

Diversity and inclusion policy

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1. OBJECTIVE

The Mango Group (hereinafter, “Mango” or “the Group”) has developed its Diversity and Inclusion Policy (hereinafter, the “Policy” or “Diversity and Inclusion Policy”) in order to demonstrate its commitment to equal treatment and opportunities for employees, customers and suppliers, rejecting any type of discrimination, direct or indirect, regardless of age, gender, race, colour, religion, sexual orientation, social status, marital status, nationality, political opinion or family responsibilities. Mango, a leader in the European fashion industry, acts as an agent of change, standing out for its cultural diversity, which is the result of its internationalisation. This Policy is related to the Diversity and Inclusion Strategy and Action Plan, Code of Ethics, Remuneration Policy, Internal Mobility Policy, and Code of Conduct for Suppliers and Product Manufacturers of the company and is complemented by Mango’s corporate policies.

2. SCOPE

The principles set out in this Policy form the basis for Diversity and Inclusion for all employees and third parties associated with Mango, as well as its governing bodies and stakeholders with whom Mango establishes professional relationships. Our people are responsible for promoting diverse and inclusive workplaces, fostering equal opportunities and preventing any form of discrimination. Mango also actively encourages the application of this Policy to any natural and/or legal person associated with the Company in terms other than an employment relationship: customers, suppliers, contractors and workers in the supply chain, as well as candidates involved in our selection processes, provided that this is feasible due to the nature of the relationship and may be appropriate to fulfil its purpose.

3. COMMITMENT TO DIVERSITY AND INCLUSION

Mango reaffirms its commitment to Diversity and

Inclusion globally throughout its value chain to ensure the well-being of all workers and their communities. At Mango, we believe that our strength lies in accepting and valuing the diversity of backgrounds, experiences and perspectives of our team. We are committed to offering equal opportunities to all people, regardless of their gender, age, ethnic origin, disability, sexual orientation, religion or any other characteristic that makes them unique. Mango understands that Diversity and Inclusion not only strengthen its internal culture, but also have a tangible impact on the business and society. In this regard, the Group’s commitment is reflected in three key areas:

• **Impact on the business:** As a global company, Mango recognises the strategic value of profiles of different nationalities, cultures, ages and backgrounds. The presence of international and multicultural talent drives greater understanding of our markets, improves the customer experience and enriches decision-making. Attracting, retaining and developing this talent at all levels

— including leadership positions — strengthens our employer brand and positions us as an innovative, approachable and diverse organisation.

• **Elevating Our People:** We promote the professional and personal development of each individual, creating spaces where everyone can grow while being authentically themselves. We especially support diverse groups, including those in vulnerable situations, with the aim of ensuring that everyone can reach their full potential. This approach allows us to build an inclusive, equitable and truly representative work environment.

• **Social Commitment:** Mango is committed to the professional integration of people with disabilities, promoting their inclusion through specific programmes that facilitate their access to employment and encourage their development within the company. Beyond the workplace, the company collaborates with social initiatives that support their autonomy, well-being and active participation in society. Through these actions,

Mango reaffirms its commitment to a more just, diverse and inclusive society.

Our policies and practices promote respect, collaboration and accessibility, ensuring that each person feels valued and has the necessary tools to develop and thrive, and guaranteeing access to effective remedial mechanisms in the event of any negative impact.

Mango will pay special attention to the rights and freedoms of people belonging to vulnerable groups, which is why international legal instruments that develop the rights of specific groups such as minorities, indigenous groups, migrants and their families, women, children and people with disabilities are also taken into consideration:

- Convention on the Rights of the Child.
- Convention on the Elimination of All Forms of Discrimination against Women.

- Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.
- Convention on the Rights of Persons with Disabilities.
- United Nations Declaration on the Rights of Indigenous Peoples.

4. PRINCIPLES TO BE FOLLOWED

Commitment to Diversity and Multiculturalism:

- Mango is fully committed to diversity and multiculturalism as one of our greatest strengths.
- Mango promotes a culture of inclusion, equal treatment and respect.
- Mango promotes diversity and equality, rejecting any type of discrimination based on race, colour, sex, gender, age, religion, origin, functional diversity, language, maternity, sexual orientation,

- illness, ethnicity, political opinion or any other condition, paying special attention and protection to the most vulnerable groups.
- Mango provides a working environment that promotes equal opportunities in all areas of the Company and for all members of our teams, regardless of their gender, gender identity or expression, sexual orientation, race, ethnicity, origin or disability, among other characteristics.
 - Mango strives to attract, recruit and retain people who ensure a diverse pool of candidates for all current and future positions in the company, at all levels.
 - Mango implements procedures, as well as appropriate training and mentoring initiatives and programmes, to achieve its Diversity and Inclusion objectives.
 - Mango maintains its commitment to Diversity and Inclusion from the highest levels of the organisation, including the Board of Directors

- and Management Committee, promoting diversity and eliminating discrimination, especially that related to gender.
- Human Rights and Working Conditions:**
- Mango promotes human rights, as well as respectful communication and cooperation between people, both internally and externally.
 - Mango respects people's freedom of movement without unjustified restrictions and recognises freedom of association, affiliation and the right to collective bargaining.
 - Mango guarantees all workers fair, decent and equitable working conditions in accordance with the law, rejecting precarious work and ensuring that they are paid at least the minimum wage established by current legislation, reducing any type of gap and promoting the adoption of a living wage to meet the needs of all individuals and their families.

