gas emissions generated yearly in our own operations (Scopes 1 and 2) as well as shipments, returns and packaging (part of Scope 3) \*, starting with FY 2022 (starting July 2021)
- Include the greenhouse gas emissions of purchased luxury goods in our carbon footprint before the end of FY 2026 (ending June 2026)

### Set climate targets and implement measures to achieve them

- Set greenhouse gas emissions reduction targets for Scopes 1, 2 and 3, and have them approved by a recognized organization before the end of FY 2026 (ending June 2026)
- Use close to 100% of electricity in our own operations from renewable electricity sources by the end of FY 2026 (ending June 2026)
- Mitigate part of our impact through greener IT operations by the end of FY 2026 (ending June 2026)

### Finance climate action

- Finance internationally verified climate projects to the equivalent of the greenhouse gas emissions generated in our own operations (Scopes 1 and 2) as well as shipments, returns and packaging (part of Scope 3) \*, starting July 2021

## OUR KPIs

- Total GHG emissions by Scope (Scopes 1, 2 and partly 3) per order shipped and in total
- Total GHG emissions of product shipments per order shipped and in total
- Description of strategies to reduce the environmental impact of product delivery
- Total GHG emissions of purchased luxury goods
- Total water withdrawn, total water consumed and the % of each in regions with High or Extremely High Baseline Water Stress
- Total energy consumed, % grid electricity and % renewable electricity used in our own operations, per order shipped and in total
- 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 district 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 centers, and waste treatment.

## OUR COMMITMENTS

- Support means to reduce or remove carbon emissions from our value chain by the end of FY 2026 (ending June 2026)

### Adapt to climate change

- Define our climate-related physical- and transition risks, and potential climate-related opportunities by the end of FY 2026 (ending June 2026)
- Implement adaptation solutions based on identified climate-related risks by the end of FY 2026 (ending June 2026)

### Strive to be a zero-waste business

- Ensure that close to 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 fully ecologically recyclable Mytheresa packaging and implement it by the end of FY 2023 (ending June 2023)

### Integrate sustainability into the customer journey

- Inform customers about the GHG emissions generated by their order and offer them the opportunity to support internationally verified climate projects to the equivalent of the greenhouse gas emissions generated by their order from January 2022 onwards
- Inform customers about the GHG emissions generated by their order returns by the end of FY 2025 (June 25)
- Inform customers how to reuse and recycle our packaging from June 2023

## OUR KPIs

- # of risks and opportunities identified
- % of risks identified for which a solution has been defined
- Amount of total operational waste and disposal methods from logistics, offices and stores (in metric tons) per order shipped and in total
- % of operational waste that is recycled
- % of customers financing climate projects

## 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

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

- Support our people by offering ongoing training for all staff each year
- Foster flexibility with appropriate mobile office and sabbatical policies
- Implement Health and Safety Guidelines in our logistics centers by the end of FY 2024 (July 2024) and commit to continuous improvement
- 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)
- Achieve and maintain an employee satisfaction rating above 75%, measured in our regular Employee Satisfaction Study

**Foster diversity and equal opportunities within our company**

- Reflect Diversity and Inclusion in our values and implement a mandatory bi-yearly D&I training
- Spread sustainability throughout our operations by including Sustainability as well as Diversity and Inclusion in our leadership trainings by the end of FY 2024 (July 2024)
- Advocate for women in leadership roles
- Commit to equal pay

### OUR KPIs

- Number of employees
- Employment contracts (temporary / fixed) by gender and % part-time (by gender)
- # of training hours and % of people trained
- # of hours paid vacation / sabbaticals and in % of paid-work time
- # of mobile office days and in % of paid-work time
- # of work accidents across the company and accident rate
- # of voluntary social work days organized and # of employees engaged in a social work day
- % employee engagement
- Voluntary and Involuntary Turnover Rate (by gender)

- # of people trained
- # of training sessions on Sustainability and Diversity and Inclusion
- Share of women in leadership and overall
- Adjusted gender pay gap

## OUR COMMITMENTS

- Strengthen equal opportunities within our business in terms of payment, performance evaluation and career opportunities
- Leverage our diverse Diversity & Inclusion Committee for advice on diversity and inclusion matters
- Report updates on the activities of the Diversity & Inclusion Committee to the Management Board yearly
- Sponsor at least 10 talents from underrepresented backgrounds in their business career in our global office locations by the end of FY 2026

## OUR KPIs

- % 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\*\*
- Number of nationalities
- % of gender representation within the committee
- # of nationalities within the committee
- # of locations represented
- % of members in leadership and % of members in teams (excluding leadership)
- # of talents sponsored

\*Not possible due to German law

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

## 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, responsible consumption and the circular economy. We empower our customers to make informed and conscious decisions about the products they choose.

