

MYTHERESA

The Mytheresa Positive Change Report

ESG Commitments in review

JULY 21 – JUNE 22

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About this report

This report for the fiscal year which ended on June 30, 2022 (FY 22) is prepared in alignment with the E-Commerce Standard of October 2018, issued by the Sustainability Accounting Standards Board (SASB). In case of deviation from the SASB guidelines, it is transparently stated in the methodological notes. The report also goes beyond the information required by the E-Commerce standard by including the efforts, mostly quantified, made to achieve the Mytheresa Commitment. The report covers all entities of the Mytheresa Group, i.e. MYT Netherlands Parent B.V. and all of its subsidiaries, also included within its consolidated financial statement. The report was completed on September 19, 2022. Please send any questions or feedback on this report to sustainability@mytheresa.com.

Foreword by the Mytheresa Management Board

We are delighted to release Mytheresa's inaugural Environment, Social and Governance (ESG) report, covering fiscal year 2022. This report is a comprehensive resource to highlight all aspects of our sustainability efforts. The challenges are complex and constantly evolving, but we remain focused on the four pillars that shape the Mytheresa Commitment published earlier this year: **MYPLANET**, **MYTALENT**, **MYPRODUCT** and **MYPOLICY**. With each of these pillars, we have set concrete, ambitious and measurable goals to achieve by 2025, and we have made meaningful strides toward our objectives:

- **LIMITING OUR IMPACT ON THE PLANET**

We made significant progress toward our goal to use only renewable electricity in our business, reaching 90% in all operations over which we have control. This means that the majority of our offices run on clean electricity. By offsetting our CO₂ emissions using only Gold Standard certified projects, we are proud to have reached carbon neutrality for our own operations, as well as for all shipments, returns and packaging. This neutrality is attested by the attribution of the label Carbon Neutral Company from Climate Partner.

- **REMOVING FUR AND EXOTIC SKINS**

We have implemented our Animal Welfare Policy, banning exotic skins and fur. This is an important concern for ourselves, our customers, partners and teams. As of the end of June 2022, only 0.03% of our inventory contained exotic skins and furs from previous seasons.

- **SUPPORTING THE CIRCULAR ECONOMY**

We are equally pleased with our efforts to support the circular economy via our partnership with the leading global platform for desirable pre-loved fashion, Vestiaire Collective. Together we introduced a unique resale service to Mytheresa's high-end luxury customers. The products sold within this program for FY 22 have a total buyback value of over €2.2 million.

- **FOSTERING DIVERSITY & INCLUSION**

Finally, we are continuously fostering diversity and equal opportunities within our company through a diverse, fair, inclusive and positive culture. Since the introduction of Diversity & Inclusion in our values in 2021, we implemented a mandatory Diversity & Inclusion training, as well as numerous lectures and workshops. We also ensure equal opportunities between gender by advocating women in leadership functions and by committing to equal pay.

We are proud of the progress we have already made in transforming our commitments into concrete actions. Defining and achieving our ESG Commitments has become an integral part of our business approach. Customers, brand partners, employees and public bodies rightfully expect us to make significant contributions to the advancements of all ESG matters. We recognize that we are just at the beginning of our journey, but we believe the work we have accomplished up to now positions us well to continue improving. We will continue to embed ESG considerations and transparency into our business with the clear objective to enable Mytheresa to grow in a sustainable manner. We will keep challenging ourselves to have a positive global impact, to create a constructive review cycle in the business, and to inspire a greater change in the whole industry.

This is our first time issuing an ESG report. Moving forward, we will publish a report each year covering our performance and progress with transparency and accountability. We recognize that our decisions affect our external and internal stakeholders. We are also conscious that the ever-evolving external context will demand a systematic assessment and refining of our strategy and practices. We will be working during FY 23 to conduct a materiality analysis and will continue in FY 24 by addressing the recommendations of the Task Force on Climate-related Financial Disclosures. Mytheresa strives to consider all stakeholders when reviewing actions and will continue to uphold the trust they place in us.

We invite you to read further to learn more about the tremendous work our teams have done over the past fiscal year to make ESG an essential part of our life.

The Mytheresa Management Board



SECTION A.

ABOUT MYTHERESA

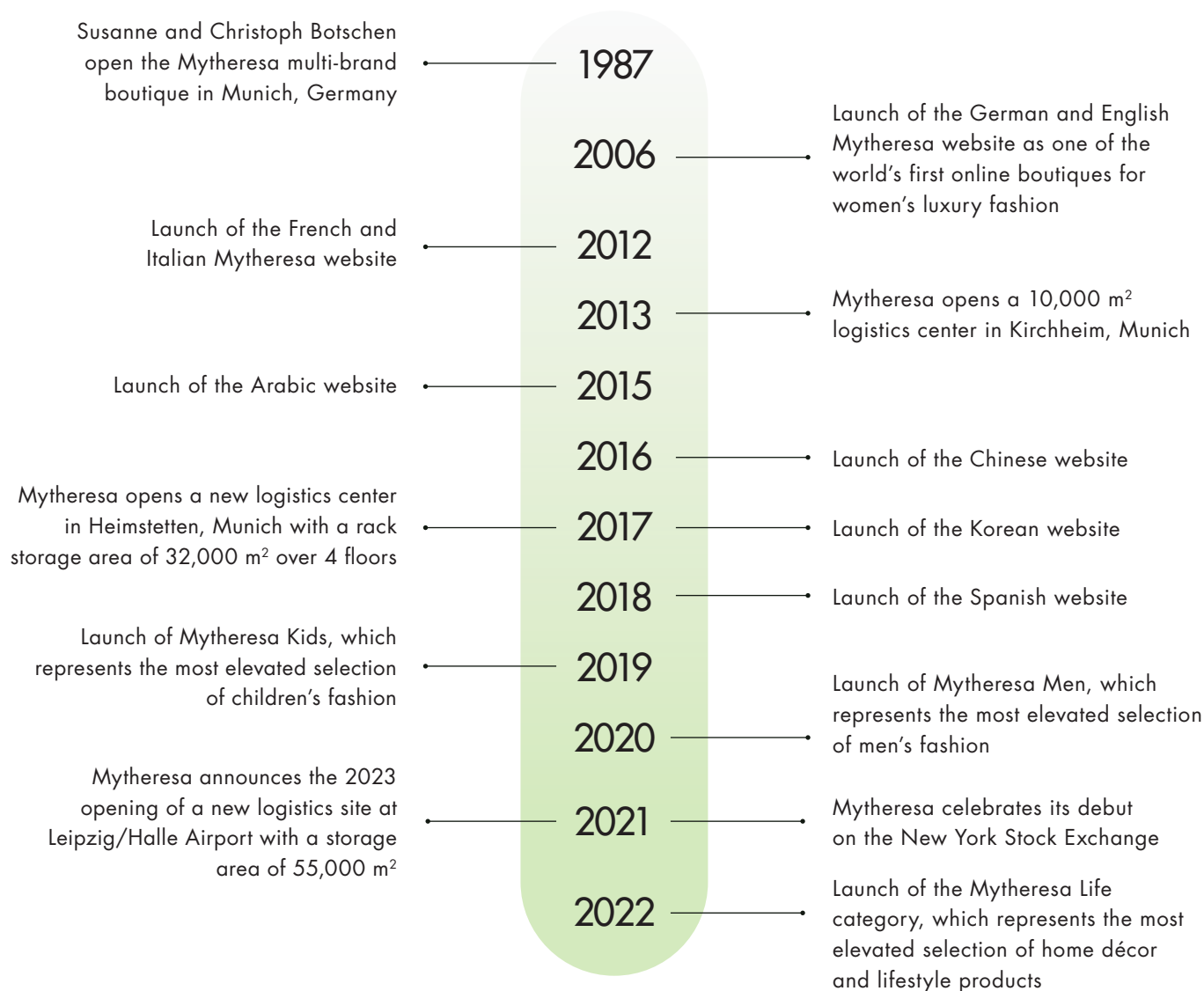
1. Our history

Mytheresa is a leading luxury e-commerce platform for the global luxury consumer shipping to over 130 countries. We offer one of the finest edits in luxury, curated from more than 200 of the world's most coveted brands of womenswear, menswear, kidswear and lifestyle products.

Our story began over three decades ago with the opening of Theresa, in Munich, one of the first multi-brand luxury boutiques in Germany, followed by the launch of the digital platform Mytheresa in 2006.

Today, we provide a unique digital experience that combines exclusive product and content offerings with a differentiated global customer service, leading technology and analytical platforms, as well as high quality service operations.

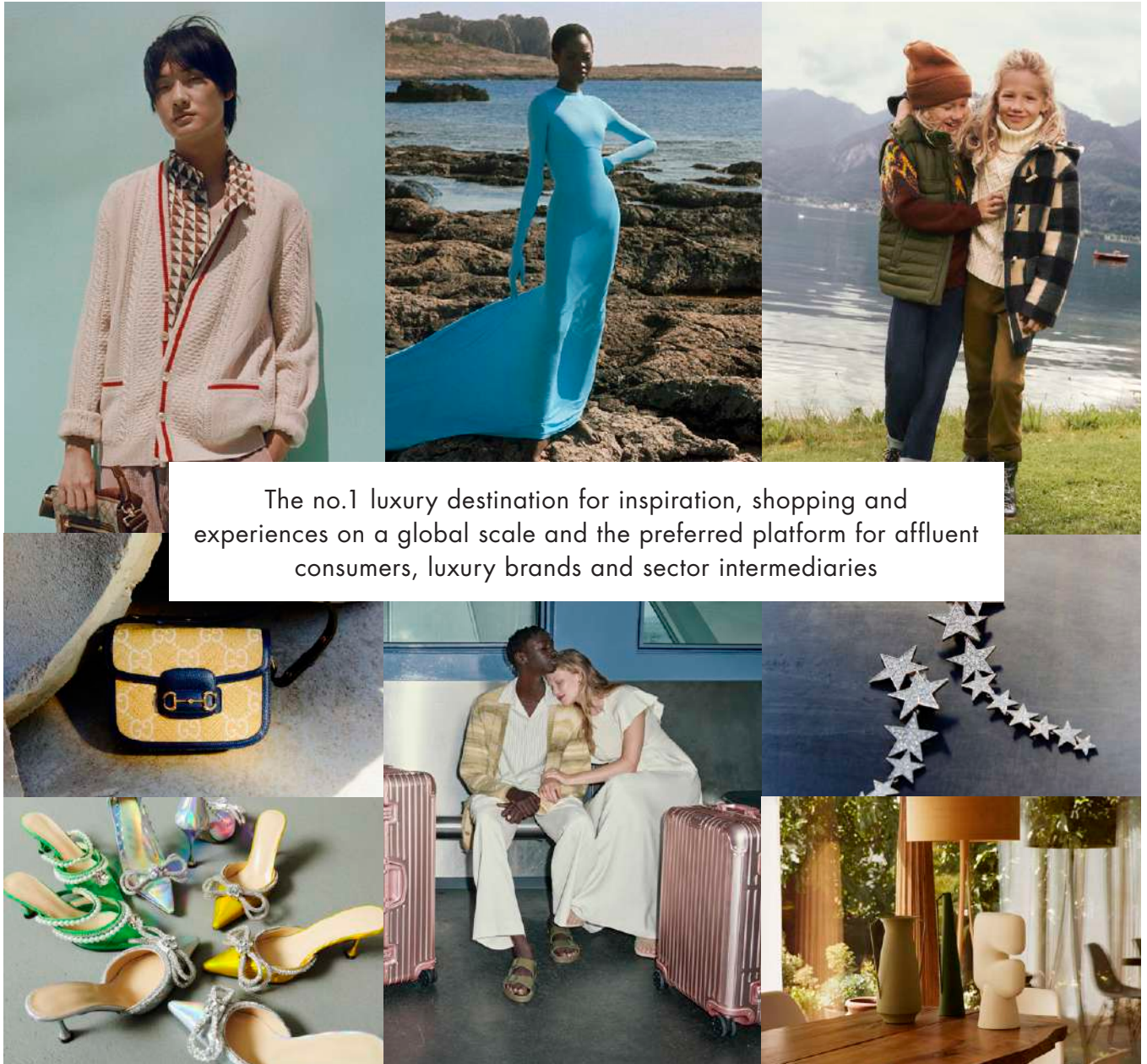
Our more than 30 years of market insights and long-standing relationships with the world's leading luxury brands, such as Bottega Veneta, Burberry, Dolce&Gabbana, Gucci, Loewe, Loro Piana, Moncler, Prada, Saint Laurent, Valentino, and many more, have established Mytheresa as a global authority in luxury goods.



