

## **DIVERSITY POLICY OF GLOBAL FASHION GROUP S.A.**

### **1. General**

- 1.1. This diversity policy (the "**Policy**") is established for Global Fashion Group S.A. ("Company") pursuant to recommendations of the German Corporate Governance Code. The Policy applies to the management board of the Company ("**Management Board**") and the supervisory board of the Company ("**Supervisory Board**").
- 1.2. The Company recognises the importance of diversity within the composition of the Management Board and the Supervisory Board. The Company believes that a diverse composition contributes to balanced decision-making and the effective functioning of the Management Board and the Supervisory Board.

### **2. Diversity aspects**

- 2.1. Considering the Company's size, the markets in which the Company operates, members of the Management Board and the Supervisory Board are required to have the required knowledge, abilities and expert experience to successfully complete their tasks. This is of significant importance for the efficient and effective functioning of the Company and the GFG Group. Therefore, there will be an emphasis based on merit when nominating candidates for the Management Board and the Supervisory Board. However, within the aforementioned scope, the below diversity aspects, amongst others, have been identified as relevant to the Company:
  - A. Gender
  - B. Age
  - C. Social background
  - D. Ethnic backgrounds
  - E. Education/cognitive background
  - F. Professional background
  - G. Personal strengths
- 2.2. Amongst the afore-mentioned diversity aspects, an appropriate number of women shall be considered for the Management Board and the Supervisory Board.
- 2.3. Furthermore, pursuant to the Company's business code and ethics policy, the Management Board and Supervisory Board emphasize and insist on equal opportunity and do not accept any form of discrimination or harassment.

### **3. Diversity Targets**

The following targets relating to diversity have been identified to improve diversity within the Management Board and Supervisory Board:

1. maintaining the 50/50 gender balance on the Supervisory Board until 1 January 2025; and
2. The appointment of at least one female representative to the Management Board by 1 January 2025.

#### **4. Implementation**

- 4.1. In order to ensure the implementation of the diversity aspects referred to in section 2 the Supervisory Board shall, in accordance with the rules of procedures of the Supervisory Board, consider the diversity aspects when evaluating nominees for each the Management Board and the Supervisory Board.

#### **5. Review**

- 5.1. The Management Board and Supervisory Board shall assess this policy regularly as deemed necessary and the Supervisory Board shall update this policy when required.