- Working environment:**
- Mango builds a creative and innovative working environment where our employees feel part of a dynamic and talented team that is passionate about fashion.
 - Mango respects privacy and intellectual and industrial property, ensuring the confidentiality and security of personal data.
- Measurement and Evaluation:**
- Mango guarantees the transparent measurement and reporting of basic diversity indicators, such as the composition of the workforce by gender, age and disability, especially at senior and middle management levels, while always respecting privacy and data protection.
 - Mango provides mandatory training for all staff, with a special emphasis on middle and senior management, with the aim of raising awareness about diversity, inclusion and non-discrimination,

- tion, as well as preventing bias in talent management.
- Mango has accessible, confidential and protected mechanisms for reporting possible cases of discrimination or harassment, ensuring that those who report are protected against reprisals.
 - Mango conducts regular risk and inequality assessments within the organisation to identify and address potential gaps or situations of discrimination.
 - Mango maintains its commitment to equal pay through measures that ensure equal pay for work of equal value, including audits or reviews where appropriate.

5. DUE DILIGENCE

Mango understands that due diligence with a focus on diversity and inclusion is essential to promoting responsible business conduct. This process aims to communicate Mango's commitment,

ment and its mechanisms for preventing, mitigating and acting against discrimination and promoting diversity and inclusion.

Mango seeks to fulfil its responsibility as a business group of zero tolerance, equal treatment and respect for different vulnerable groups, and is committed to integrating this approach into its management and continuing to develop fairer practices. These include the Equality Plan in Spain, which sets out procedures and actions relating to equal treatment, including: Protocol for Prevention and Action against Sexual and Gender-based Harassment, Protocol on Gender Violence, and Equality Training; and actions such as:

- Annual awareness campaigns on protocols for prevention and action against sexual and gender-based harassment;
- Recruitment and promotion measures that guarantee equal treatment and opportunities

in recruitment and promotion processes, ensuring a minimum presence of female candidates in selection processes and prioritising the recruitment of women in areas where they are under-represented;

- The Monitoring and Evaluation Committee, made up of representatives of the company and the workers, monitors the implementation of the measures included in the Plan and evaluates the degree of compliance with the objectives set. This committee meets every six months and produces an annual report reflecting progress towards equality objectives within the company. In addition, Mango has a global Diversity and Inclusion Strategy and Action Plan, with specific objectives and measures such as:
- Attracting, hiring and retaining diverse talent at all levels and in all positions.
- Facilitating an environment that promotes equal opportunities, regardless of gender, gen-

der identity, sexual orientation, disability or other personal factors, through processes and tools; and monitoring strategic indicators

- Implementing training, mentoring, awareness-raising actions and specific initiatives to support these objectives, with a particular focus on middle and senior management to raise awareness
- Addressing resolution strategies to prevent and address systemic and incidental discrimination.

Mango will implement procedures, as well as training and mentoring initiatives and programmes, appropriate to achieve these objectives.

The Ethics Committee is responsible for resolving queries or violations related to discrimination on grounds such as race, religion, age, nationality, gender identity, among others. There

are channels such as the Ethics Hotline and specific email addresses for raising queries or complaints about barriers, discrimination or lack of inclusion.

To implement this policy, Mango involves the Management Committee and its Executive Committee, as well as stakeholders, to promote ongoing dialogue that enables compliance.

6. PUBLICATION AND COMMUNICATION OF THE POLICY

This Policy is public and available for consultation by all Mango stakeholders via the Group's website. The Policy is disseminated internally and externally through specific communication channels for the stakeholders identified in the scope of this Policy.

Mango makes available to stakeholders and monitors various complaint mechanisms at the operational level, notably its own channel (Ethics

Channel) through which anyone connected with the Group can easily make an enquiry or report a possible irregularity related to its Code of Ethics or the legislation in force in each country on Diversity and Inclusion. Mango's Ethics Channel guarantees anonymity, as well as confidential treatment and no reprisals for any complaint made. The Code of Ethics regulations specify the procedure and the different stages of the investigations carried out as a result of the complaints received. Mango guarantees confidential and fluid communication with the Group department responsible for managing the complaint once the facts have been reported.

In an exercise of transparency, Mango publishes its annual report, in which it communicates its progress and management in the area of Diversity and Inclusion.

7. VALIDITY AND REVIEW

This Policy was approved by the Mango Group in September 2025 and will be reviewed periodically to assess its effectiveness. If necessary, the document may be updated to ensure its correct implementation.

NOMBRE	VERSIÓN	FECHA DE REVISIÓN / APROBACIÓN	ÓRGANO REVISOR / APROBADOR	DESCRIPCIÓN
Política de Diversidad e Inclusión	1.0	Septiembre de 2025	-	Versión inicial

MANGO