

Biodiversity framework policy

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1. OBJECTIVE

At Mango, we recognize that biodiversity and ecosystem integrity are essential to climate resilience, the availability of natural resources, and the balance of the systems on which people, communities, and economic activities depend.

This Biodiversity Framework Policy establishes the principles guiding Mango's approach to preventing and managing risks and impacts on biodiversity within its priority value chains, in line with its sustainability and responsible sourcing strategy.

This policy is complemented, where necessary, by standards, annexes, and other specific documents that develop technical criteria and requirements applicable to certain materials, processes, or supply chains.

Likewise, this policy is underpinned by Mango's

commitments regarding deforestation-free bovine leather and its commitment with Canopy for forest protection, among others, which help define its priorities for action on biodiversity.

1.1. REFERNCES FRAMEWORKS

This policy aligns with the vision and goals of the Kunming-Montreal Global Biodiversity Framework (GBF) of the Convention on Biological Diversity (CBD), particularly the global goal to halt and reverse biodiversity loss by 2030, and with the EU Biodiversity Strategy for 2030.

It also takes as a reference:

- the AR3T mitigation hierarchy of the Science Based Targets Network (SBTN);
- the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, with regard to due diligence;

- Regulation (EU) 2023/1115 on deforestation-free products (EUDR);
- the TNFD recommendations framework for the identification of nature-related impacts and dependencies.

2. SCOPE

This policy applies to Mango's activities, decisions, and business relationships linked to its priority supply chains, with particular attention to materials, products, and geographic contexts that present greater exposure to biodiversity- and ecosystem-related risks.

Mango assesses the proximity of its own operations (headquarters, logistics centres and stores) and of its priority supply chains to biodiversity-sensitive areas, understood as Natura 2000 Network sites, protected areas under IUCN categories I–VI, Ramsar sites, UNESCO World Heritage sites, Key Biodiversity Areas

(KBAs) and their zones of influence. This policy primarily addresses risks and impacts associated with:

- forests and other natural ecosystems
- deforestation, conversion, and degradation of ecosystems
- forest-derived and cellulosic materials
- paper, cardboard, and other forest-derived materials, whether or not involved in packaging manufacturing
- materials of animal origin
- animal welfare
- traceability and transparency in the supply chain
- human rights linked to ecosystems and biodiversity, including the rights of Indigenous Peoples and local communities

3. DEFINITIONS

For the purposes of this policy, the following terms shall have the meaning indicated below:

- **Biodiversity:** the variability of living organisms, including terrestrial, marine, and aquatic ecosystems, and the ecological complexes of which they are part.
- **Ecosystems:** dynamic systems formed by communities of living organisms and their physical environment, interacting as a functional unit.
- **Deforestation:** the conversion of a forest to a non-forest use.
- **Conversion:** the transformation of a natural ecosystem into another land use or into a substantially modified ecosystem.
- **Ecosystem degradation:** significant deterioration of the structure, composition, or ecological function of an ecosystem.
- **Priority supply chain:** a chain, material, product, origin, or category identified by Mango due

to its relevance or exposure to biodiversity-related risks and impacts.

- **Traceability:** the ability to identify and track the origin and journey of a material or product throughout the supply chain.

- **Responsible sourcing:** the integration of environmental, social, and ethical criteria in the selection of materials, suppliers, and processes.

- **Due diligence:** an ongoing process of identifying, preventing, mitigating, monitoring, and communicating actual or potential adverse impacts.

- **Indigenous Peoples and local communities:** groups culturally, socially, spiritually, or economically connected to territories and natural resources potentially affected.

- **Animal welfare:** consideration of the living conditions, handling, and treatment of animals

in relation to the materials covered by this policy.

- **AR3T Hierarchy:** a management framework based on Avoid, Reduce, Restore, Regenerate, and Transform.

4. RESPONSABILITIES

This policy will be implemented progressively, prioritizing those areas presenting greater risk exposure or higher potential impact on biodiversity.

The Sustainability area is responsible for driving, coordinating, monitoring, and reviewing the implementation of this policy, in collaboration with relevant company areas as applicable. Oversight of this policy lies with the Sustainability area, supported by the Sustainability Committee, as part of its function of monitoring the company's sustainability strategy.

Mango may update this policy and its supplementary documents to ensure alignment with regulatory developments, applicable standards, technical knowledge, and business priorities.

5. PRINCIPLES TO BE FOLLOWED

Mango's approach to biodiversity is based on the following principles:

- progressive integration of biodiversity considerations into decision-making and the management of priority supply chains

- a preventive, risk-based approach

- protection of forests, natural ecosystems, and habitats of ecological value

- promotion of responsible, traceable sourcing practices aligned with no-deforestation and no-conversion criteria, where applicable

- promotion of the use of recycled materials, organic or regenerative agriculture, certified materials, or materials with lower impact

- consideration of animal welfare for materials of animal origin covered by this policy

- respect for human rights and commitment to the well-being of Indigenous Peoples and local communities

- collaboration with suppliers and other value chain actors to foster continuous improvement, along with the expectation that such suppliers promote and implement the principles set out in this policy throughout their own supply chains.