Our success story is also reflected in our financial results: Mytheresa has consistently been profitable and is growing strongly. Our Gross Merchandise Value (GMV) transacted on our site has been increasing steadily from €97 million in 2014 to €747 million in fiscal year 2022. We grew by +21% in fiscal year 2022 and maintained a very strong profitability with an Adjusted EBITDA of €66 million.

2. Our vision and strategy

Our vision is to be the number one luxury destination for inspiration, shopping and experiences on a global scale, and to be the preferred platform for affluent consumers, luxury brands and sector intermediaries.



The no.1 luxury destination for inspiration, shopping and experiences on a global scale and the preferred platform for affluent consumers, luxury brands and sector intermediaries

To become the number one luxury destination and preferred platform for affluent consumers, our vision is pursued by our strategy to drive growth along four material pillars:

1. Customer Growth
2. Geographic Penetration
3. Category Expansion
4. Business Model Extension

1. Customer Growth

Our most important growth driver is to acquire new high potential customers and transform existing customers into top customers. We strive for a constant customer engagement through a variety of digital and physical channels. Our preferential treatment for top customers revolves around early access to products, priority in shipping, invitations to “money can’t buy” experiences and dedicated personal shoppers. All of these efforts translate into high customer loyalty with close to 100% revenue retention after the second year of customer acquisition.

2. Geographic Penetration

Centered in the heart of Europe, our business here remains a strong driver for growth. The continuous shift of consumers towards online in luxury provides strong tailwinds. Today, we already ship to over 130 countries. It is our clear ambition to further increase our brand awareness, both inside and outside of Europe, and gain significant market share in key geographic regions. Having established offices and teams in the United States in FY 21 and China in FY 23, we are able to prioritize growth in these two key markets with localized digital and physical marketing.

3. Category Expansion

With Womenswear being an important part of our heritage, we continue to see strong growth trajectory in this category. Following the successful introduction of Kidswear and Menswear in 2019 and 2020 respectively, we have positioned ourselves as a fashion authority across all three categories.

As part of the continuous evolution of our business, we launched our newest category, “Life”, in May 2022, adding home décor and other lifestyle products to our offering. We aim to cater to our consumers for all their luxury needs. Led by this understanding, we continue to evaluate prospective category additions.

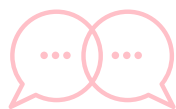
4. Business Model Extension

Complementing our traditional wholesale business, we introduced the Curated Platform Model (CPM) at the end of FY 21. This innovative approach to collaborate with major luxury brand partners and deepen existing relationships provides them with more control over their inventory. While this new model continues to grow, the wholesale model remains the most important part of our fashion business.

Our now fully built-out capabilities and IT infrastructures support the CPM operation, allowing us to further scale up the business. These capabilities also enable us to introduce additional operating models, such as drop shipping, as we enter new categories. We view the extension of our business model as an important driver for the expansion of our company. We carefully evaluate our options and assess implications based on a detailed operational view, while remaining true to the Mytheresa vision and strategy. In addition, stakeholders such as customers, brand partners and employees expect that we embed ESG considerations and transparency into our business with the objective of enabling Mytheresa to grow in a sustainable manner.

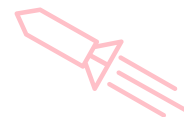
3. Our values

The fundamental principles that govern Mytheresa and the daily operations of our teams are embodied by our eight values. Established in 2017, these values are well known to our teams and communicated to all new joiners as part of their on-boarding process. Each of them contains several elements, some of which are presented below:



Be transparent and direct

- Share relevant and appropriate information openly and actively
 - Be confident to stand up against all form of discrimination
 - Seek honest feedback



Make it happen

- Embrace change as a constant in digital luxury



Love our customers

- Exceed customer expectations
- Empower our customer to make informed and conscious decisions while shopping on Mytheresa



Be professional

- Be open to other people's perspectives
- Be mindful with resources, be it yours, others, financial or the planet's



Act with respect

- Respect everybody
- Fully embrace diversity
 - Respect the planet
- Keep to our company rules such as our Code of Business Conduct and Ethics



Create a strong & diverse team

- Be an advocate for diversity & inclusion
- Take responsibility for your own developmental needs



Work passionately

- Recognize the passion and success of others
- Promote an energizing and positive working environment



Be creative in a smart way

- Focus on innovations that improve our business
 - Encourage others to be creative

Our values are evolving as our company develops and the last update was done in the second quarter of 2022 to align them with the Mytheresa ESG Commitment.

4. Our FY 22 in numbers



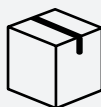
781,000

active customers, including more than 450,000 first time buyers



Average order value of

€626



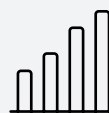
1.765 million

orders shipped during the year to more than 130 countries



1,238

employees in 8 locations



Adjusted EBITDA margin of

9.6%



Gross Merchandise Value (GMV) of

€747.3 million



Net Promoter Score (NPS) of

80.9%



SECTION B.

OUR SUSTAINABILITY JOURNEY

1. Our commitment

We see sustainability as a journey and not as an end state, about practices and not just about reaching 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. This vision, as well as our framework to achieve our bigger purpose, was defined and published by our Management Board during the fiscal year and is embodied in the Mytheresa Commitment.

The Mytheresa Commitment encompasses our commitments to address the Environmental, Social and Governance issues relevant to Mytheresa in order to grow our business in the most sustainable way.

Our 15 commitments are grouped under 4 main pillars and have different time horizons, covering the period from fiscal year 2021 until the end of fiscal year 2025. Each of the four deeply intertwined pillars pave the way for continuous profitable and responsible growth, as we build on our ongoing efforts to create a positive impact in our industry and on our planet.



MYPLANET



MYTALENT



MYPRODUCT



MYPOLICY

Our commitments are accompanied by sub-commitments and defined metrics for tracking our efforts.

In [section C](#) of this report, we are proud to present our commitments in more detail, as well as the actions taken to reach them and the results of those actions.

During the next fiscal year, we will conduct a materiality analysis with our stakeholders and review our Commitment based on the results. We will also assess the need for additional key performance indicators to help us monitor the success of some of our commitments.

2. Our sustainability governance

To accompany, monitor and challenge our ongoing efforts, our governance structure for all sustainability aspects was defined during the second quarter of FY 22 and will continue to operate for the coming fiscal years.

A sustainability committee was established and is composed of 5 members:

- Chief Executive Officer
- Chief Customer Experience Officer & Managing Director
- Chief Commercial and Sustainability Officer
- VP of Merchandise Planning and Sustainability Management
- Senior Sustainability Manager

The sustainability committee meets at least quarterly to address all sustainability aspects and monitor progress towards our ESG Commitments. Other temporary members can be invited to the sustainability committee meetings to best address the topics on the agenda. The sustainability committee met three times during the fiscal year 2022.

Our CEO and Chief Customer Experience Officer are responsible for regularly informing the other members of the management board about key elements discussed within the sustainability committee meetings. They are also responsible for reporting once a year on sustainability to the supervisory board. The management board meets monthly.

The role of the supervisory board is to provide oversight, evaluate progress, maintain a sound and transparent system of checks and balances, and advise the management board, when appropriate, on any relevant topics such as sustainability. During the fiscal year 2022, the supervisory board held eight meetings.

3. Our highlights of the year



JUNE 2021

Start of our partnership with Vestiaire Collective to support **more circular practices**

AUGUST 2021

Publication and implementation of our **Animal Welfare Policy**. Since this time, we have reduced our inventory of exotic skins and furs to 0.03% of our total stock

DECEMBER 2021

Launch of the **Carbon Neutral option**, allowing our customer to contribute to offsetting the emissions generated by the delivery of their order

OCTOBER 2021

Launch of the Joseph exclusive **Waste Yarn** capsule collection for women



NOVEMBER 2021

Launch of the Ami Paris exclusive **unisex** capsule collection



JANUARY 2022

Since this date, 100% of the electricity consumed by our headquarters comes from renewable sources, taking our share of renewable electricity consumption up to 87%. In operations over which we have control, we reach a **share of renewable electricity of 90%**



SEPTEMBER 2021

Exclusive re-edition of the Chloé Edith collector bag. The bags included **recycled cashmere or recycled jacquard**. **10% of the proceeds were donated** to the charity La Fondation des Femmes



Environment, Social and Governance

MARCH 2022

Publication of the **Mytheresa Commitment**



MAY 2022

Donation of **50 laptops** to Ukrainian school children

MAY 2022

Appointment of our second **Diversity & Inclusion** committee



JUNE 2022

First day of **social work** for 15 of our colleagues to support a Munich-based initiative



SEPTEMBER 2022

Received the **label Carbon Neutral Company** from Climate Partner for FY 22







SECTION C.

OUR PROGRESS

Our progress

The following section of this report is structured around the 4 pillars of the Mytheresa Commitment and key performance indicators for the fiscal year which ended June 30, 2022 (FY 22)¹. To make it convenient to follow our progress, we have also provided the key performance indicators of the fiscal year which ended June 30, 2021 (FY 21), when available.

The following symbols are used in the report:

-  The commitment was fulfilled during the fiscal year
-  Progress has been made towards meeting the commitment within the stipulated timeframe
-  The commitment for fiscal year 2022 was not met during the fiscal year
-  Commitment to be achieved over the coming fiscal years for which no progress is to be reported

All the commitments and sub-commitments for which a deadline was set for 2022 are highlighted in the remainder of this report, as well as those with a longer timeframe for which progress is to be noted during the FY 22.




¹Some SASB requirements, which are monitored but have not been identified as material, such as water consumption in our offices, have only been included in the SASB content index at the end of this report.

1. MYPLANET

Climate change is one of the defining challenges of our time and the fashion industry has a significant impact, accounting for around 4% of global greenhouse gas emissions².

We are fully committed to improving our impact on the planet, particularly in relation to greenhouse gas emissions, waste and packaging, as well as our indirect impact within our upstream supply chain (see section **MYPRODUCT** for more details). To progress in this direction, we are committed to the following:

COMMITMENTS	FY 22
Being carbon neutral for our own operations as well as all shipments, returns and packaging from FY 22 onwards	
Being a zero-waste business by the end of FY 23	
Integrating sustainability into our customer's journey from January 2022 onwards	

Having assessed the key areas where our business has a high impact on the planet, we identified two immediate reduction targets and will continue to look at further ways we can reduce our impact. The first target is to ensure that the majority of our electricity comes from renewable sources. As such, we committed to obtaining nearly 90% of electricity in our own operations from renewable sources by the end of fiscal year 2022.

The second target for reduction is to limit the waste generated by our operations and by the packaging of our customers' orders. To that end, we commit to be **a zero-waste business** by the end of FY 23, by reducing waste from single-use plastics and ensuring that 100% of our operational waste is either reused, donated, recycled or composted. We also want to ensure that the packaging in which our customers receive their orders is fully recyclable.

By supporting only Gold Standard-certified projects, we undertake to **offset the CO₂ emissions** that we have not already reduced in order to reach **carbon neutrality**.

