

BESTSECRET

2025

SUSTAINABILITY REPORT



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GENERAL INFORMATION

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BESTSECRET

Basis for preparation

This report was published on July 1, 2026. Data and information presented refer to the fiscal year 2025 (January 1, 2025 – December 31, 2025) and refer to all locations under the operational control of Best Secret Group SE unless noted otherwise. BESTSECRET publishes a Sustainability Report on an annual basis. No restatement of information has been made in the reporting period other than some minor data restatements for 2024, which are always indicated in footnotes. The content of the Sustainability Report has not been audited externally.

Scope of reporting

The information presented in this report relates to Best Secret Group SE and its fully consolidated subsidiaries, subsequently jointly referred to as BESTSECRET Group or BESTSECRET. BESTSECRET is headquartered in Dornach, Germany. Locations under operation in 2025 include:

- The headquarters in Dornach near Munich, Germany, and offices in Munich and Berlin, Germany, Paris, France, and Milan, Italy
- Tech hubs in Granada, Spain, and Ioannina, Greece
- Logistics centers in Poing, Germany, and Sulechów, Poland
- Stores in Munich, Dornach, Dresden, Frankfurt — all located in Germany — as well as in Vienna, Austria

Alignment with reporting standards

We have been publishing our voluntary Sustainability Report since 2021 and with reference to the GRI Standards since 2023. In preparation for our upcoming requirements to report under the Corporate Sustainability Reporting Directive of the EU (CSRD), we are no longer reporting in reference to GRI. Instead, while we are not in alignment yet, we have begun moving our Report closer to the European Sustainability Reporting Standards (ESRS), which will also form the basis of our future reporting under the CSRD.

Governance bodies and sustainability

Composition of governance bodies

Best Secret Group SE is governed by a dualistic system and as such, by a Management Board and a Supervisory Board. In 2025, the Supervisory Board consisted of 6 men and 1 woman, 2 members were independent. The Management Board had 4 members (Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and Chief Growth Officer), all of whom are male.

Board gender diversity¹

	Unit	2025	2024
Supervisory Board	%	17 %	17 %
Management Board	%	0 %	0 %

Sustainability governance structure

Highest responsibility for sustainability lies with BESTSECRET’s CFO. Vertically, responsibility was delegated to the Chief Compliance Officer, thus interlinking Sustainability with other central governance functions, i.e. Compliance, Risk Management and the Internal Controls System.

The direct reporting line to the CFO and the close association with other governance functions ensures that Sustainability is anchored centrally in the organization. In addition, material ESG developments are reported to Best Secret Group SE’s Risk and Audit Committee as part of the regular reporting rendered by the Chief Compliance Officer, further enhancing visibility and management attention.

The Sustainability department coordinates ESG initiatives across BESTSECRET and informs the overall strategic direction of the program. Senior management and in particular the Management Board of Best Secret Group SE is regularly updated on initiative progress and developments.

¹ Calculated per ESRS definition as ratio of female to male members.



Dear reader,

In 2025, BESTSECRET continued its growth and resilience despite a challenging macroeconomic environment characterized by ongoing and recurring geopolitical tensions, inflationary pressures, and subdued consumer confidence. This translated into another year of record revenue of EUR 1,533 million, representing 8% growth compared with 2024. Revenue growth was driven by the continued increase in the active customer base, and the successful expansion of international activities.

Looking back at last year, we are particularly pleased that we were able to strengthen our physical retail footprint with the reopening of our Frankfurt Gateway Gardens store, which offers both premium and outlet assortments.

Over decades, BESTSECRET has grown into a well established player in the off-price fashion market, creating a strong platform for continued future growth. Providing a solution for overstock is at the core of our business model. We sell over-produced articles, a considerable part of which would have been at risk of being discarded or destroyed to protect full-price sales models. By discreetly selling through our closed membership model, we offer brands a better way to clear their overstock. In 2025, we are especially proud to have achieved our goal of sourcing 99% of electricity for our facilities from renewable sources.

Yours,

Moritz Hahn, CEO and Jochen Cassel, CFO

Strategy, business model, and value chain

About BESTSECRET

BESTSECRET is a leading European online destination for premium and luxury off-price fashion with a distinctive business model centered around its closed invitation-only membership model. We enable our brand partners to clear large volumes of overstock in a desirable environment and with high brand equity protection. With a focus on international premium and luxury brands, we provide our customers in 27 countries across Europe with access to a superior brand portfolio at exclusive prices, paired with a high-end shopping experience.

With a heritage of over 100 years in the textile industry, we have demonstrated an impressive growth trajectory and evolved from an offline retailer to a fast-moving online player with a wholesale and a Curated Platform business. Our online offering is complemented by a select number of offline retail stores, with the premium stores designed to promote our brand image and the outlet stores maximizing the clearance rate of our inventory within our ecosystem.

While most of our articles are from overproduction, we supplement these with articles from the current season, articles made for us or for outlet, and our Private Label articles to offer a superior customer experience and allow our brand partners to clear their overstock volumes more effectively. Our assortment focuses on apparel, followed by shoes and accessories, and also includes home and beauty products. We sell the vast majority of our brand partners’ merchandise via our wholesale model. In addition, our marketplace model, Curated Platform, allows carefully curated brand partners to sell excess inventory on our platform directly.

BESTSECRET value chain



¹ Illustrative for apparel articles, our largest article category. Our offering also includes shoes, accessories, and home and beauty products.

² The majority of articles procured and sold by us are overproduced (“overstock”) merchandise from our brand partners; BESTSECRET operates predominantly in a wholesale model. In our Curated Platform model, articles remain in brand partners’ warehouses and legal ownership, orders are processed and shipped by brand partners (or alternatively through BESTSECRET fulfillment solution).

AT A GLANCE

€1,533

million revenues in
2025

~2,200

employees

available in

27

countries

In 2025, BESTSECRET Group generated revenues of EUR 1,533 million and employed ~2,200 people. BESTSECRET is owned by Permira Funds and the founding families Schustermann and Borenstein.

Sustainability strategy

We believe our business model provides one of the smartest ways to shop for fashion. We focus on clearing existing overstock rather than producing new merchandise, thereby ensuring that fashion that has been newly produced and never been worn finds an owner and has not been produced in vain. Just as second-hand retailers give products a second life, we give fashion its first life. In addition, we provide a high-quality assortment of products from the premium and luxury section, deliberately excluding fast fashion.