6. PROCEDURE TO BE FOLLOWED IN THE EVENT OF NON-COMPLIANCE

Mango structures its biodiversity management approach according to the AR3T hierarchy:

Avoid, Reduce, Restore, Regenerate, Transform. Within this framework, Mango directs its actions toward:

- **Avoid:** preventing or avoiding, as far as possible, adverse impacts on forests, natural ecosystems, sensitive habitats, and species, through design decisions, material selection, and responsible sourcing.

- **Reduce:** reducing impacts that could not be avoided, by strengthening traceability, improving practices, assessing risks, and applying other management measures within priority supply chains.

- **Restore:** supporting, where appropriate, actions aimed at restoring or improving environmental conditions in contexts linked to significant biodiversity risks.

- **Regenerate:** fostering, where feasible, practices and initiatives that contribute to ecosystems

tem regeneration, soil health improvement, and strengthened ecological resilience.

- Transform: progressively driving changes in materials, processes, and collaboration models that help reduce pressures on biodiversity and advance toward more responsible and resilient supply chains.

The implementation of this approach is progressive and is developed according to the level of risk, the nature of the materials, the sourcing context, and Mango's ability to exert influence. *ango estructura su enfoque de gestión en biodiversidad conforme a la jerarquía AR3T: Avoid, Reduce, Restore, Regenerate, Transform.*

6.1. DUE DILIGENCE AND RISK MANAGEMENT

- Mango applies a risk-based due diligence approach to identify, assess, and manage actual or potential adverse impacts on biodiversity

within its priority supply chains.

- This approach includes:

- identifying and assessing risks associated with materials, human rights, suppliers, third-party business relationships, activities, or sourcing regions

- defining traceability, documentation, verification, or certification requirements, as applicable

- engaging in dialogue with suppliers and promoting corrective or improvement measures

- reviewing business relationships in cases of serious or persistent non-compliance, in accordance with applicable frameworks and procedures

- progressively updating criteria, standards, and management mechanisms in line with regulatory, technical, and industry developments

- communicating and measuring the effectiveness of implemented measures

6.2. SUPPLIERS AND SUPPLY CHAIN

- Mango expects suppliers and business partners within the scope of this policy to act in alignment with its principles and applicable requirements.

- In particular, Mango may require, as appropriate:

- information on the origin of specific materials
- evidence or supporting documentation on traceability and compliance

- adherence to specific standards or requirements applicable to particular materials or supply chains

- collaboration on improvement plans when relevant risks or deviations are identified.

6.3. HUMAN RIGHTS AND ANIMAL WELFARE

Mango recognizes that biodiversity loss and ecosystem degradation may be linked to impacts on human rights and animal welfare. Accordingly, the company promotes an approach that integrates these considerations into risk assessment and management, paying attention, where relevant, to the rights of Indigenous Peoples and local communities, ensuring that the rights of people in communities dependent on these territories are not violated, while promoting environmental conservation and biodiversity protection, as well as animal welfare criteria for materials covered by this policy.

7. CONTROLS

Mango promotes appropriate mechanisms for reporting questions, concerns, or potential non-compliance related to this policy, in accordance with applicable channels and procedures.

Any person may raise questions or complaints related to this policy through Mango's corporate website, in the Compliance section, via the URL mango.edenuncias.com, or by postal mail to: Calle Vía Augusta 10, Polígono Industrial Riera de Caldes, Palau-solità i Plegamans, 08184 (Barcelona), Spain — Attn: Whistleblowing Channel.

8. PUBLICATION AND COMMUNICATION OF THE POLICY

This policy is complemented by other Mango corporate frameworks, standards, and policies on sustainability, responsible sourcing, ethics, business conduct, and supplier management, available at: <https://mangofashiongroup.com/en/corporate-documents>

- Animal Welfare Policy
- Mango's Commitment to Protect Forests
- Deforestation- and Conversion-Free Bovine Leather Policy

- Code of Conduct for Product Suppliers and Manufacturers

This policy will be available on Mango's corporate website for its business partners and other value chain stakeholders.

9. VALIDITY AND REVIEW

This policy will be reviewed at least every two years and may be updated to reflect advances in its approach, regulatory changes, or newly identified risks and opportunities.

NAME	VERSION	REVIEW / APPROVAL DATE	REVIEWING / APPROVING BODY	DESCRIPTION
Biodiversity Framework Policy	1.0	July 2026	Executive Direction Manager	Initial Version

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