The final step in our **MYPLANET** approach is to **integrate sustainability into our customer journey**. We feel it is important to act outside of our operational boundaries, informing our customers about the CO₂ emissions generated by the delivery and return of their luxury products and offering them the opportunity to participate in offsetting them. We will also inform them on how to reuse and recycle the received Mytheresa packaging.

²McKinsey&Company (2020) Fashion on Climate.

Using renewable electricity within our operations to reduce our carbon footprint

At Mytheresa, energy in our daily operations is mainly consumed in our warehouse, offices and stores. About 41% of our total energy consumption is used to power our warehouse.

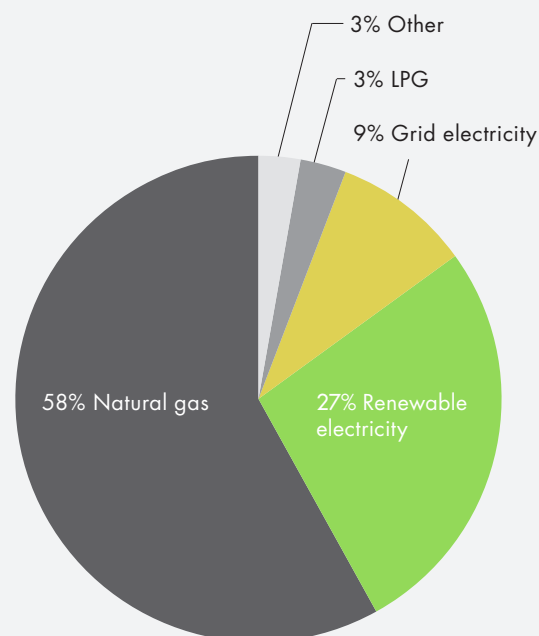
In the fiscal year 2022, we consumed 18,593 GJ of energy, of which 58% was natural gas and 36% was electricity. With a business growth of 21%, we are pleased that our energy consumption has been kept to a 3% growth (FY 21 consumption: 18,067 GJ). The energy consumption per order shipped decreased by 12% to a value of 2.9 kWh per order shipped (FY 21: 3.3).

At the end of June 2022, our headquarters, warehouse, photo studio and 2 stores, in which 91% of our colleagues are based, were powered by renewable electricity. As a result, we achieved a 90% share of renewable electricity in operations over which we have control in line with one of our targets.

The common areas of our headquarters and our warehouse, such as parking and external lighting, representing 27% of our total electricity consumption, are managed directly by the owners of the premises who are the holders of the electricity contracts. By including these spaces in our electricity consumption, our renewable electricity share decreases to 76% for the full FY 22. However, in January 2022, the electricity of the common areas of our headquarters was converted to renewable electricity. This allowed us to reach a renewable electricity rate in our total electricity consumption of 87% for the last 6 months of the fiscal year.

18,593 GJ of energy consumed

(FY 21 18,067 GJ)



90%

of electricity from renewable sources in operations over which we have control (FY 21: 49%)

To further reduce our carbon footprint, we have converted 17% of our vehicle fleet to electric vehicles. We have also installed electric charging stations, powered by renewable energy, which are available to our teams in our headquarters.

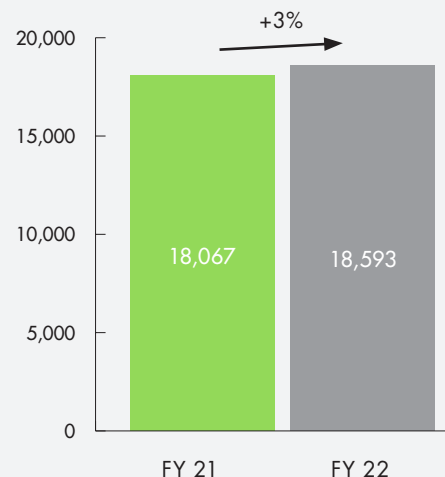
Currently under construction in Leipzig, our new warehouse, which we will take over in March 2023, will be powered by 100% renewable electricity. In addition, we will work towards converting more of our electricity contracts to renewable electricity, and can therefore expect an increase in our share of renewable electricity for FY 23.

“ We are constructing a sustainability-oriented new warehouse for Mytheresa in accordance with the latest standards. The focus on sustainability includes efficient underfloor heating via air-source heat pumps and the installation of charging stations for e-vehicles. Employees can expect a high-quality cafeteria with a roof terrace, various fully equipped kitchenettes, and a spacious and sophisticated outdoor area with spaces for relaxation during breaks. In addition to the well-being factors, the Intaurus Group is also committed when it comes to public transport and is subsidizing both the expansion of the subway station and the cycle path along the entire site. ”

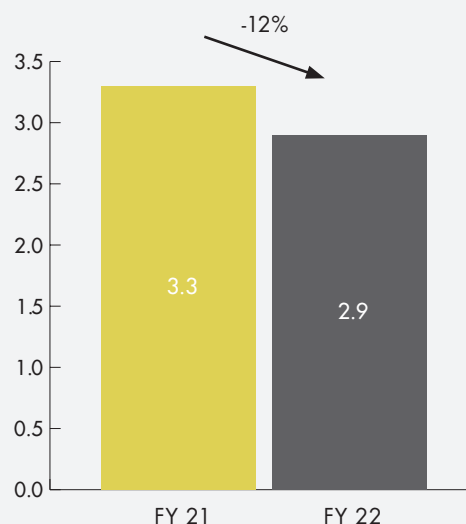
Oliver Raigel

Managing Director of Intaurus GmbH

Total energy consumption (GJ)



Energy consumption per order shipped (kWh)



Becoming zero waste

Waste is a significant part of our impact on the planet. Within our operations, waste is generated mainly in our warehouse, upon reception and subsequent storage of the products from our luxury brand partners. Our main sources of waste are therefore the cardboard and paper we receive from our brand partners, as well as plastics used to protect the goods during storage in our warehouse.

In order to reach our commitments in FY 23 to reuse, donate, recycle or compost our operational waste and to reduce our waste from single use plastics, we started in 2022 to prepare an inventory of the waste generated in our head office and warehouse. These locations represent 86% of our headcount. About 96% of monitored waste is generated within our warehouse.

While we are happy to see that 90% of our waste was recycled in 2022 and 2021, as we aim to become a zero-waste business by the end of FY 23 in our own operations, the remaining 10% will need to be diverted from the incinerator or landfill and the 38 tons of plastics we ordered for our warehouse will need to be reduced and converted into more sustainable options. To address this, in FY 22 we have started exploring solutions such as converting our polyethylene-based tape to paper-based tape. In addition, we will work closely with our brand partners to identify solutions to ensure that received packaging can be recycled or composted, and will implement an efficient sorting system within our operations.

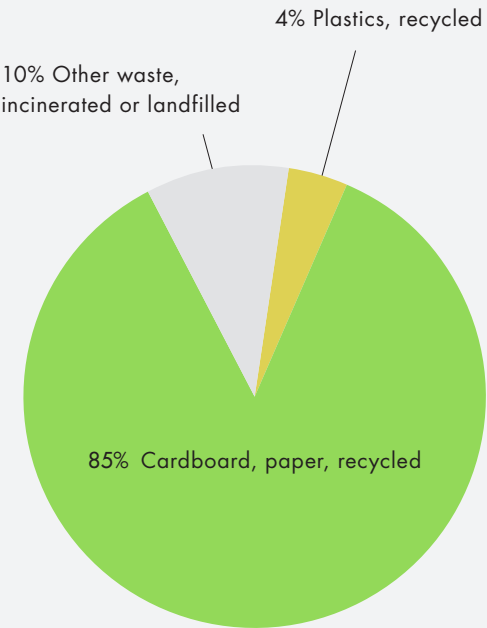


1,061 tons of waste generated by our warehouse and head office
(FY 21: 941 tons)



0.60 kg of waste per order shipped
(FY 21: 0.62 tons)

Types of waste



A first assessment of the types, quantity and end of life of our waste was performed



90%

of our waste is already recycled

Becoming carbon neutral

We generate direct emissions in our operations through our consumption of natural gas and fuel to run our fleet of 6 vehicles. We generate indirect emissions in our operations through our consumption of electricity. Indirect emissions in our upstream activities relate to the use of energy, the purchase of our packaging, the waste generated in our operations, our business travel, the commute of our teams and the storage of our data in external datacenters. In our downstream activities we generate emissions with the shipment of our customers' orders and potential returns of orders.

Since fiscal year 2020 we have been completing an annual carbon footprint³. Our gross CO₂ emissions for FY 22 was 44,925 t CO₂e⁴, an increase of 24% compared to FY 21. The CO₂ emissions per order shipped increased by 6% to a value of 25 kg CO₂e.

Our scope 1 and 2 emissions have decreased by 34% as a result of our switch to renewable electricity. Our scope 3 emissions, however, have increased by 26%. This is due to the increase in the total number of customer orders received, as well as increases in the emissions related to our business travel and employee commuting. Both of these emissions sources increased significantly with the lifting of many of the COVID-19 restrictions in FY 22.

Breakdown of emissions in tons CO₂ equivalent

Scope	FY 21	FY 22	Variation
Total	36,154.5	44,925.0	+ 24%
Scope 1	649.7	675.9	+ 4%
Scope 2	625.3	171.3	- 73%
Scope 3	34,879.6	44,077.8	+ 26%
Downstream transportation and distribution	29,913.9	37,144.9	+ 24%
Purchased goods and services	2,494.9	2,770.9	+ 11%
Employee commuting	1,691.2	2,437.4	+ 44%
Business travel	93.9	1,038.2	+ 1006%
Upstream transportation and distribution	370.6	394.0	+ 6%
Fuel- and energy-related activities	262.9	232.6	- 12%
Waste generated in operations	33.4	37.5	+ 12%
End-of-life treatment of sold products	18.8	22.3	+ 19%

³See methodological note for details of the categories included within our carbon footprint.

⁴Calculated using the market-based method. Location-based CO₂ emissions are 45,496 t CO₂e for 2022, 36,269 t CO₂e for 2021.

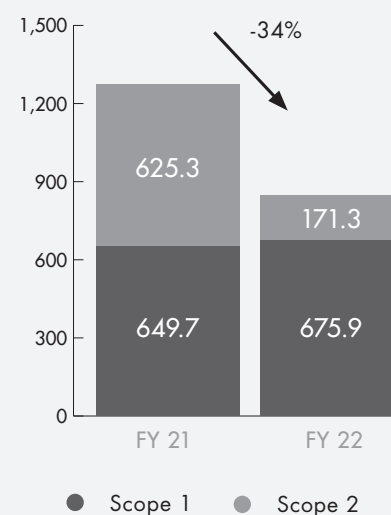


44,925 tons of CO₂e generated in FY 2022
(FY 21: 36,155)

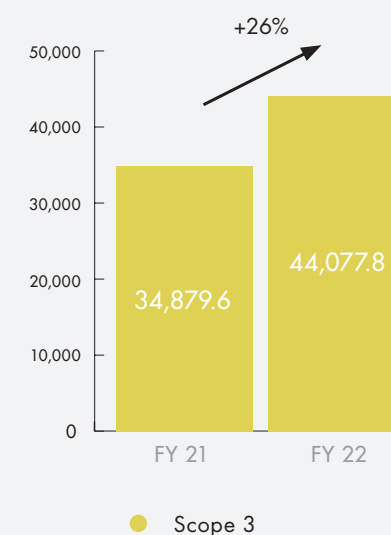


25 kg of CO₂e per order shipped
(FY 21: 24)

Scope 1 and 2 emissions (t CO₂e)



Scope 3 emissions (t CO₂e)



Given the importance of our digital activities and the growing impact of the use of digital technologies – estimated in 2019 at about 3.5% of global carbon emissions⁵ – we have started to integrate the impact of the storage of our data in external data centers into our FY 21 and FY 22 carbon footprints. Today, the majority of our data is stored on our internal data center at our headquarters, which is powered by renewable electricity. Over the course of the fiscal year, we began reaching out to our external data centers and digital partners to better understand their measures to reduce the impact of data storage. 85% of them, based on our spend, have strategies to reduce the impact of data storage, such as working to power operations with 100% renewable energy by 2025. We were also pleased to see that some of them were able to give us accurate data on the CO₂ emissions generated by the storage of our data and we hope that all our partners will move towards a similar level of transparency.