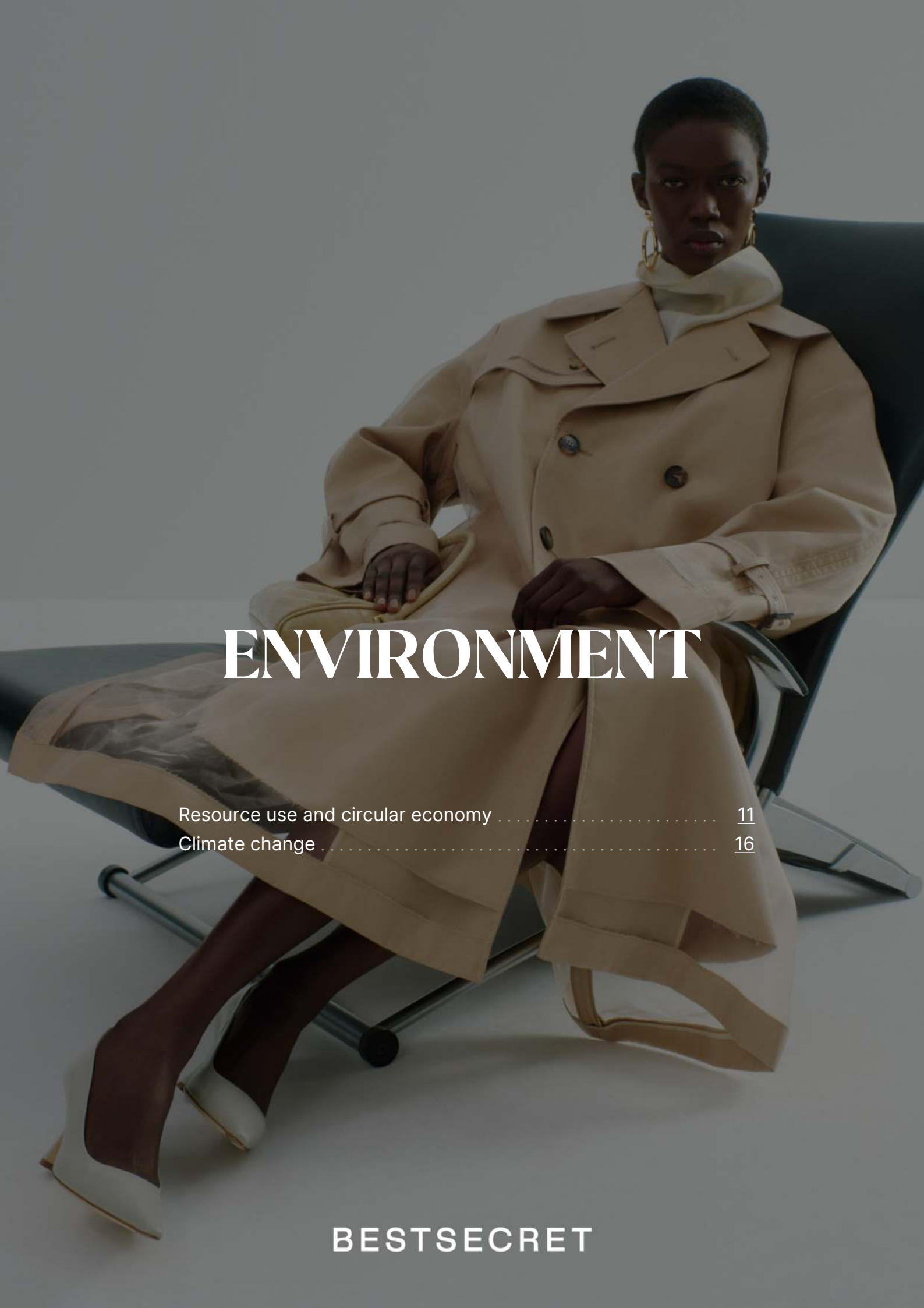
Materiality

We completed a thorough materiality assessment following the requirements of the ESRS (European Sustainability Reporting Standards Set 1) in 2024. Internal subject matter experts and stakeholder experts from corporate functions, such as Investor and Public Relations, Legal, and Human Resources, assessed various ESG topics for impact and financial materiality. External stakeholders, including investors, suppliers, and supply chain experts, were also directly involved through questionnaires. Most of the identified topics were in line with our previously existing six focus areas, which were identified through a 2021 stakeholder analysis.

In our effort to move closer to ESRS alignment, we are reporting on the following identified material topics for 2025:

- Resource use and circular economy (covers our former focus areas “Reduce the number of discarded fashion items”, “Improve the sustainability of our supply” and “Minimize waste”)
- Climate change (covers our former focus area “Reduce operational GHG emissions”)
- Own workforce (covers our former focus area “Care for our talent”)
- Workers in the value chain (covers our former focus area “Promote human rights in our community”)
- Business conduct (covers our former focus area “Governance and compliance”)
- Data protection and IT security

The ESRS topics “Water”, “Pollution”, and “Consumers and end-users” were also found to be material but are not included in our reporting yet. As we continue to monitor regulatory reporting requirements, we will finalize the update of our initial materiality assessment in 2026, and report on all mandatory material topics in our future CSRD compliant reporting.



ENVIRONMENT

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BESTSECRET

1 Resource use and circular economy

Resource use and circular economy are concepts central to our business model. The production of fashion articles is associated with significant energy, water, and chemical usage, carbon emissions, and articles ultimately end up as waste. Therefore, every item produced should at least be worn and used. The EU estimates though that 4–9% of all textile products put on the market are destroyed without ever being used for their intended purpose², as a substantial portion of newly manufactured garments is overproduced and remains unsold. We focus on the trade with overstock and not only extend the lifetime of overproduced articles — we give them their first life.

To complement our offering, we also sell articles that are not overstock and are aware of our responsibility for the impacts associated with their production and disposal. As an online retailer, the impacts of packaging materials we consume for shipping and dispose of in our warehouses and stores are material for us as well.

Preserving the life of fashion items

Unpredictable weather patterns, rapidly shifting trends and consumer preferences, extended production lead times, and complex supply chains, coupled with ambitious sales targets, make it challenging for brands to accurately forecast product demand. Our core business is the trade with overstock, with a focus on mid-market to luxury fashion, deliberately excluding fast fashion. These products have already been produced and could have been discarded if not sold by us. To balance fluctuating global market trends, we supplement our offerings with evergreens, special productions, in-season collections, and our Private Label products. This strategy enhances the appeal of our overall portfolio to our members, enabling us to clear out overstock more consistently and effectively.

Ensuring that all items we offer find an owner is crucial to us. We are able to do this through our different retail channels, which include our online store and premium and outlet stores, and allow us to clear our stock effectively. We only discard or destroy items if they are severely damaged or if legal requirements mandate it.

In 2025, overstock items constituted 67% of our net merchandise value. As in previous years, > 99 % of our articles were sold within the BESTSECRET

² European Environment Agency. 2024. [The destruction of returned and unsold textiles in Europe's circular economy](#).

ecosystem. We continued to grow our offer of second-hand luxury articles and will further expand it in 2026.

