

Smooth transition in the Management Board

Marco Giorgetta takes over as Group CFO from Mark Langer

Düsseldorf, 12 March, 2025 - Marco Giorgetta, currently Chief Financial Officer (CFO) of DOUGLAS Southern Europe and Italy, will take over the position as new DOUGLAS Group CFO from Mark Langer, who decided to leave the company after four successful years. With this thoroughly planned step, the DOUGLAS Group ensures a smooth transition and continuity at the top of its finance organization. The Supervisory Board already confirmed Mark Langer's resignation and the appointment of Marco Giorgetta as of May 1.

"With Mark Langer, we are losing a valued colleague and financial expert with whom we have shared many successful achievements", DOUGLAS Group CEO Sander van der Laan said. "Mark Langer made a crucial contribution to the development and implementation of our 'Let It Bloom' strategy and created a solid financial foundation for the future of our company including our IPO. I would like to sincerely thank him on behalf of the Management Board and the entire DOUGLAS Group. At the same time, with Marco Giorgetta we gain an experienced finance and retail manager who knows the beauty market and the company inside out. We are very happy to have found this excellent internal successor, who brings strong leadership skills and great expertise in our business and thus ensures consistency in our financial activities and beyond."

"I'm thankful for my time at DOUGLAS", Mark Langer said. "After the IPO in 2024, the first Annual Shareholder Meeting of the DOUGLAS AG this February and most recently the successful closure of the new refinancing, the right time has come for me to initiate my succession. I am happy to hand over my tasks to such an experienced finance manager and business leader as Marco Giorgetta, with whom I've worked closely together already in his current position."

"I appreciate the trust that is placed in me to take on the role of the DOUGLAS Group CFO", said Marco Giorgetta. "I am very much looking forward to the new tasks and working together with all the colleagues in Düsseldorf and the country clusters as well as with Sander van der Laan and Philipp Andrée in the Management Board. An exciting new chapter is beginning for me, and I am confident that we will continue the successful course of the DOUGLAS Group all together."

Mark Langer joined DOUGLAS in May 2021 as CFO and did successfully steer and develop the overall finance functions of the Group, but also the Legal Department, Real Estate, Supply Chain, Indirect Procurement, Internal Audit Quality Assurance and the Project Management Office (PMO). Starting his career at McKinsey & Company and Procter & Gamble, Mark Langer worked in leading top-positions at the fashion brand HUGO BOSS from 2003 to 2020, most recently as CEO & Chairman of the Management Board.

Marco Giorgetta joined DOUGLAS Italy as CFO in 2017 and additionally took over the responsibility as CFO Southern Europe in 2021. Prior to that, he was CFO at Limoni, an Italian beauty chain which DOUGLAS acquired in 2017. From 2011 to 2017, Marco Giorgetta worked for the private equity firms Bridgepoint and Orlando Italy, and before he began his career in the Investment Banking division at Morgan Stanley.

Dr. Henning Kreke, Chairman of the Supervisory Board, said: "DOUGLAS' success story in recent years is also due to the strong work of Mark Langer and his teams. On behalf of the Supervisory Board, I would like to thank him for his dedication and ongoing passion for DOUGLAS and to also

warmly welcome Marco Giorgetta in his new role as Group CFO. I am happy that we have found a great internal successor in Marco Giorgetta ensuring a smooth transition, long term continuity and sustainable growth for the company. With his profound track record coupled with a passion for omnichannel retail, Marco Giorgetta will further enhance the strong financial position of the DOUGLAS Group. We wish both Mark Langer and Marco Giorgetta all the best for their next steps.”

About the DOUGLAS Group

The DOUGLAS Group, with its commercial brands DOUGLAS, NOCIBÉ, Parfumdreams and Niche Beauty, is the number one omnichannel premium beauty destination in Europe. The DOUGLAS Group is inspiring customers to live their own kind of beauty by offering a unique assortment online and in around 1,900 stores. With unparalleled size and access to customers, the DOUGLAS Group is the partner of choice for brands and offers a premium range of selective and exclusive brands as well as own corporate brands. The assortment includes fragrances, color cosmetics, skin care, hair care, accessories as well as beauty services. Strengthening its successful omnichannel positioning while consistently developing superior customer experience is at the heart of the DOUGLAS Group strategy “Let it Bloom”. The winning business model is underpinned by the Group’s omnichannel proposition, leading brands, and data capabilities. In the financial year 2023/24, the DOUGLAS Group generated sales of 4.45 billion euros and employed around 19,200 people across Europe. It was named the World’s Top Company for Women in 2025 among all retail and wholesale companies by Forbes. The DOUGLAS Group (Douglas AG) is listed at the Frankfurt Stock Exchange.

For further information please visit the [DOUGLAS Group Website](#).

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