For FY 22, we offset our emissions of 44,925 t CO₂e plus a 10% safety margin by contributing to the following two Gold Standard Projects, allowing us to obtain the Carbon Neutral label from experts in climate action, Climate Partner:



49,226

tons of CO₂e offset with Gold Standard certified projects (FY 21: 0)



More than

100%

of emissions were offset, confirmed by obtaining the Climate Partner Carbon Neutral label



⁵TheShiftProject. (2022). The Shift Project's contribution to the call for evidence on better understanding the twinning between the green and digital transitions.



CLEAN COOKSTOVES

The Gold Standard VER carbon offset project in southeast Rwanda saves emissions through the distribution of efficient cookstoves and at the same time helps protect the Nyungwe Forest National Park from deforestation. The cookstoves are made out of clay and sand by a local cooperative, consume two thirds less fuel than the three-stone fires, are available at a subsidized price and improve living conditions for people from low-income households.



WIND ENERGY

The Gold Standard VER carbon offset project in Bhatel in the Indian state of Gujarat supplies electricity from renewable sources with the help of wind power. At the same time, it promotes sustainable development: the local population benefits from a more stable power grid and long-term employment contracts in a region where most jobs are temporary jobs in agriculture.

Thanks to public data, we are fully aware that more than 90% of the total emissions of companies like ours fall into scope 3 and derive mostly from the procurement and use of sold products⁶. To go further, we will need to continue working on measures to reduce our carbon footprint. We will work with our brand partners to gain more visibility on the impact of the products sold on our platform. Additionally we will work with our other partners, such as shipping partners, to reduce the impact of the delivery of our products. We find it encouraging that 36% of the GMV of our products came from brand partners with an approved near term 1.5°C science-based target and hope that the industry as a whole will move towards more sustainable practices.

“Curbing greenhouse gas emissions, protecting biodiversity and restoring degraded lands must be embedded in all our strategies as businesses if we are to really be part of the turnaround that is so urgently required... At Kering, we are aware of the vital link between climate protection and the long-term viability of our business and have drawn up a holistic strategy with a clear commitment to a 1.5°C pathway and net zero by 2050. Our climate targets are part of a broader focus on sustainability interconnecting with biodiversity and circularity.”

Marie-Claire Daveu

Chief Sustainability and Institutional Affairs
Officer of Kering

⁶McKinsey&Company (2022) Climate Sustainability in retail: Who will pay.

Engaging our customers in our journey

PROMOTING BETTER OPTIONS

Our purpose is to provide customers with a luxury experience which includes fast and worldwide delivery. These deliveries contribute 82.7% of our total calculated footprint (FY 21: 82.7%). On average, 21 kg of CO₂e is generated by the delivery of one order (FY 21: 20 kg).

To reduce the impact of these deliveries, our customers in Europe have the option of choosing between express and standard delivery. For our two main shipping partners, who offer both standard and express options, we observe that express deliveries generate over 70% more emissions than standard delivery. During the fiscal year, for the countries in Europe where both standard and express delivery options exist, the standard option was chosen by our customers for 63% of the orders sent.

In addition, our customers can choose between two types of packaging. One option is our emblematic yellow packaging, which provides the best customer experience. The other is an eco-packaging option that's sourced and produced in Germany with a minimum of 70% recycled materials. The eco-packaging reduces the weight and impact of shipments, as well as the quantity of waste.

Our customers can also decide if they want to contribute to help offset the emissions of the delivery, packaging and potential return of their orders by selecting our Carbon Neutral option at checkout. All our customers are informed of the average impact of their delivery, either in their order confirmation, if they have chosen the Carbon Neutral Option, or in the Shipping section of our website. All customer offsets are done using Gold Standard projects and the offset costs associated with the delivery of one average order of 21 kg CO₂e are €0.13.

Since the launch of the option on December 14, 2021, the emissions of 4.7% of the orders were offset by customers. This voluntary customer carbon offset is in addition to the offset of 100% of our calculated footprint, as part of our commitment to be carbon neutral. We aim to increase the share of deliveries voluntarily offset by our customers by informing them more regularly about the existence and worth of this option.

FOSTERING ZERO-WASTE

In addition to the waste generated within our operations, we are responsible for approximately 1,734 tons of packaging used to ship our customers' orders (FY 21: 1,557 tons). On average, each order contains about 0.98 kg of packaging (FY 21: 1.03 kg), of which 98.5% is cardboard and paper.

To reduce our impact, we aim to develop and introduce a 100% recyclable packaging by the end of FY 23. We have started to explore several options and hope to be able to deliver on our commitment within the timeframe. We will inform our customers on how to reuse and recycle the packaging to ensure that our new packaging option can be appropriately disposed of.

37,145

tons of CO₂e generated by the shipment and returns of sold products (FY 21: 29,914)



21

kg CO₂e on average for the delivery of one order, with an associated offset cost of €0.13 (FY 21: 20)

Eco-packaging, on average 3 times lighter than our emblematic yellow packaging, was selected for

55.8%

of the orders (FY 21: 52.2%)



100%

of our customers are informed about the GHG emissions of their order (FY 21: 0%)

100%

of our customers can contribute to the offset of their order (FY 21: 0%)

The impact of deliveries, packaging and potential return of orders was

100%

offset by us. Additionally, 4.7 % of orders were offset by our customers (FY 21: 0%)



First investigations carried out to meet our commitment to have a recyclable packaging by the end of FY 23

2. MYTALENT

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

At the end of June 2022, Mytheresa had 1,238 employees representing 1,196.7 Full Time Equivalents (FY 21: 978.9). This is an increase in our headcount of 22% in comparison with FY 21.

In addition to our 1,238 employees, Mytheresa also had 76 interns at the end of June 2022, an increase of 38% in comparison with the 55 interns at the end of the previous fiscal year. We started our apprentice program in FY 20. Our first apprentice completed his final exam this year and has been offered a permanent position with us. In addition, we had 2 new apprentices start their training within FY 21 and FY 22.

The average age of our teams at the end of June was 34.25 years.

Our share of colleagues working part-time is stable in comparison with the previous fiscal year (FY 21: 6%). The share of male colleagues working part-time has increased, from 2% in FY 21 to 5% in FY 22.

Breakdown of teams by location

		FY 21	FY 22
GERMANY	Warehouse	441	546
	Head office	429	520
	Stores	37	39
	Berlin	9	5
SPAIN	Barcelona	50	63
ITALY	Milan	20	23
UK	London	21	21
USA	New York	7	21
Total		1,014	1,238

Contract breakdown by gender

	Female	Male	Total (%)
Permanent contract	645	333	79%
Temporary contract	142	118	21%
Full-time contract	715	447	94%
Part-time contract	72	4	6%

To continue to progress on the **MYTALENT** pillar, we are committed to the following:

COMMITMENTS	FY 22
Fostering diversity and equal opportunities within our company	
Striving to be a great place to work and to protect the well-being of our people	

To **foster diversity** and equal opportunities, we have integrated Diversity & Inclusion into our values and implemented a mandatory Diversity & Inclusion training. We also ensure equal opportunities between gender by advocating **women in leadership functions** and by committing to **equal pay**. Finally, we also leverage our **Diversity & Inclusion Committee** for advice on diversity and inclusion matters.

To act beyond our own boundaries and be a **good corporate citizen**, we will sponsor 10 talents from underrepresented backgrounds in their Mytheresa careers starting in FY 23.

To always be a better place to work and to protect the well-being of our teams, we are dedicated to continuous improvement in the area of health & safety and we intend to formalize **health & safety** guidelines for our logistics center. We support our teams with ongoing training and foster **work-life balance** with appropriate policies and measures. To monitor our progress, we wish to maintain an **employee satisfaction** score of at least 75%.

Finally, to have an impact outside our own boundaries, we encourage our teams to take one day per year for social work within local communities. This initiative was launched in FY 22 and will be rolled out across the business in FY 23.

Ensuring equal opportunities and fostering diversity

Mytheresa is an equal opportunity employer and we do not accept any form of discrimination, harassment or bullying. It is extremely important for us that equal opportunities are offered to all employees in terms of payment, performance evaluation and career opportunities. Our international activity and our attractiveness allow us to have teams composed of multiple nationalities. At the end of June 2022, our employees represented a total of 87 nationalities, an increase of 12% compared to the 78 nationalities at the end of June 2021. The most represented nationalities among our employees are German (24%), Croatian (11%) and Italian (10%). We also provide jobs to employees who require a permit or visa to work in our 8 locations. They represent 26% of our workforce.

“It fills me with pride and great excitement to be able to work at Mytheresa with people from different social and geographical backgrounds, with different sexual orientations and views, and with different aspirations for the future. Every day I have the opportunity to learn from the diversity of our workforce and count it as a gift, but also as a competitive advantage to be able to work with people of high diversity.”

Björn Kasl

Chief People Officer

FOSTERING DIVERSITY

Diversity & Inclusion is an integral part of our culture. It has been included in our company values since May 2021 and we are committed to take a stance against discrimination inside and outside our company.

A diversity and discrimination survey was conducted in late 2021, following an initial survey launched in the previous fiscal year. The results were analyzed and in general, Mytheresa was perceived as a diverse, caring, non-discriminatory place and most of our teams feel good in the company. Areas of improvement were identified and taken into account to continue building our approach to fostering diversity.

To engage all our teams in our ambition, a mandatory Diversity & Inclusion training of approximately 90 minutes was rolled out in FY 20. The purpose of this training was to ensure that our teams are aware of issues related to diversity and inclusion, such as unconscious bias, privileges or racism. This training is now part of the onboarding process for new employees. In FY 22, 644 employees were invited to complete the compulsory Diversity & Inclusion training.

Nine non-mandatory training sessions and two open workshops were also offered to our employees between January and March 2022, in English and German. These trainings covered various topics such as



87

nationalities represented on
our teams as of June 30, 2022
(June 30, 2021: 78)



26%

of our employees have a working
visa or permit

dealing with discrimination, unconscious bias, empowering women, introduction to feminism and its relevance in a business context, cultural diversity at work, inclusive language and diversity-sensitive communication.

We acknowledge that gender diversity cannot be represented by the traditional binary pronouns (he and she). For this reason, we created a Preferred Gender Pronouns Guide and all our employees are invited to openly communicate their gender pronouns on our communications tools.

In FY 22, we also focused on strengthening equal opportunities and fostering diversity in the recruiting process. To attract the right talent and establish the best candidate experience, our Talent Attraction Team developed a set of Hiring Manager and Interviewer Guidelines which has been accessible to all our managers since April 2022. The Guidelines support hiring managers in leading and executing a fair recruiting process, ensuring a positive candidate experience and being ambassadors of Mytheresa as an employer of choice. The guidelines raise awareness on unconscious biases and highlight the topics which should not be addressed during the interviews in order to avoid all types of discriminations.

If situations of discrimination or difficulties related to diversity arise, all our employees have the possibility to report them to our Employee Engagement & Diversity lead or anonymously through our whistleblowing system. All reported events are investigated and for situations which are not reported anonymously, coaching and remediation meetings are organized. During the fiscal year, reported cases were analyzed and appropriate remediation measures were taken. Moreover, consultation hours led by an external partner were offered to employees who desired to share their experience at Mytheresa regarding diversity and discrimination.

The focus topic "ethnic and cultural diversity" was identified for FY 23. Throughout the fiscal year, this topic will be highlighted with numerous activities such as lectures, the celebration of international days related to ethnic and cultural diversity, company-wide trainings or cooking events as a community activity.