Preserving the life of fashion items

	Unit	2025	2024
Share of BESTSECRET stock sold via our ecosystem ³	%	> 99 %	> 99 %
Overstock share by NMV ⁴	%	67 %	75 %

Articles

BESTSECRET is a fashion company — a retailer of ready-made fashion articles. Although we also sell accessories, beauty, and home articles, our main article category is apparel and shoes. Consequently, textile materials represent the most significant input category, primarily comprising cotton and polyester, followed by leather and other natural and synthetic fibers (approximately 90%). Non-textile materials of relevance include plastics, metals, and wood.

Our offering also includes articles with various certifications, for instance for organic or recycled materials. In response to the evolving regulatory landscape in the European Union, we made the strategic decision in 2023 to cease highlighting such articles in our web shop. This decision was driven by our commitment to full compliance with both current and forthcoming regulations, such as the Empowering Consumers for the Green Transition Directive and the Green Claims Directive and the challenges we, as a multi-brand trading platform in the off-price segment, face in obtaining and maintaining the required documentation. Therefore, we also cannot disclose the share of more sustainable materials, such as recycled or organic fibers. We will review our approach again in 2026.

Private Label

While we have limited influence over the production of overstock items, we exercise greater control over our Private Label (PL) products. This is reflected, for example, in our approach for our risk analysis for purposes of the German Supply Chain Due Diligence Act, where we put a focus on our direct suppliers servicing our Private Label segment. In this risk analysis, we regularly screen for significant risks with regard to human rights and for the environment. The fact that we scrutinize in particular our direct suppliers in this area is due to the fact that we are

³ KPI does not include articles sold by our brand partners via our Curated Platform.

⁴ Net Merchandise Value

aware of our increased responsibility and heightened leverage with regard to this portion of our supplier base.

In 2025, we simplified and improved our PL supplier base for textiles, almost halving the number of suppliers. We also began sourcing most of our cashmere from a fully vertical factory that provides transparency back to the farm and puts a focus on animal welfare. From 2026 onwards, our focus will be on knitwear and jersey, as well as on high-quality materials and natural fibers such as cashmere, wool, and cotton, with a strong emphasis on value-for-money basics.

Overall, the consolidations support more efficient supply chain risk management, while maintaining a stable share of European suppliers.

WHAT WE ACHIEVED IN 2025:

- Maintained the share of stock not sold via our ecosystem at < 1%
- Roughly doubled the NMV and number of #pre-loved items sold

WHAT WE ARE WORKING ON IN 2026:

- Further growing our #pre-loved offering
- Executing our updated Private Label strategy for textiles

Packaging

Packaging materials contribute significantly to global waste streams and are the main source of waste in our operations. They are critical to protect our articles during transportation and handling, but we are aware of the need to minimize resulting waste and its impact.

We refer to packaging that is not brand packaging delivered to us with articles but purchased by BESTSECRET as “our packaging”: mainly cardboard boxes and paper mailing bags, filling materials and plastic poly bags, but also other materials such as hangers, straps, labels and euro pallets. We track the consumption of these materials regularly, strive to reduce the weight and volume of packaging per shipment sent and prefer materials with higher recycled content where feasible.

We had to increase the share of virgin fibers in our boxes in 2025, when we ran into some durability issues after we had maximized recycled content. However, progress was also made, for instance by replacing the disposable corrugated cardboard boxes used for internal transportation with reusable boxes.

The recycled content share of total packaging materials bought was 60% in the reporting year. The overall recyclable content share of our packaging sent to customers was almost 100%⁵. About 87% of our paper-based packaging was FSC-certified.

Due to our commitment to quality and customer experience, we will continue to invest in heavier, sturdier boxes in 2026, but also increasingly use our paper shipping bags, which are lighter and less voluminous, and will balance out some of the expected weight increases.

Packaging materials purchased⁶

	Unit	2025	2024
Total packaging material	tons	6,287⁷	6,429
Cardboard and paper	tons	5,690	6,171
Plastics	tons	597 ⁸	258
Packaging material per shipment	g	336	357

For the first time, we are now able to not only report the weight of purchased packaging but also the weight of material actually sent to customers. According to this new metric, the average weight of total packaging material per shipment was 349 g in 2025.

Waste

Most waste at BESTSECRET results from our brand partners' packaging. Although we preserve their original product packaging wherever possible, we must dispose of significant amounts of cardboard, plastics, and other materials. Both of our logistics centers, in Poing, Germany, and in Sulechów, Poland, separate all waste with the goal to maximize recycling rates. In 2025, waste amounts occurring there remained relatively stable. 83% of waste was recycled. This represents an improvement compared to 2024, primarily driven by successful efforts to increase the sorting rates of plastic foil and straps in Poing — an initiative that is expected to continue delivering positive impact in 2026.

⁵ Actual recycling rates depend on local collection infrastructure

⁶ All packaging data refer to packaging materials purchased for all business-to-customer logistics, including outsourced logistics, and internal logistics. Shipments processed and sent by brand partners via our Curated Platform are excluded.

⁷ The total weight of packaging materials purchased decreased slightly in 2025, as we filled up stocks significantly in 2024.

⁸ We in-sourced the procurement of polybags, which had previously been provided by a service provider, data for which were not available in 2024.

Waste in our logistics centers⁹

	Unit	2025	2024
Total waste generated	metric tons	2,998	2,977
Non-hazardous	metric tons	2,996	2,974
Non-hazardous waste diverted from disposal	metric tons	2,996	2,974
Recycling	metric tons	2,493	2,375
Other recovery options ¹⁰	metric tons	502	599
Hazardous ¹¹	metric tons	3	3
Waste directed to disposal	metric tons	0	0
Non-recycled waste	metric tons	502	599
Percentage of non-recycled waste	%	17 %	20 %

In 2025, we also set up new waste separation concepts in our new offices in Munich and Berlin. An update of the concepts for additional sites is planned for 2026.

WHAT WE ACHIEVED IN 2025:

- Collected data on packaging materials sent to customers
- Started replacing disposable corrugated cardboard boxes used for internal transportation with reusable boxes
- Updated and improved waste separation concepts at several locations

WHAT WE ARE WORKING ON IN 2026:

- Increasing the use of paper shipping bags
- Increasing the share of reusable boxes used for internal transportation
- Updating waste separation concepts at additional locations

⁹ All waste data refer to our two main logistics centers in Poing, Germany and Sulechów, Poland. Returns and other outsourced logistics services are not included. Waste occurring there is managed by our partners.

¹⁰ Incineration with energy recovery

¹¹ The only hazardous waste collected was electronic waste.

2 Climate change

The energy needs of our own operations and facilities lead to greenhouse gas emissions (scope 1 and 2) and contribute to climate change. We address this by striving for energy efficiency and investing in renewable electricity. At the facilities where we have the highest energy consumption, we conduct energy audits regularly.

Emissions generated in our value chain (scope 3), particularly during the production phase of articles we sell but also during their transport and shipment are of course significantly higher but also more difficult to address. Our influence over production emissions of overproduced articles (72%) is very limited. For the emissions associated with non-overproduced articles we sell (28%), we must assume full responsibility.

