

PRESS RELEASE

AGREEMENT FOR THE MUTUALLY AGREED RESOLUTION OF THE RELATIONSHIP WITH ENRICO MISTRON AND APPOINTMENT OF NEW CEO.

The Board of Directors of Geox S.p.A. announces that the Company and Enrico Mistrone have reached an agreement for the consensual termination of their administrative and employment relationship, effective as of today.

The agreement provides for the payment, in addition to the severance indemnities provided for by law, of a total amount, to be paid by August 2025, which, in aggregate, is equal to €1,025,000.00 gross for the consensual termination of the management and employment relationship and the waiver by Enrico Mistrone of any rights and claims against Geox S.p.A. and any other company of the Geox Group to any rights and claims connected with or even merely occasioned by the employment and management relationships and their termination.

It is expected that until 31 December 2025, Enrico Mistrone will continue to benefit from the FASI and the AON supplementary health insurance and may use the company car currently assigned to him.

The above entitlements are consistent with the Company's remuneration policy set out in the "Report on remuneration policy and remuneration paid" approved by the Board of Directors on 5 March 2025, submitted to the Shareholders' Meeting for approval and published on the Company's website.

No non-competition commitments have been made and a non-solicitation agreement has been signed for a period of 12 months from today's date.

Prior to approval by the Board of Directors today, the transaction was reviewed by the Nomination and Remuneration Committee, which expressed its reasoned opinion in favour of concluding the agreement.

It is noted that Enrico Mistrone does not hold any shares in the Company as of today's date.

The Board of Directors thanks Enrico Mistrone and wishes him every success in his future career.

FRANCESCO DI GIOVANNI APPOINTED NEW CHIEF EXECUTIVE OFFICER

Also today, the Board of Directors co-opted Mr Francesco Di Giovanni, pursuant to and for the purposes of Article 2386 of the Italian Civil Code, subject to the opinion of the relevant Committees and the approval of the Board of Statutory Auditors, granting him the powers of Chief Executive Officer. Mr Di Giovanni has extensive experience in senior management and CEO roles in complex industrial organisations operating in highly competitive and constantly evolving markets.

Mr. Francesco Di Giovanni has developed in-depth knowledge of Geox, having served as senior advisor to the company since the beginning of 2025.

The appointment is part of a process to accelerate the company's transformation, which is considered strategic in order to address the current challenges that will continue to characterise the remainder of 2025 and the entire 2026 financial year.

The Company specifies that, to the best of its knowledge, as of today, Mr Di Giovanni does not hold any share capital in Geox S.p.A.

The new Director's curriculum vitae is available at the registered office and on the website www.geox.biz.



FOR FURTHER INFORMATION

INVESTOR RELATIONS

Luca Amadini: tel. +39 0423 282476; mobile +39 349 930 2858; investor.relations@geox.com

PRESS

Juan Carlos Venti: tel: +39 0423 281914; mobile +39 335 470641; juancarlos.venti@geox.com

THE GEOX GROUP

The Geox Group operates in the medium-high price range of classic and casual footwear for men, women and children, as well as in the clothing sector. Geox owes its success to its constant focus on the product, characterised by the application of innovative and technological solutions that guarantee breathability and waterproofing, and bases its future growth strategies on continuous technological innovation.

Geox is one of the world's leading companies in the 'International Branded Casual Footwear Market'.