A compulsory D&I training
was implemented

WOMEN IN LEADERSHIP FUNCTIONS⁴

In August 2021 we published a Diversity Policy, which set the goal that the management and supervisory boards members should be comprised of at least one third female members by 2023. To advocate the share of women in leadership functions, several measures were taken. This included a keynote on unconscious bias which was organized for International Women's Day, as well as a challenge on our internal social network.

At the end of FY 22, Mytheresa had 57% women in leadership functions. This percentage has slightly increased in comparison with the 56% of women in leadership at the end of FY 21. The percentage is lower than the 63% overall share of women employed at Mytheresa. In FY 21, the share of women within all functions was 64%.

In addition, our 8-member supervisory board was composed of 50% women by the end of 2022, which allowed us to reach the goal stated in our policy. Our management board of 5 people was composed of 20% women, which is a little below the 2023 target of our policy. In total, however, we have achieved a 38% share of women in our two boards.

During the fiscal year, 67% of promotions to leadership positions went to women and 50% of external hires for leadership positions went to women.

ENSURING EQUAL PAY

In fiscal year 2022 we performed our first equal pay analysis by exploring the unadjusted and adjusted gender pay gap between men and women overall and by field of profession. The objectives of this analysis were to identify the current state of the situation and to reflect on the appropriate measures in case of any gap.

This first analysis highlighted an adjusted gender pay gap of 5% between women and men.

Our next step will be to explore the equal pay analysis by defining the range and reasons where a pay gap can be tolerated, such as different locations or working time constraints. We will then implement appropriate actions to minimize the non-tolerable pay gaps.

⁴The 8 members of our supervisory board (50% women, 50% men) are included in the figures shown in this section.



Women employed at Mytheresa

	Female	Male	% of women
Boards and C-level	6	12	33%
VPS, Director and Head	54	31	64%
Team leads & leads	19	16	54%
Total leadership	79	59	57%
Teams, excluding leadership	712	396	64%
Total Mytheresa	791	455	63%



To commit to equal pay, a first equal pay analysis was performed and highlighted that our adjusted gender pay gap is

5%

DIVERSITY & INCLUSION COMMITTEE

To continue to build on the efforts already undertaken and to constantly work towards improvement, we rely on the valuable advice of our Diversity & Inclusion committee.

The first Diversity & Inclusion committee was created in December 2020. The key aim for the committee is to act as Diversity & Inclusion ambassadors within Mytheresa, and help embed and strengthen Diversity & Inclusion within the company culture across all locations. This committee advises the Management Board on Diversity & Inclusion topics, suggests objectives and new ideas, and is led by our Chief Customer Experience Officer and Managing Director.

MYCommunity, a Diversity & Inclusion network for our teams, was initiated by the Diversity & Inclusion Committee. At the end of June 2022, MYCommunity had about 100 members and 3 meetings of the MYCommunity were organized during the fiscal year.

“Creating a culture of belonging is critical to our success as a company and I am convinced that diversity of gender, age, culture, origin, sexual orientation, identity or disability situation deeply contribute to a more competitive, creative and innovative business. I strongly believe that Diversity & Inclusion is not optional, it is integral to the culture of Mytheresa and we need to continue to nourish this culture each day.”

Isabel May

Chief Customer Experience Officer & Managing Director

The first committee served from January 2021 to May 2022. A second committee, composed of 5 members located in 4 of our sites, was then appointed in May 2022. The newly appointed committee followed an on-boarding workshop of 8 hours led by an external facilitator. They meet every 2 weeks internally as well as every month with our Chief Customer Experience Officer and Managing Director.

The Diversity & Inclusion Committee implemented numerous actions in FY 22, such as an awareness campaign during Pride Month (June 2022), via our internal social network MYT Connect. This campaign, consisting of 8 posts covering topics such as HIV / AIDS stigma, ball culture or the LGBTQIA* pride flags, was followed by a quiz. In addition, the Diversity & Inclusion Committee is working on future initiatives such as speaker events and awareness-raising campaigns for cultural and religious holidays.



Appointment of a new
D&I Committee during
the fiscal year

Being the best workplace for our people

We are committed to a safe, inclusive and constructive work environment. We promote health and safety, offer ongoing training and flexible options to our employees, monitor employee satisfaction regularly and use obtained results to continuously improve our practices.

TEAM SAFETY

44% of our colleagues work in our logistics center, which can be prone to more accidents than our offices. To increase the health and safety of our employees, as well as third parties within our warehouse, we are working on the formalization of Health & Safety guidelines for our logistics center. This will create a single document listing all the practices already in place in our logistics center and facilitate the transmission of these practices to our new employees. These guidelines include, but are not limited to, Health & Safety responsibilities, our risk assessment, our alarm plan or the way to react in case of accidents and how to report them to our human resources department. A first version of our Health & Safety guidelines was prepared and the document will be finalized and approved during fiscal year 2023. We will build on this document to implement the safety measures in our new warehouse, which is currently under construction.

Our teams received safety training during the fiscal year. In our warehouse, 15 employees completed a first-aid course, 17 passed the forklift exam and 35 took part in a fire safety helper training. 614 employees, working in offices in Germany, also followed an online Health & Safety training that was launched in October 2021.

We constantly monitor Health & Safety and recorded a total of 15 work-related accidents during the year, all relating to employees working in our warehouse. Of these accidents, 5 were on the way to and from work. The majority of the accidents in our warehouse are related to foot or hand injuries during product handling, such as sprains or fractures. The incident rate (based on a rate of 200,000 working hours) is 1.28.



Health & Safety guidelines
are being formalized

15 work accidents, i.e.
an incident rate of 1.28
(based on a rate of
200,000 working hours)

TRAINING AND DEVELOPMENT

Our teams have access to various trainings. Since January 2021 our teams have had full access to an e-learning platform providing over 100 different e-learning courses in German and English. In addition, due to the large number of different nationalities at Mytheresa, we offer language lessons in German, Spanish, English, and French to all our permanent employees. To foster continuous trainings, we also highlight an e-learning of the month within our internal social network, MYT Connect. During the fiscal year, 3 training sessions focused on Mental Health & Well-being were offered to all our employees. Finally, colleagues who so wish can attend our monthly Lunch and Learn sessions, an informal training of 30 minutes led by our teams. 10 Lunch and Learn sessions were organized during the year, gathering more than 360 participants. Various topics were covered, such as Digital Habits and Well-being, the introduction to the Mytheresa JD Flagship Store, how to create a seamless customer experience or the presentation of our new ERP.

At least 81% of our workforce attended company-wide compulsory training courses in FY 22. More than 5,813 hours of trainings were provided to our teams. In addition to these training hours, our teams regularly receive voluntary and on-the-job training.

WORK-LIFE BALANCE

To foster flexibility, eligible employees (49% of our teams) can work in mobile office up to 40% a week. The same population has the possibility to work up to 10 days per year of mobile office abroad. Flexible working hours are also available to our eligible employees to help them balance their professional and personal lives. In addition, we offer the possibility for our teams in all our locations to take a sabbatical leave of up to three months.

In April 2022, we launched a new benefit in the context of mental health & well-being, the PME Familienservice, in order to support our German teams to better balance their work and family lives. This benefit supports our colleagues in their search for a suitable childcare facility and also provides a back-up childcare facility for instances when their regular facility has closed. It also provides vacation care for children, days of virtual child care, as well as a 24-hour service portal with useful information, recommendations and 24-hour counselling support via telephone. Two open workshops were also offered to our teams during the fiscal year covering working as parents and mental health.

A next focus topic, "mental health and well-being" has been identified for FY 23. To raise awareness on this topic and make resilience part of the Mytheresa culture, we will increase communication on this topic internally, nurture learning and organize mental health days and kid's days.



At least
81%
of our teams were trained



More than
5,813
hours of training provided



43,522
days of mobile office taken
(FY 21: 33,466). i.e.
14% of days worked were mobile

319

days of sabbatical taken,
i.e. 0.1% of paid work time

30,443

days of paid vacation,
i.e. 10% of paid work time

MONITORING TEAM SATISFACTION

To monitor the satisfaction of our teams, as well as the impact of the measures we take to increase their well-being, we conduct an employee satisfaction survey three times a year. These surveys consist of two parts: firstly, a set of recurring questions asked in each survey; and secondly, a set of questions specific to a focus topic. The recurring questions on which we calculate our satisfaction rate and for which all our employees must give a response on a scale of 1 to 5 are as follows:

- Overall, I am satisfied with Mytheresa as a place to work
- I know and understand the corporate goals / corporate strategy
- I feel that I am part of a team

For FY 22, we reached a satisfaction rate of 76.8%, which is 1.8% above our target of 75%. This percentage has decreased slightly in comparison with FY 21 (78.4%). The results of the satisfaction surveys are shared with the people managers, who are responsible for analyzing the results and implementing the appropriate improvement measures within their teams. In addition, the Human Resources department uses the results to identify our areas of improvement. Some examples of improvements made in FY 22 that were implemented following the survey results are: increasing the starting salary in our warehouse by 7.3%, extending our language courses to employees of all our international entities and implementing a room booking system to reduce the stress of finding a meeting room.

To monitor team satisfaction, we also follow our voluntary and involuntary turnover rate:

	Female	Male	Total
Voluntary turnover rate	20%	18%	19%
Involuntary turnover rate	2%	5%	3%

For the next year, we will continue to implement measures to increase team satisfaction and consider the consequences of the pandemic on the satisfaction of our teams.



Employee satisfaction of

76.8%

(FY 21: 78.4)

Being a good corporate citizen

At Mytheresa we believe it is important to support and engage in projects within the communities in which we operate. We do this by encouraging one day of social work per year for our teams, and going forward will sponsor 10 talents from underrepresented backgrounds in their career starting in FY 23.

A first day of social work was organized on June 2, 2022. 15 colleagues volunteered their time and capabilities to support the initiative "Boxt Euch durch München" for socially disadvantaged children and young people in Munich.

In addition, some of our colleagues have volunteered their time to support organizations helping Ukrainian refugees.

Since 2014, we have frequently held fundraisers and made donations to support local charities. During the fiscal year, we made several donations, including to the Save the Children Federation (November 2021) and "Diskriminierungsfreie Gesellschaft gGmbH i.G.", a non-profit organization dedicated to the development of anti-discrimination projects and the promotion of diversity in Germany (January 2022).

This year marks the beginning of the implementation of our sub-commitments. Our approach regarding our days of social work will have to be sharpened and extended to all our teams, offering them the chance to advocate for a project close to their heart. In addition, we will have to define our eligibility criteria to sponsor 10 talents from underrepresented backgrounds in their careers at Mytheresa.



IT hardware donation for Ukrainian school children

As part of the upgrade of some of our IT equipment, our IT operations teams decided to donate some of our old hardware to support school children arriving in Germany from Ukraine. In total, 50 laptops were donated to a primary school and 30 to a high school.








26

voluntary social work days

3. MYPRODUCT

We believe it is our duty to be as transparent as possible about the impact of our brands and products. We will work with our brand partners and experts to set responsible sourcing guidelines, support animal welfare, encourage a more circular economy and empower our customers to make informed and conscious decisions about the products they choose.

To achieve our ambition, we are committed to the following:

COMMITMENTS	FY 22
Committing to animal welfare and being fur-free from FY 22	
Supporting a circular economy by offering additional services to our customers starting June 2021	
Driving transparency by the end of FY 25	
Informing and engaging with our customers actively about the impact of the product they choose by the end of FY 25	
Using our platform to inspire and engage with our customers on sustainability topics	

To **commit to animal welfare and to be fur-free**, we implemented the Mytheresa Animal Welfare policy, banning exotic skins from Spring / Summer 2021 onwards and fur from Spring / Summer 2022 onwards. Our collaboration with Vestiaire Collective encourages our customers to **support the circular economy**. In order to move towards **greater transparency and customer engagement**, we will define responsible sourcing requirements for our brand partners by the end of the fiscal year 2023. We will be able to assess our brand partners against these requirements and, by the end of FY 25, report the results transparently on our website. In addition, we want to inform our customers on the product detail page about how to reduce the amount of water and chemicals they use for the care of their luxury product. An information scheme on the sustainable impact of the products sold on our website, built in collaboration with our brand partners, will provide our customers with information on the impact of the products they choose by the end of 2025. To further inspire and engage our customers, we also want to collaborate with brand partners to create sustainable products, which will be actively communicated across all Mytheresa channels.