In our Supplier Code of Conduct, we ask our direct suppliers to fulfill their environmental responsibilities and continuously improve the impact of their business activities on the climate in their own operations and along their supply chain. We conducted our first ever climate risk and resilience analysis in 2024 and have included relevant risks in our enterprise risk management system.

WHAT WE ACHIEVED IN 2025:	WHAT WE ARE WORKING ON IN 2026:
• Aligned our energy and emissions KPIs with ESRS requirements • Achieved our goal of obtaining 99% of electricity for our locations from renewable sources	• Maintaining our goal of obtaining 99% of electricity for all our locations from renewable sources • Evaluating additional scope 3 categories for inclusion in our carbon footprint calculations

Targets

We have set a target to source 99% of our electricity from renewable sources across all facilities.

We are proud to announce that we achieved this target in 2025 by switching to green tariffs at additional sites and purchasing guarantees of origin for all electricity consumption in our logistics center in Sulechów, Poland.

Energy consumption

Absolute energy consumption increased in 2025, as we opened a major new office in Munich, reopened our store in Frankfurt and began automation in our logistics center in Poland, but our energy intensity by unit of revenue remained stable. The share of renewable energy sources increased from 61% to 69%.

Energy¹²

	Unit	2025	2024 ¹³
Total energy consumption	MWh	25,133	22,957
From fossil sources	MWh	7,681	8,972
Coal and coal products	MWh	—	—
Crude oil and petroleum products	MWh	1,350	1,579
Natural gas	MWh	562	308
Other fossil sources	MWh	—	—
Purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	5,769	7,086
Share of fossil sources	%	31 %	39 %
From nuclear sources	MWh	5	10
Share of nuclear sources	%	— %	— %
From renewable sources	MWh	17,447	13,975
Share of renewable sources	%	69 %	61 %
Share of certified renewable electricity	%	99 %	84 %
Energy consumption per revenue	MWh/€ million	16	16

Greenhouse gas emissions

Despite our major new office in Munich, the reopening of our store in Frankfurt, and the start of automation in our logistics center in Poland, we were able to reduce market-based emissions from our facilities and vehicles (scope 1 and 2) by 32% in 2025. We mainly achieved this by our increased investment in renewable electricity, but also through efficiency improvements.

As in previous years, scope 3 emissions accounted for the vast majority of total emissions in 2025. The largest share of scope 3 emissions (92%) relates to the production of articles, occurring upstream before products enter our facilities. 72% of our emissions from article production originated from overstock from our brand partners. However, 28% are from article production that is non-overstock.

¹² All energy data refer to all facilities under operational control of BESTSECRET.

¹³ In 2025, we updated our energy categories in line with ESRS requirements: 2024 data were adjusted accordingly.

Our second biggest scope 3 category, although much smaller, remains the emissions from product transportation and storage (about 4%).

GHG emissions¹⁴

	Unit	2025	2024 ¹⁵
Scope 1 GHG emissions			
Gross scope 1 GHG emissions	t CO2e	825	637
Percentage of scope 1 GHG emissions from regulated emission trading schemes	%	—	—
Scope 2 GHG emissions			
Gross market-based scope 2 GHG emissions	t CO2e	1,235	2,395
Gross location-based scope 2 GHG emissions	t CO2e	8,206	6,344
Significant scope 3 GHG emissions¹⁶			
Gross scope 3 GHG emissions	t CO2e	577,152	540,140
Purchased goods and services	t CO2e	540,179	509,826
Articles	t CO2e	532,772	502,288
Overstock	t CO2e	384,364	368,695
Non-overstock	t CO2e	148,409	133,592
Packaging	t CO2e	7,323	7,275
Other ¹⁷	t CO2e	83	263
Fuel- and energy-related activities	t CO2e	1,120	1,357
Upstream transportation and distribution ¹⁸	t CO2e	20,746	17,731
Waste generated in operations	t CO2e	360	425
Business travel	t CO2e	616	492
Employee commuting	t CO2e	1,656	1,863
Use of sold products	t CO2e	6,029	not assessed
End-of-life treatment of sold products	t CO2e	6,446	8,445
Total GHG emissions	t CO2e	579,212	543,172

¹⁴ All data were compiled following an operational control approach and in collaboration with ClimatePartner, who follow the guidelines of the GHG Protocol.

¹⁵ In 2025, we updated our scope 1 and 2 emissions allocation logic in line with ESRS requirements: 2024 data were adjusted accordingly.

¹⁶ 94.76% of data used to estimate scope 3 emissions were secondary data. The categories "Capital goods" and "Upstream leased assets" may also be relevant but have not been assessed yet. The categories "Downstream transportation", "Processing of sold products", "Downstream leased assets", "Franchises", and "Investments" have been found to not be relevant for BESTSECRET at this time. 2024 data for "Upstream transportation", "Waste", "Employee commuting" and "End-of-life" had to be adjusted due to updates in methodology in 2025.

¹⁷ Data centers, electronic devices, water

¹⁸ Incoming transport, shipments and returns, intralogistics, and third-party warehouses



SOCIAL

Own workforce	20
Workers in the value chain	27

BESTSECRET

3 Own workforce

Our workforce comprises our employees, including operational staff in our warehouses and stores, as well as white-collar office employees. In addition, temporary workers, employed by third-party agencies support operations in our warehouses. Most of our employees are employed in Germany (over 80%), followed by Austria and Spain, and several other European countries.

Our employee proposition symbolizes what we offer as an employer: personal growth, sense of belonging, and fit to life. We strive to equip our employees with the skills they need to be successful, make them feel safe, welcome, valued and part of our company, and support them in balancing their work-life needs.

Characteristics of employees¹⁹

	Unit	2025	2024
Employees	headcount	2,238	2,326
Female	headcount	1,195	1,203
Male	headcount	1,043	1,123
Permanent	headcount	1,861	1,977
Female	headcount	1,020	1,041
Male	headcount	841	936
Temporary	headcount	377	349
Female	headcount	175	162
Male	headcount	202	187
Full-time	headcount	1,676	1,855
Female	headcount	776	832
Male	headcount	900	1,023
Part-time	headcount	562	471
Female	headcount	419	371
Male	headcount	143	100
New hires ²⁰	FTE	342	405
Leavers	FTE	559	370

¹⁹ All employee data are end of year and do not include external staff, employees on long-term leave due to sickness or on parental leave, or garden leave. Exclusion of employees on parental leave leads to an underrepresentation of female employees.

²⁰ New hires and leavers only include permanent employees.

Engaging with employees

A sense of belonging is critical for employee satisfaction and our success. We therefore make sure we actively inform and engage our employees and offer them various opportunities to connect and bond.

Intro Days

To create a sense of belonging right from the start, we host our Intro Days for white-collar employees in person four times a year, where new joiners come together in Munich, learn about the company, meet key personnel and form valuable new connections. Highlights are always the visits to the nearby stores in Dornach and the logistics center in Poing. For blue-collar employees in logistics, we hold similar monthly onboarding days.