### OUR COMMITMENTS

#### Commit to responsible sourcing

- Work only with brands that comply with the Mytheresa Partner Code of Conduct
- Implement the updated Mytheresa Animal Welfare Policy banning exotic skins from Spring / Summer 2021 onwards, fur from Spring / Summer 2022 onwards and angora and rabbit hairs from Spring / Summer 2024 onwards
- Define our responsible sourcing guidance for our brand partners selling on Mytheresa by the end of FY 2023 (ending June 2023)
- Assess our brand partners, at least every two years, as part of our responsible sourcing program and foster continuous improvement by the end of FY 2025 (ending in June 2025)
- Be a good business partner who values and respects long-lasting partnerships

### OUR KPIs

- % of GMV of brand partners complying with our Code of Conduct
- % of GMV generated with brand partners, assessed as part of our responsible sourcing program
- Average duration of partnership with our brand partners

#### Support responsible consumption

- Collaborate with a partner, starting June 2021, to encourage and promote our customers to participate in the circular economy through reselling
- Inform customers on how to properly handle the products at the end of their lifecycle by the end of FY 2025 (ending in June 2025)
- Inform customers on how to reduce the amount of water and chemicals used for the care of the products by the end of FY 2024 (ending in June 2024)
- Value of items resold within the program offered

## OUR COMMITMENTS

- Collaborate with brand partners to create sustainable products that will be actively communicated across all Mytheresa channels, starting FY 2024 (July 2023)

### **Provide our customers with clear and transparent information about the products they choose**

- Transparent communication to our customers about the results of our responsible sourcing assessment on our website by the end of FY 2025 (ending in June 2025)
- Establish an information scheme on our website, in collaboration with our brand partners, on the sustainable impact of our products by the end of FY 2025 (ending in June 2025)

## OUR KPIs

- # of campaigns focusing on sustainability topics



## 04. MYPOLICY



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

### OUR COMMITMENTS

#### Foster an effective corporate culture

- Implement our Code of Conduct, including Human Rights, which was published in January 2021
- Update the risk inventory yearly, including all policies, to ensure that risks are identified, assessed, and actively managed in accordance with company strategy
- Audit our Internal Control System quarterly for Financial Reporting according to SOX
- Update our compliance system regularly to prevent, detect and respond to compliance breaches
- Conduct mandatory trainings on our Code of Conduct, compliance, data security, D&I and workplace safety, among others
- Respond to any cases reported through a whistleblowing system within 24 hours

#### Maintain responsible digital operations

- Strictly follow the Mytheresa effective cybersecurity and IT resilience framework
- Maintain the highest standards of data protection and privacy rights at all times
- Address any data and privacy breaches within 48 hours and communicate to users affected
- Publish our data protection guidelines so that all users have access

### OUR KPIs

- Discussion of management approval for identifying and managing risk
- # of internal controls
- # of audits of the internal control system
- # of mandatory trainings and # of people trained
- # of material whistleblowing cases solved
- Discussion of management approach to identify and address cybersecurity risks
- # of data security breaches, % involving personally identifiable information (PII) and # of users affected
- % of users whose customer information is collected for secondary purposes and % who have opted in
- Description of policies and practices relating to behavioral advertising and user privacy

## OUR COMMITMENTS

## OUR KPIs

### **Commit to the highest standards of corporate governance**

- Report on ESG twice a year as part of the Nomination, Governance and Sustainability Committee
- Report regular updates on cybersecurity and IT resilience to the supervisory board
- Review our materiality analysis yearly and conduct a new materiality analysis every 3 years, starting FY 2024 (July 2023)

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