Something that is not part of our commitments but is an integral part of our DNA is to offer our customers a well curated selection of products from international luxury brands. All products presented on our website have followed a rigorous selection process and quality is an integral part of this selection process. Upon reception of all goods within our warehouse, the quality of the product is controlled. During the fiscal year 2022, we reached an average Net Promoter Score (NPS) of 80.9%. Only 2.5 % of our returns were linked with quality issues during the fiscal year.

“ Mytheresa is very much focused on luxury goods that offer the highest quality, best materials and that value craftsmanship. Our products have a long lifespan as customers are not likely to dispose of the goods and are willing to invest in high price point items that are timeless. Luxury goods are also often given a second life on the resale market, in which Mytheresa is currently participating through a partnership with Vestiaire Collective. ”

Tiffany Hsu

Vice President Fashion Buying

Committing to animal welfare

Animal welfare is an important concern for ourselves, our customers, our partners and our teams. For this reason, we have collaborated with the Humane Society of the United States and followed the guidelines of the Fur Free Retailer program. This is an international coalition of more than 50 leading animal welfare and environmental protection organizations supported by the Fur Free Alliance. We used these collaborations to define our Animal Welfare commitments and prepare our [Animal Welfare Policy](#). In this policy, published in August 2021, we committed to eliminate the sale of products made from animals that were raised solely for the use of their fur, or those made with fur from wild animals from Spring / Summer 2022 onwards. We have also formalized in this policy our commitment to remove from the Spring / Summer 2021 buy onwards all exotic skins from species including but not limited to python, lizard, alligator, crocodile, ostrich, shark, kangaroo and stingray.

At the date of preparation of this report, 0.03% of our inventory, in quantity, contained exotic skins and furs as defined in our policy. We will phase out this existing inventory by the end of December 2022, in accordance with our policy.

We will continue to monitor animal welfare concerns and revise our policy accordingly if necessary.

“ We applaud Mytheresa for its decision to stop selling fur and exotic skins. Animal welfare policies like Mytheresa’s will help drive the demand for innovative materials that are better for animals and the planet and should be part of every company’s Environmental, Social and Corporate Governance strategy. ”

PJ Smith

Director of Fashion Policy for the Humane Society
of the United States



0.03%

of products with fur and
exotic skins on our website.

We will reach 0% by end
of December 2022

Supporting circular economy

In June 2021, Mytheresa entered into an innovative partnership with the leading global platform for desirable pre-loved fashion, Vestiaire Collective. Our partnership with the B Corp fashion resale platform aims to drive the fashion industry's shift towards more sustainable practices by introducing a resale service dedicated to Mytheresa's high-end luxury customers.

At the beginning of the partnership in June 2021, the service was accessible to our high-end customers in Austria, France and Germany for the resale of bags from 18 brands. In September 2021, it was extended to Belgium, Bulgaria, Croatia, Cyprus, the Czech Republic, Denmark, Estonia, Finland, Greece, Hungary, Italy, Ireland, Lithuania, Luxembourg, Latvia, Malta, Monaco, the Netherlands, Poland, Portugal, Romania, Spain, Sweden, Slovenia and Slovakia, and included ready to wear, accessories and shoes from 36 brands. In February 2022, it was further extended to 55 brands and, in March 2022, it was rolled out to our high-end customers in the United Kingdom.

1. SUBMIT

Our customer need only upload a few pictures and provide some details about the items for resale. Customers are not required to create an account with Vestiaire Collective.



2. REVIEW

Vestiaire Collective reviews the items and provides an initial price quote within two business days based on the resale value of the item, brand, model, color and condition.

MYTHERESA



**Vestiaire
Collective**



4. RECEPTION OF STORE CREDIT

Our customer will receive a Mytheresa store credit within 2 business days and is not required to wait for the items to sell.



3. ACCEPT

Our customer has 14 days to accept the offer, which is also subject to a physical evaluation and authentication of the items, and can then send the product using a prepaid shipping label.

During the fiscal year, 7,323 products were listed by our customers on the Vestiaire Collective platform, with a total buyback value of €2,232,498. 37% of customers enrolled in the program use it regularly and on average submit new items to Vestiaire Collective every 20 days. In the coming years, we want to extend the service globally and have already rolled out the partnership to some of our U.S. customers at the beginning of fiscal year 2023.

“ We are thrilled to expand our partnership with Mytheresa to serve the United States market. We’re confident that U.S. customers will appreciate our trustworthy authentication service and the simplicity of our platform, which has already been met with resounding success in Europe. By introducing more luxury consumers to resale, we hope to amplify its importance in building a more sustainable and inclusive fashion industry. ”

Maximilian Bittner

CEO of Vestiaire Collective



€2,232,498

total buyback value of the
products sold within the program,
for a total of 7,323 products

Striving towards greater transparency and customer engagement

Our customers already have access to style details about our products, from the composition of the items to detailed size and fit information. To deliver the best customer experience and provide further information about our products, our customer care department is available six days a week in 13 different languages.

We have committed to offering more information to our customers and to engaging them more around sustainability topics. Several of our brand partners are working towards more sustainable practices and products, and we would like to convey this information to our customers in a transparent and structured manner. During the fiscal year, we approached some of our brand partners to better understand their sustainability practices and strategies.

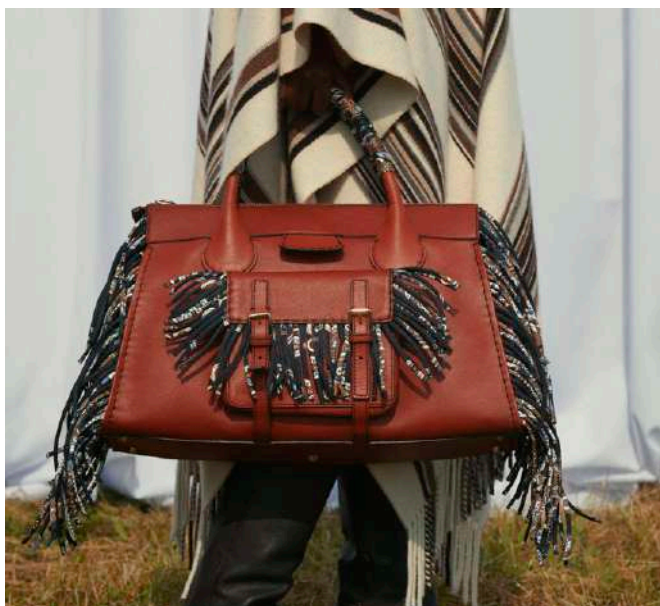
“It is our firm belief that modern luxury today needs to take full responsibility and accountability for the impact it has at large on people and the planet and use its capabilities, reach and creative powers to strive for solutions and positive change. At Chloé we embrace such responsibility with passion and determination. We shifted towards a purpose driven business model.

Our purpose – Women Forward. For a fairer future – is inspiring all our choices and is rooted in the conviction that uplifting and empowering women contributes positively to our society and our planet. We translated our purpose into a long term plan and a set of annual measurable goals and actions. We established a Sustainability Board to track the progress of our plan with transparency and to hold us accountable to it. 2021 marked our first achievements, such as B-Corp certification as well as important progress with regards to increasing the amount of lower impact materials used in our collections; Fair Trade and women-led social enterprise sourcing; transparency; community projects, and a first step for a more diverse and inclusive work environment. Importantly, our carbon footprint has reduced by 19% vs 2019 – exceeding our targets.”

Riccardo Bellini
CEO of Chloé

We will continue our discussions with our brand partners in fiscal year 2023 to understand the industry norms, existing best practices and potential gaps. We will also develop our own responsible sourcing requirements for our brand partners, enabling us to assess brand partners against these requirements by the end of FY 25. In addition, we will work on an information scheme on the sustainability attributes of our products, and on how our customers can reduce the impact of their products during their use phase.

During the year 2022, we are pleased to have been able to launch exclusive capsules with a sustainability component.



The Chloé Edith collector bag was reedited exclusively for Mytheresa in September 2021, and all bags offered include **recycled cashmere or recycled jacquard**. Mytheresa **donated 10% of the proceeds** to the charity La Fondation des Femmes.



Exclusive launch of the Joseph **Waste Yarn Project Capsule** in October 2021 with the aim to take products destined for landfill and repurpose them in new ways.

“Over time we have seen how factories throw away boxes of remaining yarn from old productions. We felt we had an opportunity and an obligation to utilise what was already available to us.

Each piece is knitted by hand using techniques that have been passed down through generations, techniques that today are being taken over by machinery and mass production. Craftsmanship is part of the Joseph brand DNA and so we are excited to collaborate with these highly skilled artisans to re-create the iconic designs from the Joseph archive.”

Anna Lundbäck Dyhr and Frederik Dyhr
Co-Creative Directors of Joseph



Collaboration with **Ami Paris** on the launch of an exclusive **unisex outerwear capsule** collection for the Fall/Winter 2021 season, available from November 17, 2021.

We aim to structure our approach in the coming fiscal year, setting rules for our campaigns and exclusive products by which we can inspire our customers both in a fashion and a sustainability sense.

4. MYPOLICY

We commit to the highest standards of corporate governance regarding data management, corporate behavior and legal compliance, and we monitor and manage our business risks actively. Our **MYPOLICY** commitments are the following:

COMMITMENTS	FY 22
Working only with brands that comply with our Code of Conduct since January 2021	
Maintaining the highest standards of data protection	
Having effective cybersecurity and IT resilience	
Ensuring effective corporate risk management behavior	
Being compliant with all legal and regulatory requirements, including laws and regulations at local, national and international levels	

To **ensure honest, lawful and ethical conduct**, we have committed to implement our Code of Conduct and to work only with brands that comply with it.

We aim to maintain the highest standards of **data protection** and privacy at all times. We have published our data protection guidelines so that all users have access to them and we regularly train our employees on these guidelines. In addition, we commit to address any data and privacy breaches within 48 hours and to communicate to all affected users.

To ensure an effective **cybersecurity and IT resilience**, we have implemented a cybersecurity and IT resilience framework and report regularly on it to the supervisory board.

The implementation of a company-wide risk management system ensures that risks are identified, assessed and actively managed. In addition, the rollout of mandatory trainings on compliance, data security, Diversity & Inclusion and work place safety are key to ensuring an **effective corporate risk management behavior**. Our annual reporting on ESG to the Audit Committee and long-lasting relationships with our business partners also help us manage corporate risk.

Finally, to remain **compliant with all applicable legislations**, we adhered to a compliance system, implemented an internal control system and committed to respond to any reported cases to our whistleblowing system in a timely manner.

Ensuring honest, lawful and ethical conduct

Honest, lawful and ethical conduct, together with our love for luxury, forms the basis for the strong and successful relationships we seek to build and maintain with our customers, business partners and shareholders.

In January 2021, we published our [Code of Business Conduct and Ethics](#) (hereinafter: code of conduct). This code of conduct applies to all our teams, as well as members of our Management and Supervisory Board. It includes 22 expectations, such as committing to non-discrimination, fostering diversity and inclusiveness, preventing insider trading, and dealing with conflicts of interest or corruption.

In January 2021, we also prepared our Whistleblowing Group Policy and processes. These allow our employees and partners to raise concerns about known or suspected violations of our code of conduct, as well as suspected violation of law or fraudulent activities. This whistleblowing system falls under the responsibility of our Chief People Officer and our Compliance Officer.