Town Halls

Company-wide Town Hall meetings take place regularly, online and in person, where members of our S-Team and Senior Leadership Team present the latest business updates or other BESTSECRET-related topics, and open dialogue is encouraged. Business Unit specific Town Halls are also conducted to enable more focused discussions. And in addition to various team specific events, we came together from all over Europe to celebrate during our 2025 Summer Parties in Munich and Poing.

Employee Engagement Surveys

To understand employee sentiment in more detail we invite employees to anonymously share their feedback. In 2025, we transitioned our employee engagement survey for our white-collar employees from an annual to a quarterly format to gauge engagement more regularly and tailor resulting actions accordingly. The average participation rate was 78% and the engagement score 56%. To improve employee engagement, we are working on a number of initiatives, including our focus on effective feedback training. Operational employees in our stores and logistics center are regularly invited to share their feedback separately.

SE Works Council

Our SE Works Council represents employee interests across all EU countries. It is regularly briefed by and consults with senior management regarding the

development of the business situation and key developments within Best Secret Group, or when important decisions are pending that affect employees.

Whistleblowing system

BESTSECRET offers everyone, including its employees, a whistleblowing system in accordance with the German Whistleblower Protection Act. In addition to various internal reporting channels, BESTSECRET has an [electronic whistleblowing system](#) which allows for anonymous reporting in a multitude of languages without the need for any written submission. Our Code of Conduct states our clear commitment to non-retaliation against whistleblowers and explains how employees can report incidents. A dedicated whistleblowing policy has also been adopted and communicated to all employees (read more under [Our Code of Conduct and whistleblowing system](#)).

Work-life balance

At BESTSECRET, we believe that both personal freedom and personal exchange are essential for outstanding results. We trust that our employees use the freedom in choosing where to work from (office work, remote work, or a combination of both) in the best interest of BESTSECRET, their team and themselves. The goal is purposeful time together that supports teamwork, onboarding, and stronger connections across the organization. As such, we enable colleagues with remote contracts to spend time with their teams in our offices. All non-remote colleagues come to the office at least one day per week. Our workation policy allows qualifying employees²¹ to work from any country in Europe, the UK or Switzerland up to 180 days per year. All employees are entitled to family leave, as specified by national regulations, and are paid an adequate wage.

²¹ Remote working and workations are only applicable to white-collar employees.

Diversity and equal opportunities

We treat all employees equally and give them the same opportunities, regardless of their ethnicity, gender, religion, beliefs, physical ability, age, sexual identity or other characteristics. This and other principles of diversity, equity, and inclusion (DEI) are enshrined in our [Code of Conduct](#), our general equal treatment processes (AGG), and our new Diversity, equal opportunities and inclusion policy. No human rights incidents connected to our own workforce were reported.

WHAT WE ACHIEVED IN 2025:

- Promoted various DEI topics in our LinkedIn Learning offers
- Developed and deployed our own general internal unconscious bias training

WHAT WE ARE WORKING ON IN 2026:

- Ensuring compliance with the EU's Pay Transparency Directive
- Deploying the unconscious bias training to a broader share of our employees

We are currently in the final stages of preparing proactively for the EU's Pay Transparency Directive and are fully committed to complying with all requirements once they apply.

Gender diversity at top management level²²

	Unit	2025	2024
Top Management Total²³			
Female	%	37 %	30 %
Male	%	63 %	70 %
S-Team (1st Management Level)²⁴			
Female	%	29 %	— %
Male	%	71 %	100 %
Senior Leadership Team (2nd Management Level)²⁵			
Female	%	38 %	33 %
Male	%	62 %	67 %

In 2025, there were 2 women and 5 men in BESTSECRET's S-Team and 38 men and 23 women in our Senior Leadership Team.

²² All data are end of year and do not include external staff, employees on long-term leave due to sickness, garden leave or parental leave. The exclusion of employees on parental leave leads to an underrepresentation of female employees.

²³ Includes S-Team and Senior Leadership Team.

²⁴ Data do not include Management Board members.

²⁵ Data do not include Management Board and S-Team members.

Training and skills development

To attract, retain, and promote the best and brightest talent, a culture of continuous learning, growth opportunities, and positive employee experience is crucial. We therefore provide comprehensive support for the development of our employees.

Our learning programs

In 2025, our People and Organization department formalized a training concept that lays out our goals, programs for different target groups, and initiatives. BESTSECRET Academy is our in-house learning organization dedicated to skill development for people leaders and employees at all levels. Its inaugural program, LABS – Leading at BESTSECRET, is a two-day leadership training designed for all people managers.

Our learning platforms give employees on-demand access to a broad range of topics: LinkedIn Learning is available to all white-collar employees, while O'Reilly provides our Tech teams with deep, role-specific resources. In addition, we offer functional specific training, language classes, and a number of in-house training sessions and workshops. In 2025, we held training sessions on giving and receiving feedback, unconscious bias, and more. Offers for employees in logistics include our development training for Floor Managers. In 2025, we developed a new induction concept for employees, which will be rolled out by Floor Managers in 2026.

Looking ahead to 2026, BESTSECRET Academy will significantly expand its footprint. Our primary target is to reach 80% of our leadership population through LABS. To deepen the leadership journey for LABS graduates, we will design LABS 2, focusing on leading teams, accountability, and communication, as well as a structured coaching offer that bridges program participation and real-world application. In parallel, we will launch Future LABS, a selective, invitation-only development experience for high-potential employees identified as future leaders. Finally, we will establish a structured mentoring program to accelerate individual growth while strengthening a culture of knowledge-sharing across the organization.

Apprenticeships

At BESTSECRET, we see apprenticeships as a true start to professional life – not as an obligation, but as an opportunity to grow together. We support our

apprentices, give them responsibility early on, and create an environment where they can try things out and develop their skills. In 2025, we had 36 apprentices. Four of the eleven completing their apprenticeship in 2025 are now employed at our company.

Performance reviews

All white-collar employees and Floor Managers in Logistics are offered a growth conversation at least once per year. To ensure our development infrastructure keeps pace with a changing business environment, we revised and updated our Competency Framework for white-collars in 2025, sharpening its relevance across roles and levels. Alongside this, we introduced Core Success Drivers as a structured performance management mechanism that makes evaluations more objective, consistent, and bias-reduced across the organization.

WHAT WE ACHIEVED IN 2025:

- Launched BESTSECRET Academy, our in-house learning organization
- Revised and updated our performance review framework

WHAT WE ARE WORKING ON IN 2026:

- Expanding BESTSECRET Academy
- Establishing a structured mentoring program

Health and safety

The protection of our employees is a top priority at BESTSECRET. This is enshrined in our Code of Conduct and important for all our employees and particularly those in logistics, where accidents are more likely to occur than in an office environment.

