

PROFILE FOR THE BOARD
SIGNA SPORTS UNITED N.V.
ADOPTED AS OF DECEMBER 14, 2021

INTRODUCTION

Article 1

- 1.1** This profile sets out the general principles applicable to the size, composition and independence of the group of Non-Executive Directors.
- 1.2** This profile shall be posted on the Website.

DEFINITIONS AND INTERPRETATION

Article 2

- 2.1** Unless otherwise defined in these rules, capitalised terms shall have the meanings ascribed to them in the Board Rules.
- 2.2** Without prejudice to Article 2.1, in these rules the following definitions shall apply:
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| Article | An article of this profile. |
| Board | The board of directors of the Company. |
| Board Rules | The internal rules of the Board. |
| Company | SIGNA Sports United N.V. |
- 2.3** Terms that are defined in the singular have a corresponding meaning in the plural.
- 2.4** Words denoting a gender include each other gender.

COMPOSITION OF THE GROUP OF NON-EXECUTIVE DIRECTORS

Article 3

- 3.1** The group of Non-Executive Directors consists of seven Non-Executive Directors.
- 3.2** In order to ensure that the group of Non-Executive Directors is properly composed, recommendations, nominations and proposals for the appointment of a Non-Executive Director shall be made taking into account the general principles described below in this Article 3.
- 3.3** Each Non-Executive Director should be capable of assessing the broad outline of the Company's overall management. In addition, the group of Non-Executive Directors shall be composed of individuals who are knowledgeable and have relevant experience and expertise in one or more of the following areas:

- a.** the industry in which the Company operates;
 - b.** general management;
 - c.** finance, administration and accounting;
 - d.** strategy;
 - e.** marketing and sales;
 - f.** safety and environment;
 - g.** manufacturing and production;
 - h.** innovation, research and development;
 - i.** safety and environment;
 - j.** human resources, personnel and organisation;
 - k.** information technology; and/or
 - l.** legal and regulatory affairs.
- 3.4** Each Non-Executive Director shall be expected to have the following competences and qualities:
 - a.** integrity;
 - b.** the ability to act critically and independently;
 - c.** the ability to promote and protect the interests of the Company, its business and its stakeholders;
 - d.** awareness of international trends in society, economy and politics;
 - e.** a track record of proven success;
 - f.** analytical, critical and solution-oriented;
 - g.** having sufficient time at his disposal to perform his duties properly;
 - h.** willingness to follow induction and training programmes and to be periodically evaluated;
 - i.** ambition for continuous improvement; and
 - j.** willingness to be appointed as a member of one or more Committees.
- 3.5** The majority of the Non-Executive Directors, including the Chairman, shall be independent for purposes of the Dutch Corporate Governance Code.
- 3.6** The Chairman shall not be a former Executive Director.
- 3.7** None of the Executive Directors shall be Dutch tax resident and, in principle, a majority of all Directors shall be German tax residents.

AMENDMENTS AND DEVIATIONS

Article 4

Pursuant to a resolution to that effect, the Board may amend or supplement this profile and allow temporary deviations from this profile.

GOVERNING LAW AND JURISDICTION

Article 5

This profile shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this profile shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.