These two documents have been communicated internally to our teams, through our internal social network, MYT Connect, and by an email from our CEO. Our teams also receive training on them.

To continue to instill our code of conduct within our organization, a compulsory training on our code of conduct is currently being developed and will be rolled out to our teams at the beginning of FY 23.

We conducted an analysis on the codes of conduct of more than 80 brand partners representing 80% of our GMV. This was based on a list of 18 key criteria from our code of conduct that we expect our suppliers to follow. This analysis has enabled us to identify that 31% of our GMV comes from suppliers committed to respecting these 18 criteria within their code of conduct. In addition, 21% comes from suppliers committed to respecting between 75% and 99% of these criteria, and 9% meeting less than 75% of these criteria. The remaining 19% do not have a publicly available code of conduct or do not have a code of conduct.

We are aware that we work with smaller brand partners that may not have the structure or resources to implement their own code of conduct. To address this, we will develop a code of conduct during FY 23, applicable to all our suppliers, to communicate our expectations throughout our supply chain.



52%

of our GMV originated from brand partners having a code of conduct meeting more than 75% of our requirements

Protecting the data of our customers and teams

At Mytheresa we collect and store personal information provided by our customers. This personal data can include names, email addresses, countries, languages and the details of transactions. Some of our third-party service providers, such as identity verification and payment processing providers, regularly have access to our customers' personal data.

USE OF PERSONAL DATA

Personal information of our customers is purely used for transactional content. It should however be noted that the email addresses of our customers can be used for behavioral advertising such as newsletters. This advertising is only sent to customers who have directly opted in on our website. Confirmation of the sign-up is stored within our systems. We also send emails to our customers related to items left in their shopping cart. Our privacy policy for customers can be found on the Mytheresa website.

Our database includes over 3 million customers. 78% of them receive newsletters and 100% of those who receive them have opted-in.

We also store personal data of our employees and our data privacy policy is accessible to all our teams.

DATA PROTECTION MEASURES

In an effort to protect sensitive information, we rely on a variety of security measures including encryption and authentication technology licensed from third parties. To limit fraudulent actions, we do not store complete credit card details in our systems, except in the rare cases of customers who place orders by phone.

In accordance with international compliance standards (such as ISO 27001 or GDPR), we have implemented controls to ensure the "need to know" principle for "write" and "delete"-access to personal data. Personal data is stored only as long as needed, either for business reasons, or to fulfil our retention obligations.

Data protection audits are conducted every 2 years by our external data protection officer. The last audit was held in May 2021 and no findings were identified. The next audit is planned for the end of FY 23.

Finally, employment contracts of new employees include detailed clauses on the General Data Protection Regulation (GDPR) and confidentiality which are signed by our employees before joining Mytheresa. All employees are trained on data protection as part of their on-boarding process.

MONITORING OF DATA SECURITY BREACHES

In case of data breaches, our Compliance Officer is directly informed by the team that detected the breach. Remediation measures are immediately taken and severe breaches are reported to the authorities.

For the next fiscal year we want to continue to offer regular trainings to our teams to ensure that data protection remains a key component of their daily operations.



Customer Privacy policy
is available on our website

Employee Privacy policy
accessible to all our employees

Information is collected
for secondary purposes for

78%
of our users

100%

of them have opted in



0

internal or external severe
data security breaches were
observed in FY 22

Cybersecurity and IT resilience

As our business is based on digital infrastructures, it is essential for us to have a robust cybersecurity system and strong IT resilience.

Our cybersecurity framework was prepared and presented to our Audit Committee, composed of 4 members of our supervisory board, at the end of July 2021. This committee is updated twice a year on all cybersecurity and IT resilience topics.

Our critical infrastructure and critical applications subject to potential cybersecurity risks were identified, and a response framework was defined for each critical system. This framework has 4 steps: Protect, Detect, Respond and Update the Supervisory Board.

In case of severe incident, we have defined an emergency response process which includes an escalation, depending on the level of criticality, to the CTO and CEO as well as all affected parties, including our customers if needed.

REGULAR THIRD-PARTY AUDITS

We are regularly assessed by third parties as part of the financial audit process, for GDPR audits and for PCI (Payment Card Industry) compliance processes. We also perform vulnerability scans and penetration tests multiple times per year.

CONTINUOUS REINFORCEMENT OF OUR RESILIENCE

To continue improving our IT resilience, we assess our processes and procedures on an ongoing basis. Regular security patches, penetration tests and scheduled tests on our recovery and restore processes are integrated as part of our security policies. Monitoring and alerting processes for the entire infrastructure on the main operational topics are constantly reviewed, adjusted and optimized.



Cybersecurity and IT Resilience framework was implemented in July 2021



In FY 2022, 2 updates on cybersecurity and IT resilience were made to the supervisory board

Ensuring effective risk management behavior

We foster an effective risk management culture to establish the fundamental attitude and required behavior in dealing with risks. We pay special attention to compliance risks and risks that threaten the safety or well-being of our teams and third parties.

RISK MANAGEMENT

In July 2021, we developed a Group Risk Management policy to set clear rules and guidance regarding the management of risks our company encounters in its strategic decisions and business operations. This policy defines our risk management strategy, risk management organization and risk management processes. Risks are reported to our Corporate Risk Management yearly 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 for the fiscal year 2022 was finalized at the end of September 2021. The 18 identified risks were approved by the management board in September 2021. Furthermore, the risk management documentation was reviewed by the Audit Committee in November 2021.

For fiscal year 2023, our risk inventory will be updated before the end of September 2022, as part of the annual review.

PROPAGATING RISK MANAGEMENT BEHAVIOR THROUGH TRAINING

To ensure that our teams have an appropriate risk management behavior, a compulsory training was rolled out between September 2020 and October 2021 to all our employees and is still part of the on-boarding process of our new-joiners. It includes 5 e-learning modules covering compliance, data protection, information security, Diversity & Inclusion and occupational health and safety.

COMMUNICATION OF ESG-RELATED PROGRESS

On February 9, 2022, the Mytheresa Commitment was discussed with the supervisory board. Our ESG progress during the fiscal year 2022 was also presented to the Supervisory Board on September 7, 2022.

VALUING LONG-LASTING RELATIONSHIPS

We strive to be a good business partner and to value and respect long-lasting partnerships. Our value proposition to our brand partners includes offering online visibility to highly coveted global luxury customers, creating exclusive experiences and collections, and the production of 100% proprietary content in-house across different media formats on behalf of, and in partnership with, our brand partners. In addition, our focus on the most valuable luxury customers and our ability to deliver a superior service experience highlights our commitment to maintaining brand integrity for our brand partners. Finally, we have developed significant data capabilities and insights across our platform and regularly provide our brand partners with detailed aggregated data, analysis and customer insights on metrics such as product performance, spending and trend patterns, brand affinity, product adjacencies, subcategory penetrations and geographic reach. We are proud to have an average partnership duration with our brand partners of 12.0 years and to have worked with 60% of our brand partners since the launch of the Mytheresa website in 2006.



Identified risks and risk management process were discussed with the management board and approved in September 2021



5

mandatory training modules, launched in FY 21, completed by more than 600 colleagues during FY 22. The remaining employees have completed these mandatory training modules in FY21



The Supervisory Board was informed of our ESG progresses on September 7, 2022



Average duration of the partnership with our brand partners of

12.0
years

Being compliant with all applicable legislation

We operate in a complex international environment and must comply with all laws and regulations of the countries in which we operate, as well as those applicable to the shipment of customer orders around the world.

IMPLEMENTING OUR COMPLIANCE AND INTERNAL CONTROL SYSTEM

During the fiscal year 2022, we implemented a compliance system in order to detect and respond to compliance breaches. Our compliance system is built on our Code of Conduct, our Whistleblowing policy, our Diversity policy, our Insider Trading policy and our Animal Welfare policy.

Adopted in January 2021, our Insider Trading policy is accessible to all our employees and defines employee obligations for trading Mytheresa shares. Employees especially exposed to sensitive information or data are required to sign this policy.

Our Internal Control System policy was prepared during the fiscal year and approved in July 2022. The policy sets clear rules and guidance for the establishment and implementation of the Internal Control System for Financial Reporting according to the U.S. Sarbanes-Oxley Act (SOX).

In April 2021 we started to implement our Internal Control System for Financial Reporting, according to the Sarbanes-Oxley Act (SOX). Mytheresa was supported by the consulting company Rysqer in the design and implementation phase of the Internal Control System. This Internal Control System is composed of about 130 controls, including process level controls, general IT controls, and entity level controls. Currently we are in full compliance with all requirements of section 404a of the Sarbanes-Oxley Act.

MONITORING COMPLIANCE THROUGH OUR WHISTLEBLOWING PROCEDURES

Our whistleblowing mechanism, defined within our Whistleblowing Group policy and accessible to all employees and external stakeholders (see our Code of Conduct for contact details), should be used to report any concern or suspected violation of our Code of Conduct or all applicable laws and legislations. During the fiscal year, 17 cases were reported through our system. 100% of them have been received, analyzed and transferred to the team in charge of the implementation of remediation measures within 24 hours. Of the reported cases, 0 were identified as critical and all have been resolved. 100% of the cases were related to Human Resource topics, such as complaints about our mobile office policy or back to the office policy.

The legislative landscape is constantly evolving and we will monitor closely all coming legislations and develop procedures to apply them, such as the German Lieferkettensorgfaltspflichtengesetz (Supply Chain Due Diligence Act), the European Corporate Sustainability Reporting Directive or the proposed rules on Climate-Related Disclosures from the U.S. Securities and Exchange Commission (SEC).



Our compliance system was implemented during the fiscal year 2022



An internal control system of about

130

controls was implemented and its effectiveness will be confirmed by our auditors in FY 23



100%

of reported cases through our whistleblowing mechanism were processed within 24 hours

0

Material whistleblowing cases were reported during the year



SECTION D.

APPENDIX

SASB content index

SASB Code	Accounting metric	Description and reference
Activity Metric		
GC-EC-000.A	Entity-defined measure of user activity	Our GMV for the fiscal year 2022 is of €747.3 million. We had 781,000 active customers.
CG-EC-000.B	Data processing capacity, percentage outsourced	Our data processing capacity is estimated at about 190 TB. 119 TB of this capacity is in-house at our headquarters. About 37% of the capacity is outsourced.
CG-EC-000.C	Number of shipment	1,765,000 orders were shipped during the fiscal year.
Hardware, Infrastructure, Energy & Water Management		
CG-EC-130a.1	<ul style="list-style-type: none"> • Total energy consumed • Percentage grid electricity • Percentage renewable 	In fiscal year 2022 the total energy consumption was of 18.593 GJ, of which 36% grid electricity. 76% of this electricity was renewable. As a result, 27% of our total energy consumption was from renewable energy sources (electricity). Additional information can be found in the section Using renewable electricity within our operations to reduce our impact.
CG-EC-130a.2	<ul style="list-style-type: none"> • Total water withdrawn • Total water consumed • Percentage in regions with high or extremely high baseline water stress 	In fiscal year 2022, the total water withdrawn was 5,791 m ³ , of which 22% came from regions with high or extremely high baseline water stress. Our offices in London, Barcelona and Berlin are located in regions with a high baseline water stress, according to the Aqueduct Water Risk Atlas from the World Resources Institute. Water is withdrawn from the municipal network. The majority of withdrawn water is released within the sewage systems and only a non-significant percentage is consumed, mainly for drinking purposes. 0% of the water is incorporated in production.
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	About 64% of our data is stored at our headquarters, which is powered by renewable electricity. 85% of externally stored data is stored with providers who have implemented strategies to reduce the impact of storage, such as powering operations with renewable electricity. We will continue to inquire about the remaining 15% and hope they will work to implement appropriate measures. Additional information can be found in the section Becoming carbon neutral.