Our health and safety management system is based on ISO 45001²⁶. We further advanced alignment with the standard in the reporting year by standardizing audit structures, checklists and templates, expanding site coverage to new locations, and improving documentation and reporting.

All employees receive occupational health and safety training either through external partners or the H&S and fire protection team. To make resources more easily available, we added site-specific health, safety and fire protection information for all German locations to our intranet in 2025. In logistics, further training, such as for the handling of forklifts, conveyor technology, and correct and

²⁶ not certified

safe picking and packing, are also held within relevant departments. Risk assessments that record potential hazards and systematically analyze accident and near-accident reports to identify causes, recognize recurring patterns and derive preventive measures, are conducted regularly.

To further support our employees’ health, we for instance provide ergonomic training and discounted health club memberships as an employee benefit. In 2025, we rolled out a collaboration with a new partner for our occupational health service in Germany. It offers regular health checks, online and in person, occupational health reports, psychological support, educational webinars and videos, and works closely with our occupational health and safety team.

Health and safety

	Unit	2025	2024
Percentage of people in own workforce covered by our health and safety management system	%	99 %	99 %
Recordable accidents ²⁷	#	23	44
Reportable accidents ²⁸	#	21	29
Cases of recordable work-related ill health	#	—	—
Lost days ²⁹	#	266	366
Number of fatalities as result of work-related injuries and work-related ill health	#	—	—

There were once again no significant occupational accidents in 2025. Most accidents were related to employee inattentiveness, with cuts and bruises being the most common types of injury. To help prevent recurrence, we identify accident hotspots, analyze recurring patterns and implement targeted preventive measures, including protective padding or cushioning where appropriate.

WHAT WE ACHIEVED IN 2025:

- Implemented Secova SAM-based H&S system for some locations
- Rolled out a new occupational health service in Germany
- Updated intranet-based site-specific H&S, fire safety and emergency action plan (EAP) information

WHAT WE ARE WORKING ON IN 2026:

- Expanding software licenses for international digital H&S coverage
- Rolling out international EAPs and intranet pages
- Increasing the visibility of occupational health and ergonomics services

²⁷ Accidents resulting in at least 1 day away from work
²⁸ Accidents resulting in more than 3 days away from work
²⁹ 2024 figure adjusted to account for all days lost – previously only incidents with more than three days lost were reflected.

4 Workers in the value chain

BESTSECRET has a deep respect for everyone's fundamental dignity. We are committed to upholding human rights within our company and throughout our supply chain.

Supply chain due diligence

In the fashion industry, most human rights violations occur in the production phase of articles. As a fashion reseller in the off-price market segment, our direct impact on the supply chain of most items we sell is limited. Nonetheless, we are committed to complying with the German Supply Chain Due Diligence Act (SCDDA).

Responsibility for risk management in this regard has been delegated to the Compliance department. A Human Rights Officer was appointed to monitor risk management, review and audit preventive and remedial measures, and reports to the Management Board at least once per year. A key measure in our approach is our [Supplier Code of Conduct](#), which is made accessible to all suppliers. We have continuously been asking our suppliers to expressly accept our Supplier Code of Conduct and will continue with this effort in the coming years. Our general electronic [whistleblowing system](#) enables all stakeholders to anonymously report potential incidents and raise concerns. This expressly includes potential reports concerning our supply chain (for more details see [Our Code of Conduct and whistleblowing system](#)).

Supplier Code of Conduct

We expect from our business partners, that the principles of ecological, social, and ethical behavior will be observed and integrated into their corporate culture and that they will continuously optimize their business activities accordingly.

Our [Supplier Code of Conduct](#), which was last updated in 2025, lays out these values in the form of ethical ideals and principles that are binding for all our business partners worldwide. It draws from the ideas set out in the 'Declaration of Principles on Respect for Human Rights'. These principles are based on national laws and regulations, such as the Supply Chain Due Diligence Act (SCDDA) as well as international conventions, including the International Bill of Human Rights, Children's Rights and Business Principles, the UN Guiding Principles on Business

and Human Rights, the OECD Guidelines for Multinational Enterprises, and the standards of the International Labour Organization.

Risk management

We conducted risk analyses subject to the SCDDA in 2025 in our own business area and, with a risk-based approach, for our direct suppliers. In addition, ad hoc risk analysis was carried out both in our own business area and for our suppliers, including indirect suppliers, whenever necessary. The results of these risk analyses form the basis for our [Policy Statement](#), which is made available on our corporate website.

To the extent we identify risks, we seek to implement (additional) preventive and remedial measures on a case-by-case basis, such as our Supplier Code of Conduct and additional contractual agreements that commit our direct suppliers to respecting human rights and environmental expectations in their own business operations and at the same time adequately address human rights and environmental expectations along their own supply chains. We regularly (and ad hoc, if needed) review the effectiveness of such preventive and remedial measures.

To ensure employees are aware of our human rights and environmental obligations and associated values, we conduct regular target group-oriented SCDDA training for our employees.

WHAT WE ACHIEVED IN 2025:

- Conducted a human rights risk analysis in our own business area, as well as at certain direct and indirect suppliers
- Updated our Supplier Code of Conduct

WHAT WE ARE WORKING ON IN 2026:

- Conducting a human rights analysis according to the SCDDA for our own operations as well as (risk-based) for our direct suppliers
- We will continue to increase our due diligence checks with regard to vendors from risk-prone countries



GOVERNANCE

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BESTSECRET

5 Business conduct

Being economically successful is not enough. How we act towards our employees, customers, business partners and other stakeholders is equally important. Conducting business with integrity and fairness, with respect for the law, our internal policies and our values is our guiding principle and a key factor of our success. It is important for us to be a reliable business partner and a responsible company that is perceived as such. Violations of laws or internal policies will not be tolerated.

Our Compliance Management System

Compliance is a key instrument in preventing and sanctioning violations of applicable law and internal policies. We have established a Compliance Management System (CMS), and place great importance on actively living our compliance culture on all levels of our organization.

The central bodies of our Compliance organization are the Compliance department and the Compliance Steering Committee. The Compliance department, headed by our Chief Compliance Officer (CCO), is supported by experts from throughout the Group, e.g. the Legal department or IT security. In addition, Unit Compliance Officers have been appointed in each of our group companies and work closely with the central Compliance department. The CCO informs the Compliance Steering Committee and the Management Board of Best Secret Group SE of serious suspected cases if necessary.

Our Code of Conduct and whistleblowing system

BESTSECRET's [Code of Conduct](#) sets out the main compliance guidelines and general standards for conduct in business, legal and ethical matters. It states our commitment to equal opportunities, fair compensation, and health and safety, among other priorities. We do not tolerate any form of discrimination, harassment, child and forced labor, or any other human rights violation by any employee of BESTSECRET and expect our business partners to share such values. The Code is available to all employees and reviewed at least annually. It is binding for all employees and members of management of all group companies. A separate Supplier Code of Conduct is available for our suppliers. The Supplier Code of Conduct will be specified for our Non-Trade suppliers in the course of 2026 to address their situation in a more detailed manner.

A central element of BESTSECRET's CMS is our whistleblowing system. It is managed by the Compliance department in accordance with the German Whistleblower Protection Act. In addition to various internal reporting channels, an [electronic whistleblowing system](#) is available both internally and externally and allows for anonymous reporting. Our Code of Conduct states our clear commitment to non-retaliation against whistleblowers and explains how employees can report incidents; a dedicated whistleblowing policy has also been adopted.

Prevention of corruption and bribery

Corruption and bribery constitute criminal offenses, which may result in fines or imprisonment as well as financial and reputational damage for BESTSECRET. The prevention of active and passive, public and private corruption and bribery is therefore of high business relevance and thus another focus area of our CMS.

Our Code of Conduct clearly states our zero-tolerance approach in this regard. This is further substantiated by several policies and process instructions. The most relevant provisions are contained in our Policy on the Prevention of Corruption, the Policy on the Handling of Conflicts of Interest, the Policy on Gifts and Hospitality and the Business Partner Check Policy. The ban on corruption and bribery is also contained in our Supplier Code of Conduct and is therefore also communicated towards the business partners of BESTSECRET.

It is our goal to achieve a participation quota of 70% for mandatory compliance training, including for anti-corruption. In 2025, we trained more than 500 BESTSECRET employees in live sessions (in person or remote) on essential compliance issues, like the prevention of corruption, anti-money laundering and the integrity standards set forth in our Code of Conduct. As in previous years, in 2025, we are not aware of any investigations into corruption or bribery offenses against the companies of BESTSECRET Group, their board members or employees.

Compliance awareness and training

To promote compliance awareness and culture as well as to enhance knowledge, our compliance training concept offers both e-learning and target-group specific training sessions. Subjects include compliance training for executives, the Code of Conduct, compliance incident management, corruption prevention, anti-money laundering, Supply Chain Due Diligence Act requirements, and anti-discrimination.

We also use different formats such as intranet articles or quizzes to bolster overall compliance awareness. All new employees and newly promoted managers are made aware of the compliance program upon entering into their new roles.

Animal welfare

We stopped buying articles made of or with real fur or exotic leather in 2022 and manifested this in our Supplier Code of Conduct and other relevant buying guidelines and processes. We are also committed to complying with the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and expect our suppliers to do the same.

Donations

Our Donation Policy reaffirms our commitment to transparency and uniform principles in the allocation of donations. Our goal is to support human rights, alleviate human suffering, and promote well-being beyond our business activities, and to align such donations with our Sustainability Program. In 2025, we gave all sale proceeds of shopping bags in our retail stores in Germany to a local children's hospice. Our retail store in Austria donated such proceeds to a mobile pediatric care facility, which provides care and support for children and their families in the comfort of their home.

WHAT WE ACHIEVED IN 2025:

- No penalties or fines were imposed on BESTSECRET or its employees and board members for violating anti-corruption and bribery regulations (formal Compliance Goal)
- Trained more than 500 employees in live compliance training sessions, including for anti-corruption

WHAT WE ARE WORKING ON IN 2026:

- Continue to uphold the status of our Compliance Goals underscoring our zero-tolerance approach for bribery and corruption
- Achieving a participation quota of 70% for mandatory compliance training, including for anti-corruption

6 Data protection and IT security

Our customers, business partners and employees entrust us with their sensitive data. We are committed to complying with all applicable data protection regulations and safeguarding their data. Ensuring the integrity and security of our IT infrastructure is critical to prevent serious damage to our business.

Data protection

It is of utmost importance to BESTSECRET to treat personal information, especially of employees, customers and suppliers, with due care and to not disclose or disseminate it without appropriate authorization under any circumstances.

Our risk-based data protection management system aims to protect personal and other sensitive data from loss, destruction, unauthorized access or use, change or disclosure. The system is based on applicable legal requirements, in particular the General Data Protection Regulation (GDPR) and the German Data Protection Act (Bundesdatenschutzgesetz – BDSG) as well as on our internal data protection policies. BESTSECRET has implemented various technical and organizational measures to protect personal data from misuse, for example data encryption, data protection safeguards, and procedural instructions for all employees. Our data protection processes also cover the information obligations and rights of data subjects as well as the reporting of data protection incidents, i.e. the unlawful disclosure of personal data by third parties (Art. 33, 34 GDPR).

In 2025, we did not have any reportable data protection incidents in our own operations or at our service providers.

IT security

Our business model is highly dependent on the integrity, resilience and security of our IT infrastructure, digital platforms and data. A successful cyberattack could have significant operational, financial and reputational impact. We therefore take cybersecurity seriously and continue to invest in appropriate technical and organizational protection measures.

BESTSECRET’s IT security department defines cybersecurity policies, minimum requirements and control frameworks across areas such as access management, vulnerability management, monitoring, incident response and cyber risk management. We continuously review and improve our security posture through internal assessments, external testing, employee awareness measures and ongoing risk-based improvements.

Cybersecurity training is mandatory for employees with access to company-owned devices.

WHAT WE ACHIEVED IN 2025:

- Revised our balancing of interests documentation, the legal basis for personal data processing (finalized 2026)
- Implemented AI-Tenets to ensure all employees use AI in compliance with data protection requirements
- Strengthened our cybersecurity capabilities through additional threat intelligence sources.
- Continued to improve cybersecurity controls, risk assessments and employee awareness measures.

WHAT WE ARE WORKING ON IN 2026:

- Updating our Data Subject Access Rights process
- Reviewing our cookie banner tracking technologies
- Further strengthening cybersecurity governance, policies and standards and detection, response and incident readiness.
- Enhancing identity and access security.
- Further aligning our cybersecurity framework with evolving regulatory expectations, including NIS2-related requirements.



KEY FIGURES

Key figures

GENERAL DISCLOSURES	Unit	2025	2024
Composition of governance bodies			
Gender diversity¹			
Supervisory Board	%	17 %	17 %
Management Board	%	— %	— %
Independent members			
Supervisory Board	%	29 %	29 %
ENVIRONMENT	Unit	2025	2024
Climate change			
Energy²			
Total energy consumption	MWh	25,133	22,957
From fossil sources	MWh	7,681	8,972
Coal and coal products	MWh	0	0
Crude oil and petroleum products	MWh	1,350	1,579
Natural gas	MWh	562	308
Other fossil sources	MWh	—	—
Purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	5,769	7,086
Share of fossil sources	%	31 %	39 %
From nuclear sources	MWh	5	10
Share of nuclear sources	%	— %	— %
From renewable sources	MWh	17,447	13,975
Share of renewable sources	%	69 %	61 %
Share of certified renewable electricity	%	99 %	84 %
Energy consumption per revenue	MWh/EUR m	16	16
GHG emissions			
Scope 1 GHG emissions³			
Gross scope 1 GHG emissions	t CO2e	825	637
Percentage of scope 1 GHG emissions from regulated emission trading schemes	%	— %	— %

¹ Calculated per ESRS definition as ratio of female to male members at the end of the year.