Data Privacy and Advertising Standards

CG-EC-220a.1	Number of users whose information is used for secondary purposes	In fiscal year 2022, we used customer information for secondary purposes to send regular newsletters to 2,604,126 users (78% of our database). Customer data is not used for other secondary purposes and is sent to affiliates only for business purposes. Additional information can be found in the section Use of personal data .
CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	We aim to maintain the highest standards of data protection and privacy. Our customer privacy policy and employee privacy policy list the measures that we apply, such as encryption and authentication technology, data protection audits or data protection trainings. In addition, we have implemented controls to ensure the “need to know” principle for “write” and “delete”-access to personal data and this data is stored only as long as needed. Additional information can be found in the section Data protection measures .

Data Security

CG-EC-230a.1	Description of approach to identifying and addressing data security risks	Our approach is defined within our cybersecurity framework. Critical infrastructure and application were identified and a roadmap defined for each critical system. We are regularly audited by third parties and continuously reinforce our resilience. Additional information can be found in the section Cybersecurity and IT resilience .
CG-EC-230a.2	<ul style="list-style-type: none"> • Number of data breaches • Percentage involving personally identifiable information (PII) • Number of users affected 	In fiscal year 2022, no severe internal or external data breaches were observed. Therefore, no users were affected and no personally identifiable information was breached. Additional information can be found in the section Data protection measures .

Employee, Recruitment, Inclusion & Performance

CG-EC-330a.1	Employee engagement	Employee engagement is measured with the help of our employee satisfaction rate and we have set the objective to reach a satisfaction rate of 75%. For the fiscal year 2022, our employee satisfaction rate was 76.8%. Additional information can be found in the section Monitoring team satisfaction . Description of methodology employed can be found in the Methodological notes .
CG-EC-330a.2	<ul style="list-style-type: none"> • Voluntary turnover rate • Involuntary turnover rate 	For the fiscal year 2022, the voluntary turnover rate was 19% and the involuntary turnover was 3%. Additional information can be found in the section Monitoring team satisfaction .

CG-EC-330a.3	<p>Percentage of gender and racial/ethnic group representation for:</p> <ul style="list-style-type: none"> • Management • Technical staff • All other employees 	<p>At the end of June 22, our headcount included 67% women and 43% men at management level and 64% women and 36% men at team level. We don't have any technical staff according to the SASB definition. For all populations combined, the share of women is 63% and our share of men is 37%.</p> <p>The ethnic group representation of our 21 employees in the U.S. is not monitored due to German legislation. Additional information, especially on our policies and programs to foster equitable employee representation, can be found in the section Ensuring equal opportunities and fostering diversity.</p>
CG-EC-330a.4	Percentage of technical employees who are H-1B visa holders	<p>None of our 21 employees in the U.S. can be categorized as technical employees. It should be noted that, in total, 26% of our employees in the world have a working visa or permit.</p>
Product Packaging and Distribution		
CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipment	<p>In fiscal year 2022, the total GHG emissions of our product shipments and returns was 37,145 metric tons CO₂e, i.e. 21 kg of CO₂e per order. We offset all emissions related to product shipments with Gold Standard-certified projects. Additional information can be found in the section Promoting better options.</p>
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	<p>Our customers can choose the eco-packaging option, which is on average 3 times lighter than our emblematic yellow packaging, and is sourced and produced in Germany with a minimum of 70% recycled materials. This option therefore has a lower impact. During fiscal year 2022, 55.8% of orders were shipped with this option.</p> <p>In Europe, customers can also choose between standard and express delivery. Express shipping currently generates over 70% more emissions than standard delivery. For orders shipped in countries where the two options exist, the standard option was chosen for 63% of the orders.</p> <p>Our customer can also decide to help offset the impact of the delivery with Gold Standard offsets. 4.7% of orders were offset by customers since the launch of the option. All CO₂ emissions are also offset by Mytheresa using Gold Standard offsets. Additional information can be found in the section Promoting better options.</p>

Methodological notes

About Mytheresa	
Active Customers	Unique customer account from which an online purchase was made across our sites at least once in the preceding twelve-month period.
Total order shipped	Operating metric used by management, which is calculated as the total number of online customer orders shipped to our customers during the twelve months ended on the last day of the period presented.
Average order value (AOV)	Operating metric used by management, which is calculated as our total gross sales from online orders shipped from our sites during the twelve months ended on the last day of the period presented divided by the total online orders shipped during the same twelve-month period.
GMV	GMV is an operative measure and means the total Euro value of orders processed, including the value of orders processed on behalf of others for which we earn a commission. GMV is inclusive of product value, shipping and duty. It is net of returns, value added taxes and cancellations. GMV does not represent revenue earned by us. We use GMV as an indicator for the usage of our platform that is not influenced by the mix of direct sales and commission sales.
Adjusted EBITDA margin	Calculated as a percentage of net sales
MYPLANET	
All MYPLANET metrics	Wherever possible, primary data has been used for all environmental information included in this report. Where data was not available, estimates were made. The estimates mainly concern the consumptions of our London and New York offices, representing 4% of our headcount (estimated on the basis of surface area and number of employees), as well as information related to the shipment of few products (about 0.2% of orders) from our external warehouse for the period May – June 2022.
Corporate Carbon Footprint	ClimatePartner GmbH has calculated the Corporate Carbon Footprint for mytheresa.com GmbH for July 2020 - June 2022 based on the standards defined in the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). The corporate carbon footprint includes all our offices and employees. The following emissions sources are included: direct emissions from facilities, direct emission from vehicles, purchased electricity, heating, steam and cooling, purchased packaging materials, electronic devices, external data center, consumables, office paper, water, upstream emissions from heat, electricity, vehicle fleet, inbound logistics for packaging and consumables, operational waste, business travels, downstream transportation and distribution, end-of-life treatment of packaging, employee commuting. Excluded from our footprint are: purchased products from the brands, associated inbound logistics and end-of-life of products.
Percentage of orders sent with the standard option	For countries where standard and express delivery options are offered to our customers, weight of orders sent with the standard option divided by the total weight of orders sent.
Difference of CO ₂ emissions between the standard and express options	For our two main shipping partners and for the countries where the standard and express options are offered, the total CO ₂ emissions of the shipments divided by the total weight of the shipments were compared for the standard and express options.
% of GMV from brand partners with a science-based target	GMV of the year of our brand partners with a near term 1.5°C target which was approved by the Science-Based Targets initiative divided by the total GMV.

MYPEOPLE	
Number of nationalities	The number of nationalities is calculated based on the headcount. In case of double nationalities, it is only counted if one of the nationalities is not already represented within our headcount.
Share of employees with a working visa or permit	Number of employees with a working visa or permit recorded within our HR system, divided by the total number of employees.
Adjusted gender pay gap	For all our employees, including apprentices, interns, working students and temporary workers, the hourly wage (without bonus nor allowances) by employee was calculated as of 30.06.2022. Employees were gathered in 8 clusters based on team task. Within the 8 clusters, an extra cluster was built for the top leadership (managing directors, chief level and vice presidents). All other levels have been included in the clusters. Average wage within each cluster was calculated as well as the gender pay gap. Overall gender pay gap was calculated by weighting each cluster pay gap with the headcount of the cluster, in relation with the company-wide headcount. Location, level, length of service or entity within Mytheresa were not considered in the analysis. Long term absences were excluded from the analysis.
Number of work accidents	In Germany, the number of accidents reported to the trade association (Berufsgenossenschaft). It includes all accidents at work or on the way to work leading to the incapacity to work for more than 3 days. It also includes serious accidents which are reported immediately to the insurance company. In Italy, Spain, United Kingdom and United-States number of work accidents reported to the insurance companies or health & safety providers.
Incident rate	Number of work accidents multiplied by 200,000 and divided by the working hours. Working hours are calculated based on the FTEs at the end of June, multiplied by the number of working days of the year, excluding bank holidays, and number of working hours per day. Paid vacations days are not included in the working hours.
Share of our headcount trained and number of training hours	The share of our headcount trained was calculated by adding the number of new-joiners, who receive an on-boarding and employees who followed the compulsory Occupational Health and Safety training, removing duplicates and dividing it by our total headcount. Total training hours include: advanced leadership program, e-learning platform, diversity training, lecture held on International Women's Day, occupational health and safety training, and on-boarding of new joiners. Not included are on-the job training, on-site training in stores and warehouse and other voluntary trainings.
Paid work time	Number of FTEs at the end of June multiplied by the number of working days of the year, excluding bank holidays.
Employee Satisfaction	3 Mytheresa employee satisfaction surveys are performed yearly and include following recurring questions: <ul style="list-style-type: none"> • Overall I am satisfied with Mytheresa as a great place to work • I know and understand the corporate goals / corporate strategy • I feel that I am part of a team For each question, our teams answer on a scale from 1 to 5. Average satisfaction rate is calculated for each survey based on the 3 questions and the results of the 3 surveys of the year were weighted by the number of participants. For the three surveys of the year, the participation rates were respectively 66, 67 and 58%.
Turnover rates	Turnover rates were calculated based on the number of voluntary (employee-initiated) or involuntary (Mytheresa-initiated) departures divided by the number of employees at the end of the reporting period.

MYPRODUCT	
Percentage of returns for quality reasons	Number of returns for which customers indicated that the return was related to poor quality, divided by the total number of returns in the fiscal year
Share of products with fur and exotic skins	Number of products with fur and exotic skins in our stock on August 1st 2022 divided by the total number of products in stock
Buyback value	Price defined by Vestiaire Collective for the buyback of the product submitted by our customer
Share of customers enrolled in the program and using it regularly	Number of customers who received more than three vouchers (store credit) through the program, with at least one week of difference between two vouchers, divided by the number of customers who received vouchers
Average frequency of product submission	Average time between the reception of vouchers for the customers enrolled in the program and using it regularly.
MYPOLICY	
Share of GMV from brand partners that commit to the same criteria as those set out in our code of conduct	<p>18 requirements that we expect our suppliers to follow were selected from our code of business conduct and ethics: having a code of conduct applicable to all employees; being compliant with applicable legislations and regulation; respecting human rights; providing a safe working environment; forbidding discrimination; forbidding harassment or bullying; forbidding corrupt practices; fostering diversity; ensuring equal opportunities; business confidentiality; avoiding conflict of interest; providing full, fair and accurate disclosures to shareholders; ensuring that business partners also commit to high standards through a supplier code of conduct or similar measures; ensuring fair and unbiased competition; providing customers with clear and reliable information; protecting customers' personal data; providing stakeholders with a whistleblowing system; ensuring that no retaliation will be taken against whistleblowers.</p> <p>The code of conduct of a selection of suppliers was analyzed and a percentage of presence of these 18 requirements in their code of conduct was calculated.</p>
Share of users for whom information is collected for secondary reasons	Number of users within our database receiving our newsletters divided by the total number of users in our database. These figures are as of July 28, 2022.
Share of users who have opted-in	Number of users within our database having subscribed to our newsletter divided by the number of users receiving our newsletters. These figures are as of July 28, 2022.
Average partnership duration	For each brand partner, duration between a customer's first order on our site and June 30, 2022 was calculated. The average duration was weighted by FY 22 GMV for each brand.
Share of brand partner since the launch of the Mytheresa website	GMV from brand partners sold on the Mytheresa website since 2006 divided by the total GMV.
SASB content index	
Data processing capacity and percentage outsourced	Precise data is available for our headquarters where we have a data storage capacity of 119 TB. For our main external partner, the storage capacity is constantly expanding. In mid-August 2022, the capacity allocated to us was 53 TB. Finally, we estimate the data stored externally by our other partners to be approximately 16 TB, based on our expenditures.
Water consumption	For our offices in Milan, New York, Berlin, Barcelona and our stores, representing 13% of our employees, water consumption was estimated based on the number of employees (15 m3 / employee). Due to the late receipt of some invoices, the consumptions for the other sites have been estimated on some months, using the data of the other months.