² All energy data refer to all facilities under operational control of BESTSECRET. In 2025, we updated our scope energy categories in line with ESRS requirements: 2024 data were adjusted accordingly.

³ In 2025, we updated our scope 1 and 2 emissions allocation logic in line with ESRS requirements: 2024 data were adjusted accordingly.

ENVIRONMENT	Unit	2025	2024
Scope 2 GHG emissions¹			
Gross market-based scope 2 GHG emissions	t CO2e	1,235	2,395
Gross location-based scope 2 GHG emissions	t CO2e	8,206	6,344
Significant scope 3 GHG emissions²			
Gross scope 3 GHG emissions	t CO2e	577,152	540,140
Purchased goods and services	t CO2e	540,179	509,826
Fuel- and energy-related activities	t CO2e	1,120	1,357
Upstream transportation and distribution ³	t CO2e	20,746	17,731
Waste generated in operations	t CO2e	360	425
Business travel	t CO2e	616	492
Employee commuting	t CO2e	1,656	1,863
Use of sold products	t CO2e	6,029	not assessed
End-of-life treatment of sold products	t CO2e	6,446	8,445
Total GHG emissions	t CO2e	579,212	543,172
Resource use and circular economy	Unit	2025	2024
Waste in our logistics centers⁴			
Total waste generated	metric tons	2,998	2,977
Non-hazardous	metric tons	2,996	2,974
Non-hazardous waste diverted from disposal	metric tons	2,996	2,974
Recycling	metric tons	2,493	2,375
Other recovery options ⁵	metric tons	502	599
Hazardous ⁶	metric tons	3	3
Waste directed to disposal	metric tons	—	—
Non-recycled waste	metric tons	502	599
Percentage of non-recycled waste	%	17 %	20 %

¹ In 2025, we updated our scope 1 and 2 emissions allocation logic in line with ESRS requirements: 2024 data were adjusted accordingly.

² The categories "Capital goods" and "Upstream leased assets" may also be relevant but have not been assessed yet. The categories "Downstream transportation", "Processing of sold products", "Downstream leased assets", "Franchises", and "Investments" have been found to not be relevant for BESTSECRET. 2024 data for "Upstream transportation", "Waste", "Employee commuting" and "End-of-life" had to be adjusted due to updates in methodology in 2025 to ensure comparability.

³ Incoming transport, shipments and returns, intralogistics, and third-party warehouses

⁴ All waste data refer to our two main logistics centers in Poing, Germany and Sulechów, Poland. Returns and other outsourced logistics services are not included. Waste occurring there is managed by our partners.

⁵ Incineration with energy recovery

⁶ The only hazardous waste collected was electronic waste.

ENVIRONMENT	Unit	2025	2024
Packaging materials¹			
Total packaging material	tons	6,287²	6,429
Cardboard and paper	tons	5,690	6,171
Plastics	tons	597 ³	258
Total packaging material per shipment	g	336	357
Preserving the life of fashion items			
Share of BESTSECRET stock sold via our ecosystem ⁴	%	> 99 %	> 99 %
Overstock share by NMV ⁵	%	67 %	75 %
SOCIAL			
Own workforce			
Characteristics of employees⁶			
Total	headcount	2,238	2,326
Female	headcount	1,195	1,203
Male	headcount	1,043	1,123
Permanent	headcount	1,861	1,977
Female	headcount	1,020	1,041
Male	headcount	841	936
Temporary	headcount	377	349
Female	headcount	175	162
Male	headcount	202	187
Full-time	headcount	1,676	1,855
Female	headcount	776	832
Male	headcount	900	1,023
Part-time	headcount	562	471
Female	headcount	419	371
Male	headcount	143	100
New hires ⁷	FTE	342	405
Leavers	FTE	559	370

¹ All packaging data refer to packaging materials purchased for all business-to-customer logistics, including outsourced logistics, and internal logistics. Shipments processed and sent by brand partners via our Curated Platform are excluded.

² The total weight of packaging materials purchased decreased slightly in 2025, as we filled up stocks significantly in 2024.

³ We in-sourced the procurement of polybags, which had previously been provided by a service provider, data for which were not available in 2024.

⁴ KPI does not include articles sold by our brand partners via our Curated Platform.

⁵ Net Merchandise Value

⁶ All employee data are end of year and do not include external staff, employees on long-term leave due to sickness or on parental leave, or garden leave. Exclusion of employees on parental leave leads to an underrepresentation of female employees.

⁷ New hires and leavers only include permanent employees.

SOCIAL	Unit	2025	2024
Gender diversity			
Supervisory Board	headcount	7	7
Female	headcount	1	1
Male	headcount	6	6
Management Board	headcount	4	3
Female	headcount	0	0
Male	headcount	4	3
Female	%	— %	— %
Male	%	100 %	100 %
S-Team (1st Management Level)¹	headcount	7	8
Female	headcount	2	0
Male	headcount	5	8
Female	%	29 %	— %
Male	%	71 %	100 %
Senior Leadership Team (2nd Management Level)²	headcount	61	69
Female	headcount	23	23
Male	headcount	38	46
Female	%	38 %	33 %
Male	%	62 %	67 %
All employees	headcount	2,238	2,326
Female	headcount	1,195	1,203
Male	headcount	1,043	1,123
Female	%	53 %	52 %
Male	%	47 %	48 %
Health and safety			
Percentage of people in own workforce covered by our health and safety management system	%	99 %	99 %
Recordable accidents ³	#	23	44
Reportable accidents ⁴	#	21	29
Cases of recordable work-related ill health	#	—	—
Lost days ⁵	#	266	366
Number of fatalities as result of work-related injuries and work-related ill health	#	—	—

¹ Data do not include Management Board members.

² Data do not include Management Board and S-Team members.

³ Accidents resulting in at least 1 day away from work

⁴ Accidents resulting in more than 3 days away from work

⁵ 2024 figure adjusted to account for all days lost; previously only incidents with more than three days lost were reflected.

GOVERNANCE	Unit	2025	2024
Business conduct			
Governance body members that the organization's anti-corruption policies and procedures have been communicated to	%	100 %	100 %
Employees that the organization's anti-corruption policies and procedures have been communicated to	%	100 %	100 %
Governance body members that have received training on anti-corruption	%	100 %	100 %
Number of convictions and sanctions for violation of anti-corruption and anti-bribery laws	#	—	—
Total amount of fines for violation of anti-corruption and anti-bribery laws	EUR	—	—
Data protection and IT security	Unit	2025	2024
Reportable data protection incidents	#	0	0

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07/2026 – revised version 09/2026

BESTSECRET